



## WEST COAST PAPER MILLS LTD.,

Registered & Works Office : Post Box No. 5, Bangur Nagar, Dandell-581 325  
Dist Uttar Kannada (Karnataka) - India

CORPORATE IDENTITY NO : L02101KA1955PLC001936 website : www.westcoastpaper.com  
Ph : (08284) 231391 - 395 (5 lines) Fax : 08284-231225 (Admn. Office) 230443 (Works Office)

GSTIN:28AACT4128U20



ZZS:AGM:406:SHARE:07  
July 30, 2025

To:

BSE Limited  
Corporate Services  
Floor 25, P.J.Towers,  
Dalal Street  
**MUMBAI – 400 001**  
**SCRIP CODE: BSE-500444**

To:

National Stock Exchange of India Limited  
Listing Department  
Exchange Plaza  
Bandra-Kurla Complex,  
Bandra [East]  
**MUMBAI-400 051**  
**SCRIP CODE: NSE-WSTCSTPAPR**

Dear Sirs,

### **Sub : Business Responsibility and Sustainability Report – 2024-25**

We enclose herewith Business Responsibility and Sustainability Report – 2024-25.

Please take the same on record.

Thanking you,

Yours faithfully,

For WEST COAST PAPER MILLS LTD.

BRAJMOHAN PRASAD  
COMPANY SECRETARY  
M.NO.F7492

Encl: a.a.



Corporate Office : 31, Chowringhee Road, Kolkata - 700 016  
Phone : (033) 2265 6271-78 (8 lines), Fax : (033) 2226 5242, Email : wcpm.sale@westcoastpaper.com



# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L02101KA1955PLC001936
2	Name of the Listed Entity	West Coast Paper Mills Limited
3	Year of incorporation	1955
4	Registered office address	PB No. 5, Bangur Nagar, Dandeli – 581325 District – Uttara Kannada, Karnataka
5	Corporate address	31, Jawaharlal Nehru Road, Kolkata 700016, West Bengal, India
6	E-mail	co.sec@westcoastpaper.com
7	Telephone	08284-231391-395
8	Website	www.westcoastpaper.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'), BSE Limited ('BSE')
11	Paid-up Capital	₹ 1321 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Rajendra Jain Executive Director 08284 231391 edoffice@westcoastpaper.com DIN: 07250797
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).	All the disclosures in this report is on standalone basis.
14	Name of assurance Provider	Not Applicable
15	Type of assurance obtained	Not Applicable

### II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Pulp, Paper and Paper Board	Integrated paper manufacturing	90%
2	Manufacture of Optic Fibre Cable	Manufacture of optic fibre cable	10%

17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Writing & Printing Paper, Cup Stock Paper Board, Pulp, etc.,	17011,17016,17093	90%
2	Optic Fibre Cable	27310	10%



### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	8	11
International	-	-	-

19. Markets served by the Company

- a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	14

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

FY 2024-25	1%
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- c. Types of customers

The Company sells its product in the B2B and B2C market through a network of distributors, nationally and internationally. The Company offers WESCO brand premium printing papers to suit high-end printing applications. Some of the Banks are using our customized water-marked security-paper in printing cheque leaves. The optic fibre cable is also sold in B2B and B2C market through distributors, commercial and industrial establishments and Government Institutions.

### IV. Employees

20. Details as at the end of Financial Year, i.e. March 31, 2025:

- a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	969	947	98%	22	2%
2.	Other than Permanent (E)	86	74	86%	12	14%
3.	Total employees (D+E)	1055	1021	97%	34	3%
<b>WORKERS</b>						
4.	Permanent (F)	1494	1493	100%	1	0%
5.	Other than Permanent (G)	2358	2126	90%	232	10%
6.	Total workers (F+G)	3852	3619	94%	233	6%

- b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	-	-	-	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	6	6	100%	-	-
5.	Other than Permanent (G)	1	1	100%	-	-
6.	Total differently abled workers (F+G)	7	7	100%	-	-



## 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors (Including KMP)	10	2	20%
Key Management Personnel	5	-	-

## 22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.87%	0.63%	8.50%	5.90%	0.56%	6.46%	8.90%	-	8.90%
Permanent Workers	4.77%	-	4.77%	4.67%	-	4.67%	3.23%	-	3.23%

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

## 23. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1	Andhra Paper Limited (APL).	Subsidiary	72.45	No
2	West Coast Opticable Limited (WCOL).	Subsidiary	100	No
3	Wesco Defence Systems Ltd.	Subsidiary	100	No
4	Uniply Décor Ltd.	Subsidiary	100	No
5	Speciality Coatings and Laminations Ltd.	Associate	37.33	No

**VI. CSR Details**

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

All the requirement of Schedule VII of the Companies Act, 2013 has been complied with and are disclosed on the Company's website at <https://www.westcoastpaper.com/csr/>

(ii) Turnover (₹ in Lakhs) : 2,50,160/-

(iii) Net worth (₹ in Lakhs) : 2,70,482/-

**VII. Transparency and Disclosure Compliances**

## 25. Complaints/Grievances on any of the principles (Principle 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 weblink for grievance redressal policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes. Refer Point 1.	-	-	-	-	-	-
Investors (other than shareholders)	Yes. Refer Point 2.	-	-	-	-	-	-
Shareholders		06	-	-	12	-	-



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes. Refer Point 3.	-	-	-	-	-	-
Customers	Yes. Refer Point 4.	63	-	-	54	-	-
Value Chain Partners	Yes. Refer Point 5.	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

**1. Communities**

Addressed through the CSR Policy of the Company [<https://www.westcoastpaper.com/csr/>]

**2. Shareholders**

Share Department of the Company and RTA handles Grievances as per SEBI (LODR) Regulation 2015

**3. Employees and workers**

The Company has Joint Negotiation Committee (JNC) concept. The management and JNC takes care of the grievance redressal mechanism for workers. Additionally, POSH and Grievance redressal mechanism procedures are in place for review / redressal of issues of employees and workers.

**4. Customers**

Covered in contracts and agreements entered into with the dealers and customers of the Company. Feedback and complaints received by marketing and quality control are resolved.

**5. Value Chain Partners**

Addressed under the Ethics Policy of the Company  
[\[https://www.westcoastpaper.com/wp-content/uploads/2021/03/Code-of-conduct.pdf\]](https://www.westcoastpaper.com/wp-content/uploads/2021/03/Code-of-conduct.pdf)  
[\[https://www.westcoastpaper.com/wp-content/uploads/2024/02/Whistle-Blower-Policy-1.pdf\]](https://www.westcoastpaper.com/wp-content/uploads/2024/02/Whistle-Blower-Policy-1.pdf)

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

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Quality.	Risk and Opportunity	<b>Risk:</b> Our customers expect us to maintain and improve upon the quality of our products. Any lapse on product quality would negatively impact our brand value and our market share. <b>Opportunity:</b> Upholding and improving upon our product will enable us to increase our market share as well as retain our existing customer base. Further, increasing use of paper products in the food industry is an emerging opportunity.	Continuous monitoring and improvement of product quality is required to ensure our products have a consistent quality and meet the customer's quality expectations.	<b>Positive:</b> Maintaining product quality would ensure that we remain competitive in our industry.



Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Raw Material: Wood Availability	Risk	<b>Risk:</b> Wood is the major source of raw material for pulp manufacturing. Availability of required wood is an issue.	<p>The Company has a well-defined Plantation Programme - Site specific clones are developed as per prevailing soil and climatic conditions.</p> <p>Convincing and motivating farmers to raise pulp wood plantations by development in farm forestry.</p> <p>Development of Partner nurseries for distribution of required clones.</p> <p>Adding new species of wood for the pulping process.</p> <p>Sourcing of wood from other states and development of farm forestry in neighbouring states.</p> <p>Import of wood chips.</p>	<b>Negative:</b> Shortage of wood may lead to high cost of sourcing of wood.
3	Energy Management	Risk and Opportunity	<p><b>Risk:</b> With increasing scarcity of natural resources and increasing cost, efficient management of energy becomes critical for uninterrupted business operations.</p> <p><b>Opportunity:</b> Improving production process for better management of energy would not only enable us to improve operating margin but also it would enable us to reduce carbon footprint.</p>	Our Company has improved the production process, adopted better energy efficient equipment to optimize the energy consumption. During the year, through various process improvements, the Company was able to save 81,111 GJ of energy as compared to last year.	<b>Negative:</b> Increase in cost of production and not meeting carbon footprint requirement.
4	Human Rights Practices	Risk and Opportunity	<p><b>Risk:</b> Absence of a comprehensive Human Rights governance structure encompassing parameters such as working conditions, child/forced labour, fair remuneration, gender diversity, prevention of sexual harassment, freedom of association and collective bargaining will adversely impact the Company's smooth working &amp; people development.</p> <p><b>Opportunity:</b> This will help the Company to create better working environment, with involvement and ownership of people working in Company.</p>	<p>The Company has in place policy on Prevention of Sexual Harassment in line with the requirements of The Sexual Harassment of Women at the Workplace (Prevention, Prohibition and Redressal) Act, 2013. All employees (permanent, contractual, temporary and trainees) are covered under this policy. During the financial year 2024-25 no complaints regarding child labour, forced labour, involuntary labour, sexual harassment were received by the Company.</p> <p>The Company has Joint Negotiating committee represented by workmen to deal with employees related issues and Long Term Wage Settlement is signed periodically.</p>	<b>Positive:</b> Better work environment helps to produce cost efficient quality product.



Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Environment Management	Risk	<b>Risk:</b> Water is a critical input material in our production process. We have to also ensure that we meet air emission & water consumption and discharge norms.	Our Company has improved production process over the years to reduce water consumption. Further, it is our constant endeavour to increase the use of recycled water in operation. During the year, through various process and improvement, we were able to reduce the water consumption by 12% in 2024-25 as compared to 2023-24. We have online monitoring system for Water & Air emission. We need to conserve water using 3R principle. For this new technology and equipment are being explored and used to meet Air & Water norms.	<b>Negative:</b> Non-Compliance of norms may lead to closure of plant.
6	Coal - Availability	Risk and Opportunity	<b>Risk:</b> Availability of local coal is limited. Cost of sourcing imported coal is high. <b>Opportunity:</b> To look for opportunity to reduce energy (Steam & Power) consumption to reduce cost. Also look for non-fossil fuel energy sources.	We are continuously getting technical energy audit done and replacing energy inefficient equipment with energy efficient equipment & technology to reduce carbon footprint.	<b>Negative:</b> Increase in energy cost due to use of high cost imported coal.

## 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
<b>Policy and management processes</b>										
1.	a. Whether the Company'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. Weblink of the policies, if available	<a href="https://www.westcoastpaper.com/policies/">https://www.westcoastpaper.com/policies/</a>								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N



4.	Name of the national and international codes/certifications/labels/ standards adopted by the Company and mapped to each principle.	<p>The Company has well defined Environment, Health and Safety (EHS) and Quality Management Systems in place and are aligned with International Standards like:</p> <p><b>ISO 9001</b>– For quality management system for design, development, manufacture and marketing of paper and paperboard.</p> <p><b>ISO 14001</b>– For designing and implementing a comprehensive Environment Management System (EMS) in line with the global standards.</p> <p><b>FSC®</b> - Forest Stewardship Council Certification - Chain of Custody which indicates that the Company is using wood from responsible forests and well-managed plantations and ensures that only legally harvested wood is used for manufacture of paper/paperboard.</p> <p><b>ISO 45001</b> - Occupational Health &amp; Safety Management System in line with the global standards, in design, development, manufacture and marketing of paper &amp; paper boards.</p> <p><a href="https://www.westcoastpaper.com/our-certifications/">https://www.westcoastpaper.com/our-certifications/</a></p>
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	<p>The Company has identified material ESG issues which will help in setting targets and measures.</p> <p>We have set a target of planting 2 Crore trees during FY 25-26 which will cover around 8000 hectares of land for plantation of Subabul, Casuarina and Eucalyptus to meet the projected hardwood demand.</p>
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	<p>The Company was able to reduce its energy and water consumption during the year as a result of focus on continuous process improvement. Performance of the each of the principles is reviewed periodically by various Committees led by Management and Board of Directors.</p> <p>Achieved</p> <p>Environment:</p> <ol style="list-style-type: none"> <li>150.02 lakhs Nos of seedling and saplings were planted against the target set for 150 lakhs in 2024-25 covering an area of around 6841 hectares of Subabul, Casuarina and Eucalyptus plantations to improve wood resource availability.</li> <li>Water consumption per ton of product has reduced from 52 KL pt in 2023-24 to 46 KL pt in 2024-25.</li> <li>Steam consumption per ton of product has reduced from 9.14 MT pt in 2023-24 to 9.02 MT pt in 2024-25.</li> <li>The Company has put in place a waste management system wherein the focus is on recycling/ recovering of waste input material to the extent possible. Nearly 97% of the chemicals used in pulp cooking process are recovered back in the Chemical Recovery Complex and recycled. Further, around 25% water used in the process is recycled and reused. Fly ash is being used for making eco-bricks. ETP sludge is being used for cardboards/egg tray manufacturing.</li> </ol> <p>Social:</p> <p>More focus is being given on training, behaviour, health and safety aspect and to improve work environment by involving top to bottom personnel. Effective implementation of these programs has positively reflected in reduction in injuries among permanent workers and lead to zero fatal incidents in FY 2023-24 and FY2024-25.</p> <p>Our organization continued to engage with communities and provide necessary support to marginalised and vulnerable communities through our CSR programs.</p>



<b>Governance, leadership and oversight</b>																																																														
7.	<p>Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p>The Company is committed to green production, resource conservation and responsible waste management. The Company has adopted 'minimum impact-best process' technology that involves green production, resource conservation, responsible waste management and a reduced pollution load, as its core dimensions. During the year the Company managed to save 81,111 GJ of energy as a result of various energy saving initiatives. The Company is continuously focussing in reducing its Carbon Footprint. The Company follows 3R principle (Recycle, Reuse and Reduce) and more focus is being given at controlling at source instead of end of pipe treatment. There is significant awareness in zero accident &amp; Environment Management culture and it is being brought in DNA of employee. This is helping the Company to produce quality product in cost efficient manner.</p>																																																													
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**Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****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 Key Managerial Personnel	2	The Directors of the Company are given extensive information through periodical updates and detailed presentations, which includes awareness trainings on topics like SEBI & MCA amendments and latest circulars. Audit process, and on new development initiatives.	100%
Employees other than Board of Directors and KMPs Workers	605	Employees undergo regular training programmes in the areas of skill upgradation, process orientation, soft skill development and safety. Workers are given on the Job Training regularly related to Process & Technical and safety training, fire fighting training are also conducted periodically.	100%

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:**

**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					
Settlement			Nil		
Compounding fees					

**Non- Monetary**

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



**4. Does the Company 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, the Company has adopted the Code of Conduct and Whistle Blower Policy, to ensure ethics, transparency and accountability in all aspects of the business. All Directors and Senior Management Personnel affirm Compliance with Code on an annual basis. [www.westcoastpaper.com/policies/#cod]

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

	FY 2024-25	FY 2023-24
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	21	19

**9. Open-ness of business.**

Provide details of concentration of purchases 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	FY 2023-24
Concentration of Purchases	a) Purchases from trading houses as % of total purchases	60%	63%
	b) Number of trading houses where purchases are made from	676	686
	c) Purchases from top 10 trading houses as % of total purchases from trading houses	63%	57%
Concentration of Sales	a) Sales to dealers / distributors as % of total sales	90%	93%
	b) Number of dealers / distributors to whom sales are made	141	114
	c) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	39%	37%
Share of RPTs in	a) Purchases (Purchases with related parties /Total Purchases)	0.34%	0.63%
	b) Sales (Sales to related parties / Total Sales)	0.06%	0.26%
	c) Loans & advances (Loans & advances given to related parties/ Total loans & advances)	72%	58%
	d) Investments (Investments in related parties /Total Investments made)	57%	57%

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1170	Farm Forestry best Practice Agriculture productivity Plantation management Health & Safety	100% of Farmers
605	Duties and responsibility, labour laws and statutory compliance, Health, Safety & Hygiene.	100% Contract workers 90% Contractors
2	Product description, Human rights, labour practices, sustainability	5% of Dealers.

**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, there is a process in place for conflict management governed by the "Code of Conduct" for the Board of Directors.

Weblink for the same: <https://www.westcoastpaper.com/policies/#cod>

**Principle 2: Business should provide goods and services in a manner that is sustainable and safe****Essential Indicators****1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY 2024-25	FY 2023-24
R&D	100%	100%
Capex	26%	20%

**Details of improvements in environmental and social impacts**

The given below environmental improvement projects undertaken during FY 2024-25 in Dandeli unit.

**Description**

- Matangi Cooling Tower For Fiberline Effluent Cooling.
- Fire Hydrant System At Pushkarani Area, Railway Track Side Area & Paper Godown Parking Area.
- Secondary Clarifier Underflow Sludge Discharge Line In ETP.
- Tertiary Treatment System For Pulp mill, Power House & Recovery Effluent Spares For ETP Plant.

**Total Project**

₹ 3405 lakhs

- Well defined Farm Forestry Program helps farmers grow high yield trees and revenue. This program covers and provides a means of economic survival for around 1050 rural farmers and their communities. As of the end of FY 2024-25, nearly 150 lakhs seedlings and saplings have been planted. The program provided small farmers with means of survival and improved the socio-economic status of the farming communities and thereby help increase green cover.
- 18547 no. of trees planting in factory and colony area in Dandeli.



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

The Company sources pulp wood through Private parties & Farm forestry model and Government of Karnataka. Pulp wood is certified by FSC certification which ensures that paper manufacture from wood is managed socially and environmentally in a responsible way.

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

The Company has complied with FSC Controlled wood standard and 100% wood sourcing from sustainable vendors and partly from Govt of Karnataka Forest Department.

Refer: FSC Certificate – [https://www.westcoastpaper.com/wp-content/uploads/2021/08/COC\\_CRT\\_WestCoastPaper\\_080421.pdf](https://www.westcoastpaper.com/wp-content/uploads/2021/08/COC_CRT_WestCoastPaper_080421.pdf)

**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.**

**(a) Plastics (including packaging):** The Company has registered with the Central Pollution Control Board for extended producer responsibility (EPR). Company has engaged with duly approved agency for equivalent recycling of plastic from open market in responsible manner to meet the EPR obligation.

**(b) E-waste:** The Company sends its E-waste to authorized dismantlers, recyclers, and re-processors for proper disposal as per requirement of State Pollution Control Board.

**(c) Hazardous waste:** The Company disposes of hazardous waste to approved external agency for beneficial usage, recycling, or disposal in accordance with the State Pollution Control Board requirement.

**(d) Other waste:** The Company complies with the State Pollution Control Board's requirement for non-hazardous waste disposal and it is sent to authorized external agency for beneficial usage, recycling, or disposal.

Chipper dust is reused internally in boilers as a fuel to replace Fossil Fuel. The ETP sludge used to manufacture hard boards/egg tray. The fly ash is sent for brick manufacturing. Paper waste that is generated during the manufacturing and finishing stages is also reused within the Company's pulping process. CO2 generated in Limekiln is used for producing PCC which is used as input for paper manufacturing.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, the Company has tied up with a plastic waste management Company as per the EPR submitted to Pollution control Board for FY 2024-25. The Company's waste collection plan aligns with the EPR action plan in accordance with Central Pollution Control Board (CPCB), demonstrating its adherence to EPR in its business operations. The progress is in line with the EPR plan.

**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?**

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
Not Applicable					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		



The Company has put in place guidelines and standards protocols, which are benchmarked against international best practices, with defined Standard Operating Procedures for identifying and mitigating social and environmental risks.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Paper	2.5%	2.5%

**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:**

	FY2024-25			FY2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	EPR is mandated for 2024-25.					
E-waste	We ensure safe and responsible disposal of waste, including both hazardous and non-hazardous material as per requirement of State Pollution Control Board.					
Hazardous waste						
Other waste						

**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
	Not Applicable

**Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains.**

**Essential indicators:**

**1. a. Details of measures for the wellbeing of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	947	322	34%	775	82%	-	-	-	-	-	-
Female	22	17	77%	6	27%	22	100%	-	-	-	-
Total	969	339	35%	781	81%	22	2%	-	-	-	-
<b>Other than Permanent employees</b>											
Male	74	26	35%	5	7%	-	-	-	-	-	-
Female	12	-	-	-	-	-	-	-	-	-	-
Total	86	26	30%	5	6%	-	-	-	-	-	-



**b. Details of measures for the wellbeing 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)
<b>Permanent workers</b>											
Male	1493	16	1%	1477	99%	-	-	-	-	-	-
Female	1	-	-	1	100%	1	100%	-	-	-	-
Total	1494	16	1%	1478	99%	1	0.07%	-	-	-	-
<b>Other than Permanent workers</b>											
Male	2126	-	-	-	-	-	-	-	-	-	-
Female	232	-	-	-	-	-	-	-	-	-	-
Total	2358	-	-	-	-	-	-	-	-	-	-

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.65%	0.56%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
Note	ESI coverage is done for Employees and workers as required under state regulations.					

**3. Accessibility of workplaces**

**Are the premises / offices of the Company 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 Company in this regard.**

The offices and establishment of the Company are accessible to differently abled employees and the infrastructure is continuously improved for eliminating barriers to accessibility.

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

The Company is committed to ensuring that existing employees and workers are treated fairly in an environment which is free from any form of discrimination.

**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	-	-	-	-
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



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

	Yes/No	If yes, then give details of the mechanism in brief
Permanent workers	Yes, The Company's grievance redressal procedure is available to employees and workmen. Employees are encouraged to first discuss the grievance with their immediate reporting authority and attempt to arrive at a resolution before invoking a formal grievance redressal mechanism. The Company has JNC concept. Representative character of union to Joint Negotiation Committee is decided through secret ballot by the employees. This committee is responsible for collating employee grievances related to working conditions, safety etc. and then discuss with the Management for resolution/ further action on the same. The mechanism to receive and redress grievances are POSH internal Committee for the FY 2024-25. <a href="https://www.westcoastpaper.com/wp-content/uploads/2024/06/Policy-on-Prevention-of-Sexual-Harassment.pdf">https://www.westcoastpaper.com/wp-content/uploads/2024/06/Policy-on-Prevention-of-Sexual-Harassment.pdf</a> and also have whistle blower policy in place <a href="https://www.westcoastpaper.com/wp-content/uploads/2022/06/Whistle-Blower-Policy.pdf">https://www.westcoastpaper.com/wp-content/uploads/2022/06/Whistle-Blower-Policy.pdf</a>	
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 2024-25			FY 2023-24		
	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)	% (C/D)
Total Permanent Employees	969	274	28%	936	296	32%
Male	947	270	29%	916	292	32%
Female	22	4	18%	20	4	20%
Total Permanent Workers	1494	1494	100%	1484	1484	100%
Male	1493	1493	100%	1483	1483	100%
Female	1	1	100%	1	1	100%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	947	947	100%	947	100%	916	916	100%	916	100%
Female	22	22	100%	22	100%	20	20	100%	20	100%
Total	969	969	100%	969	100%	936	936	100%	936	100%
<b>Workers</b>										
Male	1493	1493	100%	1493	100%	1483	1483	100%	1483	100%
Female	1	1	100%	1	100%	1	1	100%	1	100%
<b>Total</b>	<b>1494</b>	<b>1494</b>	<b>100%</b>	<b>1494</b>	<b>100%</b>	<b>1484</b>	<b>1484</b>	<b>100%</b>	<b>1484</b>	<b>100%</b>



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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	947	677	71%	916	624	68%
Female	22	18	82%	20	16	80%
Total	969	695	72%	936	640	68%
<b>Workers</b>						
Male	1493	16	1%	1483	16	1%
Female	1	-	0%	1	-	0%
<b>Total</b>	<b>1494</b>	<b>16</b>	<b>1%</b>	<b>1484</b>	<b>16</b>	<b>1%</b>

**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's commitment to ensuring the safety and well-being of its employees is exemplified by its compliance with ISO 45001:2018. This initiative aims to enhance the safety performance of the Company and create a safer and healthier work environment for its employees.

The Company has Occupational Health Centre(OHC), which carryout health check-ups on a regular basis of all employees both permanent and non-permanent.

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

To ensure the safety and wellbeing of its employees, the Company employs a number of policies, audits and programmes. The Company has HIRA and carryout job safety analysis programme in addition to an annual safety audit programme. Employees are encouraged to identify work condition related hazards. HOD takes up for rectification of those observation. The Company has full-fledged Safety Department of qualified and experienced safety professionals. To create ownership whole plant is divided amongst safety officials. They continuously take round of related work area of plant. They take the pictures of unsafe conditions and unsafe behaviours and followed up with concerned HOD for early resolution. The Company gives utmost importance to safety culture in plant. Safety Officer are authorised to stop the work wherever they find unsafe working. Job Safety Analysis (JSA) is carried out before starting new maintenance work by involving all concerned. The Company has Work Permit System. LOTO (Lock Out Tag Out) Tool Box talk is in place. The Company engages outside safety expert for carrying out work related hazards audit, it encourages safety audit by intra department team to identity safety hazards, it also calls the Safety experts of chemical suppliers to identify improvement opportunities and sends Safety Officers to nearby industries for learning and identifying safety hazards. There are also department wise safety committees consisting of workers and officers conducting meeting on monthly basis. Similarly, there is a Central Safety Committee wherein meetings are conducted on quarterly basis for reviewing safety improvements in the plant.

**c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)**

Yes, Company has implemented several programs to enhance safety in the workplace. These initiatives aim to identify potential hazards and prevent accidents from occurring, demonstrating the Company's commitment to ensuring the safety and well-being of its employees. Safety Committee is formed to which all safety issues are reported and addressed. All employees including worker are encouraged to report work related hazards. Every department conduct safety meeting and issues are discussed every quarter in Central Safety Meeting chaired by ED of Company in which concerned employees participate.

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

The Company is committed for health and wellbeing of its employees. Company conducts various medical check-up camp. Company engages outside expert for counselling of health and medical related aspects of employees. Employees make use of these facilities relating to non-occupational medical and health care.

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

Safety Incident /Number	Category	FY2024-25	FY2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

**12. Safety measures taken by Entity:**

All employees in the Company are committed to make Safe Work Environment and it is demonstrated in the way of working in plant. Safety First culture is driven by top leadership. The Company has set vision to make ZERO Accident Plant. Safety concerns are taken very seriously. The safety performance over the period speaks about initiative taken by Company. All employees and visitors have to follow safety protocol without fail. Everybody entering and working in factory must compulsorily wear Personal Protective Equipment. New contract employees and visitors have to undergo compulsory safety training and orientation. They are explained what safety requirements are to be followed in factory. From time-to-time job related safety training like general safety, height working, confined space working, hot work, electrical work, chemical handling is done and all concerned to undergo the same. The Company has made specific safety related training calendar and organise the same by internal and external faculties. The Company has full-fledged safety department having experienced safety professional. All employees are encouraged to give safety observations. The Company focusses on Safety Audit from outside experts. The Company carries out Safety Audit from internal team and also from Chemical suppliers. Safety Officers visit to nearby industry for learning best safety practices. The Company has system of Tool Box Talk, Safety Work Permit and LOTO. In case of any near miss incident, detailed investigation is done and proper action is taken. The Company has system of reviewing the safety performance in Central Safety Committee Meeting quarterly which is chaired by ED.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	No major complaints received by Safety department during the year.					
Health & Safety						

**14. Assessments for the year:**

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

**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.**

Every year, all plant sections are subject to an internal audit, and every two years, there is a statutory audit. No major issues were reported in the audit report. To guarantee a safe working environment and prevent any mishaps, we also carry out daily internal walkthrough audits to find unsafe behaviours and situations. We then



follow up on the corrective steps for any observations made. Additionally, we regularly provide safety training relevant to every task carried out in the factory, which does, in fact, lead to zero accidents culture.

**Leadership Indicators**

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) and (B) Workers (Y/N)**

Yes, the Company provides compensatory packages in the event of death, as all permanent and non permanent workers and employees are covered under Group Term Life insurance policy under benevolent fund scheme.

- Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.**

Copies of monthly Wage register, salary bank transfer, PF/ESI Remittances are submitted by the contractors to Contract Labour Management Cell for verification for Statutory Compliance. Non-compliance is taken very seriously. Penalty is levied and contract is cancelled if required. As an extra precaution, internal controls, internal audit checklists, and scheduled internal audits are conducted to ensure compliance according to defined frequencies.

- Provide the number of employees / workers having suffered grave consequences due to work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who 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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	NIL	NIL	NIL	NIL
Workers				

- 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

- 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	100% (Farm Forestry Farmers/workers)
Working Conditions	100% (Contract workers)

- 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.**

There are no significant risk/ concerns arising from value chain partners.

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

**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the Company.**

The Company identifies internal and external stakeholders based on whether they are impacted by the Company or create an impact on value creation process. Based on this, the Company has identified employees as internal stakeholder and shareholders, customers, value chain partners & regulators as external stakeholders.



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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Farmers	Yes	Community Meetings, Awareness meeting, One on one meetings, others	On-going	The Company engages with farmers, who form a part of the value chain directly or indirectly, for training / awareness on good agricultural practices, helping them grow safe, to produce high-quality raw materials, and develop resilient, sustainable farms.
Employees	No	Senior leaders' communication, goal setting and performance appraisal meetings/review, email, intranet, circulars, notice board	On-going	Employee well-being, Grievance handling, Career development, health, safety and engagement activities.
Customers	No	Website, conferences, customer surveys, face-to-face meetings, E-mail, Customer feedbacks	On-going	Complaints handling and new product development communication and feedback.
Shareholders	No	Annual General Meeting, Shareholder meets, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases and Company website	Quarterly	Disseminating and sharing of financial and non-financial performance update with the shareholders with a view to update and also to seek their approval, as required.
Regulators/ Govt Ministries	No	Advocacy meetings with local/state/ national regulators/ government ministries and seminars, media releases, conferences, membership in industry bodies	On-going	Compliance, Industry concerns
Distributors & traders	No	Conference, Emails, Community Meetings, Website, Others	On-going	The Company engages and receives cooperation and unstinted support from the distributors, retailers, stockist and others associated with the Company.
Suppliers Supply chain Partners Aggregators	No	Emails, Community Meetings, Website, Others	On-going	Review of supply performance, Price negotiations, Joint product developments/ process upgradation, Project execution, etc.,
Local Communities	No	CSR team meetings, Community Visits and projects, volunteerism, Meets of Community, local authorities, town council, location head, etc.	On-going	Implementation of CSR programs, Understand areas which need support, etc.



### Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company through its executives regularly interacts with its key stakeholders i.e. investors, customers, suppliers, employees, etc. Progress and concerns on key issues of Safety, Health, Environment and Sustainability is regularly updated to the Senior Management and is also reported to the Board where their inputs and guidance is required.

- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, through various studies and interactions the Company engages with its stakeholders in terms of identifying and prioritizing the issues pertaining to economic, environmental and social topics.

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

The Company has always consciously acted as a responsible organization and engages with the marginalized and vulnerable sections of society. Communities and other stakeholders of nearby villages are benefiting through our CSR initiatives. During covid pandemic, assistance was given to various stakeholders comprising of local communities, hospitals, employees, workmen and business partners in form of medical equipments, treatments, vaccines and necessary medicines.

### Principle 5: Business should respect and promote human rights

#### Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees/ Workers</b>						
Permanent	Employees are provided training on Prevention of sexual harassment, avoidance of discrimination, freedom of association, Prohibition of forced labour, Prohibition of child labour, etc. through regular trade union meetings / ISO awareness sessions / on-the-job training sessions, etc.					
Other than permanent						
Total Employees						

- Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2024-25					FY 2023-24				
	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)
<b>Employees</b>										
Permanent	969	-	-	969	100%	936	-	-	936	100%
Male	947	-	-	947	100%	916	-	-	916	100%
Female	22	-	-	22	100%	20	-	-	20	100%
Other than permanent	86	-	-	86	100%	68	13	19%	55	81%
Male	74	-	-	74	100%	55	13	24%	42	76%
Female	12	-	-	12	100%	13	-	-	13	100%



Category	FY 2024-25					FY 2023-24				
	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)
<b>Workers</b>										
Permanent	1494	-	-	1494	100%	1484	16	1%	1468	99%
Male	1493	-	-	1493	100%	1483	16	1%	1467	99%
Female	1	-	-	1	100%	1	-	-	1	100%
Other than permanent	2358	2093	89%	265	11%	2342	1994	85%	348	15%
Male	2126	1861	88%	265	12%	2112	1764	84%	348	16%
Female	232	232	100%	-	-	230	230	100%	-	-

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

**a. Median remuneration /wages**

	Male		Female	
	Number	Median remuneration /salary/wages of respective category	Number	Median remuneration /salary/wages of respective category
Board of Directors (BOD)*	5	₹ 3.25 lakhs	2	₹ 2.63 lakhs
Key Managerial Personnel (KMP)	5	₹ 278.07 lakhs	-	
Employees other than BOD and KMP	942	₹ 8.13 lakhs	22	₹ 4.00 lakhs
Workers	1493	₹ 6.31 lakhs	1	₹ 5.30 lakhs

\*Total strength of The Board of Directors is 10 which include 3 Directors - Chairman & MD, Joint MD and Executive Director shown as part of KMP. Other Directors are paid Sitting fees only.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	0.40%	0.28%

**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, the Company has various policies and procedures in place to ensure a fair and equitable workplace. The HR Head of the respective units is responsible for addressing the human rights issues.

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

The Company has adopted the Human rights policy which encompasses the grievance redressal mechanism. This includes POSH and Grievance redressal mechanism for review / redressal of issues.

All grievances by the Department Heads are addressed as and when received by the HR Heads. All the grievances are duly investigated and appropriate actions are taken to resolve the issue / complaint.



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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human rights related issues						

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

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

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

The Company has a structured grievance redressal mechanism, with POSH and Grievance redressal mechanism, managerial intervention to review / redressal of issues as well as to safeguard the identity and to prevent adverse consequences of the complainant. In the event that an employee feels unable to discuss a grievance with his supervisor or department head, they can direct the issue to the HR Department.

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

Yes. The contract / agreements with suppliers / service providers, which involve supply of labour, addresses the human rights requirements.

**10. Assessment for the year:**

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100% Assessed by HR department through internal assessment.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other- please specify	

Note: The Internal assessments is conducted as per the schedule. Assessments are also carried out by respective Government authorities.

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

No risk identified.

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

No complaints regarding human rights violations were received, which indicates that its business processes and workplace practices are designed in a way that respects human rights.

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

Internal assessment covers all plant locations and offices.

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

The establishments / offices of the Company are accessible to differently abled employees and the management continuously works towards improving infrastructure for eliminating barriers to accessibility.

**4. Details on assessment of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% for Contract Workers
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

**Principle 6: Business 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 2024-25	FY2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (From Grid) (D)	31,733 GJ	82,375 GJ
Total fuel consumption (E)	51,59,617 GJ	56,63,962 GJ
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	51,91,349 GJ	57,46,337 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00020752	0.00021975
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed in GJ/ Revenue from operations in INR adjusted for PPP)	0.004287	0.004922
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

Note: Includes Both Units Dandeli and Mysore.



\*For India PPP conversion factor is 20.66 & 22.40 for the year 2025 and 2024 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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

The Company has In-house monitoring and tracking system with energy meters' installations at various consumption areas. Energy Audits are done periodically by BEE Certified external energy auditors.

**2. Does the Company 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.**

Yes, Dandeli unit is covered under the PAT Scheme of Govt. of India. The Company has already achieved 1st PAT Cycle and 2nd PAT Cycle. The Company is currently well within targeted value for 3rd PAT Cycle.

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

Parameter	FY 2024-25	FY2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,60,38,543 KL	1,73,93,412 KL
(ii) Groundwater	0 KL	7,949 KL
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others -Municipal Corp.	26,586 KL	14,122 KL
(vi) Others -Recycled water	40,14,924 KL	48,39,400 KL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	1,60,65,129 KL	1,74,15,483 KL
<b>Total volume of water consumption (in kilolitres)</b>	2,00,80,053 KL	2,22,54,883 KL
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover in Rupees)	0.0008026	0.0008510
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.0165835	0.0190642
<b>Water intensity per rupee of turnover</b> (water consumed/turnover optional) – the relevant metric may be selected by the entity (optional)	-	-

Note: Includes Both Units Dandeli and Mysore

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, Water meter is installed at drawal point which is calibrated by external party and same is verified by Water Resource Department of Govt. There is online meter installed at Treated Effluent discharged which is verified by Pollution Control Board.

Water meters are installed at all major consumption point in plant. Internal team monitor water consumption and identify water reduction opportunities.

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i) To Surface water	-	-
- No treatment	-	-
- With treatment – meeting norms.	1,38,98,504 KL	1,54,32,602 KL
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To 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	-	-
<b>Total water discharged (in kilolitres)</b>	<b>1,38,98,504 KL</b>	<b>1,54,32,602 KL</b>

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.

Online Effluent Quality and Flow Monitoring system installed which is connected to servers of Pollution control Board. Effluent quality is monitored by Regional Office of State Pollution Control Board from time to time and effluent samples are analysed by NABL approved Lab. The Company is meeting all prescribed norms. In house Environmental Cell monitor on daily basis.

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

The Company is an integrated pulp and paper mill Zero Liquid Discharge (ZLD) is not feasible due to specific process requirement. Moreover there is no Techno Economical Solutions available for ZLD. The Company draws water from Kali River. At the downstream, there is Hydro Power generating station of Karnataka Power Corporation (KPC) and water is required for power generation. As per approval from government, after treating, around 80-85% water is discharged back to the river, which is required for hydro power station.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	microgram/ m <sup>3</sup>	25	22
Sox	microgram/ m <sup>3</sup>	29	30
Particulate matter (PM10)	microgram/ m <sup>3</sup>	57	64
Particulate matter (PM2.5)	microgram/ m <sup>3</sup>	27	30
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – please specify	-		

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.

Online Air emission monitoring system are installed in plant which is connected with CPCB & SPCB. At prescribed frequency, quality of air emission is checked by NABL approved Lab.



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

Parameter	Unit	FY 2024-25	FY2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,82,348	5,31,350
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6,303	16,362
<b>Total</b>		<b>4,88,651</b>	<b>5,47,712</b>
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.0000195	0.0000209
<b>Total Scope 1 and Scope 2 Emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>		0.0004036	0.0004692
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

Note: Includes Both Units Dandeli and Mysore. Factors considered for calculation is taken from indiaghgp.org and cea.nic.in.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Green House Gas Emission Audit is done by external approved party. In house team monitor the same.

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

The Company has implemented state of art technology to reduce energy consumption. Process operation and monitoring are being done through DCS for energy efficient operation. The Company has installed Recovery Boiler where black liquor is burned for producing steam which account to around 57% of total steam requirement.

The Company has installed Precipitated Calcium Carbonate (PCC) plant where Co<sub>2</sub> generated in limekiln is used as raw material for making PCC. This has helped to reduced GHG emission. The Company is working with farmers to plant high quality pulpwood seedling/saplings which will help Co<sub>2</sub> sequestering. This year target has been set to plant 1.5 crore seedlings/saplings.

Outside expert are being hired for carrying out technical audit for identifying energy efficient motor/ pump, installation strengthening, and required action is being taken to reduce Fossil Fuel consumption.

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	256.65 MT	267.15 MT
E-waste (B)	2.18 MT	3.43 MT
Bio-medical waste (C)	0.154 MT	0.075 MT
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous Waste. (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) Please specify, if any. (G)	47.93 MT	34.81 MT
<b>Total Hazardous waste</b>	<b>307 MT</b>	<b>305 MT</b>



Parameter	FY 2024-25	FY 2023-24
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	123538 MT	98415 MT
<b>Total Non-hazardous waste generated</b>	123538 MT	98415 MT
<b>Total (A+B + C + D + E + F + G + H)</b>	123845 MT	98720 MT
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000050	0.0000038
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations adjusted for PPP)	0.0001023	0.0000846
Waste intensity per tonne of Paper Produced (optional)	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	3131 MT	1153 MT
(ii) Re-used	76844 MT	93385 MT
(iii) Other recovery operations	43870 MT	4182 MT
<b>Total</b>	123845 MT	98720 MT
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	123845 MT	98720 MT
<b>Total</b>	123845MT	98720 MT

Note: Includes Both Units Dandeli and Mysore

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

In house SOP and tracking is in place.

**10. Briefly describe the waste management practices adopted in your establishment. 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 is taking following steps to address waste management:

The Company has put in place a waste management system wherein the focus is on recycling/ recovering of waste input material to the extent possible. Nearly 97% of the Chemicals used in pulp cooking process are recovered back in the Chemical Recovery Complex and recycled. Further, around 25% water used in the process is recycled and reused. Fly ash is disposed and further used for making eco-bricks.

The Company being ISO 14001:2015 certified for designing and implementing a comprehensive Environment Management System (EMS) in line with the global standards. Under this Environmental Management System, the Company has guidelines for comprehensive waste management for the identification, segregation, collection, recycling and final disposal.

**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:**

The Company doesn't have operations in any ecologically sensitive areas. Dandeli plant is outside the ESZ limit & Kali Tiger Reserve as per draft ESZ Notification of 2016.



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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

**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:

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, the Company is in compliance with the applicable environmental regulations.				

**Leadership Indicators**

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

As per the Central Water Commission (CWC) Kali River does not come under water stress area.

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	Not Applicable	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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. No

**3. With respect to the ecologically sensitive areas reported in 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.**

Not Applicable

**4. If the entity provided below taken 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:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Water reduction	1. CRP FFE2 process condensate 'A' reuse in NFL for pulp washing. 2. PM3 vacuum pump sealing water reuse in NFL for pulp dilution.	Water consumption per ton of product has reduced to 46 KL pt in 2024-25 from 52 KL pt in 2023-24 .



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2.	Energy Saving	<ol style="list-style-type: none"> <li>1. Installation of 150 &amp; 200 KvAR APFC in Fiber Line section.</li> <li>2. Using excess hot water instead of hot back water in Clo2 Heat Exchanger heating media to avoid frequent jamming of Heat Exchanger at Fibre Line section</li> <li>3. Recovery of hot condensate (7665 T) from main steam line traps at 34.5 MW TG set area in Power House section</li> <li>4. Replacement of Paper machine ETP Inlet pump no.2 with energy efficient pump at ETP section</li> <li>5. Installation of 37 kw VFD for Machine chest stock pump at Paper machine#3</li> <li>6. Paper machine#4 Dry end pulper interlock with Globe rewriter to avoid idle run</li> <li>7. Optimised running of (Stoppage of one) agitator 55 kw in both Discharge tank in 1&amp; 2 at Fibre line section</li> <li>8. FFE 2 WBL Feed pump#1 &amp; 2 Impeller changed from 328 mm to 298 mm at Chemical Recovery section</li> <li>9. Stoppage of RLK 2 Filtrate pump to mud washer using Gravity flow to save Power at Chemical Recovery section</li> <li>10. Replacement of double stage roller ash crusher by single stage hammer ash crusher at Boiler bank (Enmas Boiler)</li> <li>11. Stopping of injection pump by tap off of FBC 4 Boiler Feed Pump no.2 at Power House section</li> <li>12. Replacement of ETP Pulp mill Inlet pump no.1 &amp; 3 with energy efficient pumps</li> <li>13. Replacement of old conventional lights with LED lights (Flood light, street light etc.) in phased manner through out the mill</li> <li>14. Replacement of conventional fans in place of 5 star energy efficient fans in phased manner .</li> <li>15. Stopping of condensate pump 'A' (Hot water pump) in Caustisizer section by extending pHE pump Hot water line to condensate 'A' pump delivery line at Chemical Recovery section</li> <li>16. Trimming of Impeller slaker feed pump no.2 from 305 mm to 285 mm at Chemical Recovery section</li> <li>17. Reducing frequency of steam Turbines, 34.5 MW Turbine from 50 Hz. to 49.0 Hz. 14.5 MW Turbine from 50 Hz. to 49.6 Hz.</li> <li>18. Interlock for Stock Preparation no.3 broke pressure screen &amp; vibratory screen with its feed pump</li> <li>19. Low level Auto OFF provided for SP#2 Mixing chest Agitator 1 &amp; 2 &amp; Broke chest Agitator.</li> </ol>	81,111 GJ was saved as a result of the energy saving initiatives during FY 2024-25.



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		20. Low level auto off provided to Agitators 1. SP 3 mixing chest 1 2. SP 3 mixing chest 2 3. SP 3 Thickner chest 4. SP 3 Broke chest 5. SP 3 New dry broke tower 21. In Paper Machine#5 Inter locking provided for Top layer & Under layer machine chest agitator with pump 22. Replacement of Agitator at : SP#4 Under layer chest#1&5, SP #4 Top layer chest#4, PM#4 Top layer machine chest 23. Removal of Brush calendar by installing suitable paper lead roll in Paper machine#4 24. Stopping of knots screw 3.7 Kw motor. Modification of coarse screw discharge chute & diverting it directly to trolley. (Knots screw removed) at Fibre line section 25. 19 number Steam trap replaced at mill wide for steam saving	
3.	Air Emission Control	500 TPD BHEL chemical recovery boiler both ESP revamping done to enhance ESP performance and also to improve reliability.	Completed Investment – 8.5 Cr.

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

Yes, the Company has on-Site Emergency Response and Disaster Management Plan. Standard Operating Procedure ensure effective management of any disaster. Mock drills are also conducted at regular intervals to bring awareness and prepare for actions to be taken during any accident. It is reviewed by senior leadership team on quarterly basis.

**6. 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?**

The Company has controlled wood policy, sustainable policy, supplier code of conduct, which ensure the unwavering focus on fair treatment, human rights, good labour practices, environmental conservation, health and safety.

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

100% of the wood suppliers are covered under FSC audits, as mentioned earlier. Major supplier of chemical and other input & stores items have their own system to assess the environmental impacts as we buy materials from reputed & big supplier and also put condition in our Purchase Order.

**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.**

11



- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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 KARNATAKA CHAMBERS OF COMMERCE & INDUSTRY	State
2	INDIAN PAPER MANUFACTURERS ASSOCIATION	National
3	INDIAN PULP & PAPER TECHNICAL ASSOCIATION	National
4	KARNATAKA EMPLOYER'S ASSOCIATION	State
5	ENTERPRENEURS ORGANISATION, KOLKATA	State
6	FEDERATION OF INDIAN CHAMBERS OF COMMERCE & INDUSTRY	National
7	INDIAN CHAMBER OF COMMERCE & INDUSTRY	National
8	NATIONAL SAFETY COUNCIL	National
9	INDIAN WIND POWER ASSOCIATION	National
10	INDIAN BANKS ASSOCIATION	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities.

Name of the authority	Brief of the case	Corrective action taken
Competition Commission of India	Allegation, levelled against large paper manufacturers in India (including our Company) of simultaneous price increases during the period January 2012 - December 2013, is currently under evaluation by the Competition Commission of India	

### Leadership Indicators

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

Given the Company's experience and expertise over more than 6 decades, the Company proactively, through the associations in which it has membership, engages with various stakeholders and provide its inputs on various issues concerning the paper industry.

### Principle 8: Businesses should promote inclusive growth and equitable development

#### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, 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
None of the projects require social impact Assessments. For any increase in production capacity, as required by law Public Hearing is being conducted by District Authorities.					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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	Amount paid to PAFs in the FY (In INR)
Not Applicable						



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

The Company demonstrates its commitment to an effective mechanism for addressing grievances of the community through its well established CSR initiatives. CSR Department headed by the Senior Officer of the Company actively interacts with the villagers and local authorities.

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

	FY 2024-25	FY2023-24
Directly sourced from MSMEs/small producers	96% of wood and 59% of other raw material is sourced from MSMEs/ small producers	94% of wood and 20% of other raw material is sourced from MSMEs/ small producers
Sourced directly from within the district and neighbouring districts	45% of wood and 11% of other raw material is sourced from the district and neighbouring districts	36% of wood and 22% of other raw material is sourced from the district and neighbouring districts

**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:**

	FY 2024-25	FY2023-24
Rural	84.77%	87.47%
Semi-Urban	-	-
Urban	12.55%	5.03%
Metropolitan	2.68%	7.50%

**Leadership Indicators**

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No.	State	Aspirational District	Amount spent (In INR)
CSR Projects not undertaken in aspirational districts. Company carryout CSR project mainly in & around Dandeli where plant is located and also at Corporate office in Kolkata.			

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

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

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

Not Applicable.

**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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

**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.**

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

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

Sl. No	CSR PROJECTS	No of beneficiary	% of beneficiaries from vulnerable and marginalized groups
Refer Annexure - II to Board's Report for details on CSR activities.			

**Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner****Essential indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The customer complaints are received and responded to as per the "Customer Complaint Handling Standard Operating Procedure" of the Company. The complaints are received at various Branches and transferred to plant for review by Quality Control team. Plant & Marketing team visit customer site as per requirement to resolve complaint. Findings are resolved at Corporate Marketing Office. In case of genuine product quality complaint, compensation is considered or material is replaced as the case may be. Customers are informed about action taken in plant to improve quality. Technical Team at Plant & Corporate Marketing Team review the Customers Complaint and take action.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	All Products of the Company contain all relevant information as required under applicable laws including environment & social parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber- security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Quality of Products	63	-	-	54	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
# Other (product related)						

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

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

**5. Does the Company 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. The Company has IT Security Policy and proper protocol are followed as per SOP to address security risks and ensures data privacy.

ERP: The Company has secured and authenticated users based on their roles and responsibilities.



Data base access: Exclusively handled by IT along with the trace logs of access in secured terminal.

Network and Cyber security: The Company has authenticated secured firewalls in place along with anti-virus and other network monitoring tools in place.

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.**

Nil

7. **Provide the following information relating to data breaches:**

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

NIL

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

NIL

### Leadership Indicators

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

Information on products of the Company is available on the Company's website at <https://www.westcoastpaper.com/products/>

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

We provide material Safety data sheet to the customers as per requirement.

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

Not applicable

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

Yes, the Product Information is displayed on the products, as required under applicable laws.

Yes, the Company conducts periodical Meetings for all the dealers & distributors where feedback is received regarding the products.