AWL
Agri business

FY2024-25

ESG Factsheet

Nurturing
GROWTH
RESPONSIBLY

Welcome to
ESG FACTSHEET
FY 2024-25.

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About THE REPORT

This ESG Factsheet presents a concise yet comprehensive overview of the Environmental, Social, and Governance performance of AWL Agri Business Ltd for the financial year from 1 April 2024 to 31 March 2025.

The Factsheet is intended to provide stakeholders with decision-useful insights into how sustainability considerations are embedded into AWL's business strategy, governance framework, risk management processes, and operational practices across its integrated agri-business and food value chain.

The Factsheet complements statutory and regulatory disclosures, including the Business Responsibility and Sustainability Report, the Annual Report, and financial filings.

It has been prepared with reference to internationally recognised sustainability and ESG frameworks, including the Global Reporting Initiative Standards 2021, the S&P Global Corporate Sustainability Assessment methodology, and CDP Climate Change and Water Security disclosure expectations. Greenhouse gas emissions are measured and reported in accordance with the Greenhouse Gas Protocol.

Unless stated otherwise, data and information presented relate to AWL Agri Business Ltd's operations under operational control during FY2025. Selected qualitative references to the value chain are included where relevant to material ESG risks and impacts.

Reporting Principles

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability Context
- Timeliness
- Verifiability.

CORPORATE GOVERNANCE

AWL

AGRI-BUSINESS PROFILE AND ESG STRATEGY

AWL Agri Business Ltd is one of India's leading integrated agri-business and food companies, operating across agricultural sourcing, processing, manufacturing, logistics, distribution, and branded consumer food businesses.

The Company has a significant presence across edible oils, food staples, oleochemicals, and Agri-commodities, serving both domestic and international markets.

Its integrated operating model enables scale, traceability, supply reliability, and cost efficiency, while also creating responsibility for managing environmental and social impacts across a complex value chain.

Sustainability is integral to AWL's long-term value creation strategy. Given the nature of its operations and dependence on natural resources, agricultural supply chains, and consumer trust, AWL recognises climate change, water security, responsible sourcing, food safety, workforce well-being, and ethical governance as strategic priorities. Sustainability considerations are embedded into strategic planning, capital allocation, operational decision-making, and enterprise risk management, rather than being treated as standalone initiatives.

AWL's ESG strategy is guided by a focus on environmental stewardship, social responsibility, and strong governance practices, aligned with national priorities and global sustainability expectations.

The Company continues to strengthen its policies, targets, performance monitoring, and assurance mechanisms to enhance transparency, resilience, and stakeholder confidence.

ESG

GOVERNANCE AND OVERSIGHT

GOVERNANCE PHILOSOPHY

At AWL, governance is the foundation of sustainable value creation and stakeholder trust. The governance framework emphasises integrity, transparency, accountability, and proactive risk management, enabling the Company to operate responsibly and remain resilient amid regulatory and market challenges.

BOARD STRUCTURE AND ESG OVERSIGHT

As of 31 March 2025, AWL's Board comprises seven Directors, including four Independent Directors and one Independent Woman Director. The Board provides strategic oversight across business performance, risk management, sustainability, and governance.

Environmental, social, and governance matters, including climate change and sustainability, are discussed at Board meetings. Specialised Board Committees listed below support oversight

The ESG Committee, chaired by an Independent Director, provides focused oversight on sustainability strategy, ESG risks and opportunities, ESG policies, ratings performance, and external disclosures, including BRSR and voluntary sustainability reporting.

BOARD EFFECTIVENESS & INDEPENDENCE

7
Total Directors

1
Woman Director

14.28%
Board gender Diversity

6.86 years
Average Board tenure

96.67%
Average Board meeting attendance

4
Independent Directors (including Chairman)

5
Board Mandate Number of non-executive/ independent directors with 4 or less other mandates

The Board composition complies with SEBI Listing Regulations, including requirements on independence and gender diversity.

BOARD INDEPENDENCE CRITERIA

The director has not been employed by the company in an executive capacity within the last five years.

The director is not affiliated with a not- for-profit entity that receives significant contributions from the company.

The director is not an adviser or consultant to the company or a member of the company's senior management

The director is not a partner or employee of the company's statutory auditor during the past three years

The director does not accept or have a Family Member who accepts any payments from the company or any parent or subsidiary of the company.

The director does not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.

The director is not a "Family Member of an individual who is, or during the past three years was employed by the company or by any parent or subsidiary of the company as an executive officer."

The director is not affiliated with a significant customer or supplier of the company.

The director does not have a personal services contract(s) with the company or a member of the company's senior management.

BOARD EXPERTISE IN AGRIBUSINESS

AWL benefits from the guidance of Board members who bring extensive experience in the agribusiness sector. Their diverse backgrounds and leadership roles across global organisations strengthen AWL's governance framework and provide valuable insights into commodity markets, food systems, and sustainable agriculture.

Mr. Dorab Erach Mistry, Non-Executive Chairman

A recognised voice in global commodities, Mr. Mistry has decades of experience in oilseeds and edible oils. He has held leadership roles with the Godrej Group and international trade associations, bringing deep market insights that strengthen AWL's agribusiness strategy.

Mr. Kuok Khoon Hong, Non-Executive Vice Chairman

With nearly five decades in agribusiness, Mr. Kuok has shaped the global grains and edible oils industry. His leadership across Wilmar International and other listed entities provides AWL with strategic direction and operational expertise in sustainable agriculture.

Mr. Madhu Ramachandra Rao, Independent Director

Mr. Rao brings strong financial and governance expertise with global exposure, making him well-suited to support AWL's agribusiness strategy. His leadership experience in large organizations enables effective oversight of sustainable growth, risk management, and stakeholder confidence. He also serves as a Non-Executive Director on the Boards of Shree Renuka Sugars Limited and Gokak Sugars Limited, further reinforcing his deep connection to the agriculture and food value chain.

BOARD SELECTION AND PERFORMANCE EVALUATION

AWL follows a structured approach to building a Board that reflects the right balance of values, expertise, and diversity. The Nomination and Remuneration Policy for Directors, Key Managerial Personnel (KMPs), and Employees guides the selection of Directors who embody the company's principles and bring relevant knowledge and experience.

The policy also ensures fair and transparent compensation, recognising the Board's critical contributions to the organisation's success.

This approach is reinforced by the Board Diversity Policy, which promotes balance across educational and cultural backgrounds, professional experience, skills, and gender representation. The Nomination and Remuneration Committee (NRC) plays a central role in this process by screening candidates against defined criteria and recommending them for induction.

The NRC, chaired by an Independent Director, also oversees Board evaluations. Performance assessments of the Board, its Committees, and individual Directors, including the Chairman, are conducted through structured questionnaires.

Insights and recommendations from these evaluations are discussed at Independent Directors' meetings and at NRC and Board meetings, ensuring continuous improvement and effective governance.

To strengthen objectivity, the performance of the Board is assessed annually with the support of an external advisory firm, Talentonic HR Solutions Private Limited. For FY24 25, the NRC engaged Talentonic to facilitate the evaluation of the Board, its Committees, and individual Directors.

A detailed Board effectiveness assessment questionnaire was developed by Talentonic based on the criteria and framework adopted by the Board.
The evaluation results confirmed a high level of commitment and engagement across the Board, its committees, and senior leadership.

The recommendations arising from the process were discussed at the Independent Directors' meeting held on March 24, 2025, and subsequently at the NRC and Board meetings on April 28, 2025.

The suggestions were carefully considered by the Board to optimise its effectiveness further and enhance the functioning of its Committees.

Based on the terms of appointment, Executive Directors and Non Executive Directors (other than Independent Directors) are subject to retirement by rotation.

AWL BOARD DIVERSITY POLICY

AWL is committed to fostering a diverse and inclusive Board that reflects a broad range of perspectives essential for effective governance. The policy emphasizes diversity across gender, professional expertise, and cultural backgrounds, ensuring that directors bring varied experiences and insights to strategic decision-making. By valuing inclusivity in all forms, AWL strengthens its ability to oversee risks, drive innovation, and represent the interests of stakeholders across its agribusiness value chain.

MANAGEMENT OWNERSHIP AND ALIGNMENT WITH SHAREHOLDERS

AWL recognises that management ownership plays an important role in aligning leadership interests with those of shareholders. The company's CEO and members of the executive committee hold shares in AWL, reflecting their commitment to long term value creation and accountability.

BASED ON THE TERMS OF DISCLOSURE:

- **CEO, Mr. Angshu Mallick**
  holds shares equivalent to 0.02 times his base salary.
- **Other executive committee members,**
  on average, hold shares equivalent to 0.08 times their base salary.

These holdings, though modest, demonstrate management's stake in the company's performance and reinforce their responsibility to drive sustainable growth and shareholder confidence

COMPENSATION TRANSPARENCY AND PAY RATIO DISCLOSURE

AWL is committed to fair and transparent compensation practices across all levels of the organisation. As part of our governance and disclosure framework, we report the CEO-to-Employee Pay Ratio to provide stakeholders with clarity on compensation structures.

For FY25, the compensation details are as follows:

- CEO Compensation (Mr. Angshu Mallick)
  INR 59,069,553 (including fixed, variable, and other components as per national accounting standards)
- Median Employee Compensation
  INR 914,853
- Mean Employee Compensation
  INR 1,368,749
- The CEO-to-Median Employee Pay Ratio is 65:1, while the CEO-to-Mean Employee Pay Ratio is
  43:1.

These disclosures highlight the scale of leadership responsibility and reinforce AWL's commitment to transparent reporting and equitable compensation practices across its workforce.

ETHICS, COMPLIANCE, AND POLICY FRAMEWORK

AWL maintains a comprehensive suite of Board-approved policies covering ethics, compliance, environmental management, social responsibility, and governance. The Code of Conduct applies to all employees, Key Managerial Personnel, and Board members and sets clear expectations for ethical behaviour.

PERFORMANCE OVER THE LAST FOUR YEARS DEMONSTRATES STRONG GOVERNANCE DISCIPLINE:

Code of Conduct breaches

ZERO

Corruption and bribery cases

ZERO

Conflict of interest complaints

ZERO

Discrimination or Harassment

ZERO

Customer Privacy Data

ZERO

Money Laundering or Insider trading

ZERO

Political contributions
(including Lobbying, interest representation or similar Local, regional or national political campaigns/organisations/ candidates or Trade associations or tax- exempt groups or Other spending related to ballot measures or referendums):

ZERO

Key policies include environmental policies on climate change, energy, water stewardship, biodiversity, and responsible sourcing; social policies on human rights, occupational health and safety, diversity and inclusion, and CSR; and governance policies covering anti-bribery and corruption, cybersecurity and data privacy, stakeholder engagement, and responsible advocacy.

ENTERPRISE RISK MANAGEMENT AND COMPLIANCE

Risk management is overseen by the Board and the Risk Management Committee, which defines risk appetite and supervises the Enterprise Risk Management framework.

ESG-related risks, including climate change, water scarcity, supply chain risks, regulatory changes, cybersecurity, and human capital risks, are integrated into the ERM process.

The Risk Management Committee met twice during FY2025, with 100% average attendance. Risks are categorised across strategic, operational, financial, ESG, regulatory, cybersecurity, and social dimensions.

Mitigation actions are reviewed periodically and escalated to the Board as required.

Regulatory compliance is supported through a dedicated compliance management system that enables proactive tracking of legal requirements, real-time alerts for potential non-compliance, and timely resolution, reinforcing a culture of regulatory adherence.

CYBER SECURITY AND DATA PRIVACY

Cyber security and data privacy are overseen at the Board and senior management level through the Risk Management Committee.

A dedicated Cyber Security and Data Privacy Policy applies across all operations and stakeholders.

Key measures include defined escalation and incident response protocols, leadership oversight by the Risk Management Committee and Chief Information Officer, employee awareness programmes such as phishing simulations and training, and regular internal and third-party audits to mitigate cyber risks and protect sensitive information.

Stakeholder ENGAGEMENT

AWL recognises stakeholder engagement as a core component of responsible business conduct and long-term value creation.

Operating across agricultural sourcing, manufacturing, logistics, distribution, and consumer markets, the Company interacts with a diverse set of stakeholders whose expectations and concerns directly influence business resilience, sustainability performance, and social licence to operate.

AWL's stakeholder engagement framework is designed to systematically identify, prioritise, and respond to stakeholder expectations, while ensuring alignment with corporate strategy, enterprise risk management, and sustainability objectives. The approach is grounded in the principles of transparency, inclusivity, responsiveness, and accountability, consistent with the GRI Standards and S&P Global Corporate Sustainability Assessment best practices. Stakeholder insights are treated as strategic inputs and are integrated into decision-making at operational, management, and Board levels.

This enables AWL to anticipate emerging ESG risks, identify opportunities, strengthen stakeholder trust, and continuously enhance sustainability performance.

STAKEHOLDER IDENTIFICATION AND PRIORITISATION

AWL defines stakeholders as individuals or groups that either influence the Company's ability to achieve its objectives or are impacted by its activities, products, and services. Stakeholders are identified across the entire value chain and prioritised using a structured mapping approach based on two key dimensions:

The degree of impact of AWL's operations on the stakeholder

The degree of influence of the stakeholder on AWL's business and sustainability outcomes

This prioritisation enables AWL to focus engagement efforts on stakeholders most relevant to material ESG risks and opportunities and to allocate resources effectively.

Key stakeholder groups include customers and consumers, employees and workers, suppliers and value chain partners, farmers and agricultural communities, investors and financial institutions, local communities, regulators and government bodies, and NGOs and industry associations.

STAKEHOLDER ENGAGEMENT MECHANISMS

AWL adopts differentiated engagement mechanisms tailored to stakeholder relevance, risk exposure, and engagement objectives. Engagement is conducted through a mix of formal and informal channels to ensure regular dialogue, effective feedback loops, and timely escalation of concerns.

Engagement with Board members and senior management occurs on a quarterly and ongoing basis through Board and Committee meetings, ESG reviews, and strategy discussions. Employees and workers are engaged continuously through town halls, training programmes, employee surveys, and grievance mechanisms. Suppliers and vendors are engaged periodically through audits, ESG assessments, contractual requirements, and capacity-building initiatives.

Customers and consumers are engaged through market surveys, feedback systems, and digital platforms, while farmers and agricultural communities are engaged through field interactions, training programmes, and responsible sourcing initiatives. Engagement with local communities occurs through consultations, CSR programmes, and grievance redressal mechanisms. Investors and shareholders are engaged through disclosures, earnings calls, investor meetings, and ESG briefings. Regulators and NGOs are engaged through compliance reporting, consultations, partnerships, and industry forums .

STAKEHOLDER ENGAGEMENT GOVERNANCE AND INTEGRATION

Stakeholder engagement is governed through AWL's Stakeholder Engagement Policy, which emphasises structured, ethical, and constructive dialogue. Responsibility for engagement is embedded across business functions, with oversight provided by senior management and the Board.

Clear ownership is assigned for engaging each stakeholder group, and defined escalation mechanisms are in place for significant ESG risks, grievances, or concerns. Stakeholder feedback is systematically integrated into enterprise risk management, strategy development, policy formulation, and sustainability target setting. Engagement outcomes and action plans are monitored and reviewed to ensure responsiveness and continuous improvement.

AWL is committed to respecting the rights of all stakeholders, including vulnerable and marginalised groups, and to preventing, mitigating, and addressing adverse impacts associated with its operations and value chain.

DOUBLE MATERIALITY ASSESSMENT

AWL conducts a comprehensive materiality analysis frequently, engaging external stakeholders to identify key ESG issues. These issues are prioritized through a materiality matrix, and the final assessment is formally reviewed and approved by the Board of Directors and Senior Management, ensuring alignment with strategic priorities and stakeholder expectations.

DOUBLE MATERIALITY FRAMEWORK

AWL applies a double materiality framework to identify and prioritise ESG topics that are most significant to both the business and its stakeholders. This approach aligns with the GRI Standards 2021 and the S&P Global Corporate Sustainability Assessment methodology and supports robust ESG risk and opportunity identification.

THE ASSESSMENT EVALUATES TWO COMPLEMENTARY DIMENSIONS:

Impact Materiality
(Inside-Out Perspective)
Assessment of AWL's actual and potential impacts on the environment, society, and the economy across its operations and value chain.

Financial Materiality
(Outside-In Perspective)
Assessment of sustainability-related risks and opportunities that may affect AWL's financial performance, operational continuity, competitive positioning, and long-term value creation.

MATERIALITY ASSESSMENT METHODOLOGY FOR FY2025

The FY2025 materiality assessment followed a structured, multi-step process. A comprehensive list of potential ESG topics was identified through a review of global reporting standards, regulatory requirements, national priorities, peer benchmarking within the FMCG and agri-food sector, and internal policies and risk registers.

Identified topics were validated through internal management workshops, functional and leadership consultations, stakeholder engagement outcomes, and analysis of investor and customer expectations. Each topic was then assessed based on the severity and likelihood of environmental and social impacts, financial risks and opportunities, regulatory exposure, reputational considerations, and relevance to long-term business resilience. Topics were prioritised using a scoring methodology that combined impact materiality and financial materiality.

The results were reviewed by senior management and aligned with governance oversight mechanisms to ensure consistency with business strategy and enterprise risk management

MATERIAL ESG TOPICS

Based on the assessment, the following topics were identified as material for AWL:

- Water stewardship and water security
- Responsible consumption and waste management
- Sustainable packaging
- Product stewardship and food safety
- Air emissions and air quality
- Occupational health and safety
- Customer centricity and engagement
- Climate change mitigation and climate resilience
- Talent attraction, development, and retention
- Nutritional accessibility and responsible marketing
- Cyber security and data privacy
- Corporate governance and ethical business conduct
- Economic performance and long-term value creation

APPLICATION OF MATERIALITY OUTCOMES

The outcomes of the double materiality assessment are embedded into AWL's core business processes and sustainability governance.

Material topics inform strategic planning and capital allocation, enterprise risk management and internal controls, policy design, ESG targets and performance indicators, and monitoring, reporting, and assurance processes. The materiality matrix serves as a strategic decision-making tool, ensuring that AWL's sustainability initiatives are focused on high-impact areas, aligned with stakeholder expectations, and integrated into long-term value creation.

MATERIAL ISSUES FOR ENTERPRISE VALUE CREATION

AWL Agri Business Ltd conducts a structured materiality analysis, based on a double materiality framework, to identify ESG issues that have the greatest impact on business performance and long-term enterprise value. The assessment evaluates how sustainability-related risks and opportunities influence operational resilience, cost structures, regulatory exposure, and growth potential.

The outcomes are integrated into strategy, enterprise risk management, and governance oversight, ensuring that material ESG issues are actively managed as drivers of long-term value creation. The table below summarises three material ESG issues and outlines the associated risks and opportunities, their relevance to the business case, and the primary strategies adopted to address them.

Material ESG Issue	Climate Change Mitigation and Climate Resilience	Water Stewardship and Water Security	Occupational Health and Safety (OHS)
Material Risk & Opportunity	Exposure to physical climate risks such as extreme weather events and transition risks from evolving climate regulations; opportunity to improve energy efficiency and reduce emissions	Risk of water scarcity and regulatory restrictions in water-stressed regions; opportunity to improve water efficiency and strengthen licence to operate	Risk of workplace accidents and occupational illnesses; opportunity to enhance productivity, workforce morale, and retention
Business Case (Impact on Business)	Climate variability can disrupt agricultural sourcing, manufacturing operations, and logistics, affecting production continuity and input costs. Regulatory and energy transition pressures may increase operating costs, while proactive climate action strengthens resilience and competitiveness	Water is a critical input for manufacturing and sourcing. Inadequate water availability or quality can disrupt operations, affect product quality, and increase compliance and procurement costs. Effective water management enhances operational continuity and community trust	Manufacturing and logistics operations involve inherent safety risks. Poor OHS performance can lead to downtime, legal liabilities, and reputational damage, while strong safety performance supports productivity and long-term workforce stability
Type of Impact	Opportunity: Efficiency gains and resilience benefits	Cost: Water procurement and treatment costs	Risk: Legal, operational, and reputational exposure
Key Business Strategies and Initiatives	Energy efficiency improvements across plants, increased use of renewable energy, lower-emission logistics (CNG and rail), climate risk assessment across the value chain, integration of climate risks into enterprise risk management and Board oversight	Implementation of Zero Liquid Discharge systems and effluent treatment plants, water efficiency initiatives, water risk assessment at high-risk locations, integration of water stewardship into environmental management systems and ERM	Robust OHS management systems, safety training and audits, hazard identification and preventive measures, continuous improvement initiatives, senior management and governance oversight of safety performance

MATERIALITY METRICS FOR VALUE CREATION (BUSINESS)

AWL Agri Business Ltd has defined metrics and performance indicators linked to its most material ESG issues to enable systematic tracking of progress and integration into business decision-making. These metrics are disclosed through public sustainability and statutory reporting and are reviewed by senior management and the Board as part of enterprise risk management and governance oversight. Progress against material ESG metrics is monitored annually and informs operational planning, risk mitigation, and continuous improvement initiatives. Selected ESG parameters are embedded into leadership performance management frameworks, reinforcing accountability for long-term value creation. The table below summarises the targets or metrics linked to AWL's three most material ESG issues, the status of progress disclosure, and their linkage to executive compensation.

Material ESG Issue	Climate Change Mitigation and Climate Resilience	Water Stewardship and Water Security	Occupational Health and Safety (OHS)
Target / Metric	AWL tracks energy consumption, renewable energy usage, and greenhouse gas emissions (Scope 1 and Scope 2) as key metrics to manage climate-related risks and improve operational efficiency.	Risk of water scarcity and regulatory restrictions in water-stressed regions; opportunity to improve water efficiency and strengthen licence to operate	Risk of workplace accidents and occupational illnesses; opportunity to enhance productivity, workforce morale, and retention
Target Year	2025	2025	(Annual monitoring)
Progress Disclosure	Target achieved. Initiative - 9.65 MW solar power generation at select facilities Biomass-based boilers using rice husk as fuel In FY25, the Company reported resource efficiency improvements with reductions of 4.2% in steam, 1.3% in power, and 3.7% in water consumption, reflecting a proactive approach to minimizing operational impact.	Target Achieved Initiative - Optimising water usage across operations, investing in technologies that minimise wastage and implementing rainwater harvesting systems. Additionally, we work closely with local communities to support initiatives that enhance water availability and sustainability. 11 Plants have ZLD All plants recycle and reuse 100% of water.	OHS performance and safety management practices are disclosed through sustainability and statutory reporting, with regular internal monitoring and management review.
Linkage to Executive Compensation	Climate- and efficiency-related performance indicators form part of the overall performance assessment framework for senior management. ESG considerations, including climate-related parameters, are integrated into management evaluation through Key Result Areas and governance oversight.	Water stewardship and environmental performance metrics are incorporated into broader ESG performance monitoring and management accountability frameworks reviewed by senior leadership.	Health and safety performance is embedded into leadership performance reviews and operational accountability frameworks, reinforcing responsibility for safe operations and workforce well-being.

MATERIALITY METRICS FOR VALUE CREATION (EXTERNAL STAKEHOLDERS)

AWL Agri Business Ltd conducts a structured materiality assessment, based on a double materiality framework, to identify and evaluate the positive and negative impacts of its business operations, products and services, and supply chain on external stakeholders. The assessment evaluates impacts on the environment, society, consumers, and external workforce groups across the value chain and informs risk management, strategy development, and governance oversight.

Based on this assessment, AWL has identified material issues that generate the most significant external environmental and social impacts beyond the Company's boundaries. These impacts arise from core business activities and supply chain interactions and are disclosed through sustainability and statutory reporting.

Material Issue for External Stakeholders	Climate change mitigation and water stewardship	Product stewardship, food safety, and nutritional accessibility
Category of External Impact	Environmental and societal impact	Social and consumer impact
Cause of the Impact (Value Chain and Coverage)	Operations and supply chain	Products and services
External Stakeholders / Impact Areas Evaluated	Environment; Society (local communities in sourcing and manufacturing regions)	Consumers/end-users; Society
Materiality of External Impact and Rationale	AWL's operations and agricultural supply chain depend on natural resources, particularly energy and water. Greenhouse gas emissions, water withdrawal, and wastewater discharge have potential environmental and social impacts, especially in climate- and water-stressed regions. These impacts are material due to their influence on ecosystems, local community water availability, regulatory compliance, and long-term environmental sustainability.	As a consumer food and FMCG company, AWL's products directly impact consumer health, safety, and nutrition. Product quality, food safety controls, and responsible marketing practices are material due to their implications for consumer well-being, trust, regulatory compliance, and brand reputation. Positive impacts arise from safe, affordable, and nutritious food products, while negative impacts may arise if food safety or quality standards are not effectively managed.
Type of Impact	Both combined (positive and negative)	Both combined (positive and negative)

Risk MANAGEMENT PROCESSES

AWL Agri Business Ltd has established formal risk management processes and strategies to promote an effective risk culture across the organisation.

Risk management is embedded into governance, strategy, and day-to-day operations and is overseen by the Board of Directors, supported by the Risk Management Committee. The framework is designed to identify, assess, mitigate, and monitor risks that could impact business continuity, financial performance, reputation, and long-term value creation.

Risk considerations, including ESG and climate-related risks, are integrated into enterprise risk management, capital allocation, and performance management, reinforcing accountability and a strong risk-aware culture.

RISK REVIEW

Aspect	Description
Company-Specific Risk Exposure	AWL identifies and assesses key risks based on likelihood and magnitude, including climate and water risks, supply chain disruptions, regulatory and compliance risks, cybersecurity threats, and workforce health and safety risks. These risks are evaluated for their potential impact on operations, costs, regulatory compliance, and reputation.
Risk Appetite Determination	The Board, through the Risk Management Committee, defines AWL's risk appetite and tolerance levels. Risk appetite is determined by considering strategic objectives, financial resilience, regulatory requirements, and stakeholder expectations, and is reviewed periodically to reflect changes in the operating environment.
Risk Mitigation Actions	For material risks, AWL defines mitigation measures such as diversification of sourcing, energy and water efficiency initiatives, robust compliance systems, cybersecurity controls, occupational health and safety programmes, and business continuity planning. Mitigation effectiveness is monitored and escalated to senior management and the Board where required.

RISK EXPOSURE REVIEW FREQUENCY

AWL reviews its risk exposure on a regular and structured basis, ensuring timely identification and management of emerging risks.

Frequency of risk exposure assessment:

At least twice a year

Risk reviews are conducted through periodic Risk Management Committee meetings, management reviews, and integration with enterprise risk registers, with updates provided to the Board.

RISK MANAGEMENT PROCESS AUDIT

AWL has mechanisms in place to periodically review the effectiveness of its risk management processes.

Audit Type	Status
Internal Audit	An internal audit of risk management processes has been conducted within the last two years
External Audit	Not conducted as a standalone external audit of ERM processes

Internal audits assess the design and operating effectiveness of risk identification, mitigation, and monitoring processes, with findings reported to senior management and the Audit Committee.

RISK CULTURE

AWL promotes an effective risk culture through governance, training, accountability mechanisms, and leadership engagement. Risk awareness is embedded across organisational levels to support informed decision-making and responsible conduct.

STRATEGIES TO PROMOTE RISK CULTURE

Risk Culture Element	Implementation at AWL
Risk Education for Non-Executive Directors	Non-Executive and Independent Directors receive periodic briefings on key enterprises, ESG, and emerging risks through Board and Committee discussions.
Organisation-Wide Risk Training	Focused training and awareness programmes are conducted for employees and leadership teams on risk management principles, compliance requirements, cybersecurity, health and safety, and operational risks.
Integration into Business Decisions	Risk criteria are incorporated into strategic planning, capital expenditure decisions, product and service development, and supply chain management.
Incentives and Accountability	Risk management and compliance considerations are integrated into leadership performance reviews and Key Result Areas, reinforcing accountability for responsible risk-taking.

EMERGING RISKS

AWL Agri Business Ltd systematically identifies and assesses emerging long-term risks as part of its Enterprise Risk Management framework. Emerging risks are evaluated based on their potential likelihood, magnitude, and impact on business continuity, cost structures, regulatory exposure, and long-term value creation. These risks are reviewed by senior management and the Board, supported by the Risk Management Committee, and are integrated into strategic planning and mitigation actions.

The table below outlines two key long-term emerging risks identified by AWL, along with their potential business impact and the mitigating actions undertaken.

Emerging Risk	Climate Change and Resource Stress	Supply Chain Resilience and Regulatory Complexity
Category	Environmental / Strategic	Strategic / Operational / Regulatory
Description of Emerging Risk	AWL has identified climate change as a long-term emerging risk due to increasing frequency and severity of extreme weather events, climate variability, and growing stress on natural resources such as water. These changes can affect agricultural productivity, availability and quality of raw materials, and reliability of manufacturing and logistics operations. Transition risks may also arise from evolving climate regulations, energy transition requirements, and stakeholder expectations over the medium to long term.	AWL operates within a complex global and domestic supply chain exposed to long-term risks arising from regulatory changes, trade policies, sustainability requirements, and geopolitical developments. Increasing expectations around responsible sourcing, traceability, food safety, and ESG compliance across the agri-food value chain represent an emerging risk if not managed proactively.
Potential Business Impact	Climate-related disruptions may impact agricultural sourcing, production continuity, logistics efficiency, and operating costs. Increased regulatory requirements and energy transition pressures could affect cost structures and capital allocation, while unmanaged climate risks may impact access to markets, insurance, and financing.	Supply chain disruptions or non-compliance with evolving regulatory and sustainability requirements could lead to raw material shortages, increased costs, operational delays, and reputational risks. Failure to adapt may also impact customer trust and market access over the long term.
Mitigating Actions	Climate risks are integrated into enterprise risk management and reviewed at senior management and Board levels. Mitigation actions include energy efficiency initiatives, increased adoption of renewable energy, lower-emission logistics solutions, water stewardship programmes, and assessment of climate risks across upstream, direct, and downstream operations to strengthen resilience.	AWL mitigates these risks through diversification of sourcing, strengthening supplier engagement and audits, implementation of responsible sourcing policies, integration of ESG criteria into supplier assessments, and continuous monitoring of regulatory developments. Supply chain risks are reviewed under the ERM framework with oversight from senior management and the Board.

Supplier
ESG PROGRAMS

AWL Agri Business Ltd has established structured measures to ensure effective implementation of ESG requirements across its supplier base, particularly within its upstream agricultural commodity value chains.

Supplier ESG programs are embedded into procurement, risk management, and sustainability governance frameworks, with defined accountability, monitoring mechanisms, and escalation processes.

These measures support responsible sourcing, regulatory compliance, and long-term supply chain resilience. AWL's supplier ESG approach is closely linked to its environmental risk management, deforestation-free sourcing commitments, and traceability systems.

Emerging Risk	Climate Change and Resource Stress
Category	Environmental / Strategic
Description of Emerging Risk	AWL has identified climate change as a long-term emerging risk due to increasing frequency and severity of extreme weather events, climate variability, and growing stress on natural resources such as water. These changes can affect agricultural productivity, availability and quality of raw materials, and reliability of manufacturing and logistics operations. Transition risks may also arise from evolving climate regulations, energy transition requirements, and stakeholder expectations over the medium to long term.
Potential Business Impact	Climate-related disruptions may impact agricultural sourcing, production continuity, logistics efficiency, and operating costs. Increased regulatory requirements and energy transition pressures could affect cost structures and capital allocation, while unmanaged climate risks may impact access to markets, insurance, and financing.
Mitigating Actions	Climate risks are integrated into enterprise risk management and reviewed at senior management and Board levels. Mitigation actions include energy efficiency initiatives, increased adoption of renewable energy, lower-emission logistics solutions, water stewardship programmes, and assessment of climate risks across upstream, direct, and downstream operations to strengthen resilience.
Preferential Treatment for Strong ESG Performance	ESG performance and compliance are considered in supplier evaluation and engagement. AWL prioritises suppliers with stronger sustainability performance, including certified and traceable sourcing (for example RSPO-certified palm oil and deforestation-free supply chains), supporting responsible supplier selection and long-term partnerships.
Training and Awareness for Internal Stakeholders	Procurement and relevant internal teams are engaged through internal processes and risk management systems to ensure understanding of supplier ESG requirements, traceability expectations, and compliance obligations. These practices support consistent implementation across sourcing and procurement functions.

INTEGRATION WITH RISK MANAGEMENT AND VALUE CHAIN OVERSIGHT

AWL has mapped its upstream value chain, including Tier 1 suppliers for key commodities such as palm oil and soy, to enhance traceability and ESG risk visibility. Supplier ESG risks, including deforestation, water stress, and regulatory compliance, are assessed annually using qualitative and quantitative methods and integrated into the Company's enterprise risk management process.

Supplier engagement, traceability systems, and certification requirements form the backbone of AWL's approach to ensuring effective implementation of ESG programs across its supply chain.

SUPPLIER SCREENING, ASSESSMENT, AND DEVELOPMENT

AWL Agri Business Limited actively participates in global and regional industry platforms focused on sustainable palm oil, including multi stakeholder forums that promote the No Deforestation, No Peat, No Exploitation (NDPE) approach.

Through these platforms, AWL collaborates with peers, suppliers, and downstream customers to share best practices, align on traceability standards, and address systemic challenges in palm oil supply chains.

Actions Continue active membership in relevant palm oil sustainability platforms and working groups. Integrate learnings from industry collaborations into AWL's supplier code of conduct and procurement contracts.

AWL conducts systematic supplier screening, assessment, and development to identify significant suppliers and manage ESG risks across its value chain. Given the scale and complexity of its agri-commodity and food value chains, AWL recognises supplier ESG performance as a critical determinant of operational continuity, regulatory compliance, and long-term value creation. Supplier screening and assessment processes are publicly disclosed through AWL's sustainability and statutory reporting, including the Annual Report and Sustainability disclosures, which describe governance oversight, methodology, and performance indicators.

SUPPLIER SCREENING PROCESS

AWL conducts supplier screening to systematically identify significant suppliers across Tier-1 and non Tier-1 suppliers. Screening is designed to prioritise suppliers based on ESG risk exposure, business relevance, and value chain criticality, enabling focused risk management and engagement.

ASPECTS CONSIDERED IN SUPPLIER SCREENING

AWL's screening of significant suppliers considers the following aspects:

Environmental factors,

including compliance with environmental regulations, resource use, and exposure to climate and water risks

Social factors,

including labour practices, health and safety, and human rights risks

Governance factors,

including ethical conduct, compliance, and transparency

Business relevance,

including spend, criticality of supply, and operational dependency

SUPPLIER SCREENING METHODOLOGY

Supplier screening considers multiple risk dimensions to identify ESG risk exposure and prioritise engagement:

Country-specific risks,

reflecting regulatory environments, labour risks, and environmental vulnerabilities

Sector-specific risks,

particularly relevant to agri-processing, food manufacturing, and logistics

Commodity-specific risks,

including deforestation, water stress, and traceability risks for key agricultural commodities

This risk-based approach enables AWL to focus screening and monitoring on suppliers with higher ESG risk exposure.

SUPPLIER ASSESSMENT AND DEVELOPMENT
SUPPLIER ASSESSMENT

AWL has a publicly disclosed supplier assessment process to evaluate ESG performance of significant suppliers. The assessment framework includes:

Supplier desk assessments,

supported by systematic verification of information and documentation

On-site supplier assessments,

conducted by company teams or contracted consultants (second-party audits)

Independent third-party audits,

where required, conducted by accredited audit bodies

Corrective action and improvement plans ,

for suppliers identified with actual or potential ESG non-compliances

Use of recognised standards and methodologies,

including industry and multi-stakeholder frameworks relevant to responsible sourcing and agri-commodity supply chains

Assessment outcomes are used to determine corrective actions, supplier engagement priorities, and continuation of commercial relationships.

SUPPLIER DEVELOPMENT

AWL has a supplier development process in place to support improvement in supplier ESG performance. Supplier development measures include:

Providing suppliers with information and guidance on AWL's Supplier Code of Conduct and ESG expectations

Supporting suppliers in understanding ESG performance benchmarks and compliance requirements

Providing remote and on-site support for implementation of corrective action and improvement plans

Implementing targeted capacity-building initiatives for suppliers, particularly in high-risk commodities and sourcing regions

These measures are designed to strengthen supplier capability, improve compliance, and support long-term responsible sourcing.

KPIS FOR SUPPLIER ASSESSMENT AND DEVELOPMENT

AWL monitors the coverage and effectiveness of its supplier assessment and development programs for suppliers identified as significant through screening.

Supplier Assessment KPIs

Reported indicators include:

90

Total number of unique significant Tier-1 and non Tier-1 suppliers assessed through desk or on-site assessments

90%

Percentage of unique significant suppliers assessed

0%

Percentage of such suppliers with agreed corrective action or improvement plans

0%

Number of suppliers with substantial ESG impacts that were terminated

0%

Number of suppliers identified with substantial actual or potential negative ESG impacts

Capacity Building Programs

AWL also monitors supplier development through:

Total number of suppliers participating in capacity-building programs

Percentage of unique significant suppliers covered by capacity-building initiatives

Corrective Action Plan Support

AWL tracks:

Total number of suppliers supported in corrective action plan implementation

Percentage of suppliers with substantial ESG impacts receiving corrective action support

OUR SOCIAL

Human CAPITAL

AWL Agri Business Ltd considers its people to be a foundational pillar of long-term value creation, operational resilience, and sustainable growth.

The Company's human capital strategy is built on respect for labour rights, fair remuneration, workforce well-being, diversity and inclusion, continuous capability building, and robust human rights due diligence across operations and the value chain.

Human capital performance is governed through Board and senior management oversight and disclosed transparently through the Annual Report, Sustainability disclosures, and BRSR reporting

WORKFORCE PROFILE AND DEMOGRAPHICS

AWL operates entirely in India, and its workforce composition reflects a balance between permanent employees for stability and contractual workers for operational flexibility.

Workforce Composition

3,851
Contractual Workers

2,772
Permanent Employees

Geographic and Nationality Profile

India
Countries of operation

100%
% Workforce based in India

Asian
Nationality classification

Not reported*
Ethnicity / race reporting

GENDER DIVERSITY AND INCLUSION

AWL monitors gender diversity across permanent and contractual workforce categories and tracks progress year-on-year to support targeted inclusion initiatives.

WORKFORCE COMPOSITION

Permanent Employees

2,695	97.2%	*Male*
77	2.8%	*Female*

Contractual Workers

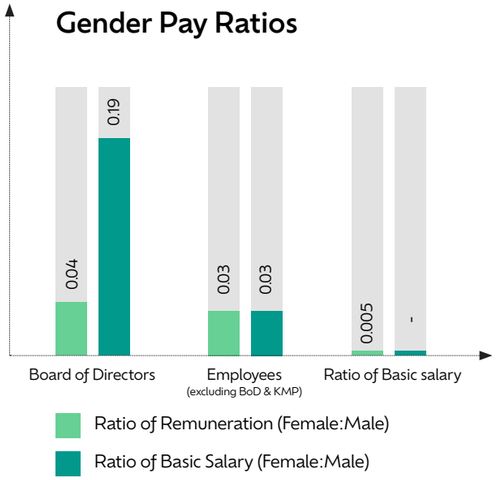
3,830	99.45%	*Male*
21	0.55%	*Female*

Women representation in permanent roles increased 24% YoY, reflecting progress through targeted hiring and retention initiatives.

GENDER PAY EQUITY

AWL monitors and discloses gender pay indicators to ensure equal remuneration for men and women performing similar roles.

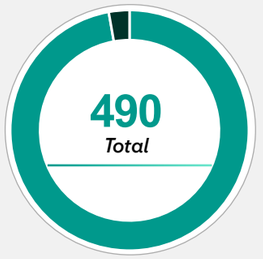
Gender Pay Ratios



AWL has a commitment to assess living wages (minimum wages, as applicable in India) across employees, contractors, and suppliers and ensures remuneration decisions are based on role, experience, and internal parity, with no gender bias.

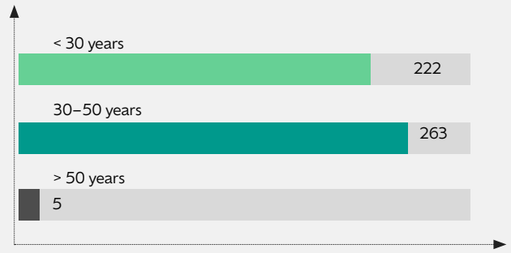
TALENT ACQUISITION AND ONBOARDING

Recruitment is aligned with workforce planning, growth strategies, and succession requirements.

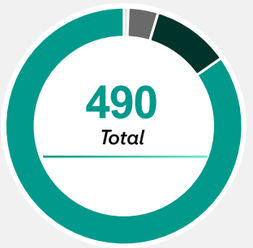


461	*Male*
29	*Female*

Age-wise



Position-wise



3	*Senior Management (SMC)*
20	*Middle Management (MMC)*
52	*Supervisory*
415	*Junior Management (JMC)*

INTERNAL TALENT MOBILITY

While a consolidated internal hiring percentage is not publicly disclosed, AWL actively promotes internal progression and role-based mobility through its performance management and leadership development framework. Succession planning outcomes are reviewed periodically at senior management level.

ATTRITION AND RETENTION

Employee turnover is monitored monthly through MIS and reviewed by management to design targeted retention interventions.

Attrition Overview

14.41%
Total Attrition

86%
Retention Rate

+2%
YoY improvement in retention

13.64%
Voluntary Employee Turnover Rate (% of total employees)

20,755
Average Hiring Cost per FTE (INR)

ATTRITION BREAKDOWN

Gender-wise

13.90%
Male

0.51%
Female

Age-wise

3.92%
< 30

9.17%
30–50

1.32%
> 50

Position-wise

4.83%
Supervisory

6.67%
SMC

9.79%
MMC

17.59%
JMC

Performance
MANAGEMENT AND CAREER DEVELOPMENT

AWL uses performance management as a tool for merit-based rewards, capability development, and succession planning.

Performance Appraisal Design	
Feature	Implementation
Management by objectives	KRAs and KPIs defined for each role
Multi-dimensional appraisal	360-degree feedback for select roles
Appraisal frequency	Quarterly and bi-annual reviews

Performance outcomes directly inform promotion decisions, leadership pipeline identification, and development planning.

PERFORMANCE APPRAISAL COVERAGE

Employees

Gender	Total	Reviewed	%
Male	2,695	2,622	97%
Female	77	65	84%
Total	**2,772**	**2,687**	**97%**

Workers

Gender	Total	Reviewed	%
Male	3,830	3,591	94%
Female	21	21	100%
Total	**3,851**	**3,612**	**94%**

TRAINING AND CAPABILITY BUILDING

Training effectiveness at AWL is measured through coverage, intensity, and investment per employee, ensuring systematic upskilling rather than ad-hoc learning interventions.

Training Investment

Indicator	Value
Average training hours per FTE	17.2 hours
Average spend per FTE	INR 8,500

Training hours are calculated on an actual delivery basis and reflect structured programs delivered across functions, leadership levels, and locations.

TRAINING COVERAGE

By Age group	Count of employees	Hours
Less Than 30	369	6,029
Greater that 29 but less than 40	870	16,609
Greater that 39 but less than 50	681	11,419
50+	322	4,130

Employee Level	Count of employees covered	Hours
JMC	1,733	32,131
MMC	204	2,935
Staff	277	2,897
SMC	28	224

Type of Training based on sessions	Count of trainings	Hours
Functional	220	10,117
Behavioural	53	12,529
Company Skills	18	15,528

By Gender	Count of employees	Hours
Male	2,184	37,579
Female	58	595

EMPLOYEE DEVELOPMENT PROGRAMS

AWL's development framework goes beyond classroom training and focuses on leadership readiness, behavioural capability, and future skill requirements.

Learning Architecture

Learning Method	How It Is Implemented
Coaching & Mentorship	Senior leaders mentor high-potential employees through structured leadership tracks
Teams & Networks	Cross-functional collaboration platforms and leadership cohorts for peer learning

Structured Development Programs

Program Type	Program Depth and Intent
Leadership development	Multi-level programs (Abhyudaya, Shikhar, Northstar) to build succession pipelines
Cultural education	Value-based training embedded into onboarding and leadership programs
Digital transition	Upskilling employees on digital tools, analytics, and operational efficiency
Transition programs	Career counselling, reskilling, and redeployment support during role changes

These programs cover permanent as well as contractual employees within AWL's direct workforce.

LABOUR PRACTICES COMMITMENT

AWL has a public, group-wide commitment to respect labour rights, disclosed through its Human Rights Policy, BRSR Policy, and Annual Report.

Labour Practices Covered

Aspect	Covered
Living wage commitment	Yes
Overtime management	Yes
Maximum working hours	Yes
Equal remuneration	Yes
Paid annual leave	Yes
Consultation/notice for mass terminations	Yes

Scope of Commitment

Coverage Area	Included
Own operations	Yes
Contractors	Yes
Partners / suppliers	Yes

LABOUR PRACTICES PROGRAMS

AWL has structured programs to operationalise labour commitments.

Program Area	Implemented
Adequate wages above minimum standards	Yes
Working hours and overtime monitoring	Yes
Overtime compensation	Yes
Worker engagement and representation	Yes
Gender pay gap monitoring	Yes
Social protection beyond statutory	Yes
Paid leave monitoring	Yes
Reskilling for transition risks	Yes

NON-DISCRIMINATION & ANTI-HARASSMENT

AWL maintains group-wide zero-tolerance policies on discrimination and harassment, supported by training and grievance mechanisms.

Measure	Implemented
Sexual harassment prohibition	Yes
Non-sexual harassment prohibition	Yes
Zero tolerance discrimination policy	Yes
Mandatory employee training	Yes
Defined escalation & protection mechanisms	Yes

HUMAN RIGHTS DUE DILIGENCE SCOPE AND ISSUES COVERED

Area	Covered
Own operations	Yes
Value chain	Yes
New business relations	Yes
Periodic risk review	Yes

Human Rights Issue	Covered
Forced labour	Yes
Child labour	Yes
Freedom of association	Yes
Collective bargaining	Yes
Equal remuneration	Yes
Discrimination	Yes

ASSESSMENT COVERAGE (LAST 3 YEARS)

Category	% Assessed	Risks Identified	Mitigated
Own operations	100%	0	0
Contractors & Tier-1 suppliers	60%	0	0

Mitigation Plans	Value
Operational sites covered	23
% with mitigation plans	100%

FREEDOM OF ASSOCIATION

AWL respects freedom of association and collective bargaining. Across all plants, statutory works committees are established in line with the Industrial Disputes Act, 1947, with representation from workers and management to address employment conditions and workplace issues.

PERFORMANCE MANAGEMENT AND APPRAISAL

AWL uses performance management as a tool for merit-based rewards, capability development, and succession planning.

Performance Appraisal Design

Feature	Implementation
Management by objectives	KRAs and KPIs defined for each role
Multi-dimensional appraisal	360-degree feedback for select roles
Appraisal frequency	Quarterly and bi-annual reviews

Performance outcomes directly inform promotion decisions, leadership pipeline identification, and development planning.

Employee
WELL-BEING AND ENGAGEMENT

AWL adopts a holistic approach to employee well-being, encompassing financial security, physical health, mental well-being, and social engagement.

Key initiatives include:

- Comprehensive health, accident, maternity, and social security coverage for 100% of employees and workers
- Regular health check-ups, doctor-on-call services, and in-house medical support
- Mental health and emotional well-being programmes, including counselling and wellness sessions
- Flexible work arrangements, including work-from-home options and menstrual well-being support for women employees
- Employee engagement platforms such as SETU, pulse surveys, and Great Place to Work surveys

These initiatives strengthen workforce resilience, productivity, and engagement while reducing long-term people-related risks AWL conducts an annual, third-party employee engagement survey to track sentiment, trust, and organisational health.

SURVEY GOVERNANCE

Parameter	Disclosure
Survey platform	Great Place to Work
Frequency	Annual
Coverage	Organisation-wide

Survey Result*

Fiscal Year	% of Employees with Top-Level Experience	% of Employees Who Responded to Survey	Target for FY 2024 and FY2025
FY 2020	79	63	-
FY 2021	80	67	-
FY 2022	81	72	-
FY 2023	81	75	-
FY 2024	81	82	-
FY 2025	82	84	85

*Survey Dimensions Tracked

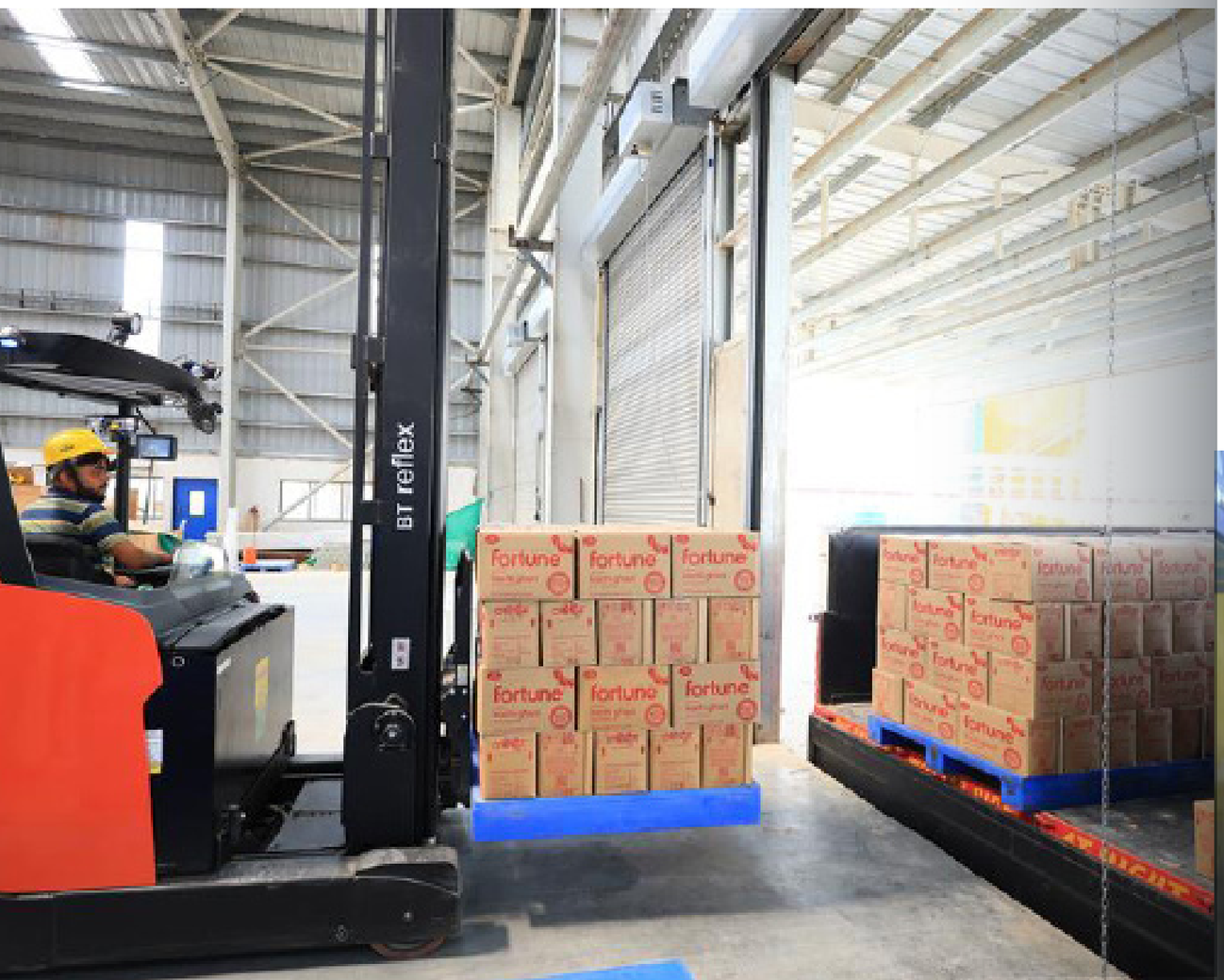
Survey results are used to inform leadership actions, workplace improvements, and cultural interventions. While numeric scores are not publicly disclosed, the use of an independent platform enhances credibility and benchmarking integrity.

EMPLOYEE SUPPORT AND WELL-BEING PROGRAMS

AWL has invested in holistic employee support systems that address physical, mental, financial, and social well-being.

Health and Well-being Programs

Area	Program Depth
Stress management	Counselling support, wellness sessions
Sports & health	Fitness initiatives, preventive health checks



FLEXIBLE WORK PRACTICES

Practice	Implementation
Flexible working hours	Role-based flexibility
Work-from-home	Hybrid arrangements for eligible roles
Part-time options	Available on case-specific basis

FAMILY-FRIENDLY BENEFITS

Benefit	Disclosure
Childcare support	Available
Lactation facilities	Available
Paid parental leave (primary caregiver)	As per statutory norms
Paid parental leave (non-primary caregiver)	As per statutory norms

OUR ENVIRONMENT

Environmental
MANAGEMENT SYSTEM

At AWL, our Environmental Management System is founded on the ISO 14001 standard and helps us improve environmental performance and cost savings and deepens stakeholder trust.

It enables us to respond effectively to environmental risks and achieve our sustainability goals effectively and efficiently. We conduct regular internal audits and engage with independent agencies to assess environmental impacts across all our plants.

These audits produce a detailed register of potential impacts, enabling us to implement strict procedures and foster a culture of continuous improvement. We adhere to all applicable global, national and local regulations, monitor and track compliance and stay updated on evolving laws.

ENVIRONMENTAL COMPLIANCE AND FINES

AWL Agri Business Ltd publicly reports on environmental compliance and monitors any fines or penalties related to environmental or ecological matters as part of its governance and risk management framework.

Based on a review of disclosures and compliance records for the past four fiscal years, AWL has not incurred or paid any fines or penalties related to environmental or ecological issues. This includes fines paid as part of settlements related to environmental or ecological matters.

This performance reflects AWL's focus on regulatory compliance, proactive environmental management, and continuous monitoring of environmental risks across its operations.

98%

recyclable packaging materials to reduce plastic waste

54%

of our plants have integrated solar or wind power solutions

11%

of total energy used is from renewable sources

21

out of 24 Plants are ISO 14001 and ISO 45001 Certified (Coverage - 88%) Certified

2

new 'Zero Liquid Discharge' units added

11

Zero Liquid Discharge (ZLD) Systems with advanced filtration technology (EDI, MBR, SUF)

9.65 MW

solar power generation at select facilities

Biomass-based boilers using rice husk as fuel

Water conservation initiatives through rainwater harvesting and effluent treatment plants

We aim to increase the ISO 14001 coverage by 100 % in the coming years.

Energy
AND EMISSION MANAGEMENT

AWL relies heavily on energy to deliver high-quality kitchen essentials to consumers through accessible and affordable channels.

To manage this responsibly, the company closely monitors its energy usage and implements both proactive and reactive strategies to optimize consumption. These efforts are central to reducing greenhouse gas (GHG) emissions and minimizing the carbon footprint of its products.

Key Pillars of AWL's Approach:

Identifying Areas for Improvement

AWL conducts regular internal audits, peer benchmarking, and assessments to pinpoint energy-intensive operations. Employees are also encouraged to suggest ways to improve energy efficiency across the company.

Setting Clear and Measurable Goals

The company establishes specific targets to reduce energy use and tracks progress consistently to ensure these goals are met.

Fostering a Culture of Conservation

AWL promotes energy awareness through comprehensive training programs. Plant-level leadership drives conservation initiatives, ensuring that energy-saving strategies are effectively implemented and embraced throughout the organization.

ENERGY MANAGEMENT SYSTEM

We continually explore ways to enhance energy efficiency by transforming our processes, adopting innovative solutions, and integrating cutting-edge technologies. A key priority remains increasing the share of renewable energy to progressively replace fossil fuel usage.

Through FY 2024–25, these measures delivered **further reductions in overall energy consumption intensity,** underscoring our commitment to responsible growth. Building on the progress of previous years, FY2025 marked a turning point where:

Renewable energy contribution reached its highest share to date,

reflecting investments in solar, biomass, and green power purchase agreements.

39%

increase in Renewable energy contribution compared to FY2021

Energy intensity improved year-on-year,

demonstrating the effectiveness of process optimisation, automation, and employee-led conservation initiatives.

36%

reduction in energy consumption per production compared to FY2021

Smart energy management systems,

were deployed across key facilities, enabling real-time monitoring and efficiency gains.

Waste heat recovery and advanced utility upgrades,

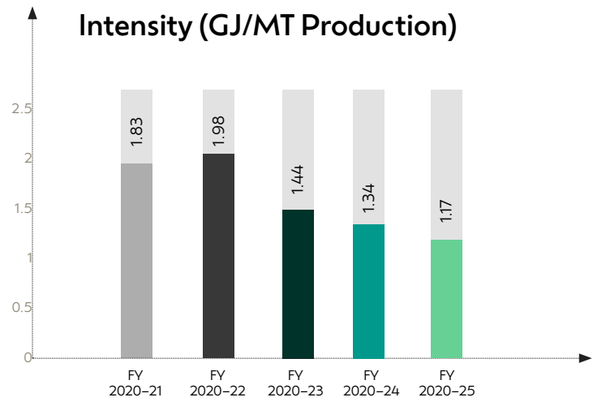
reduced dependency on non-renewable sources.

Looking ahead, we aim to scale renewable adoption beyond current levels, expand digitalisation of energy systems, and embed efficiency targets into every stage of production. These actions form part of our broader decarbonisation roadmap and align with global frameworks such as the UN Sustainable Development Goals.

Practice	Energy Consumption (in GJ)	
	FY 2024–25	FY 2023–24
Renewable sources		
Total electricity consumption	65,024.37	20,740.56
Energy consumption through other sources	813,302.82	819,897.75
Total renewable energy	**878,327.19**	**840,638.31**
Non-Renewable sources		
Total electricity consumption	1,343,700.14	1,263,000.00
Total fuel consumption	5,513,346.25	5,223,000.00
Total non-renewable energy	**6,857,046.39**	**6,486,000.00**
Total energy consumed	**7,735,373.58**	**7,326,638.31**
Energy intensity per rupee of turnover	0.0000013	0.0000015

Practice	Energy Consumption (in MWH)	
	FY 2024–25	FY 2023–24
Renewable sources		
Total electricity consumption	18,062.34	5,761.27
Energy consumption through other sources	225,917.63	227,749.56
Total renewable energy	**243,979.97**	**233,510.83**
Non-Renewable sources		
Total electricity consumption	373,250.34	350,833.61
Total fuel consumption	1,531,486.29	1,450,834.49
Total non-renewable energy	**1,904,736.63**	**1,801,668.11**
Total energy consumed	**2,148,716.60**	**2,035,178.94**

Fiscal Year	FY 2020–21	FY 2021–22	FY 2022–23	FY 2023–24	FY2024-25
Renewable Energy (GJ)	630,920	694,420	733,721	840,638	878,327.19
Non-Renewable Energy (GJ)	7,761,450	7,526,180	5,996,568	6,486,000	6,857,046.39
Total Energy (GJ)	8,392,370	8,220,600	6,730,289	7,326,638	7,735,373.58
Intensity (GJ/MT Production)	1.83	1.98	1.44	1.34	1.17



ENERGY EFFICIENCY INITIATIVES

Through FY 2025, our focused energy efficiency and sustainability initiatives have not only reduced consumption and improved operational performance but also delivered annual monetary savings of INR 57,561,988.

These projects, grouped by theme, reflect our commitment to innovation, resource stewardship, and responsible growth.

ENERGY EFFICIENCY & POWER SAVING

Variable Frequency Drive (VFD) Installations

- Deaerator Pump
- Dewax Feed Pump
- BoT Pump
- PLFs Pump
- CPO Feed Pump

Pump Optimisation

- Replacing larger capacity pump with smaller capacity for CCT Pump
- Re-designing pump motor ratings to reduce electricity consumption (14.87 unit/ton → 14.00 unit/ton)
- Power reduction in DM make-up pump

STEAM & THERMAL EFFICIENCY

Steam Consumption Reduction

- **200 TPD Sun Refinery:** 324 Kg/MT → 217 Kg/MT
- **400 TPD Palm Refinery:** 206 Kg/MT → 200 Kg/MT
- **600 TPD Frac:** 93 Kg/MT → 57 Kg/MT
- **Oil Screening Tank:** 210 Kg/MT → 190 Kg/MT (with foots removal improvement from 12.5% → 8.0%)

Heat Recovery & Process Optimisation

- Modification in Plate-Heat Exchanger for extra steam saving
- Installation of Oil-to-Oil Plate Heat Exchangers (200 TPD refinery & 600 TPD refinery)
- Replacing Geka High-pressure steam with HP boiler steam

RENEWABLE ENERGY & GREEN POWER

- Installation and commissioning of 255 KW Solar Plant

RESOURCE CONSERVATION

- Reduction of wastewater generation and associated power consumption

UTILITIES & INFRASTRUCTURE UPGRADES

- Conversion of conventional lighting to **LED lighting**
- Deployment of **online monitoring system** for energy and process efficiency

EMISSION MANAGEMENT

We are lowering greenhouse gas emissions by integrating cleaner energy sources and enhancing the efficiency of our operations. By adopting renewable energy solutions, we aim to reduce our dependence on conventional power and transition towards more sustainable alternatives. Concurrently, we are optimising processes to use resources more effectively, cutting down waste and improving the overall energy efficiency. These initiatives help reduce our environmental footprint and contribute to building a more responsible and forward-thinking business. Through continuous improvements and smart innovations, we are moving towards a future that balances growth with environmental care.

Fiscal Year	FY 2020–21	FY 2021–22	FY 2022–23	FY 2023–24	FY2024-25
Scope 1 Emissions (tCO_2e)	576,784	481,214	392,395	508,737	523,942
Scope 2 Emissions (tCO_2e)	231,271	221,796	221,690	251,112	271,353
Total Emissions (tCO_2e)	**808,055**	**703,010**	**614,085**	**759,849**	**795,295**
Emission Intensity (tCO_2e/MT Production)	0.18	0.17	0.13	0.14	0.12

GHG Emissions Source	Scope 3 (in tCO_2e)
Purchased Goods and Services	39,11,367
Capital Goods	5,599
Water Consumption	439
Solid Waste Landfilled	861
Employee Commute	3,377
Business Travel	1,601
Upstream Transportation & Distribution	5,17,012
Upstream Leased Assets	2,943
Fuel and Energy Production	2,14,222
Downstream Transportation & Distribution	5,24,310
Total Scope 3	**51,81,732**

The Company is committed to sustainable energy practices and has undertaken the installation of rooftop solar stations across its factory premises. These solar stations harness solar energy through photovoltaic panels installed on the rooftops of buildings. By utilizing renewable solar energy, the Company aims to reduce its reliance on conventional energy sources and minimize its carbon footprint. The installation of rooftop solar stations not only demonstrates the Company's commitment to environmental sustainability but also contributes to its efforts in adopting clean and renewable energy solutions. By generating electricity from solar power, the Company not only reduces its operational costs but also contributes to mitigating the effects of climate change by reducing greenhouse gas emissions.

UTILISATION OF BIOMASS AS FUEL:

In addition to solar energy, the Company is also utilizing biomass as a sustainable fuel source in its boilers. Biomass refers to organic materials such as wood chips, agricultural residues, or waste from forestry and agricultural activities that can be used as fuel for energy generation. By using biomass as fuel, the Company taps into a renewable and environmentally friendly energy source while also reducing its dependence on fossil fuels.

Biomass boilers convert biomass materials into heat energy through combustion, which can then be used for various industrial processes, including steam generation for manufacturing operations. This approach not only helps in reducing greenhouse gas emissions but also contributes to the efficient utilisation of organic waste materials, thereby promoting a circular economy.

SOLAR GENERATION CAPACITY:

Currently, the Company has successfully installed rooftop solar stations with a total generation capacity of 9,648 kilowatts peak (KWp) across its 13 plants. This significant investment in solar energy infrastructure underscores the Company's commitment to transitioning towards sustainable energy practices and reducing its environmental impact.

The solar generation capacity represents a substantial contribution to the Company's overall energy portfolio, allowing it to harness clean and renewable solar energy to power its operations. By expanding its solar generation capacity, the Company not only reduces its dependence on conventional energy sources but also positions itself as a leader in adopting renewable energy solutions within the industry.

PLANTS UNDER COMMISSIONING:

As part of its ongoing efforts to expand its renewable energy infrastructure, the Company is currently in the process of commissioning three additional solar plants.

These new solar plants will further augment the Company's solar generation capacity, enhancing its ability to meet its energy needs sustainably while also reducing its environmental footprint. The commissioning of these plants underscores the company's continued commitment to investing in renewable energy technologies and advancing its sustainability goals.

GHG EMISSIONS INTENSITY TARGET AND PERFORMANCE

AWL Agri Business Ltd has established a GHG emissions intensity reduction target of 2% for FY2025, measured as greenhouse gas emissions per metric tonne (MT) of production. This intensity-based target is designed to improve emissions efficiency while supporting business growth and operational scalability.

During FY2025, the Company significantly exceeded its target, achieving an approximately 14% year-on-year reduction in GHG emissions intensity.

This performance reflects the effective implementation of energy efficiency measures, operational optimisation, and increased focus on emissions management across manufacturing and processing operations.

The achievement demonstrates AWL's ability to decouple emissions from production growth and reinforces its commitment to disciplined climate action, regulatory readiness, and long-term value creation.

CLIMATE GOVERNANCE, STRATEGY AND RISK MANAGEMENT (TCFD-ALIGNED)

AWL Agri Business Ltd applies the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in the management and disclosure of climate-related risks and opportunities. Climate considerations are integrated into governance, strategy, enterprise risk management, and performance monitoring, and are publicly disclosed through the Company's sustainability and statutory reporting.

GOVERNANCE

BOARD OVERSIGHT

The Board of Directors holds ultimate accountability for climate-related risks and opportunities as part of its responsibility for long-term value creation and risk oversight. Climate matters are overseen through established Board Committees, including the Risk Management Committee, ESG Committee, Audit Committee, Nomination and Remuneration Committee, Stakeholders Relationship Committee, and CSR Committee. Together, these committees ensure that climate risks, disclosures, controls, and strategic responses are reviewed in a structured and coordinated manner.

MANAGEMENT'S ROLE

Executive management, led by the Managing Director & CEO, is responsible for assessing and managing climate-related risks and opportunities. A cross-functional leadership structure covering operations, procurement, supply chain, finance, EHS, and corporate affairs ensures that climate considerations are embedded into day-to-day decision-making, capital allocation, sourcing strategy, and operational controls. Climate performance indicators are reviewed regularly and escalated to the Board through defined governance channels.

STRATEGY

Identified Climate-Related Risks and Opportunities

AWL has identified climate-related risks and opportunities across the short, medium, and long term, covering its full value chain from sourcing of climate-sensitive agricultural commodities to manufacturing, logistics, and distribution. Key risks include:

Physical risks, such as water stress, heat stress, droughts, floods, and extreme weather events affecting operations and sourcing regions

Transition risks, including regulatory changes, market expectations, technology shifts, and reputational considerations

Opportunities include improved resource efficiency, renewable energy adoption, resilient sourcing strategies, sustainable product innovation, and access to green finance.

IMPACT ON BUSINESS, STRATEGY, AND FINANCIAL PLANNING

Climate-related risks and opportunities influence AWL's strategic priorities, including sourcing diversification, energy transition investments, water stewardship initiatives, packaging and circular economy roadmaps, and long-term capital planning. Climate considerations are factored into investment decisions, operational resilience planning, and supplier engagement to protect margins, ensure supply continuity, and support long-term competitiveness.

STRATEGIC RESILIENCE AND SCENARIO ANALYSIS

AWL has conducted climate scenario analysis for 2030, 2040, 2050, and 2080 using multiple Representative Concentration Pathways (RCP 2.6, 4.5, 6.0, and 8.5) aligned with relevant Shared Socioeconomic Pathways (SSPs). This analysis tests the resilience of AWL's strategy under a 2°C or lower pathway as well as higher-warming scenarios, enabling the Company to identify priority adaptation and mitigation actions and to strengthen long-term business resilience.

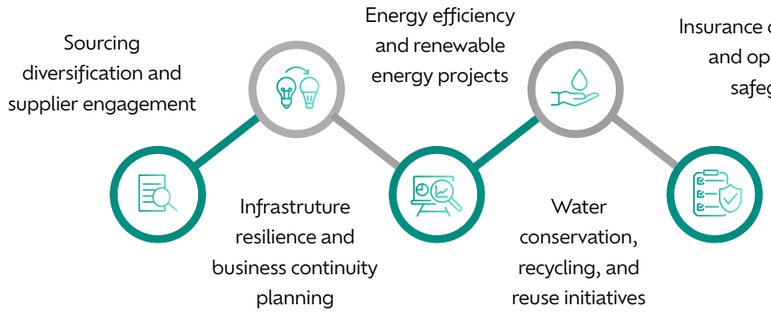
RISK MANAGEMENT

IDENTIFICATION AND ASSESSMENT

AWL identifies climate-related risks across its operations and value chain, including upstream sourcing, manufacturing facilities, logistics, and downstream markets. Risks are assessed based on likelihood, magnitude of impact (financial, operational, regulatory, reputational), and time horizon, with explicit consideration of interdependencies such as water availability and commodity supply risks.

MANAGEMENT OF CLIMATE-RELATED RISKS

For material climate risks, AWL implements targeted mitigation measures, including:



INTEGRATION INTO ENTERPRISE RISK MANAGEMENT

Climate-related risks are fully integrated into AWL's Enterprise Risk Management (ERM) framework. Risk ownership, mitigation effectiveness, and residual risk are reviewed periodically, with material issues escalated to the Risk Management Committee and ESG Committee, ensuring alignment with overall business risk management.

METRICS AND TARGETS

Metrics Used

AWL monitors a comprehensive set of climate-related metrics to assess risks and opportunities, including:

- Scope 1 and Scope 2 GHG emissions intensity (per metric tonne of production)
- Energy consumption and renewable energy share
- Water consumption and water intensity
- Waste generation, recycling, and circularity indicators

These metrics are reviewed by management and relevant Board Committees and disclosed publicly.

GHG EMISSIONS

AWL publicly discloses Scope 1 and Scope 2 GHG emissions and intensity trends. Over the past five years, the Company has achieved a consistent reduction in emissions intensity, driven by energy efficiency improvements, renewable energy adoption, and process optimisation.

Targets and Performance

AWL has set intensity-based targets to manage climate-related risks and opportunities, including:

- A GHG emissions intensity reduction target of 2% for FY2025, measured per metric tonne of production
- In FY2025, AWL exceeded this target, achieving an approximately 14% year-on-year reduction in GHG emissions intensity, demonstrating effective execution of climate mitigation initiatives

Progress against targets is monitored regularly and informs future investment and operational decisions.

Water

STEWARDSHIP AND CONSERVATION

We recognise the need to use water responsibly. To address this scenario, we have introduced comprehensive water conservation programmes aimed at reducing consumption, improving efficiency and promoting reuse. Our approach includes optimising water usage across operations, investing in technologies that minimise wastage and implementing rainwater harvesting systems.

Additionally, we work closely with local communities to support initiatives that enhance water availability and sustainability. By taking these steps, we are doing our part to protect this vital resource for future generations.

Fiscal Year	FY 2020–21	FY 2021–22	FY 2022–23	FY 2023–24	FY2024-25
Groundwater (kL)	369,663	329,394	483,203	562,253	575,201
Third-Party Water (kL)	2,284,144	2,049,718	1,860,502	2,044,498	1,917,885
Surface Water (kL)	92,873	109,638	143,227	161,481	376,876
Total Water Consumption (kL)	**2,746,680**	**2,488,750**	**2,486,932**	**2,768,232**	**2,869,962**
Intensity (kL/MT Production)	**0.6**	**0.6**	**0.53**	**0.51**	**0.43**

**Water Intensity (KL/MT production) 0.0000005*

WATER CONSUMPTION INTENSITY TARGET

AWL Agri Business Ltd has set a water consumption intensity reduction target of 2%, measured as water consumption per metric tonne (MT) of production, to promote continuous improvement in water efficiency across its operations. In FY 2024–25, the Company significantly exceeded this target, achieving a 15% year-on-year reduction in water consumption intensity, demonstrating effective implementation of water efficiency measures and reinforcing AWL's commitment to operational resilience and responsible water stewardship.

WATER DISCHARGE

No water is discharged outside the premise of the operational plants. All the plants of the Company have effluent treatment facilities, utilizing treated water internally for domestic and industrial needs such as cooling and green belt development. This helps us save water and minimize our water impact. The Company has in place a Zero Liquid Discharge (ZLD) system as part of its commitment to sustainable environmental practices. The ZLD system is designed to minimize water wastage by treating and reusing wastewater, thereby achieving zero discharge of liquid effluents into the environment. Currently, zero discharge facilities are available at 11 plant locations of the Company.

WATER MANAGEMENT INITIATIVE

Water-Efficient Practices

Throughout the year, we introduced several initiatives to enhance water efficiency in our operations, such as implementing the Ice Condensation Vacuum System and reusing condensed water as process water. As a result of these efforts, our overall water intensity per MT of production has reduced.

Water Recycling and Reuse

The operations of edible oil refineries generate significant amounts of processed and effluent mixed water. Effective treatment, reuse, and responsible discharge provide multiple benefits, such as reducing dependency on shared water sources, achieving cost savings, preserving the environment, and protecting the interests of surrounding communities.

We have implemented recycling systems, including effluent treatment plants (ETPs), at all 24 of our production facilities. These ETPs minimise wastage and improve the reuse of reclaimed water for gardening, cooling towers, and boilers.

Rainwater Harvesting

As part of its commitment to sustainable water management, AWL has installed rainwater harvesting systems at five of its plant locations, with a combined annual collection capacity of 233,194 cubic meters.

WATER-RELATED INCIDENTS

Over the past four fiscal years, AWL has maintained strong governance and operational controls in managing water resources. We are pleased to report that there were no water-related incidents resulting in financial impacts. This reflects our commitment to proactive risk management, compliance with regulatory standards, and responsible stewardship of water across our operations.

WATER EFFICIENCY MANAGEMENT AND CAPACITY BUILDING

AWL adopts a structured and proactive approach to improving water efficiency across its operations through a combination of assessments, employee engagement, and technology-enabled interventions.

AWARENESS AND TRAINING

AWL conducts awareness and training programs for employees to strengthen understanding of water efficiency management, responsible water use practices, and site-specific conservation measures. These programs are designed to embed water stewardship into day-to-day operational decision-making and reinforce accountability at the shop-floor and management levels.

WATER USE ASSESSMENT

AWL undertakes periodic water use assessments across its manufacturing facilities to identify opportunities for improving water efficiency. These assessments focus on:

- Mapping water inflows, usage points, and losses
- Identifying high-consumption processes and inefficiencies
- Prioritising interventions based on risk, feasibility, and impact

ACTIONS TO REDUCE WATER CONSUMPTION

Based on assessment outcomes, AWL implements targeted actions to reduce water consumption, including:

- Process optimisation and operational controls
- Preventive maintenance to minimise leakages and losses
- Improved monitoring of water withdrawal and consumption

APPLICATION OF WATER RECYCLING

AWL applies water recycling and reuse practices at manufacturing sites, particularly for non-process applications such as cooling, cleaning, and utilities, where feasible. These measures support reduction in freshwater withdrawal, enhance operational resilience in water-stressed regions, and contribute to improved water intensity performance.

Highlights Water Conservation Initiatives

- **Condensate Water Recovery & Reuse:** Achieved 627,446 m³/year of water savings.
- **Rainwater Harvesting Facility:** Installed with 233,194 KL storage capacity.
- **Water consumption intensity:** reduced from 0.53 KL/MT to 0.43KL/MT , showcasing 15% reduction.
- **Expansion of ZLD Plants:** Increased from 9 to 11 units, conserving 3,100 KL/day.

WATER STEWARDSHIP, RISK MANAGEMENT AND BUSINESS RESILIENCE

Water is a critical natural capital input for AWL Agri Business Ltd, underpinning its agri-processing, refining, and manufacturing operations across India. Given the company's geographic footprint in water-stressed regions and the growing impacts of climate variability, AWL has undertaken a comprehensive, site-specific water risk assessment to identify physical, regulatory, and financial risks and to inform long-term water stewardship strategies.

OPERATIONAL WATER PROFILE

In FY 2024–25, AWL operated 24 manufacturing plants across 10 Indian states. Water use is primarily associated with crop washing, processing, cooling, cleaning, and effluent treatment processes.

- The Mundra (Gujarat) complex alone accounts for ~31% of total water consumption, making it a priority site for water risk mitigation.
- The Haldia plants in West Bengal together contribute ~16% of production share and are exposed to both water stress and coastal flood risks.
- While geographic diversification reduces single-location dependency, it increases exposure to region-specific water stress, groundwater depletion, and regulatory regimes.

WATER RISK ASSESSMENT APPROACH

AWL conducted a quantitative water risk assessment using the WRI Aqueduct tool, a globally recognised framework for assessing water-related risks. The assessment covered:

- Baseline physical water risks (2025)
- Future scenarios for 2030, 2050, and 2080, using SSP/RCP-aligned climate pathways
- Physical risks (water stress, depletion, groundwater decline, drought and flood risk)
- Transitional risks, including regulatory, reputational, and sector-specific (Food & Beverage) risks

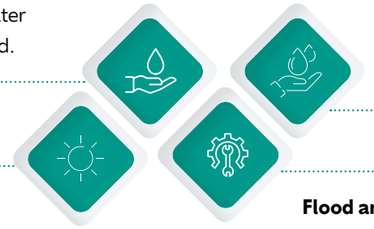
This approach enables AWL to assess both current exposure and long-term resilience under multiple climate and socio-economic futures.

KEY WATER RISK FINDINGS

Physical Water Risk

High baseline water stress:
A significant share of AWL Agri Business Ltd's production capacity is located in arid and semi-arid regions characterised by high baseline water stress, where water availability is structurally constrained due to climatic conditions, groundwater dependence, and competing demand.

Groundwater availability risks:
In certain operating geographies, water stress is compounded by groundwater depletion trends, increasing the importance of efficient water use, alternative sourcing, and recycling to support long-term operational resilience.



Drought-related exposure:
Parts of the Company's operating footprint are exposed to elevated drought risk and rainfall variability, which may increase the likelihood of operational disruptions if not proactively managed.

Flood and extreme weather risks:
A subset of operations is located in areas subject to flood-related risks, including extreme rainfall events and coastal influences, requiring integration of water and climate risks into infrastructure planning and business continuity management.

Transitional (Regulatory and Reputational) Risk

- Across its operating footprint, AWL Agri Business Ltd is exposed to heightened regulatory and reputational water-related risks, reflecting evolving water governance frameworks, tightening compliance requirements, and increasing stakeholder expectations on responsible water use.
- As a participant in the food and agribusiness sector, AWL operates in a sector that is inherently water-intensive and subject to elevated scrutiny from policymakers, civil society organisations, and local communities, reinforcing the need for proactive water stewardship and transparent risk management.

Forward-looking Water Stress and Climate Scenarios

Scenario analysis indicates that water stress remains persistently high across most sites, even under optimistic climate pathways:

- Under Business-as-Usual and pessimistic scenarios, water stress in key clusters (Gujarat, Rajasthan, MP, Haryana) remains extremely high through 2080.
- Limited risk reduction under optimistic scenarios highlights the structural nature of regional water scarcity, necessitating plant-level interventions rather than reliance on external policy improvements.
- Only a few sites (such as Burdhwan, West Bengal) show consistently low water stress across all time horizons.

Financial and Operational Implications

- Baseline water costs are estimated at ~INR 11 million per year, but projected water prices could increase 2–6 times by 2080, depending on scenario.
- Estimated annual production disruption costs due to water-related shutdowns range from INR ~105 million (optimistic) to INR ~526 million (pessimistic).
- Combined impacts from higher water costs and operational disruptions could result in EBITDA reductions of 2–15% over the long term if unmitigated.

Strategic Response and Opportunities

The assessment identifies water stewardship not only as a risk mitigation priority but also as a value protection and efficiency opportunity:

- Water efficiency improvements could reduce consumption by 10–20%, translating into material cost savings over time.
- Circular water use, recycling, and alternative sourcing can strengthen operational resilience in high-stress regions.
- Proactive water management enhances regulatory readiness, access to sustainable finance, and stakeholder trust, supporting long-term business continuity.

Water Governance and Forward Integration

AWL is using the outcomes of the water risk assessment to:

- Prioritise high-risk plants for targeted water efficiency and resilience investments
- Integrate water risk into enterprise risk management and capital allocation decisions
- Strengthen monitoring, disclosure, and transparency on water-related risks and performance

This structured, data-driven approach enables AWL to systematically manage water-related risks while supporting sustainable growth in water-constrained operating environments.

Waste Management, CIRCULARITY AND RESOURCE EFFICIENCY

Effective waste management is a core component of AWL Agri Business Ltd's environmental stewardship strategy. The Company follows a structured approach to identify, segregate, reduce, reuse, recycle, and responsibly dispose of waste generated across its manufacturing operations. Waste management practices are designed to minimise environmental impact, enhance material circularity, and ensure full regulatory compliance.

AWL manages both hazardous and non-hazardous waste streams through authorised recyclers and treatment facilities, supported by audits, quantified targets, and continuous improvement initiatives.

WASTE MANAGEMENT PROGRAMS

AWL has implemented comprehensive waste management programs covering prevention, reduction, recycling, and responsible disposal.

Key Program Elements and Implementation

Program Element	Implementation at AWL
Waste audits	Periodic waste audits are conducted to identify waste streams, assess handling practices, and identify opportunities to improve waste performance and diversion rates
Action plans to reduce waste generation	Site-specific action plans are implemented annually, including process optimisation and material efficiency initiatives
Quantified waste reduction targets	SKU-specific waste reduction targets are set annually to minimise packaging and process waste
Investment in innovation and R&D	Robotic systems have been implemented in secondary packing activities, significantly reducing packaging wastage
Waste reduction training	Employees are sensitised on waste segregation, reduction practices, and responsible handling through operational training programs
Recycling and landfill diversion	Reuse of packaging process waste within packaging manufacturing units and integration of recycling programs to reduce waste sent to landfill

In addition, AWL has achieved over 98% recyclable packaging materials, strengthening recyclability and circular material use.

WASTE STREAMS AND MANAGEMENT APPROACH

Waste Categorisation

AWL systematically segregates waste into hazardous and non-hazardous categories to ensure appropriate treatment and disposal.

Hazardous waste streams include:

- Chemical sludge from wastewater treatment
- Used or spent oil
- Spent nickel
- Waste or residue containing oil
- Empty barrels and containers
- Spent carbon or filter media
- Distillation residue
- Spent catalyst

Non-hazardous waste streams include:

- Plastics
- Paper waste
- Wood
- Fly ash

All waste is stored safely, clearly labelled, and handed over only to authorised recyclers or Treatment, Storage and Disposal Facilities (TSDFs).

WASTE GENERATION

Waste generation trends reflect increased production volumes and expanded operations.

Waste Category	UoM	FY 2024–25	FY 2023–24
Plastic waste	MT	922	941
E-waste	MT	14	17
Bio-medical waste	MT	–	–
Construction & demolition waste	MT	–	–
Battery waste	MT	10	11
Radioactive waste	MT	–	–
Other hazardous waste	MT	24,306	21,963
Other non-hazardous waste	MT	109,059	92,455
Total waste generated	**MT**	**134,311**	**115,387**

WASTE INTENSITY INDICATORS

Indicator	FY 2024–25
Waste intensity per ₹ of turnover	0.00000022
Waste intensity per MT of Production	0.02

The improvement in waste intensity reflects operational efficiency gains and enhanced waste diversion practices despite increased production volumes.

WASTE INTENSITY TARGET AND PERFORMANCE

AWL Agri Business Ltd has established a waste intensity reduction target of 1% for FY2025, measured as total waste generated per unit of revenue from operations, to drive continuous improvement in material efficiency and waste management practices across its manufacturing operations.

In FY2024–25, the Company exceeded this target, achieving a greater-than-1% year-on-year reduction in waste intensity, as reflected in the improvement in waste intensity per rupee of turnover compared to the previous year.

This overachievement was driven by enhanced waste segregation, increased recycling and recovery, process optimisation, and targeted waste reduction initiatives at site level.

The performance demonstrates AWL's ability to decouple waste generation from business growth while strengthening circular economy outcomes and regulatory compliance.

WASTE DIVERSION AND DISPOSAL PERFORMANCE

AWL prioritises waste diversion through recycling and recovery, limiting disposal wherever feasible.

Recovery Method	UoM	FY 2024–25	FY 2023–24
Recycled	MT	126,181	107,421

AWL continues to prioritise recovery pathways, resulting in a significant increase in recycled waste year-on-year

Disposal Method	UoM	FY 2024–25	FY 2023–24
Incineration	MT	3,291	1,669
Landfilling	MT	4,746	6,297
Total waste disposed	**MT**	**8,037**	**7,966**

The increasing volume of waste diverted away from disposal demonstrates continued improvement in recycling and recovery initiatives and alignment with circular economy principles.

GOVERNANCE, MONITORING AND COMPLIANCE

Waste management practices are monitored through internal reviews and audits of authorised vendors

Compliance with regulatory requirements is ensured through Hazardous Waste Authorisation Consents

Performance trends are reviewed periodically to drive continuous improvement and risk mitigation

Through this disciplined and data-driven approach, AWL ensures responsible waste handling, reduced environmental impact, and improved resource efficiency across its operations.

FOOD LOSS & WASTE MANAGEMENT

AWL Agri Business Ltd recognises food loss and waste as a material operational and sustainability issue, given its role across the edible oils and food value chain. The Company has adopted a structured, group-wide approach to prevent, monitor, and minimise food loss and waste, with a strong emphasis on process efficiency, quality control, and responsible handling across manufacturing and supply chain operations.

Food loss and waste management is integrated into AWL's operational excellence, quality assurance, and waste management frameworks, and performance is monitored through auditable systems and internal controls.

FOOD LOSS & WASTE COMMITMENT AND PROGRAMS

AWL has established programs and controls that address food loss and waste across its operations, focusing on prevention at source rather than downstream disposal.

Group-Wide Commitments and Programs

Commitment Area	Implementation at AWL
Measurement of food loss & waste	AWL monitors food loss and waste through operational controls, production yield tracking, quality checks, and waste reporting systems across manufacturing facilities
Programs to reduce food loss & waste	Process optimisation, improved handling and storage practices, preventive maintenance, and stringent quality assurance systems are implemented to minimise losses during processing and packaging
Measurable targets	AWL follows a zero food loss approach, with continuous improvement objectives embedded into plant-level operational KPIs
Time-bound targets	Food loss minimisation is embedded into annual operational planning and performance review cycles
Breakdown by category or lifecycle stage	Food loss and waste are monitored at operational stages such as processing, packaging, and storage through internal tracking mechanisms
Alternative use of food loss & waste	Any unavoidable food-related waste is channelled for appropriate alternative uses in line with regulatory and safety requirements
Collaboration across the value chain	AWL engages with upstream suppliers, logistics partners, and internal quality teams to improve handling practices and reduce losses across the value chain

FOOD LOSS & WASTE IMPACT AND PERFORMANCE

AWL measures food loss and waste for the part of its operations where reliable and auditable data acquisition systems are in place. Based on internal monitoring and disclosures for the most recent reporting period:

- **Food loss across AWL's manufacturing operations is negligible,** reflecting strong process control and quality management systems
- The Company follows a **Near Zero operational objective,** with food loss prevention embedded into standard operating procedures
- Any unavoidable material is managed responsibly and diverted to **appropriate alternative uses,** where feasible

Performance Summary (FY2024–25)

Indicator	Disclosure
Total food loss & waste generated	Negligible
Share used for alternative purposes	Managed through authorised channels, where applicable
Targets	Near Zero (continuous improvement objective)

GOVERNANCE AND CONTINUOUS IMPROVEMENT

Food loss and waste management is governed through:

- Plant-level operational controls and yield monitoring
- Quality assurance and food safety management systems
- Periodic internal reviews and audits
- Integration with waste management, circular economy, and resource efficiency initiatives

This approach ensures that food loss prevention is addressed upstream through design and control, rather than downstream through disposal.

Sustainable Packaging: STRATEGY, PROGRAMS AND PERFORMANCE

Packaging is a material environmental focus area for AWL Agri Business Ltd due to its scale of operations in edible oils and food products. The Company follows a group-wide sustainable packaging strategy that addresses environmental impacts across the packaging lifecycle, including material efficiency, recyclability, recycled content, and responsible end-of-life management. Packaging considerations are integrated into product design, procurement, operations, and R&D, with performance tracked through auditable data systems and disclosed publicly.

GROUP-WIDE PACKAGING COMMITMENTS AND PROGRAMS

AWL addresses environmental aspects of packaging through clearly defined commitments and operational programs that are applied consistently across its businesses.

Material reduction and efficiency

AWL is transitioning toward mono-polymer and design-for-recyclability packaging formats to improve recycling outcomes:

- PE/PE mono-polymer film developed for edible oil packaging, with production trials successfully completed
- PE/PE mono-polymer pouch developed for 5 kg rice packaging, with production trials completed
- MDO/PE mono-polymer packaging initiated for besan packs, currently under production trials

These initiatives aim to replace multi-layer, non-recyclable structures with recyclable mono-material solutions.

Reusable and recyclable packaging

- AWL has systematically transitioned packaging formats to improve recyclability and material efficiency. As a result, over 98% of packaging materials used are recyclable, as disclosed in public reporting.
- WL has begun incorporating post-consumer recycled (PCR) content into select packaging applications
- 30% rPET implemented for preforms and bottle blowing for edible oil packaging, rolled out recently with performance tracking planned from the next reporting cycle
- 25% rPE introduced for atta shrink bundle packaging
- The use of recycled content is expanded where technically feasible and compliant with food safety standards.

Plastic reduction and circularity

- The Company follows a progressive phase-out of non-recyclable single-use plastic formats, supported by material substitution and supplier engagement.
- Programs are in place to increase the use of recycled content in plastic packaging solutions, subject to food safety and quality requirements.

Ensuring recyclability in practice

- Packaging is designed using design-for-recyclability principles, aligned with existing downstream recycling infrastructure to ensure that recyclable packaging can be effectively recycled post-use.
- AWL has implemented an Extended Producer Responsibility (EPR) framework in line with Plastic Waste Management Rules to ensure effective post-consumer plastic waste collection and recycling.
- The Company has prepared a detailed EPR action plan and entered into agreements with multiple Producer Responsibility Organisations (PROs) for nationwide plastic waste collection.
- The PRO partners manage the full value chain, including collection, segregation, transportation, recycling, and final disposal, through authorised recyclers.
- AWL receives traceable documentation and audit trails from PRO agencies to ensure transparency and compliance.
- Since 2019, AWL has facilitated the collection of approximately 59,000 metric tonnes of plastic waste over four years, demonstrating large-scale implementation of its EPR commitments.
- AWL recognises that effective waste management requires behavioural change and actively supports collaborative approaches involving consumers, recyclers, and ecosystem partners.

Innovation and R&D

AWL allocates resources toward packaging innovation and alternative solutions, including the deployment of robotic systems in secondary packing operations, which has materially reduced packaging wastage and improved material efficiency.

PACKAGING MATERIALS (EXCLUDING PLASTICS) – FY 2024

(Numerical data as disclosed in FY2025 Annual Report and reflected in the packaging dataset)

Packaging Material	Coverage (% of COGS)	Total Weight (MT)	Recycled / Certified Content (% of total weight)	FY2024 Target (% of total weight)
Wood / Paper fibre packaging	0.90%	75747	96.78%	95%
Metal packaging (aluminium / steel)	1.35%	59132	70%	50%
Glass packaging	Not used	0	0	0

Wood and paper-based materials form the primary non-plastic packaging category, with increasing emphasis on certified and responsibly sourced inputs.

PLASTIC PACKAGING: MEASUREMENT AND PERFORMANCE

AWL monitors plastic packaging performance on a multi-year basis, covering total volumes, recyclability, compostability, and recycled content. Performance is measured across operations with defined coverage and reviewed periodically to assess progress against targets.

PLASTIC PACKAGING PERFORMANCE (FY2021–FY2024)

The progressive improvement in recyclable and recycled content demonstrates AWL's transition toward more circular plastic packaging solutions while maintaining product safety and quality.

Indicator	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY2025
Total plastic packaging used (MT)	29104	32946	34385	39023	42016	44241
Recyclable plastic packaging (%)	91.65	91.73	91.45	90.11	90.00	89.35
Compostable plastic packaging (%)	0	0	0	0	0	0
Recycled content in plastic packaging (%)	0	0	0	0	0	0
Coverage (% of COGS)	2.0%	1.9%	1.6%	1.8%	2.0%	1.8%

GOVERNANCE, MONITORING AND CONTINUOUS IMPROVEMENT

Packaging strategy and performance are overseen through environmental management and operational excellence frameworks

Supplier engagement supports access to recyclable and recycled materials

Cross-functional collaboration between procurement, operations, quality, and R&D ensures continuous improvement

Automation and innovation initiatives directly contribute to material efficiency, waste reduction, and circularity