

Business Responsibility and Sustainability Report

[Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015]

The present report has been formulated in accordance with the SEBI Guidelines for Business Responsibility and Sustainability Reporting (BRSR). Its principal aim is to enhance transparency by showcasing how businesses generate value through active contributions to a sustainable economy. The report serves to emphasize our steadfast dedication to fostering sustainable development and creating enduring value for our stakeholders.

SECTION A: GENERAL DISCLOSURES

1) DETAILS OF THE ENTITY

S no.	Particulars	Response
1.	Corporate Identity Number (CIN) of the Entity	L29301KA1999PLC025387
2.	Name of the Entity	STOVE KRAFT LIMITED
3.	Year of incorporation	1999
4.	Registered office address	81/1, Medamarana Halli, Village Harohalli Hobli, Kanakapura Taluk Ramanagara Dist., 562112 Karnataka, India
5.	Corporate Officer address	No.30, 2nd Cross, CSI Compound Mission Road, Bengaluru - 560027 Karnataka, India
6.	E-mail	cs@stovekraft.com
7.	Telephone	08028016222
8.	Website	https://www.stovekraft.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited
11.	Paid-up Capital	INR 33,05,17,590/- (Divided into 3,30,51,759 equity shares of ₹ 10/- each)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Shrinivas P Harapanahalli Company Secretary & Compliance Officer. Mob. No. - 8800660647. Email: cs@stovekraft.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosure under this report is made on standalone basis for Stove Kraft Limited.
14.	Name of assurance provider	None
15.	Type of assurance obtained	Not Applicable

2) PRODUCTS/SERVICES

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Other manufacturing including jewellery, musical instruments, medical instruments, sports goods, etc. activities	100%

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

S.No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of domestic home appliances, Manufacture of metal household articles	2740, 2750, 27501 27502, 25994, 28253, 25931	100%

3. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	2	2	4
International	-	-	-

19. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States)	28 States & 6 Union Territories
International (No. of Countries)	14

b) Contribution of exports:

What is the contribution of exports as a percentage of the total turnover of the entity?	12.2%
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c) Type of Customers

A brief on types of customers	<p>The company specializes in manufacturing a wide range of kitchen and home solutions and operates on a Business-to-Business (B2B) as well as Business-to-Consumer (B2C) model where it sells its products to distributors and consumers. The company has expanded its distribution reach to over 1,28,842 retail outlets, which is facilitated by its distribution network consisting of 9 C&F (Clearing and Forwarding) agents and over 600 distributors.</p> <p>In addition, the company's export operations are supported by a dedicated network of 12 distributors, which enables it to expand its reach beyond domestic markets and tap into new opportunities in international markets.</p>
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4. EMPLOYEES

20. Details as on 31 March 2024:

a) Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1499	1009	67%	490	33%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1499	1009	67%	490	33%
Workers						
1.	Permanent (F)	4227	1261	30%	2966	70%
2.	Other than Permanent (G)	88	58	66%	30	34%
3.	Total workers (F + G)	4315	1319	31%	2996	69%

b) Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	7	6	86%	1	14%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	7	6	86%	1	14%
Differently Abled Workers						
1.	Permanent (F)	0	0	0	0	0
2.	Other than Permanent (G)	0	0	0	0	0
3.	Total workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women:

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	3	43
Key Management Personnel*	4	1	25

*Key Managerial Personnel includes Managing Director, Whole-time Director, Company Secretary and Chief Financial officer.

22. Turnover rate for permanent employees and workers:

(Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31	22	28	27	45	31	45	71	50
Permanent Workers	60	92	69	47	24	33	35	66	46

5. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)
23. Names of holding / subsidiary / associate companies / joint ventures:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
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Not Applicable, as the Company does not have any Holding/Subsidiary/Associate Companies/Joint Venture as on 31 March 2024.

6. CORPORATE SOCIAL RESPONSIBILITY (CSR) DETAILS
24.

S. No.	Requirement	Response
1.	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
2.	Turnover (in ₹)	13643,300,000
3.	Net worth (in ₹)	4392,070,000

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)*	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	-	-	-	30	-	All the complaints have been redressed as on 31 March 2023
Employees and workers	Yes	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)*	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes	707,571	4,403	Most of the complaints received during this financial year were promptly resolved with utmost priority	4,58,725	3,453	Most of the complaints received during this financial year were promptly resolved with utmost priority
Value Chain Partners	Yes	-	-	-	-	-	-

* The Company has a Stakeholder Management Policy which formalizes grievance management for both internal and external stakeholders, aiming to minimize social risks to the business. Grievances will be managed confidentially to reduce conflicts and strengthen relationships.

The policy can be accessed at the given link <https://stovekraft.com/wp-content/uploads/2023/05/Stakeholder-Management-Policy.pdf>

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

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

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	Stove Kraft has implemented energy saving technologies for optimizing production processes and reducing greenhouse gas emissions.	-	Positive
2.	Water and Wastewater management	Risk	Insufficient management of water and wastewater can cause disruptions in manufacturing operations. Improper handling of wastewater can lead to increased expenses associated with waste disposal and meeting regulatory compliance requirements.	To mitigate the risk Stove Kraft has adopted sustainable water management practices such as rainwater harvesting, water re-use, and green infrastructure, which has effectively reduced the impact of water scarcity. Moreover, the company conducts regular water risk assessments to identify potential water related risks and develop strategies to mitigate them.	Negative

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Human Rights	Risk	Neglecting to uphold human rights in the Company or supply chain can give rise to labour exploitation and potentially causing harm to the company's reputation, and eliciting negative responses from consumers. These practices can trigger legal consequences, negative media coverage, and challenges in attracting and retaining a diverse and skilled workforce.	Stove Kraft has established a human rights policy that outlines its dedication to uphold human rights and prevent violations. The Company also provides training to employees to raise awareness about human rights issues and promote best practices.	Positive
4.	Customer Education and Awareness	Opportunity	Stove Kraft provides safety norms and requirements to its distributors and retailers, who in turn inform customers and buyers about appropriate guidance, instructions and safety standards.	-	Positive
5.	Data Security	Risk	The company in manufacturing sector possess valuable intellectual property, including product designs, processes, and trade secrets. Inadequate data security measures can make them vulnerable to cyber attacks, hacking, or insider threats, resulting in theft or unauthorized access to proprietary information.	Stove Kraft has Implemented measures to secure data, including access control, virus prevention, intrusion detection, data backups, authentication, monitoring, and review, with data classification guidelines to protect data integrity and secure information systems.	Positive
6.	Product Quality & Safety	Opportunity	Stove Kraft has made robust quality control processes and has stringent testing and inspection procedures. The company actively engages in seeking customer feedback, conducts market research, and stays updated with the latest industry standards and regulations.	-	Positive
7.	Health & Safety	Risk & Opportunity	Risk: Neglecting safety protocols, training, maintenance, and protective measures exposes employees to hazardous conditions with severe physical and mental health consequences. Opportunity: This is an opportunity for the company as it has effective internal controls and mechanisms in place. This has led to increased workers/employee protection and general health and wellbeing.	Stove Kraft places a high priority on workplace health and safety to minimize risk. Adequate measures have been implemented, and employees are provided with clear instructions and protective equipment to ensure their safety.	Positive
8.	Material Sourcing and Efficiency	Opportunity	Stove Kraft maintains better relationship with suppliers for sourcing raw materials to product specifications, ensuring quality, consistency and control over the sourcing process.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy and management processes											
1.	a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	Particulars of the Policies	Anti-corruption or Anti-bribery Policy, Ethical Policy	Supplier Code of Conduct	Health and Safety Policy	Stakeholder Management Policy	Human Rights Policy	Environmental Policy	Policy on Responsible Advocacy	Corporate Social Responsibility Policy	Cyber security and Data Privacy	
	b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	c) Web Link of the Policies, if available	https://stovekraft.com/investors/									
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company has various polices as per Law and as per operational requirements and the same are posted on the Company's Website. The Value Chain Partners are expected to follow the applicable policies.									
4..	Name of the national and international codes /certifications/ labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	Bureau of Indian Standards (BIS)	-	-	-	-	-	-	ISO 9001:2015 - Quality Management Systems.	
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Specific commitments, goals and targets set by entity for FY2023-24								Mapped NGRBC Principles	
		Environment:									
		1. To achieve 65% of energy consumption through renewable sources by installing solar panels by financial year 2025-26 and thereby reducing its reliance on non-renewable energy sources								P6	
		Social:									
		2. To prioritize the development and well-being of its employees								P3	
		3. To take up community engagement programmes by making a positive impact on society and environment								P4	
		Governance:									
		4. To obtain ISO 14000, certification for Environmental Management System and ISO 45000, certification for Occupational Health and Safety Management System reflecting company's commitment towards ESG								P6, P5 P2	

6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	<p>In response to all the specific commitment goals set by the Company in financial year 22-23, we're pleased to provide an overview of our performance:</p> <p>The Company has proactively prioritized the enhancement of its workforce's development and welfare. It has implemented an array of training programs and initiatives aimed at fostering a more conducive workplace environment.</p> <p>Stove Kraft believes in making a positive impact on society and environment. It incorporates sustainable practices throughout its manufacturing operations and beyond, demonstrating its commitment to environmental preservation and societal advancement.</p>																
Governance, leadership, and oversight																		
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>Mr. Rajendra Gandhi, Managing Director.</p> <p>As a leading manufacturer of kitchen and home solutions in India, we prioritize environmental, social, and governance (ESG) factors for sustainable, long-term success. Our growth is driven by quality, competitive pricing, and brand loyalty. We are committed to reducing our environmental footprint through sustainable practices across our supply chain, responsible sourcing, energy-efficient manufacturing, and innovative product designs that minimize waste and emissions.</p> <p>We also prioritize employee safety and community support, offering robust safety training and engaging in initiatives focused on education, healthcare, and local development. Our strict corporate governance standards ensure transparency, accountability, and ethical conduct, maintaining the trust of our stakeholders.</p> <p>By integrating ESG into our core business strategy, we aim to create value beyond financial returns. As we move forward, we are dedicated to driving positive change, investing in sustainable technologies, innovating our products, and enhancing community engagement. Together, we can build a brighter, more sustainable future for generations to come.</p>																
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>The Risk Management Committee is the highest authority responsible for implementation and oversight of the Business Responsibility policies.</p> <table border="1" data-bbox="846 1377 1456 1797"> <thead> <tr> <th data-bbox="846 1377 1154 1423">Name</th> <th data-bbox="1154 1377 1456 1423">Designation and position held</th> </tr> </thead> <tbody> <tr> <td data-bbox="846 1423 1154 1482">Mr. Avinash Gupta DIN: 02783217</td> <td data-bbox="1154 1423 1456 1482">Chairperson</td> </tr> <tr> <td data-bbox="846 1482 1154 1541">Mr. Rajendra Gandhi DIN: 01646143</td> <td data-bbox="1154 1482 1456 1541">Member</td> </tr> <tr> <td data-bbox="846 1541 1154 1600">Mr. Natrajan Ramkrishna DIN: 06597041</td> <td data-bbox="1154 1541 1456 1600">Member</td> </tr> <tr> <td data-bbox="846 1600 1154 1659">Ms. Neha Gandhi DIN: 07623685</td> <td data-bbox="1154 1600 1456 1659">Member</td> </tr> <tr> <td data-bbox="846 1659 1154 1717">Ms. Shuba Rao Mayya DIN: 08193276</td> <td data-bbox="1154 1659 1456 1717">Member</td> </tr> <tr> <td data-bbox="846 1717 1154 1776">Mr. Anup Sanmukh Shah DIN: 00317300</td> <td data-bbox="1154 1717 1456 1776">Member</td> </tr> <tr> <td data-bbox="846 1776 1154 1797">Mr. Ramakrishna Pendyala</td> <td data-bbox="1154 1776 1456 1797">Member</td> </tr> </tbody> </table>	Name	Designation and position held	Mr. Avinash Gupta DIN: 02783217	Chairperson	Mr. Rajendra Gandhi DIN: 01646143	Member	Mr. Natrajan Ramkrishna DIN: 06597041	Member	Ms. Neha Gandhi DIN: 07623685	Member	Ms. Shuba Rao Mayya DIN: 08193276	Member	Mr. Anup Sanmukh Shah DIN: 00317300	Member	Mr. Ramakrishna Pendyala	Member
Name	Designation and position held																	
Mr. Avinash Gupta DIN: 02783217	Chairperson																	
Mr. Rajendra Gandhi DIN: 01646143	Member																	
Mr. Natrajan Ramkrishna DIN: 06597041	Member																	
Ms. Neha Gandhi DIN: 07623685	Member																	
Ms. Shuba Rao Mayya DIN: 08193276	Member																	
Mr. Anup Sanmukh Shah DIN: 00317300	Member																	
Mr. Ramakrishna Pendyala	Member																	
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>Yes, Risk Management Committee of the Company is responsible for reviewing the sustainability related issues and the CSR Committee reviews and oversees the Company's initiatives and activities related to CSR on regular basis.</p>																

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)
	P1 P2 P3 P4 P5 P6 P7 P8 P9	P1 P2 P3 P4 P5 P6 P7 P8 P9
Performance against above policies and follow up action	Yes, performance against enlisted policies and necessarily follow up actions are duly reviewed by the Risk Management Committee as well as the Board of Directors	Half-yearly / Yearly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, we comply with statutory requirements relevant to the principles and review was undertaken by the Board of Directors. The Company has complied with all the Statutory requirements during the FY2023-24 and there is no non-compliance found by the Board.	Quarterly

11. Independent assessment / evaluation of the working of its policies by an external agency:

Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, all the policies of the Company are evaluated internally. Further, J. Sundharesan & Associates, specialising in Compliance, Governance and Sustainability advisory has provided a 'limited assurance' on working of its policies.									

If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	This section is not applicable.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	All the principles under the BRSR are duly covered under the enlisted policies.								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

A) ESSENTIAL INDICATORS:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	The Company has provided Familiarisation programme for Board of Directors and KMP-	100%
Key Managerial Personnel	1	The Company has provided Familiarisation programme for Board of Directors and KMP	100%
Employees other than BOD and KMPs	-	-	-
Workers	4	<ul style="list-style-type: none"> - Safety Training Workers received comprehensive safety training covering workplace hazards, proper use of personal protective equipment (PPE), and emergency procedures to ensure a safe working environment. - POSH (Prevention of Sexual Harassment) Workers were educated on preventing and addressing sexual harassment through interactive sessions, case studies, and role-playing scenarios to ensure a harassment-free workplace. - Fire Mock Drill Workers practiced fire evacuation procedures, proper use of fire extinguishers, and performed headcounts at assembly points during practical drills to prepare for fire emergencies. - Threat Awareness Workers were trained to identify and respond to various threats, including physical, cyber, and environmental, through scenario-based exercises and workshops to enhance workplace security 	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?(Yes/No)
Penalty/ Fine Settlement Compounding fee	During the financial year 2023-24, the Company had faced no fines/penalties/punishment/award/compounding fees/ settlement amount paid in proceedings (by the Entity or by Directors/KMP's) with regulators/ law enforcement agencies/ judicial institutions.				

NON-MONETARY					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	There were no Appeals / revisions during the reporting year

4. Anti-corruption or Anti-bribery policy:

Does the entity have an anti-corruption or anti-bribery policy? Yes.

If yes, provide details in brief and if available, provide a web-link to the policy.

The Company has a policy for prevention of bribery and corruption in all business activities and promote ethical behaviour. The policy covers all areas of the company's operations and applies to all directors, employees, agents, consultants, contractors, and any other individuals who engage in business activities on behalf of the company. The company prohibits all forms of bribery and corruption, and it requires individuals to report any suspected or actual breaches.

We maintain accurate records of all business transactions. Violations of the Policy may result in disciplinary action, including termination of employment or contract and legal action. The company expects all individuals to comply with the policy and help maintain a culture of ethical behaviour. The weblink to access the policy is <https://stovekraft.com/wp-content/uploads/2023/05/Anti-Corruption-and-Anti-Bribery-Policy.pdf>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	None	Nil	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	None	Nil	None

7. Corrective Actions:

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

There have been no fines, penalties or actions taken by regulators, law enforcement agencies, or judicial institutions related to cases of corruption and conflicts of interest, hence this section is not applicable to the Company.

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

	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Number of days of accounts Payables	104	75

9. Open-ness of Business

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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	100%	99.904%
	b. Number of Trading houses where purchases are made from	873	790
	c. Purchases from top 10 Trading houses as % of total purchases from trading houses	32%	30%
Concentration of Sales	a. Sale to dealers / distributors as % of total sales	100%	99.94%
	b. Number of dealers / distributors to whom sales are made	3332	2952
	c. Sales upto 10 dealers / distributors as % of total sales to dealers / distributors	54%	51%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	Nil	0.096%
	b. Sales (Sales to related parties / Total Sales)	Nil	0.006%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments (Investments in related parties / Total Investments made)	Nil	Nil

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

A) ESSENTIAL INDICATORS:

1. **Percentage of R&D and Capital Expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	20.8%*	This contributes to clean and green energy and reduces reliance on grid power.

2. Sustainable sourcing:

a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	The company is committed to sourcing raw materials and components in a manner that is ethical, eco-friendly, and socially responsible. This approach aims to minimize environmental impact and ensure the long-term sustainability of the supply chain. The procedure involves the following steps: 1. Setting Sustainability Goals and Objectives: Establishing clear sustainability goals and objectives that align with the company's overall strategy. 2. Supplier Evaluation: Assessing suppliers based on their adherence to our sustainability criteria. 3. Performance Monitoring: Continuously monitoring supplier performance against these sustainability criteria and implementing corrective actions when necessary. 4. Regular Review and Updates: Periodically reviewing and updating the procedure to ensure it remains relevant and effective in achieving our sustainability goals
b.	If yes, what percentage of inputs were sourced sustainably?	100%

3. Processes in place to reclaim products for reuse, recycle and safe disposal of products at the end of life:

Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.	The processes are in place to safely reclaim products for reusing, recycling, and disposing of at the end of life. a) Plastic - In house plastic waste is separated as per category, processed and converted to granules and reused. Excess plastic is sent to authorised vendor for recycling and reusing. Pan India plastic waste generated due to product sale is registered in CPCB portal for EPR Plastic waste and all compliances are ensured as per CPCB norms. Plastics that cannot be reused or recycled are safely disposed to licensed facilities. b) E-waste - In-house E waste is separated and sent to authorised vendor for recycling and disposal as per CPCB norms. Pan India E-waste generated due to product sale is registered in CPCB portal for EPR E waste and all compliances are ensured as per CPCB norms. c) Hazardous waste - The Company identifies hazardous waste based on its properties, handles it carefully and transports it to licensed facilities for safe treatment and disposal. d) Other waste - Proper collection system has been established to collect, sort, and clean waste by removing contaminants, and reprocess them for recycling or reusing with other products or in packaging. Excess waste is sent to authorised vendor for recycling and reusing as per state pollution control board norms.
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4. Extended Producer Responsibility (EPR) plan:

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

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

A) ESSENTIAL INDICATORS:

1. A) Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1009	1001	99%	1001	99%	0	0	0	0	0	0
Female	490	487	99%	487	99%	490	100%	0	0	490	100%
Total	1499	1488	99%	1488	99%	490	33%	0	0	490	33%
Other than Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

B) Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1261	1200	95%	1200	95%	0	0	0	0	0	0
Female	2966	2937	99%	2937	99%	2966	100%	0	0	2966	100%
Total	4227	4137	98%	4137	98%	2966	70%	0	0	2966	70%
Other than Permanent workers											
Male	58	0	0	0	0	0	0	0	0	0	0
Female	30	0	0	0	0	0	0	0	0	0	0
Total	88	0	0	0	0	0	0	0	0	0	0

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.35%	0.34%

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

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	YES	100%	100%	Yes
Gratuity	100%	100%	YES	100%	100%	Yes
ESI	47%	96%	YES	42%	99%	Yes
Others - Medi - claim				-	-	-

3. Accessibility of workplaces:

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

The workplace of the Company is not fully equipped with the required framework and infrastructure to ensure access and inclusion for personnel with disabilities. The Company already has lifts but lacks on other amenities like ramps for wheelchair movement, and accessible bathrooms to make sure all employees move at workplace with ease and comfort.

4. Equal Opportunity Policy:

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

The Company is dedicated to ensure equal opportunities for all employees, regardless of protected characteristics such as race, gender, or disability. The company will not discriminate in any aspect of employment, including recruitment, promotion, and termination. Harassment or discrimination of any kind is prohibited, and the company will provide reasonable accommodations for individuals with disabilities. The Human Resource Department will review the policy periodically to ensure effectiveness, and employees have the right to report instances of discrimination or harassment without fear of retaliation. The Company aims to create a diverse and inclusive workplace to enhance employee productivity and success. The weblink to access the policy is <https://stovekraft.com/wp-content/uploads/2023/05/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent employees FY 2023-24		Permanent workers FY 2022-23	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female*	-	-	100%	100%
Total	NA	NA	100%	100%

Note: During FY24, 6 employees took maternity leave and are yet to return to work. In FY 23, 8 employees took maternity leave and all 8 employees re-joined and retained.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes*
Other than Permanent Workers	None
Permanent Employees	Yes*
Other than Permanent Employees	None

* The company has established a number of internal systems to ensure that our employees have various channels through which they can voice their concerns or grievances. For instance, we have a Whistle Blower Policy and POSH (Prevention of Sexual Harassment) - Internal Committee, among others. In addition, our company operates with a walk-in system, where

workers can reach out to their line manager in the plant and plant head or the highest authority, to promote transparency, open communication, feedback, and discussion. This creates an environment where resolutions can be achieved quickly and proactively. Consequently, the system also allows individuals to raise any concerns they may have regarding human rights, with the assurance that their identity will be protected. Complaints are then investigated by the focal point (Mrs. Saraswathi, Assistant Manager, HR & Welfare), along with Human Resources Head, if required, and necessary remedial action is taken to address the issue.

Our Whistle Blower Policy is designed to develop a culture where it is safe for all employees to report any significant deviations from key management policies, or any non-compliance and wrong practices such as unethical behaviour, fraud, violations of law, or inappropriate conduct. The policy provides for direct access to the Chairperson of the Board, MD, Chairman of the Audit Committee in exceptional cases.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1499	-	-	1466	-	-
Male	1009	-	-	1173	-	-
Female	490	-	-	293	-	-
Total Permanent Workers	4227	-	-	3850	-	-
Male	1261	-	-	1391	-	-
Female	2966	-	-	2459	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1009	-	-	-	-	1173	-	-	-	-
Female	490	-	-	-	-	293	-	-	-	-
Total	1499	-	-	-	-	1466	-	-	-	-
Workers										
Male	1261	1261	100%	1261	100%	1391	1391	100%	1391	100%
Female	2966	2966	100%	2966	100%	2459	2459	100%	2459	100%
Total	4227	4227	100%	4227	100%	3850	3850	100%	3850	100%

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1009	757	75%	1173	861	73%
Female	490	325	66%	293	164	56%
Total	1499	1082	72%	1466	1025	70%
Workers						
Male	1261	1261	100%	1391	1295	93%
Female	2966	2966	100%	2459	2406	98%
Total	4227	4227	100%	3850	3701	96%

10. Health and safety management system:

S.no	Particulars	Response
a)	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes. We recognize the importance of ensuring the safety and well-being of our employees and workers given the nature of its industry. To that end, it has established a clear Health and Safety Policy and supporting processes. Additionally, the Company conducts regular workshops and training programs for workers focussing on safety, prevention of sexual harassment (POSH), and disaster preparedness. These efforts help to raise awareness and promote a culture of safety and well-being within the workplace.
b)	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	As part of our safety protocols, all work-related hazards associated with routine activities are diligently identified and assessed by routine rounds by Plant Head, Safety Head and by periodical maintenance of machines by maintenance team. Further on daily basis the system of safety check by the maintenance team and safety talk with all shift workers is undertaken. This systematic approach allows us to proactively identify potential hazards and evaluate the associated risks. Based on the findings, appropriate control measures are implemented to mitigate or eliminate the identified hazards.
c)	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	<p>Yes, we at Stove Kraft, have well-defined procedures in place for reporting any hazards related to work to supervisors or designated Quality head and as well as Safety Head. These procedures encompass both formal reporting mechanisms, such as incident reporting, as well as informal reporting mechanisms, such as verbal reporting. We understand the importance of providing multiple channels for workers to report hazards, as it ensures that all incidents, whether big or small, are promptly communicated and addressed. It is being well communicated to all workers that whenever they find any irregularity in working of machines or unsafe condition they should stop the work till the same is verified and corrected by the line engineer / maintenance team.</p> <p>Furthermore, we prioritize workers training to identify and report hazards in their workplace. Training sessions are being conducted by internal safety staff. Through this we ensure that our workers are well informed about the processes for identifying and reporting hazards.</p> <p>Our commitment to safety extend beyond mere implementation of reporting processes. In the event of any incident, both the Quality head and Safety Head take swift action by immediately addressing the situation and promptly informing all the other workers of the Company about the incident, including its cause, reasons, and the remedial measures taken. This ensures that all workers are duly informed about the incident and can take necessary precautions to prevent similar occurrences in the future.</p>
d)	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes. We recognize the importance of employee health and well-being. As part of our commitment to safety and wellness, we provide on-site access to medical consultation services for both occupational and non-occupational medical issues. In addition, we conduct annual health check-ups for all our employees and workers to proactively address any potential occupational or non-occupational health concerns. We have also taken third party insurance and General insurance

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.351	0.165
Total recordable work-related injuries	Employees	-	-
	Workers	2	2
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities) Including in the contract workforce	Employees	-	-
	Workers	-	-

12. Measures to ensure a safe and healthy workplace:

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

The Company has implemented various measures to ensure a safe and healthy workplace, employing a proactive approach to mitigate potential hazards. These measures include:

1. Conducting regular safety rounds by Plant Head, Safety Officer, Admin Managers and periodical maintenance of machines by maintenance team enable the Company to identify risks and address potential hazards. This involves thorough inspections of the workplace to identify any potential risks, followed by appropriate measures to mitigate or eliminate them. Risk assessments are conducted to evaluate the severity and likelihood of hazards, enabling the development of effective control measures. Safety Audit by third party (BNV SHECON), was also conducted to ensure maximum safety points identified, checked, attended and corrected well in advance.
2. Providing comprehensive safety training to workers and equipping them with appropriate personal protective equipment (PPE). This includes training on hazard identification, safe work practices, emergency response procedures, and proper use of PPE. Workers are provided with necessary safety equipment including hand gloves, earplugs, goggles, helmets, and masks, to protect them from workplace hazards. Each plant is equipped with an eye wash station to offer initial assistance to workers exposed to chemicals.
3. The names and contact information of the emergency team, first aid team, and firefighting team are displayed at the entrance of each plant to ensure immediate access in case of any unforeseen contingency. This practice enables the individual to reach out to the right personnel in the event of any potential accident.
4. We have established clear protocols for reporting and addressing work-related hazards, as well as mechanisms for workers to provide feedback and suggest improvements.
5. The Company has on-site access to medical consultation services for both occupational and nonoccupational health issues. Additionally, annual health check-ups are being conducted for all our employees and workers as a proactive approach for identifying and addressing any potential health concerns. Further, the Company has a collaboration with a local hospital namely, Dayanand Sagar Hospital, Harohalli, which is within 2 kilometers from our Office. In case of advance treatment employees are referred to Bhagwan Mahaveer Jain Hospitals, Bangalore. These facilities ensures treatment to workers/employees during emergency situations.

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

	FY (2023-24) Current Financial Year			FY (2022-23) Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	No such complaints	-	-	No such complaints
Health & Safety	-	-	No such complaints	-	-	No such complaints

14. Assessments for the year:

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

15. Corrective Actions:

Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	The Company adhered to safety protocols to comply with state/ local regulations and maintain hygiene, standards, resulting in no safety incidents during the year, except for minor injuries.
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PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

A) ESSENTIAL INDICATORS:

1. Identification of stakeholders group:

Describe the processes for identifying key stakeholder groups of the entity

We at Stove Kraft have a systematic process of identifying individuals or groups that have a vested interest in the company's products and activities. There's a step-by-step process for identifying stakeholders of the company:

Determine the impact: Determine the impact that the product has on different groups of people, including customers, employees, suppliers, and shareholders considering both the positive and negative impacts of the product.

Identify internal stakeholders: Identify internal stakeholders, such as employees, managers, and shareholders, who have a direct interest in the success of the product. This may include individuals who are involved in the design, development, production, marketing, and sale of the products.

Identify external stakeholders, such as customers, suppliers, regulators, and the local community, who have an indirect interest in the product. These stakeholders may be affected by the product in various ways, such as through employment opportunities, environmental impact, or regulatory compliance.

Prioritize stakeholders: Prioritize the stakeholders based on their level of interest and influence. Prioritizing stakeholders will help the company to focus its efforts on those stakeholders who are most critical to the success of the product.

Engage with stakeholders: Once stakeholders have been identified and prioritized, the company engages with them to understand their needs, concerns, and expectations. This may involve conducting surveys, hosting focus groups, or meeting with stakeholders individually.

Monitor stakeholder feedback: Once the company has engaged with stakeholders, it monitors their feedback to ensure that it is meeting their needs and expectations. This feedback can be used to inform future product development and marketing efforts.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Distributors	No	1. Emails. 2. Periodical meets 3. Personal Visits 4. Interviews 5. Surveys	Periodically and as and when required	Product quality and availability, responsiveness to needs, after sale service, responsible guidelines / manufacturing, Safety awareness.
E-Com Aggregators	No	1. Online Portals 2. Emails 3. Social Media platforms 4. Phone calls	Periodically	To maximise the online presence and reach wider audience
Waste Collection Agents	No	1. One-to-one interaction 2. Phone calls	Periodically	To ensure that waste is handled and disposed of safely

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/ Workers	No	<ol style="list-style-type: none"> 1. Emails 2. Team Engagement 3. Website 4. Engagement through Health Programs 5. Notice Board 	Periodically	<ol style="list-style-type: none"> 1) To achieve business targets 2) Motivate talent and ensure higher productivity 3) Career management and growth prospects. 4) Work culture, health, and safety matters.
Shareholders and Investors	No	<ol style="list-style-type: none"> 1. Annual General Meeting, 2. Email, 3. Stock Exchange (SE) intimations, 4. Investor/analysts meet/ conference calls, 5. Annual report, quarterly results, media releases and Company's website 	Quarterly, Half yearly and annually	To share financials and other information / developments about the Company.
Vendors/ Suppliers	No	<ol style="list-style-type: none"> 1. Email, 2. Advertisement, 3. Vendor meets, 4. website etc. 	Regular	<ol style="list-style-type: none"> 1) Procurement 2) Business /Project related 3) Vendor Assessment Report
Local Communities	Yes	<ol style="list-style-type: none"> 1. Newspaper advertisements/ 2. Physical Meetings / Reviews/ Assessments 	Event based	Identifying the issues that they are concerned about and help them achieve better quality of living through CSR programmes and initiatives.
Government/ Regulators	No	<ol style="list-style-type: none"> 1. Emails, 2. Submission forms / returns / intimations/ letters etc. 	Annually / Half yearly/ Quarterly/ Event based	In relation to Compliances with applicable laws, rules, and regulations.
Consumers	No	<ol style="list-style-type: none"> 1. Focused Group Discussion, 2. Digital Platforms, Market 3. Research (TV commercials, 4. newspaper ads and pamphlets) 	Continuous (Frequent and need based)	To know consumer needs, delivering quality products and expanding consumer base, are key to our success and growth. Staying in touch with the customers and to receive their feedback on various products that the Company manufactures.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

A) ESSENTIAL INDICATORS:

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1499	1499	100%	1466	1466	100%
Other than permanent	-	-	-	-	-	-
Total Employees	1499	1499	100%	1466	1466	100%
Workers						
Permanent	4227	4227	100%	3850	3850	100%
Other than permanent	88	88	100%	-	-	-
Total Workers	4315	4227	100%	3850	3850	100%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1009	232	23%	776	77%	1173	159	13%	1014	87%
Female	490	193	39%	296	60%	293	164	56%	129	44%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	1261	1229	97%	32	3%	1391	817	56%	574	44%
Female	2966	2963	100%	3	-	2459	2271	92%	188	8%
Other than Permanent										
Male	58	56	97%	2	3%	-	-	-	-	-
Female	30	30	100%	0	0	-	-	-	-	-

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

a. Median remuneration / wages:

(In Rupees)

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	12,50,000	3	19,00,000
Key Managerial Personnel*	3	47,39,568	1	30,82,864
Employees other than BoD and KMP	1009	432,012	490	411,690
Workers	1261	199,457	2966	199,457

* Key Managerial Personnel includes Managing Director, Wholetime Director, Company Secretary and Chief Financial officer.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Gross wages paid to females as % of total wages	71%	77%

4. Focal point for addressing human rights:

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

Yes, Human Resources Head, is responsible for addressing human rights impact or issues caused or contributed to by the business.

5. Internal mechanisms in place to redress grievances related to human rights issues:

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

To address grievances related to human rights issues, we have established several internal mechanisms. Firstly, there is a confidential and easily accessible complaint system in place. This system allows individuals to raise any concerns they may have regarding human rights, with the assurance that their identity will be protected. Complaints are then investigated by the focal point, along with the HR manager, and any necessary remedial action is taken to address the issue.

Secondly, the company has formulated and adopted a Vigil Mechanism/Whistle Blower Policy for its employees and workers and vendors. The policy aims to encourage the reporting of significant deviations from key management policies, as well as any non-compliance and wrong practices such as unethical behaviour, fraud, violations of law, or inappropriate conduct. The policy also provides for direct access to the Chairman/Managing Director/Chairman of the Audit Committee in exceptional cases. This policy aims to promote a culture of transparency, accountability, and ethical conduct within the organization, and to ensure that any instances of wrongdoing are promptly addressed and resolved.

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Other human rights related issues	Nil	Nil	None	Nil	Nil	None

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

Mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has implemented an Equal Opportunity Policy in employment, which aims to create a work environment that is free from discrimination. The policy ensures that all employees are treated with fairness, respect, and dignity, and are given equal opportunities for personal and professional growth. This policy is in accordance with the company's commitment to providing a positive and inclusive work culture.

Furthermore, the company has a Policy on Prevention of Sexual Harassment of Women at Workplace, which is in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. This policy is designed to prevent sexual harassment of employees and create a safe and secure work environment for women.

To address any employee concerns, the company has put in place a robust Grievance Redressal process. This process ensures that any grievances raised by employees are investigated thoroughly and resolved in a timely and effective manner.

9. Human rights requirements forming part of your business agreements and contracts:

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

All critical human rights requirements are part of the Code of Conduct according to which suppliers are expected to respect human rights through their business actions.

10. Assessments for the year:

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

11. Corrective Actions to address significant risks / concerns arising from the assessments:

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

There were no significant risk/concern that arose on its self-assessment and from the diligence of customers

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

A) ESSENTIAL INDICATORS:

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	70,32,606	61,65,530
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	85,80,000	95,50,000
Total energy consumption (A+B+C)	156,12,606	15715530
From non-renewable sources		
Total electricity consumption (D)	1,27,45,057	93,73,953
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,27,45,057	-
Total energy consumed (A+B+C+D+E+F)	2,83,57,663	2,50,89,483
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00208	0.00195
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total water consumption / Revenue from operations adjusted for PPP)*	0.00009278	0.00008815
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF for India. For the year ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

No.

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

No, we have not identified any sites/facilities as Designated Consumers (DCs) under the PAT scheme of the Government of India.

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

Parameter	Current Financial Year	Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	25360	13188
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	25360	13188
Total volume of water consumption (in kilolitres)	25360	13188
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000185	0.00000102

Parameter	Current Financial Year	Previous Financial Year
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total water consumption / Revenue from operations adjusted for PPP)*	0.0000000829	0.0000000463
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF for India. For the years ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

No.

4. Provide the following details related to water discharged: Not Applicable

Parameter	Current Financial Year	Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

No.

5. Mechanism for Zero Liquid Discharge:

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

Yes, we have successfully implemented Zero Liquid Discharge (ZLD) systems at our manufacturing locations in Bengaluru, Karnataka, and Baddi, Himachal Pradesh, as part of our unwavering commitment to environmental sustainability and responsible manufacturing practices. We have made substantial investments in state-of-the-art effluent treatment plants and sewage treatment plants to achieve and maintain zero liquid discharge status across all our facilities.

At our manufacturing locations, all liquid waste generated from our production processes undergoes thorough treatment in effluent treatment plants, which employ cutting-edge technologies to ensure that the discharged liquid is free from chemicals, contaminants and pollutants. The treated water is then utilized for various purposes such as gardening, flushing toilets, etc.

In addition, our ZLD systems are designed and operated in strict compliance with the norms and guidelines set forth by the respective State Pollution Control Boards (SPCBs).

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

Parameter	Please specify unit	FY 2023-2024	FY 2022-2023
NOx	PPM	31.8	30.40
Sox	PPM	12.5	11.50
Particulate matter (PM)	Mg/NM3	62.5	43.84
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)	NIL	NIL	NIL
Hazardous air pollutants (HAP)	NIL	NIL	NIL
Others - please specify	NIL	NIL	NIL

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

No.

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

Parameter	Unit	FY 2023-2024	FY 2022-2023
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	60.11	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	0.00222	0.00163
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 equivalent	0.00000004405	<0.00000001
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*		0.0000000196	<0.00000001
Total Scope 1 and Scope 2 emission intensity in terms of physical output		-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF for India. For the year ended March 31, 2024 and March 31, 2023, it is 22.401 and 22.167, respectively.

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

No.

8. Project related to reducing Green House Gas emission:

<p>Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.</p>	<p>The company has integrated energy-efficient practices into its production processes by utilizing renewable energy sources and optimizing the use of robotic and automated machinery. In addition, it has implemented sustainable procurement practices to minimize its environmental impact. A notable achievement in this regard is the complete substitution of thermocol with sustainable paper honeycomb packaging solutions. Furthermore, the company has adopted the use of low-carbon or carbon-neutral materials in its manufacturing processes, thereby significantly reducing greenhouse gas emissions. These initiatives reflect the company's commitment to sustainability and environmental stewardship.</p>
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9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023-2024	FY 2022-2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	46.289	26.188
E-waste (B)	29.1	0.7
Bio-medical waste (C)	0.032	0.0255
Construction and demolition waste (D)	NIL	400 (Approx)
Battery waste (E)	NIL	NIL
Radioactive waste (F)	NIL	NIL
Other Hazardous waste. Please specify, if any. (G)	Paint sludge - 22.286 Buffing - 53.487 Waste Oil - 4.457 ETP Sludge - 8.914	Paint sludge - 14.25 Buffing - 34.2 Waste Oil - 2.85 ETP Sludge - 5.7
Other Non-hazardous waste generated (H). Please specify, if any	General waste - 30.392	General - 21
Total (A+ B + C + D + E + F + G + H)	194.957	504.9135

Parameter	FY 2023-2024	FY 2022-2023
Category of waste		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	46.289	26.88
(ii) Re-used	-	-
(iii) Other recovery operations	29.1	-
Total	75.389	26.88
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	
(ii) Landfilling	-	400.000
(iii) Other disposal operations	419.536	57.2355
Total	419.536	457.2355

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

No.

10. Waste management practices adopted in the establishment:

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

As part of our Integrated Management System, the Company has established comprehensive waste management procedures to handle and dispose of various types of waste including plastic waste, e-waste, hazardous waste, biomedical waste, construction demolition waste and general waste. Clear roles, responsibilities, and accountabilities are defined for waste management within our organization. We have identified different categories of waste generated in our various processes and have laid down specific procedures for their proper handling as part of our waste management system. Our waste monitoring and management objectives are reviewed annually to ensure continuous improvement.

The waste generated by our organization is categorized into hazardous and non-hazardous waste. Non-hazardous waste is sold to authorized recyclers for further processing, following environmentally responsible practices. Disposal of hazardous waste is strictly in compliance with the statutory norms and regulations set forth by relevant authorities. We prioritize the safe and responsible management of hazardous waste, ensuring that it is handled, transported, and disposed of in accordance with all applicable laws and regulations to protect human health and the environment.

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

S. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
The company does not have any operations/offices in/around ecologically sensitive areas.			

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable, as the Company's units are not located in Eco-logically sensitive areas.						

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution)

Yes, the Company is compliant with the applicable laws pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules made thereunder.

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

A) ESSENTIAL INDICATORS:

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

Number of affiliations with trade and industry chambers/ associations.

Stove Kraft Limited has affiliations with 1 industry chambers/ associations

B) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Harohalli Industrial Association	State

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities:

Name of authority	Brief of the case	Corrective action taken
The Company has not engaged in any anti-competitive conduct and has not received any adverse orders from any of the regulatory authorities.		

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

A) ESSENTIAL INDICATORS:

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

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

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

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

3. Community redressal mechanism:

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

The Company has established an internal mechanism to address grievances raised by stakeholders. This mechanism is designed to ensure that complaints are handled in a fair and efficient manner. The Company has approved Stakeholders' Management Policy and stakeholder grievances will be dealt in accordance with the said Policy.

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

Category	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	38	12
Sourced directly from within India	73	29

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

Location	FY 2023-2024 (Current Year)	FY 2022-2023 (Previous Year)
Rural	65%	60%
Semi- Urban	10%	15%
Urban	15%	15%
Metropolitan	10%	10%

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

A) ESSENTIAL INDICATORS:

1. Consumer Complaints and feedback:

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

By utilizing a centralized consumer relationship management (CRM) system and call centres, SMS, WhatsApp, email, we are able to offer faster and more effective services to our customers. Additionally, we have a dedicated service team and mobile application for certain brands to handle service calls. Our excellent consumer support not only enhances the overall brand experience, but also promotes brand loyalty.

The distributors and retailers, as well as end consumers, can make use of the system to report their queries and needs. Alternatively, end consumers can also contact the distributors or retailers from whom they made the purchase. These distributors or retailers will then convey the issue to the company, and the company's service provider in that particular location will address and resolve the matter.

All the products of the company, comes with clear description, specification, and contact information such as a helpline number, email address, WhatsApp channel, and mobile application to assist consumers with any queries they may have. The company's dedicated call centre team will keep track of all the queries received, consumer name, age, their issue, location, etc.,. The Service head of the Company will have the access to the entire log sheet of all the consumers queries, whether resolved or not, consumer satisfaction and all the details. Furthermore, the Service department team of the company frequently follows up with consumers whose queries have been resolved to inquire about their satisfaction with the response they received. The company is committed to resolving consumer complaints in a timely and effective manner, and their customer service processes are designed to be flexible and responsive to consumers' needs.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	None	NIL	NIL	None
Advertising	NIL	NIL	None	NIL	NIL	None
Cyber-security	NIL	NIL	None	NIL	NIL	None
Delivery of essential services	NIL	NIL	None	NIL	NIL	None
Restrictive Trade Practices	NIL	NIL	None	NIL	NIL	None
Unfair Trade Practices	NIL	NIL	None	NIL	NIL	None
Other	707,571	4,403	None	458,725	3453	None

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

Particulars	Number	Reasons for recall
Voluntary recalls		There have been no instances of products recall due to safety issues.
Forced recalls		

5. Cyber security policy:

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

Yes, we have a framework in place to address cyber security and data privacy risks. The policy outlines various methods, including access control, virus prevention, intrusion detection, data backups, authentication, monitoring, and review, to ensure data security within the organization. The policy also includes guidelines to protect data integrity based on data classification and secure the organization's information systems. The policy can be accessed at <https://stovekraft.com/wp-content/uploads/2023/05/Cyber-Security-Policy.pdf>

6. Corrective Actions:

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

There were no instances of problems related to advertising, delivery of essential services, cyber security, and data privacy of customers, as well as no re-occurrence of product recalls, and no penalties or actions taken by regulatory authorities regarding the safety of the company's products or services.

7. Provide the following information relating to data breaches:

a.	Number of instances of data breaches	Nil
b.	Percentage of data breaches involving personally identifiable information of customers	Nil
c.	Impact, if any, of the data breaches	Not Applicable