

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the Company:

1.	Corporate Identity Number (CIN)	L90001MH2001PLC130485								
2.	Name of the Company	Antony Waste Handling Cell Limited (“AWHCL”)								
3.	Year of incorporation	2001								
4.	Registered Office Address	A-59, Road No. 10, Wagle Industrial Estate, Thane (West) –								
5.	Corporate Office Address	400604, Maharashtra, India								
6.	E-mail	Investor.relations@antonywaste.in								
7.	Telephone	022 – 3544 9555								
8.	Website	www.antony-waste.com								
9.	Financial year for which reporting is being done	2024-25								
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited								
11.	Paid-up Capital	₹ 14,19,10,500								
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	<table><tr><td>Name:</td><td>Mr. Shiju Jacob Kallarakal</td></tr><tr><td>Designation:</td><td>Chief Risk Officer</td></tr><tr><td>Contact:</td><td>022 – 3544 9555</td></tr><tr><td>Email ID:</td><td>info@antonywaste.in</td></tr></table>	Name:	Mr. Shiju Jacob Kallarakal	Designation:	Chief Risk Officer	Contact:	022 – 3544 9555	Email ID:	info@antonywaste.in
Name:	Mr. Shiju Jacob Kallarakal									
Designation:	Chief Risk Officer									
Contact:	022 – 3544 9555									
Email ID:	info@antonywaste.in									
13.	Reporting boundary	Consolidated basis unless otherwise specified								
14.	Name of Assessment or Assurance Provider	Not Applicable								
15.	Type of Assessment of Assurance Obtained	Not Applicable								

II. Products/services

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Water supply, sewerage and waste management	Waste collection, treatment and disposal activities, materials recovery and other waste management services	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	Collection of non-hazardous waste (C&T and Sweeping Projects)	38110	61%
2	Treatment and disposal of non-hazardous waste (Processing Projects)	38210	38%

III. 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	4	37	41
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Location	Number
National (Number of States)	4
International (No. of Countries)	Not Applicable

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

Not Applicable

c. A brief on types of customers

At Antony Waste Handling Cell Limited (AWHCL), we serve a diverse customer base spanning Urban Local Bodies (ULBs), municipalities, public sector undertakings, and private corporates. For government and civic bodies, we deliver large-scale, end-to-end municipal solid waste management services, including collection, transportation, processing, and scientific disposal.

We collaborate with corporate clients to deliver tailored waste management and hygiene solutions that fulfill operational needs while supporting EPR compliance and sustainability objectives. Our services play a crucial role in enhancing urban ecosystems, creating cleaner, more livable cities, and elevating the overall quality of life for residents.

IV. Employees

20. Details as at the end of Financial Year:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	1,137	1,082	95%	55	5%
2.	Other than Permanent (E)	9	7	78%	2	22%
3.	Total Employees (D + E)	1,146	1,089	95%	57	5%
Workers						
4.	Permanent (F)	8,898	8,682	98%	216	2%
5.	Other than Permanent (G)	722	721	100%	1	-
6.	Total Workers (F + G)	9,620	9,403	98%	217	2%

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)	5	5	100%	-	-
2.	Other than Permanent (E)	5	5	100%	-	-
3.	Total differently-abled Employees (D + E)	10	10	100%	-	-
Differently-abled Workers						
1.	Permanent (F)	-	-	-	-	-
2.	Other than Permanent (G)	-	-	-	-	-
3.	Total Workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel ("KMP")*	2	1	50%

*Note: (1) The composition denotes only for Antony Waste Handling Cell Limited as a Standalone entity.

(2) KMP includes Group Chief Financial Officer and Company Secretary & Compliance Officer.

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	23.64%	7.69%	22.98%	11.85%	25.00%	12.36%	10.00%	8.79%	9.95%
Workers	7.91%	1.45%	7.77 %	6.21%	3.26%	6.11%	10.75%	1.79%	10.24%

Note: (i) Above data excludes exits due to completion of the projects. (ii) The increase in attrition reflects a revised approach to accounting for employees with extended unexplained absences.

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)**23. (a) 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)
1.	AG Enviro Infra Projects Private Limited	WOS	100%	Yes
2.	AL Waste Bio Remediation LLP	Subsidiary	86.23%	Yes
3.	Antony Lara Enviro Solutions Private Limited	Subsidiary	73%	Yes
4.	Antony Lara Renewable Energy Private Limited	Subsidiary	86.23%	Yes
5.	Antony Recycling Private Limited	WOS	100%	Yes
6.	Varanasi Waste Solutions Private Limited	Subsidiary	98%	Yes
7.	Mazaya Waste Management LLC	Associate	49%	No

VI. CSR Details

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

(ii) Turnover: ₹ 53 Crore

(iii) Net worth: ₹ 193 Crore

Note: The data provided herein pertains solely to Antony Waste Handling Cell Limited as a Standalone entity, as of March 31, 2024, and is intended exclusively for determining eligibility under the CSR criteria.

VII. 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 2024-25			FY 2023-24		
		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	2,151	-	Refer Note 1	1,965	-	Refer Note 1
Investors	Yes	-	-	-	-	-	-
(other than shareholders)	https://www.antony-waste.com/contact-us/						
Shareholders	Yes	2	-	-	1	-	-
	https://www.antony-waste.com/investors/investor-information/						
Employees and Workers	Yes	38	-	-	43	1	-

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 2024-25			FY 2023-24		
		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 https://www.antony-waste.com/contact-us/	9,234	-	Refer Note 2	10,424	-	Refer Note 2
Value Chain Partners	No	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

Note 1: Complaints regarding odour from the landfill processing plant at Kanjurmarg and the PCMC Waste-to-Energy (WtE) sites. The control measures taken for controlling odour on site include (i) Spraying of Bio-enzyme during unloading and during dozing of MSW at BLF Cells. (ii) Daily soil cover on the garbage received for 24 hours period. (iii) Dispensing Odour suppressor via Misting Systems strategically positioned at BLF Cells and around the boundary, MRF- compost, South Pre-processing plant and Leachate ponds. (iv) Fogging the odour neutralizer at strategic site locations, determined by prevailing wind direction. (v) Increase in concentration of Odour suppressor base in Misting systems and in fogging system as and when required.

Note 2: Considering the nature of the industry the Company operates, we regularly deal with complaints regarding our frequency of services that are resolved on the very same day. Customer/Citizens are given utmost priority.

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, the rationale for identifying the same, and the 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.	Innovation in Waste Management Technologies	O	Innovation in waste management presents a strategic opportunity for AWHCL to enhance sustainability, achieve regulatory compliance, and drive economic value. By leveraging advanced technologies and waste-to-energy solutions, we can reduce environmental impact, optimize resource use, and gain a competitive edge.	-	Positive
2.	Pollution Prevention & Emission Control	O	Pollution prevention and control is a pivotal opportunity for AWHCL to enhance environmental stewardship, comply with stringent regulations, and safeguard public health. By adopting advanced technologies and responsible practices, we can minimize emissions, reduce waste, and fortify our market position. This commitment also fosters innovation and drives long-term sustainability, ensuring we meet stakeholder expectations and contribute positively to environmental goals.	-	Positive

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.	Circular Economy Practices	O	By prioritizing recycling, reuse, and product lifecycle extension, we can lower costs, minimize environmental impact, and strengthen our commitment. This shall not only supports our sustainability goals but also shall align us with evolving consumer and regulatory expectations, positioning us as a leader in responsible business practices.	—	Positive
4.	Worker Health & Safety	R & O	Inadequate waste management infrastructure poses significant occupational health and safety risks for workers engaged in waste collection and disposal. Enhancing our waste management systems with advanced technologies and rigorous safety protocols not only protects our people but also ensures operational efficiency and regulatory compliance.	AWHCL implements regular safety drills and establish clear safety protocols. Continuous employee training and awareness programmes are essential to ensure adherence to safety practices. Additionally, a robust incident reporting system in place to address and investigate accidents promptly, with corrective actions taken to prevent recurrence.	Negative
5.	Supply Chain Management	R	Supply Chain Management involves mitigating risks associated with supplier sustainability and adherence to the Supplier Code of Conduct. Failure to effectively evaluate suppliers for ESG risks can lead to regulatory non-compliance, reputational damage, and operational disruptions. Additionally, neglecting local suppliers may result in missed opportunities for community engagement and increased supply chain resilience.	AWHCL needs to diversify their supplier network to reduce reliance on any single source. Implementing stringent supplier assessments and conducting regular performance reviews ensure quality and compliance. Additionally, developing and maintaining contingency plans for potential disruptions and fostering clear, proactive communication with suppliers are critical for risk mitigation and business continuity.	Negative
6.	Public Education and Awareness (IEC Activities)	O	By investing in educational initiatives and awareness campaigns focusing specifically on waste management, the organization can strengthen its role as a responsible corporate citizen, drive positive social impact, and build stronger relationships with stakeholders.	—	Positive
7.	Employee Training and Development	O	By investing in continuous learning and skill advancement, we foster employee engagement, improve productivity, and ensure alignment with industry best practices. This commitment not only supports individual growth but also strengthens our organizational resilience and productivity.	—	Positive

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)
8.	Regulatory Compliance	R	Regulatory compliance is critical for maintaining organizational integrity and avoiding legal repercussions. Failure to adhere to relevant regulations can result in significant financial penalties, legal liabilities, and reputational damage. Additionally, non-compliance may lead to operational disruptions and increased scrutiny from regulatory bodies.	Implementing comprehensive internal and external audits and monitoring systems helps ensure adherence and identify potential deviations early. Additionally, providing ongoing training for employees and maintaining clear documentation supports effective compliance and reduces the risk of violations.	Negative
9.	ESG Governance	R	ESG governance is integral to maintaining stakeholder trust and achieving sustainable growth. Inadequate governance in environmental, social, and governance (ESG) practices can expose the organization to reputational damage, regulatory penalties, and operational inefficiencies. Moreover, failure to effectively manage ESG risks may lead to decreased investor confidence and hinder long-term strategic objectives.	Regular audits and assessments ensure adherence to ESG standards and identify areas for improvement. Additionally, engaging stakeholders and integrating their feedback into ESG strategies help enhance transparency and effectiveness.	Negative
10.	Risk Management	R	Inadequate risk management practices can lead to unforeseen operational disruptions, financial losses, and reputational damage. Moreover, failure to proactively identify and mitigate risks may result in regulatory non-compliance and diminished stakeholders' expectations.	Regular risk assessments and scenario planning help identify potential threats and evaluate their impact. Implementing robust monitoring and control mechanisms ensures timely detection and response to emerging risks, while ongoing training reinforces risk awareness across the organization.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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	The Policies of the Company are placed on the Company's website under Investors Section and the same can be accessed through the weblink: https://www.antony-waste.com/investors/corporate-governance/ . Further, there are some internal policies which are circulated to the internal stakeholders only.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	No	No	No	No
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.	ISO 14001:2015 certification to enhance our environmental performance and manage our environmental responsibilities in a systematic manner. ISO 9001:2015 certification for quality management system that consistently provides products and services that meet customer and applicable statutory and regulatory requirements. ISO 45001:2018 certification for Occupational Health and Safety Management Systems demonstrates a commitment to providing a safe and healthy work environment by identifying and mitigating risks, and ensuring compliance with relevant statutory and regulatory requirements and fostering continuous improvement in workplace safety and employee well-being.								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Antony Waste Handling Cell Limited has set clear ESG commitments with measurable targets and timelines, designed to be achieved in a phased manner. On the environmental front, the Company is progressively enhancing its Waste-to-Energy generation performance, with the goal of steadily reaching and ultimately surpassing a rated PLF of 80% over time. It is also scaling up the processing of Construction & Demolition (C&D) waste, with an initial target of 1,20,000 tonnes a year, which will subsequently be increased by 10% year-on-year. On the social front, AWHCL is working towards full coverage of employee and worker health and well-being, alongside phased implementation of comprehensive training on Human Rights and the Code of Conduct. The Company upholds strong governance through a code of conduct that applies to both its board members and senior management, establishing clear standards for ethical behavior and integrity at every level of leadership. These commitments are being advanced by cross-functional teams comprising Business Development, Finance, Compliance, HR, IT, and Project Heads, with phased milestones in place to ensure their full realization eventually.								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	At AWHCL, sustainability forms the core of our operations. We follow a circular approach by transforming Municipal Solid Waste (MSW) into Refuse-Derived Fuel (RDF), Compost, and recyclable resources thus minimizing landfill dependency. Our transition to use cleaner energy continues to gain momentum, with share of renewable energy consumption increased from 48% in FY 2023-24 to 81% in FY 2024-25. We place the highest priority on workplace safety, having reported zero fatalities, and ensure that our infrastructure fosters a secure and enabling environment for all employees and workers across all facilities. Strong governance practices guide our growth journey. To uphold integrity and transparency, our framework is overseen by Independent Director-led committees such as Audit, Nomination & Remuneration, and Stakeholder Relationship. These committees monitor critical functions, including overseeing the Vigil Mechanism, which provides employees and stakeholders with a safe channel to raise concerns and grievances responsibly. We place importance on the ongoing growth of our workforce by offering regular training that strengthens their knowledge of responsible waste management practices. Alongside this, every employee participates in Code of Conduct training, reaffirming our commitment to ethics and integrity at all levels.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
----------------------	-----	-----	-----	-----	-----	-----	-----	-----	-----

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

As the Director overseeing the Business Responsibility and Sustainability Report at AWHCL, I am committed to embedding Environmental, Social, and Governance (ESG) principles into every aspect of our operations. Over the past years, our journey has been defined by key milestones, valuable insights, and a culture of transparent reporting, enabling us to address both challenges and opportunities with clarity and purpose.

Our focus remains on advancing sustainable waste management practices that reduce adverse environmental impact and drive resource efficiency. By lowering our carbon footprint, improving recycling outcomes, and leveraging innovative technologies, we continue to optimize resource utilization. Our waste-to-energy initiative exemplify this approach—converting waste into alternative fuel, mitigating greenhouse gas emissions, and reinforcing the circular economy.

In FY2024-25, we achieved tangible progress across multiple fronts. More than 21,000 tonnes of high-quality compost were produced from organic waste and supplied to end-users. We have also supplied over 1.48 lakh tonnes of Refuse-Derived Fuel (RDF), resulting in more than 1.37 lakh tCO₂e avoidance by cement companies. Further, our Construction & Demolition (C&D) waste processing facility recovered materials such as manufactured sand and aggregates, achieving an impressive 96% recycling rate. Through bio-mining of 300,000 MT of legacy waste, we reclaimed land and prevented leachate contamination. At our Kanjur facility, we have collected 18,524 kilolitres of rainwater, while PCMC utilized 86,762 kilolitres of treated water from the STP—significantly reducing our dependence on freshwater for operational needs.

We place importance on creating safe, inclusive workplaces to enhance well-being for all our employees and workers. With full POSH compliance, comprehensive insurance coverage, and women-friendly facilities at the majority of our locations, we actively promote a culture of fairness and equity. Guided by our risk management approach, we have established SOPs across key functions to manage risks proactively, ensuring stakeholder views remain central to our actions.

We uphold the highest standards of governance through a strong foundation of ethics, adherence to regulations, and embedded risk management across all operations. A resilient governance framework ensures that every aspect of our operations remains closely aligned with our broader ESG priorities.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Chairman of the Risk Management Committee is the highest authority responsible for all the key risks and activities that are being implemented in the Company.
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.	Yes, Risk Management and Corporate Social Responsibility Committee(s). For further details regarding composition, terms of reference etc. Please refer Report on Corporate Governance Section of the Integrated Annual Report 2024-25.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The Board Committees and functional heads review the policies and also assess its effective implementation.									Risk Management Committee – Half yearly Audit Committee – Quarterly								
Compliance with statutory requirements of relevance to the principles, and, the rectification of any non-compliances	The Board monitors compliance with all applicable legal responsibilities related to the principles and addresses any instances of non-compliance as a priority.									Quarterly								

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Our comprehensive functional review mechanism is supported by an independent internal audit process that evaluates the implementation of all major policies. These policies undergo regular audits by an external, independent firm throughout the year to assess compliance and enhance overall effectiveness.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	10	Business Strategy including Diversification, ESG Performance, Risk Management, Familiarization Programme	100%
Key Managerial Personnel	13	Advanced Financial Analytics, Prevention of Sexual Harassment policy at workplace, Virtual Masterclass on Post Merger Integration and Regulatory Compliance, Risk Management & Internal Controls, Session on Industry Standards on Related Party Transactions	100%
Employees other than BOD and KMPs	49	Leadership Development Programme	100%
		Road Safety Awareness Session	100%
		Prevention of Sexual Harassment policy at workplace	100%
		National Road Safety Week	100%
		Team Building for Management staffs	100%
		Induction for new Joinees	100%
		Essential Steps to Take During Fire Hazards	100%
		Risk Management & Internal Controls	100%
		Session on Industry Standards on Related Party Transactions	100%
		Post Merger Integration and Regulatory Compliance	100%
Workers	95	National Road Safety	100%
		Prevention of Sexual Harassment policy at workplace	100%
		First Aider Training	100%
		Grievance / Code of conduct	100%
		Human Rights	100%
		PPE's Importance (Personal protective equipment)	100%
		Training on fire fighting	100%
		Loose material falling hazards	100%
		Multi Gas Detector	100%
		Safety precaution of boiler plant	100%
		Mechanical, Electrical Hazards and Safety Precautions	100%
		Unsafe Act & Unsafe Condition	100%
		Behaviour Based Safety Training	100%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes*
		Electric Insulated Rescue Static Stick use	100%
		Work Permits & Work Safety Measures	100%
		Hazard Identification and Risk Assessment (HIRA)	100%
		Conveyor safety (Tool Box Training)	100%
		Snake Bite safety Precautions	100%
		Lockout & Tagout (LOTO)	100%

*The percentage of training completion is determined by dividing the number of employees or workers who attended the training by the total number of employees or workers eligible for that specific training.

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	-	Nil	NA
Settlement	Nil	NA	-	Nil	NA
Compounding fee	Nil	NA	-	Nil	NA

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

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

Case Details	Name of the regulatory/enforcement agencies/ judicial institutions
Not Applicable	

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

Driven by its core values of honesty, transparency, and ethical conduct, the Board has formally established an Anti-Bribery and Anti-Corruption Policy as a key component of the Company's Code of Business Conduct. This policy underscores the Company's unwavering stance of zero tolerance towards bribery and corruption in any form and at any level. The Company is fully committed to operating with integrity and fairness in all its business transactions and relationships, both internally and externally.

To reinforce awareness and ensure widespread understanding of this commitment, the Human Resources department proactively implemented educational initiatives focused on the Anti-Bribery and Anti-Corruption Policy. These initiatives include comprehensive training sessions and the distribution of questionnaires designed to assess and strengthen employees' grasp of the policy's key principles and requirements. Through such ongoing measures, the Company strives to cultivate a culture where ethical business practices are ingrained in daily operations and compliance is second nature to all team members.

During the year under review, there were no complaints received regarding bribery or corruption, further affirming the strong ethical standards upheld by employees. The Anti-Corruption and Anti Bribery Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/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 2024-25	FY 2023-24
Directors	No disciplinary action was taken during the year.	No disciplinary action was taken during the year.
KMPs		
Employees		
Workers		

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

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

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

Not Applicable as zero cases of corruption and conflict of interest were reported.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	95	90

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	17.00%	12.19 %
	b. Number of trading houses where purchases are made from	75	55
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	91.35%	88.33%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-
Share of RPT's in	a. Purchases (Purchases with related parties/Total Purchases)	14.91%	5.46%
	b. Sales (Sales to related parties/ Total Sales)	0.07%	0.04%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/ Total Investments made)	100%	100%

Leadership Indicators:

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

Yes; the Company is committed to proactively identifying and managing any conflicts of interest that may arise, particularly those involving members of its Board. In line with the Companies Act, 2013 and SEBI Listing Regulations, a comprehensive conflict-of-interest management protocol has been implemented. This framework requires directors to promptly disclose any material, financial, or personal interests in transactions or contracts with the Company, using the prescribed MBP-1 form. Such transparency allows the Company to evaluate and address any risks or partialities that might influence its governance or decision-making.

To maintain integrity and fairness, directors who declare a conflict of interest are required to recuse themselves from related discussions and voting procedures. The Company further reinforces ethical standards through a robust whistle-blower policy and a comprehensive code of conduct, encouraging the reporting of any violations, including undisclosed conflicts of interest, among directors and senior management. Collectively, these measures foster a culture of transparency, accountability, and exemplary corporate governance throughout the organization.

PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators:

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

Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0.05%	-	Construction of 'End-of-Life' Plastic Waste Based Bitumen Road
Capex	9.23%	18.74%	Innovative technology for processing of non-recyclable dry waste into energy. Technology for generating Refuse Derived Fuel (RDF), resulting in avoidance of Greenhouse Gases (GHG).

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

Yes, the Company has procedures in place for sustainable sourcing.

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

2% of total procurement.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The Company offers a wide array of Municipal Solid Waste (MSW) services, prioritizing waste reduction and the encouragement of reuse and recycling—even though it does not engage in manufacturing. Working closely with local communities, we aim to cut down on plastic waste through initiatives like source segregation and partnerships with local recycling centers.

A central pillar of our environmental commitment is preventing electronic products from ending up in landfills or being incinerated, as this can lead to pollution and health risks. Our e-waste management system channels used electronics to authorized recyclers who follow industry best practices for dismantling, recycling, and recovering valuable materials.

Our comprehensive waste management approach covers various types of waste and fosters partnerships at the local level to enhance sustainability and reduce our overall ecological footprint.

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

This is not applicable due to the nature of our business.

PRINCIPLE 3

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

Essential Indicators:

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,082	1,082	100%	1,082	100%	-	-	1,082	100%	-	-
Female	55	55	100%	55	100%	55	100%	-	-	-	-
Total	1,137	1,137	100%	1,137	100%	55	5%	1,082	95%	-	-
Other than Permanent Employees											
Male	7	7	100%	7	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	-	-	-	-	-	-
Total	9	9	100%	9	100%	-	-	-	-	-	-

(b) Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers**											
Male	8,682	8,682	100%	8,682	100%	-	-	-	-	-	-
Female	216	216	100%	216	100%	216	100%	-	-	-	-
Total	8,898	8,898	100%	8,898	100%	216	2%	-	-	-	-
Other than Permanent Workers											
Male	721	721	100%	721	100%	-	-	-	-	-	-
Female	1	1	100%	1	100%	-	-	-	-	-	-
Total	722	722	100%	722	100%	-	-	-	-	-	-

**Health Insurance, Accident Insurance and other benefits are covered through ESIC for workers.

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company*	0.80	0.83

* Following costs are considered: Health and accident insurance premium, and staff welfare expenses relating to well-being.

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99%	100%	Y	99%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	19%	46%	Y	29%	82%	Y
Others – please specify	NA	NA	NA	NA	NA	NA

*Worker whose wages within the prescribed range of applicability of mandatory ESI are fully covered.

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.

AWHCL is committed to ensuring that all its offices are fully accessible, fostering inclusivity for individuals with diverse abilities. Each office is equipped with lifts to facilitate easy movement for employees with mobility challenges. We continue to enhance accessibility by planning and designing specially equipped washrooms—featuring wide doors, grab bars, and raised toilet seats—to meet the needs of current and future employees with physical disabilities.

Aligned with our Equal Opportunity Policy, we have upgraded facilities in locations where differently-abled employees are present, ensuring they meet individual needs and enhance accessibility. These enhancements enable every employee, regardless of physical ability, to work effectively and comfortably. We deeply value the skills and contributions of our differently-abled colleagues and remain committed to providing them with the highest quality facilities and support.

Building on our commitment to accessibility and inclusion, we are enhancing all remaining sites with ramps, handrails, and other physical aids in phased manner. These upgrades will ensure that future employees and workers with disabilities can navigate the workplace with ease and comfort. Beyond meeting the requirements of the Rights of Persons with Disabilities Act, 2016, these initiatives reflect our genuine dedication to creating a supportive environment where everyone can thrive. We celebrate the richness of workforce diversity and remain steadfast in providing equal opportunities for all.

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

The Company follows an Equal Opportunity Policy in accordance with the Rights of Persons with Disabilities Act, 2016. The policy outlines measures to provide a work environment without discrimination and to facilitate employment opportunities and accessible facilities for persons with disabilities. It includes guidelines for identifying suitable job roles, implementing transparent

and merit-based selection processes, and offering relevant training. Additional components address the development of accessible infrastructure, conducting awareness programmes, and establishing grievance mechanisms.

The Equal Opportunity Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Equal_Opportunity_Policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	NA	NA
Female	100	100	NA	NA
Total	100	100	NA	NA

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, there is a comprehensive grievance redressal mechanism available to all categories of employees and workers within the organization. This system enables individuals to submit their concerns through dedicated channels such as email addresses, contact numbers, HR portal access, and designated complaint boxes.
Other than Permanent Workers	
Permanent Employees	Employees dissatisfied with the initial resolution may further escalate their concerns to senior management, ensuring every grievance receives appropriate attention and a timely response. To reinforce transparency and protection, the organization conducts regular reviews of all received complaints. A specialized team investigates each issue thoroughly, compiling findings into reports for management follow-up. Regular audits help monitor the effectiveness of the process. The Whistle Blower Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Vigil_Mechanism_Policy.pdf which empowers employees to report concerns without fear of retaliation. Further, complete confidentiality is maintained throughout the redressal process, fostering a supportive and fair work environment for all employees and workers.
Other than Permanent Employees	

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

While the Company currently does not have an employees' association, it fully respects and supports every employee's right to freedom of association and collective bargaining. We foster an open and inclusive workplace where these rights are upheld without any discouragement or impediment, reflecting our commitment to fair labour practices and employee empowerment.

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,089	1,089	100%	198	18%	994	994	100%	61	6%
Female	57	57	100%	36	63%	39	39	100%	6	15%
Total	1,146	1,146	100%	234	20%	1,033	1,033	100%	67	3%
Workers										
Male	9,403	9,403	100%	2,050	22%	9,020	9,020	100%	911	10%
Female	217	217	100%	60	28%	200	200	100%	8	4%
Total	9,620	9,620	100%	2,110	22%	9,220	9,220	100%	919	10%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	888	888	100%	677	677	100%
Female	44	44	100%	27	27	100%
Total	932	932	100%	704	704	100%
Workers						
Male	218	218	100%	-	-	-
Female	-	-	-	-	-	-
Total	218	218	100%	-	-	-

10. Health and safety management system:

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

The Company has implemented an Occupational Health and Safety (OHS) Management System, which comprehensively covers a wide spectrum of training and awareness initiatives to ensure the well-being of all its employees and contractors. The OHS training programme includes dedicated sessions on Road Safety and the critical importance of Personal Protective Equipment (PPE), alongside targeted training in firefighting, first aid—including specialized First Aider Training—and the use of multi gas detectors in hazardous environments.

Employees are routinely educated on the hazards associated with loose material falling, mechanical and electrical processes, boiler plant operations, conveyor safety through toolbox training.

Safety protocols such as Work Permits, Lockout & Tagout (LOTO), and Electric Insulated Rescue Static Stick usage are regularly reinforced. The Company also conducts Hazard Identification and Risk Assessment (HIRA) to proactively mitigate risks and provides behaviour-based safety training to foster a culture of personal accountability.

Additionally, Company provides training on workplace policies including the Prevention of Sexual Harassment, Human Rights, and the Company's Code of Conduct.

Our Company's comprehensive Occupational Health and Safety Management System serves as a strong foundation for safeguarding its workforce and upholding the highest standards of workplace integrity. Through a blend of rigorous training, proactive risk assessment, and unwavering commitment to both physical and ethical well-being, the Company not only addresses immediate safety concerns but also nurtures a culture where respect, vigilance, and personal responsibility are integral to daily operations.

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

AWHCL actively engages employees in enhancing workplace safety by incorporating their feedback, analysing incident and near-miss reports, and adhering to industry regulations and global best practices. Cross-functional teams proactively identify emerging risks, enabling swift and effective responses. Our comprehensive training programmes empower employees to recognise and address hazards, fostering a culture of safety that supports both operational resilience and employee well-being. This integrated approach strengthens our governance practices, reduces operational risks, and reinforces our dedication to long-term sustainable business performance.

The Risk Management Policy is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Risk_Management_Policy.pdf

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

Yes, we have established comprehensive processes that enable workers to report work-related hazards and, when necessary, to remove themselves from unsafe situations. Our organization prioritizes safety by offering various reporting channels, such as dedicated email addresses, contact numbers, and on-site complaint boxes. Additionally, we provide regular safety training to ensure all workers are informed about how to recognize and report hazards, reinforcing our commitment to maintaining a safe and open work environment.

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

Yes, the Company is deeply committed to employee health, ensuring all staff and workers have easy access to non-occupational medical and healthcare services at every site. These resources are conveniently provided either on-site or through partnerships with reputable medical facilities nearby. To further safeguard employee well-being, the Company offers comprehensive

coverage through Group Medclaim and Group Personal Accident policies, in addition to protection under the Employees' State Insurance Corporation and Workman Compensation. By weaving together these multiple layers of support, the Company demonstrates its dedication to a safe and healthy work environment for all.

Beyond facilitating access to medical care, we are dedicated to equipping our staff with the skills needed to manage workplace emergencies efficiently. Through ongoing training in first aid, emergency procedures, and ergonomic best practices, the Company fosters a proactive culture of health and safety.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hour worked)	Employees	0.75	0.04
	Workers	0.83	0.31
Total recordable work-related injuries	Employees	3	1
	Workers	16	7
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence of work-related injury or ill-health (excluding fatalities)	Employees	3	1
	Workers	16	7

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

AWHCL is committed to fostering a safe and healthy workplace through robust safety measures, regular assessments, and continuous training. The Health & Safety Committee conducts periodic audits and reviews in high-risk areas to ensure compliance with regulations, supported by policy updates and a culture of continuous improvement based on feedback and incident reports. Daily Toolbox Talk (TBT) sessions, induction programmes for new workers, and regular safety pep talks with staff and contractors reinforce awareness across all levels of the workforce.

Employees undergo structured training on National Road Safety, First Aid, PPE usage, fire-fighting, multi-gas detection, boiler plant safety, conveyor safety, and snake-bite precautions. Sessions also address mechanical and electrical hazards, unsafe acts and conditions, Behaviour-Based Safety, Work Permits, Hazard Identification and Risk Assessment (HIRA), Lockout & Tagout (LOTO), and the use of insulated rescue sticks. Mock drills and HIRA documentation further strengthen emergency preparedness.

To safeguard operations, safety permits are issued only after verifying compliance with all requirements. Firefighting equipment is installed, maintained, and inspected regularly, while engineering controls such as safety guards on machinery, stringent illumination standards, and secured floor openings mitigate risks. Comprehensive records are maintained for first aid cases, incidents, lifting tools, pressure vessels, vehicles, insurance, and third-party audits, ensuring adherence to all EHS statutory requirements. PPE is issued with meticulous tracking, and first aid kits are inspected monthly.

Additionally, AWHCL addresses environmental health concerns through odour management and chemical application practices, backed by proper monitoring and documentation. Together, these measures demonstrate the Company's unwavering commitment to the highest standards of workplace safety, health, and environmental responsibility.

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

Benefits	FY 2024-25			FY 2023-24		
	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	13	-	-	-	-	-
Health & Safety	-	-	-	1	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Health and safety practices	100% Assessed by Statutory Auditor/Internal Auditor/Secretarial Auditor/Regulatory Authorities such as State Pollution Control Board
Working Conditions	100% Assessed by Internal Auditor and Secretarial Auditor for the reporting period.

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

AWHCL takes a proactive stance in managing safety incidents and addressing major risks identified through comprehensive health and safety assessments. Every incident is carefully examined to uncover its root causes, and corrective measures are swiftly put in place under the supervision of the Chief Risk Officer (CRO). This process ensures both their effectiveness and compliance with safety standards and legal requirements. Ongoing risk monitoring supports proactive management and helps cultivate a culture of safety and vigilance throughout all areas of operation.

Leadership Indicators:

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

(A) Employees: Yes

(B) Workers: Yes

Note: There are life insurance/ compensatory package provided by the entity after the event of death to the family of the deceased.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company is steadfast in its commitment to ensuring that value chain partners uphold all legal and ethical responsibilities regarding the deduction and deposit of statutory dues, strictly in accordance with applicable laws and regulations. To reinforce this commitment, contracts are thoughtfully structured to require partners to submit proof of statutory payments whenever they issue invoices for services rendered. Payments to partners are processed only after a thorough verification of this documentation. Beyond compliance checks, the Company also maintains regular engagement with its partners, actively raising awareness about the significance and timeliness of statutory payments and emphasizing the necessity of unwavering legal and ethical conduct.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	3	1	-	-
Workers	16	7	-	-

PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators:

1. Describe the processes for identifying key stakeholder groups of the entity.

Key stakeholder groups are identified through a structured process that begins with mapping all individuals, groups, or institutions that interact with or are affected by our operations along the business chain. Each group's influence on and dependence with our organization is carefully evaluated, encompassing both internal and external stakeholders such as employees, shareholders, vendors, suppliers, community organizations, government authorities, and customers, including local municipal bodies. This comprehensive approach ensures that we accurately recognize and engage our key stakeholders, laying the foundation for strong and productive partnerships.

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

Stakeholder	Whether identified as vulnerable & marginalized (Yes/No)	Channel of Communication	Frequency of engagement (Annually / Half-yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	- E-mail - SMS - Website - Newspaper - Meetings - Site visits	Quarterly / Annually/On request	To ensure transparency, build trust and align our strategy with investor expectations. To deliver timely insights and sustain open feedback channels that foster stakeholder value through engagement and informed decision-making.
Employees/ Workers	No	- Email - SMS - Website - Newsletter - HRMS - Performance Reviews - Learning and development initiatives - Notice Board	Ongoing	To maintain engagement and informed alignment with our Vision, Values and strategy. By maintaining two-way communication and aim to strengthen employee participation in decision-making, enhance job satisfaction, address concerns through transparent grievance channels and gather feedback through internal surveys.
Customers/ Local Municipal bodies	No	- Email - SMS - Community Meetings - Website - Newspaper - Pamphlets - Advertisement	Ongoing	To gather insights into client requirements, industry trends and business challenges, enabling us to identify growth opportunities and deliver consistent value to the existing clientele.
Government Authorities	No	- Regulatory Compliance reports - One to One meet as per requirement	Periodically as and when required	To uphold regulatory compliance and better corporate governance practices through prompt submission of required reports, information and documents, reinforcing transparency and accountability across all our operations.
Vendors/ Suppliers	Yes	- Email - Newspaper - Meetings - Website Survey	Ongoing	To ensure adherence to the Supplier Code of Conduct, promoting fair, ethical and transparent business practices throughout our Value Chain.
Community/ NGO's	Yes	- Email - SMS - Community Meetings - Sponsored Events - Newspaper - Pamphlets - Advertisement - Workshop - Events and Survey	Quarterly	To create positive and measurable economic, environmental and social impact through our operations. These interactions allow us to effectively communicate our strategy and performance, identify areas for meaningful CSR interventions and ensure alignment of our initiatives with local development requirements.

Leadership Indicators:

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

At AWHCL, we facilitate consultation between stakeholders and the Board on economic, environmental, and social topics through a well-defined process. Stakeholder engagement is initiated via scheduled consultation rounds, where feedback is actively gathered on key issues. This input is compiled and submitted to our ESG Working Group, a team led by Chief Sustainability Officer and site heads responsible for ESG governance and ensuring stakeholder perspectives are integrated into strategic decisions. The group collaborates with relevant departments to align the Company's approach with critical ESG concerns, develops annual work plans, reviews policy proposals, and maintains consistent communication with the Board. All stakeholder feedback, including that from any delegated consultations, is transparently relayed to the Board, which exercises strong oversight by incorporating these insights into long-term strategy, monitoring ESG progress, and ensuring initiatives align with Company values and stakeholder expectations.

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

Yes; AWHCL actively consults with a range of stakeholders—including communities, customers, employees, regulators, and NGOs—to inform the identification and management of environmental and social topics. Insights gathered from these consultations are directly incorporated into the Company's policies and activities, helping to drive improvements in areas such as waste management, renewable energy adoption, and corporate social responsibility. Through ongoing engagement and integration of stakeholder perspectives, the ESG Working Group ensures that strategic decisions are aligned with evolving expectations and regulatory requirements, reinforcing AWHCL's commitment to ethical governance, environmental stewardship, and social responsibility.

PRINCIPLE 5

Businesses should respect and promote human rights

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:

	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1,137	1,137	100%	1,015	1,015	100%
Other than permanent	9	9	100%	18	18	100%
Total Employees	1,146	1,146	100%	1,033	1,033	100%
Workers						
Permanent	8,898	8,898	100%	8,633	5,318	62%
Other than permanent	722	722	100%	587	295	50%
Total Workers	9,620	9,620	100%	9,220	5,613	61%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Permanent										
Male	1,082	-	-	1,082	100%	977	-	-	977	100%
Female	55	-	-	55	100%	38	-	-	38	100%
Other than Permanent										
Male	7	-	-	7	100%	17	-	-	17	100%
Female	2	-	-	2	100%	1	-	-	1	100%

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	8,682	8,682	100%	-	-	8,435	8,435	100%	-	-
Female	216	216	100%	-	-	198	198	100%	-	-
Other than Permanent										
Male	721	721	100%	-	-	585	585	100%	-	-
Female	1	1	100%	-	-	2	2	100%	-	-

3. Details of remuneration/salary/wages

(a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	4	79,55,748	-	-
Key Managerial Personnel	1	1,11,34,752	1	20,23,668
Employees other than BoD and KMP	1,082	3,43,740	55	3,54,636
Workers	8,682	3,15,444	216	3,38,976

Note: (i)The details of Board of Directors include Executive Directors' remuneration only. (ii)The KMP excludes details of Chairman and Managing Director.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3%	5%

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

Yes, the Company has designated Risk Management Committee as the central body responsible for addressing any human rights impacts or issues tied to our business activities.

We uphold an unwavering commitment to protecting human rights and strictly enforce a zero-tolerance policy toward any infringement. The committee diligently oversees the implementation of our Human Rights Policy and Whistle Blower Policy, while also ensuring the core beliefs of the POSH Policy are embedded throughout our operations. Through continuous monitoring, comprehensive assessments, and swift corrective measures, the Risk Management Committee champions a culture of inclusivity, respect, and full compliance with human rights standards across the organization.

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

AWHCL has robust internal mechanisms for addressing human rights grievances. Its policies, including the Human Rights and Whistle blower Mechanisms, enable secure reporting and ensure non-retaliation. Complaints are handled through clear procedures, with assigned responsibilities and transparent investigations. The Code of Conduct and POSH policy provide specific channels for reporting sexual harassment, including scrutiny committees and detailed processes. Issues can be reported via dedicated email or complaint boxes at all sites, monitored weekly, with regular reports sent to management. An in-house grievance redressal policy further supports these efforts.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	1	1	-
Discrimination at the workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	25	-	-	42	-	-
Other human rights-related issues	-	-	-	-	-	-

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	1
Complaints on POSH as a % of female employees / workers	-	0.42*
Complaints on POSH upheld	-	1

*For percentage on Complaints on POSH, Permanent employees and other than Permanent employees are considered.

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

The Company is dedicated to a safe, inclusive workplace and robustly safeguards complainants in discrimination or harassment cases. Confidentiality and impartiality are prioritized throughout investigations. Complainants may be temporarily relieved from duties or transferred to ensure comfort and protection. If unsatisfied with internal outcomes, a third-party review ensures fairness.

Our supporting policies at AWHCL include:

- Whistle Blower Policy: Shields employees from retaliation when they report misconduct.
- POSH Policy: Guarantees strict, timely, and respectful handling of sexual harassment complaints.
- Code of Conduct and Ethics Policy: Upholds the highest standards of business conduct across the Company.
- Human Rights Policy: Affirms the dignity, rights, and respect owed to every individual.

Through these mechanisms and policies, the Company demonstrates its unwavering dedication to protecting complainants and promoting a culture of trust, safety, and accountability for all.

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

Yes, human rights requirement form as a part of business agreements and contracts.

10. Assessments for the year:

	% of plants and offices that were assessed (by Company or statutory authorities or third parties)
Child labour	100% assessed by Internal Auditor and Secretarial Auditor.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

The assessment did not reveal any significant risks or concerns. The Company remains committed to continuously monitoring and enhancing its policies and procedures, ensuring that any potential human rights risks are promptly identified and addressed. Proactive measures are in place to implement corrective actions whenever necessary, reflecting our ongoing dedication to upholding the highest standards of human rights within our operations.

Leadership Indicators:

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

There were no significant observations identified from the assessment of human rights complaints; therefore, it was not necessary to modify or introduce any new business processes at this time.

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

AWHCL undertakes comprehensive Human Rights surveys, inviting feedback from a broad spectrum of stakeholders. The insights and recommendations gathered are compiled into detailed reports, which are presented to senior management for review. Based on these findings, management identifies opportunities for improvement and implements targeted corrective actions. The results of the surveys, along with any planned enhancements, are transparently communicated across the organization. This proactive approach ensures that learnings are embedded into key policies, such as the Code of Conduct and Whistle-blower Policy, fostering a culture of accountability and continuous progress.

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

AWHCL is committed to making every office accessible, fostering an environment that embraces individuals of all abilities. Our offices are equipped with lifts to facilitate easy movement, ensuring that visitors who experience mobility challenges feel supported. We continue to enhance accessibility by designing dedicated washrooms, which feature accessible doors, grab bars, and raised toilet seats.

To further reinforce our commitment, we are installing ramps, handrails, and other physical aids at all locations yet to be updated. These additions will make it easier for visitors with disabilities to access the office with confidence and ease. Our efforts not only fulfill the requirements of the Rights of Persons with Disabilities Act, 2016, but also highlight our ongoing dedication to building an inclusive and supportive work environment for all.

PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators:

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources [In Terajoule (TJ)]		
Total electricity consumption (A)	52.25	18.91
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	52.25	18.91
From non-renewable sources (in TJ)		
Total electricity consumption (D)	12.36	20.27
Total fuel consumption (E)	325.06	337.00
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	337.42	357.27
Total energy consumed (A+B+C+D+E+F)	389.67	376.18
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00000042	0.00000042
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00000090	0.00000094
Energy intensity in terms of physical output	NA	NA
Energy intensity per tonne of Waste managed in a year	0.000096	0.000074

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY 2023-24 and FY 2024-25 published by International Monetary Fund (IMF) for India which is 22.4 and 20.66 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.

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,63,624	49,388
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater Harvesting)	18,524	3,945
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,82,148	53,333
Total volume of water consumption (in kilolitres)	1,82,148	53,333
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000195	0.0000059
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000400	0.000133
Water intensity in terms of physical output	NA	NA
Water intensity in terms vehicles fleet	4.08	4.45

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY 2023-24 and FY 2024-25 published by International Monetary Fund (IMF) for India which is 22.4 and 20.66 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

Note: The Rainwater Harvesting facility is implemented at Kanjurmarg Site.

Note: The Water intensity in terms vehicles fleet is calculated by dividing the total volume of water used for washing vehicles by the number of vehicles.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
- No treatment	29,863	NA
- With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	29,863	NA

Note: The Company has started tracking the water discharge data from FY 2024-25 with an assumption of 90% water getting discharged while washing vehicles.

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

At our PCMC WtE plant, over 86,750 kiloliters treated water from the sewage treatment plant is further purified through our in-house system and used as boiler feed water for steam generation, which powers turbines to produce electricity. Wastewater from this process is recycled for irrigation within the premises, supporting a green environment. This closed-loop approach not only conserves freshwater resources but also prevents water pollution, enabling us to achieve zero wastewater discharge.

Complementing this, our other facility manages leachate generated from bioreactor landfills (BLF) and windrow composting. The leachate is collected through an HDPE pipeline network and directed to a raw collection pond for treatment. Using a microbe-based biological process followed by sand and activated carbon filtration, the effluent is purified to meet standards and reused for dust suppression and irrigation of green spaces.

To further enhance efficiency, we adopted a leachate recirculation system that reinjects treated leachate into BLFs through infiltration galleries. This maintains the necessary moisture levels for municipal solid waste decomposition, particularly in aging BLFs, while accelerating degradation and reducing emissions.

In FY2024-25, our Kanjur facility generated over 87,700 cubic metres of leachate, of which more than 53,900 cubic metres was recirculated and approximately 34,400 cubic metres was repurposed for dust suppression, compost washing, and gardening. These initiatives together reflect our strong commitment to closed-loop water management, reducing freshwater dependency and strengthening operational sustainability.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	140.15	25.07
SOx	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	34.47	22.18
Particulate matter (PM)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	30.69	52.98
Persistent organic pollutants (POP)	-	0.01	-
Volatile organic compounds (VOC)	-	0.01	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

Note: The increase in values is attributed to the inclusion of the new PCMC WtE site within the reporting boundary.

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 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO2 equivalent	26,046	24,519
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO2 equivalent	2,723	4,162
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0000031	0.0000032
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)		0.000064	0.000072
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity per tonne of Waste managed in a year		0.006	0.006

*The revenue from operations has been adjusted for PPP based on the PPP conversion factor for the FY 2023-24 and FY 2024-25 published by International Monetary Fund (IMF) for India which is 22.4 and 20.66 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. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, AWHCL has undertaken multiple initiatives to reduce Greenhouse Gas (GHG) emissions. In FY 2024–25, a total of 12,801 tCO₂e emissions were avoided through renewable energy deployment at the Kanjurmarg facility, PCMC WtE operations, and aerobic composting.

A key initiative includes the PCMC WtE Plant, commissioned in October 2023. This facility processes approximately 1,000 tonnes of municipal solid waste (MSW) per day using technologies such as anaerobic digestion and biomass gasification. It generates around 14 MW of green energy, with 11.9 MW of net power exported to the grid. Notably, the Pimpri-Chinchwad Municipal Corporation became the first municipality to procure power under the Green Energy Open Access Rules, with over 100 million units of green energy generated in FY2024-25.

At the Kanjurmarg site, AWHCL generated 4,342 MWh of renewable electricity. The facility has capacity to handle ~7,500 metric tonnes of waste per day through an integrated solid waste management system, including Material Recovery Facility (MRF) technology for waste segregation and bioreactor landfill. The landfill gas captured through BLF technology has generated approximately 960 KW of power, which is used for captive consumption.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	10.38	-
E-waste (B)	0.15	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (G)	-	-
Other Non-hazardous waste generated - Paper and Food Waste (H)	197.13	-
Total (A+B + C + D + E + F + G + H)	207.66	-
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (in terms of full-time employees) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	145.40	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	145.40	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations - Composting	62.25	-
Total	62.25	-

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. 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.

AWHCL operates in compliance with the Solid Waste Management Rules, 2016, and local urban body guidelines, while consistently integrating industry best practices to ensure effective and sustainable waste management.

Kanjurmarg Facility – Advanced Technology and Sustainable Practices:

The bioreactor landfill at Kanjurmarg has a capacity to process up to 7,500 MT of municipal solid waste (MSW) daily, with methane capture systems in place to minimise greenhouse gas emissions. In line with ULB regulations, waste is segregated

into dry, wet, and hazardous categories, with specially designed vehicles ensuring separate collection at the source. A Leachate Treatment Plant recycles wastewater, which is reused for landscaping and road sprinkling, reducing freshwater consumption. Additionally, Information, Education, and Communication (IEC) initiatives are undertaken to raise awareness among citizens and stakeholders on waste segregation, reuse, and recycling.

PCMC Integrated Waste-to-Energy Facility – Driving Circular Waste Management:

At Pimpri-Chinchwad, the Integrated Waste-to-Energy facility processes approximately 1,000 MT of MSW every day. The non-recyclable waste is converted into renewable energy, easing landfill pressures while advancing circular waste management principles. The plant incorporates state-of-the-art segregation systems, an efficient moving grate mechanism, and a closed-loop water cycle. These features enable optimal land utilisation, environmentally responsible operations, and measurable energy savings.

- 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:**

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.
Kanjurmarg	Composting unit	Yes, the composting unit at the Kanjurmarg site processes the segregated organic waste transported from the MRF system. The leachate collection pond and leachate treatment plant thus minimize the emissions to the environment and thus also aerating and controlling odour. The leachate is treated further to reduce its Biochemical Oxygen Demand (BOD) levels within permissible limits.

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

No

- 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, we comply with all applicable laws and regulations.

Leadership Indicators:

- 1. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

The leachate at Kanjurmarg facility is treated further to reduce its Biochemical Oxygen Demand (BOD) levels within permissible limits.

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

Sr. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1.	Waste-to-Energy	At PCMC, AWHCL operates a waste-to-energy plant that treats about 1,000 tonnes of mixed waste daily, converting it into renewable power through mass-burn technology. The facility generates close to 14 MW of clean electricity, with 11.9 MW supplied to the grid. Its operations rely entirely on recycled water sourced from the Chikali Sewage Treatment Plant, reinforcing both sustainable resource use and responsible waste management.	Lowered dependence on fossil fuels, avoided nearly 7 lakh tonnes of CO ₂ emissions annually, and cut down on freshwater usage.

Sr. No	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
2.	Integrated Solid Waste Management	AWHCL's Kanjurmarg facility can handle about 7,500 MT of waste daily through an integrated system of MRF, composting, bioreactor landfill, and treatment units. Waste is effectively segregated, methane is captured for energy, and leachate recirculation accelerates decomposition while reducing emissions.	Major reduction in greenhouse gas emissions achieved through methane capture, RDF utilization, and renewable energy generation, all supporting cleaner and more sustainable waste management.
3.	Bio-Mining Facility	The GNIDA Bio-mining facility applies integrated mechanical and biological methods to recover valuable materials from legacy waste—untreated waste accumulated in landfills over time. To date, it has successfully processed about 2.5 lakh tonnes, reducing both volume and toxicity while reclaiming vital land resources.	The process curbs greenhouse gas emissions and leachate release, minimizing groundwater contamination and promoting environmentally responsible waste management.
4.	Sustainable Waste Processing	Sustainable processing and disposal practices enable effective management of municipal solid waste, driving progress toward a cleaner and more sustainable future.	Improved recovery of resources from municipal waste while lowering the environmental footprint in communities where we operate.

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

By proactively identifying and addressing business continuity risks, AWHCL has managed to enhance its resilience to disruptions, minimize the impact on operations, and ensure the continuity of essential services for their customers and communities.

- Diversifying services and revenue streams across different waste management segments and customer bases.
- Investing in resilient infrastructure and backup systems to ensure operational continuity and efficiency.
- Managing supply chain relationships and contingency plans to reduce dependency and disruption risks.
- Communicating and engaging with stakeholders to build trust and confidence in the company's risk management capabilities.
- Reviewing and updating insurance coverage and business continuity plan regularly to mitigate financial losses and improve preparedness.

The Promoters of the Company possess extensive engineering qualifications coupled with significant experience in the domain of waste management, which affords them a distinct competitive advantage in addressing the inherent complexities and emerging opportunities within the sector. They remain steadfast in their commitment to advancing innovative, efficient, and sustainable solutions designed to meet the evolving requirements of clients while contributing positively to the broader community and environment.

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

Not Applicable

PRINCIPLE 7

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

Essential Indicators:

- Number of affiliations with trade and industry chambers/ associations.**
The Company is affiliated with one industry association.
 - 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.**

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries CII	National

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

Not Applicable as there are zero instances of anti-competitive conduct by the Company.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators:

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

No such Assessment was applicable and done by the Company in the current financial year.

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

Not Applicable

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

To address and resolve community grievances effectively, we have established clear procedures for receiving and responding to concerns. Community members can easily communicate complaints through accessible channels, such as dedicated toll-free numbers displayed on vehicles, notice boards, and project sites. Every complaint is registered with a unique reference number, allowing for easy tracking of its resolution status. Our trained resolution team carefully reviews each case, acknowledges receipt, investigates, and works toward a fair solution within a reasonable timeframe. All grievances and their outcomes are documented, including details like dates, times, modes of communication, and resolutions provided. Regular monitoring ensures that our process remains transparent, efficient, and continuously improves to better meet the needs of those we serve.

AWHCL is committed to providing affordable and quality solutions to its customers and stakeholders, and to creating a positive and lasting impact on the communities it serves. We have a robust and responsive grievance redressal mechanism that ensures that any complaint or concern related to its services, operations, or social and environmental impacts, is heard and resolved in a timely and fair manner. We also value the feedback and participation of the community members and strives to build and maintain a relationship of trust and mutual respect with them.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	48%	54%
Directly from within India	52%	46%

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 2024-25	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	26%	26%
Metropolitan	74%	74%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators:

1. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)
Yes
- b. From which marginalized /vulnerable groups do you procure?
We recognize the challenges and opportunities faced by marginalized communities, especially women entrepreneurs, who count amongst our value chain partners. We have implemented various initiatives to support them and create a positive impact on their lives and businesses. Our initiatives allows us to test and evaluate the effectiveness and impact of our approach. Based on these initiatives, we plan to further scale up our efforts.
- c. What percentage of total procurement (by value) does it constitute?
Approximate 1% of specified articles.

PRINCIPLE 9

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

Essential Indicators:

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
Please refer answer to the question no. 3 of Essential Indicators of Principle 8.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

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

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

Complaints	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	9,234	-	Refer Note below	10,424	-	Refer Note below
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

Note: Considering the nature of the industry the Company operates, we regularly deal with minor complaints regarding our services that are resolved on the very same day. Customer/Citizens are given utmost priority.

4. Details of instances of product recalls on account of safety issues:
Not applicable pertaining to the nature of business.
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web link to the policy.

Yes, the Company has established a comprehensive Cyber Security Policy that addresses both cyber security and risks associated with data privacy. This policy details the strategies and procedures employed to protect technological resources and information assets, including risk identification and security directives. The policy encompasses a wide range of measures such as physical security, malware prevention, vulnerability assessments, penetration testing, strict administrative controls, antivirus solutions, data backup protocols, password management, and secure network practices like VPN utilization.

Additionally, the Company's website implements cookies and traffic logging to generate security analysis reports and bolster defences against cyber-attacks. Importantly, no personal data aside from IP addresses is collected for this purpose, and IP information is used strictly in the event of a cyber incident, with log data routinely deleted to further safeguard privacy.

More detailed information is available on the website of the Company at https://www.antony-waste.com/docs/investors/corporate-governance/policies/Privacy_Policy.pdf

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

AWHCL has implemented targeted corrective measures to address issues in advertising, essential service delivery, cybersecurity, and data privacy. The Company actively monitors feedback, improves processes, and enhances staff training to ensure prompt and transparent resolution of concerns. Advanced technologies and open communication channels strengthen service delivery, while product recalls and safety issues are managed in strict compliance with regulatory protocols. Any regulatory penalties are thoroughly investigated, with effective safeguards put in place to prevent recurrence.

By employing application whitelisting and providing thorough user education, we effectively reduces risks and strengthens its overall security framework. Adherence to data privacy regulations is at the forefront of the company's practices, as reflected in a comprehensive Privacy Policy. These measures exemplify AWHCL's steadfast dedication to customer protection and its commitment to accountability throughout every stage of service delivery.

7. Provide the following information relating to data breaches:

a	Number of instances of data breaches:	0
b	Percentage of data breaches involving personally identifiable information of customers:	0
c	Impact, if any, of the data breaches:	Not Applicable

Leadership Indicators:

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

The services offered by the Company can be accessed at the website of the Company i.e. www.antony-waste.com

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

AWHCL understands that waste management goes beyond technical solutions, involving significant social and behavioural aspects. The Company conducts targeted awareness campaigns to educate and empower citizens, with a strong emphasis on source segregation, separating waste at the point of generation into wet, dry, and domestic hazardous categories. This approach minimises landfill waste, improves collection and transportation efficiency, and enhances recycling and resource recovery

To facilitate the adoption of source segregation and other waste management practices in their daily lives, we organise practical hands-on training sessions for various groups, including residential societies, schools, colleges, offices, and hotels. These sessions, supported by local NGOs, cover essential topics such as the benefits of source segregation, the different types and categories of waste, proper methods for storing and disposing of waste, and available options for waste reduction, reuse, and recycling.

In addition, AWHCL leverages its website and social media platforms to run ongoing digital campaigns that promote best practices in waste management and encourage responsible behaviour. These campaigns highlight success stories, testimonials, citizen feedback, and Company updates, while also inviting participation through quizzes, surveys, contests, and challenges. By fostering awareness, engagement, and collective action, the campaigns aim to instil a sense of ownership and pride among citizens in strengthening the waste management system