



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	1403, 14 th Floor, Dev Corpora Building, Opp. Cadbury Company, Eastern Express Highway, Thane (W) – 400601, Maharashtra, India
5.	Corporate Office Address	1402/1404, 14 th Floor, Dev Corpora Building, Opp. Cadbury Company, Eastern Express Highway, Thane (W) – 400 601, Maharashtra, India
6.	E-mail	Investor.relations@antonywaste.in
7.	Telephone	022 – 4213 0300
8.	Website	www.antony-waste.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India
11.	Paid-up Capital	₹ 14,14,35,850
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Shiju Jacob Kallarakal Designation: Chief Risk Officer Contact: 022 – 4213 0300 Email ID: info@antonywaste.in
13.	Reporting boundary	Consolidated basis

II. Products/services

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

S. No.	Product/Service	Description of Business Activity	% of Turnover of the entity
1.	Water supply, sewerage and waste management	Waste collection, treatment and disposal activities, materials recovery and Other waste management services	100%

15. 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	66%
2	Treatment and disposal of non-hazardous waste (Processing Project)	38210	34%

III. Operations

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

Location	Number of plants	Number of Sites	Number of Offices	Total
National	3	31	2	36

*AWHCL has 3 processing plants, 31 sites for collection, transportation, and mechanical sweeping activities & 2 offices.

17. Markets served by the entity:

a. Number of locations

Locations	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

Our operational framework centres on the strategic recognition of customers as pivotal stakeholders, aligning with the core principles of sustainable development. We provide an extensive spectrum of robust solid waste management solutions, with a primary focus on servicing Government/Local Municipal Bodies, Corporate Groups and the realm of Smart Cities. Our tailored involvement with Corporate Groups is adept at addressing their unique waste management complexities.

Amid the dynamic landscape of Smart Cities, our offerings play a vital role in cultivating improved urban ecosystems characterized by cleanliness and enhanced quality of life. Through collaborative synergies with Government and Local Municipal Bodies, we co-create and execute waste management strategies that harmonize seamlessly with regulatory paradigms and ecological imperatives, fostering a holistic approach to sustainability.

IV. Employees

18. 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)	1,197	1,147	96.00%	50	4.00%
2.	Other than Permanent (E)	21	21	100.00%	-	-
3.	Total employees (D + E)	1,218	1,168	96.00%	50	4.00%
WORKERS						
4.	Permanent (F)	8,181	7,768	95.00%	413	5.00%
5.	Other than Permanent (G)	416	416	100.00%	-	-
6.	Total workers (F + G)	8,597	8,184	95.00%	413	5.00%



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)	18	18	100%	-	-
2.	Other than Permanent (E)	8	8	100%	-	-
3.	Total differently abled employees (D + E)	26	26	100%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	4	4	100%	-	-
5.	Other than Permanent (G)	-	-	0%	-	-
6.	Total Workers (F + G)	4	4	100%	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel ("KMP")	2	1	50.00%

*Note: (1) Note: The composition denotes only for Antony Waste Handling Cell Limited as standalone entity (2) KMP includes Group Chief Financial Officer and Company Secretary and Compliance Officer.

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	10.00%	8.79%	9.95%	29.00	21.00	28.00	16.93	9.67	16.71
Workers	10.75%	1.79%	10.24%	29.00	6.00	28.00	15.20	11.35	14.92

Note: above data includes voluntary and involuntary exits, retirements, demises, and completion of training/contracts.

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

21. (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	100.00	Yes
2	AL Waste Bio Remediation LLP	Subsidiary	86.23	Yes
3	Antony Infrastructure and Waste Management Services Private Limited	WOS	100.00	Yes
4	Antony Lara Enviro Solutions Private Limited	Subsidiary	73.00	Yes
5	Antony Lara Renewable Energy Private Limited	Subsidiary	86.23	Yes
6	Antony Recycling Private Limited (formerly known as Antony Revive Ewaste Private Limited)	WOS	100.00	Yes
7	KL EnviTech Private Limited	WOS	100.00	Yes
8	Mazaya Waste Management LLC	Associate	49.00	No
9	Varanasi Waste Solutions Private Limited	Subsidiary	98.00	Yes

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover: ₹ 85,563.04 Lakh
- (iii) Net worth: ₹ 44,916.33 Lakh

VII. Transparency and Disclosures Compliances

23. 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 2022-23			FY 2021-22		
		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	2,817	-	Refer Note 1	1,325	-	Refer Note 1
Investors (other than shareholders)	Yes https://www.antony-waste.com/contacts.html	-	-	-	-	-	-
Shareholders	Yes https://www.antony-waste.com/contacts.html	1	-	-	-	-	-
Employees and workers	Yes	36	-	-	2	-	-
Customers	Yes https://www.antony-waste.com/contacts.html	9,617	-	Refer Note 2	7,890	-	Refer Note 2
Value Chain Partners	No	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

Note 1: The Complaints w.r.t. odour from dump yard at Kanjurmarg/PCMC sites. The control measures taken for controlling odour on site are (i) Spraying of Bio-enzyme during unloading and during dozing of MSW at BLF Cells (ii) Daily soil cover on the garbage accepted for 24 hours period (iii) Dispensing Odor Neutralizer via Misting Systems Strategically Positioned at periphery of BLF Cells, MRF- compost and Leachate ponds. (iv) Fogging of odor neutralizer, or any suitable fragrance product outside and inside around the ISWM project site with tractors.

Note 2: 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.



24. 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	Resource Management	Opportunity	Municipal waste embodies intrinsic reservoirs of valuable resources, encompassing recyclable materials and organic waste amenable to reclamation. Inadequacies in proficient resource recovery and recycling infrastructures culminate in resource scarcity and heightened reliance on landfilling practices.	The Company looks to adopt innovative technologies for waste segregation, recycling and composting, thereby reducing the reliance on virgin resources and promoting a circular economy.	Positive
2	Unregulated Waste Management	Opportunity	In India, a significant portion of waste management is handled by the informal sector, comprising waste pickers and recyclers. These workers often face poor working conditions, low wages, and inadequate access to social security.	Engaging with the workers through formalization, capacity-building on fair-trade practices to contribute to social development and enhance supply chain resilience.	Positive
3	Air and Water Pollution	Risk	Inadequate waste management methodologies, such as uncontrolled combustion and unmanaged leachate discharge from landfills, substantively contribute to atmospheric and aquatic pollution. This engenders notable health hazards for the resident communities in close proximity.	Investing in technologies for landfill gas capture, wastewater treatment, and pollution control measures to ensure compliance with environmental standards.	Negative
4	Health and Safety	Risk & Opportunity	Inadequate waste management infrastructure can lead to occupational health and safety hazards for workers involved in waste collection and disposal.	Prioritize the well-being of employees by implementing proper training, safety protocols, and providing personal protective equipment (PPE) to minimize risks and enhance worker welfare.	Negative and Positive
5	Public Awareness and Education	Risk	Lack of awareness among the public regarding waste management practices and the importance of waste reduction, segregation, and recycling hampers sustainable waste management efforts.	Collaborate with local communities, educational institutions, and government agencies to raise awareness and promote behavioural change through education campaigns and public outreach initiatives.	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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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: http://www.antony-waste.com/CompanyPolicy.html 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
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.								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>We are dedicatedly improving waste management practices that have minimal impact on the environment and promote sustainability. Our efforts persistently aim for reductions in our carbon footprint, higher recycling rates, and the integration of innovative technologies to enhance the use of resources.</p> <p>We fully recognize the significance of nurturing safe and inclusive workplaces for our employees. Concurrently, we engage with local communities through initiatives that contribute positively to their well-being. Our objective involves upholding transparency and open communication, actively listening to stakeholder feedback, and integrating it into our strategic decisions.</p> <p>In addition, we prioritize on ethical business conduct, compliance with regulations, and effective risk management by maintaining a sturdy governance framework.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	<p>Your Company is deeply committed to establishing a sustainable and circular business model by effectively sorting municipal solid waste (MSW) and converting it into compact refuse-derived fuel (RDF) and recyclable materials. This approach aims to not only reduce waste but also minimize greenhouse gas (GHG) emissions. Notably, we have successfully prevented the release of approximately 3284 metric tons of CO2 equivalent (tCO2e) into the atmosphere by mitigating methane emissions.</p> <p>To ensure the consistent growth and development of our employees, we conduct regular training sessions, enhancing their expertise and understanding of our responsible waste management practices. Upholding our strong ethical values, we ensure that our 'Code of Conduct for Responsible and Ethical Suppliers' is strictly adhered to by all our suppliers, vendors, and subcontractors. In addition, we maintain a comprehensive POSH (Prevention of Sexual Harassment) policy that covers all our operational sites, prioritizing a safe and respectful work environment.</p> <p>Our governance framework is designed to foster transparency and confidence among both internal and external stakeholders. To facilitate this, we have established various committees led by Independent Directors. These committees, including Audit, Nomination and Remuneration, and Stakeholder Relationship Committees, play a crucial role in maintaining the Vigil Mechanism, which encourages the reporting of legitimate concerns or grievances.</p> <p>Recognizing the significance of Environmental, Social, and Governance (ESG) factors, our Board has endorsed an ESG policy. We have taken a step further by empowering Risk Management Committee to oversee critical ESG matters. The Company has constituted Central Working Group and Site Working Groups to drive the ESG journey. These actions reflect our ongoing commitment to aligning our business practices with sustainable principles, ensuring a positive impact on the environment and society while upholding strong governance standards.</p>								



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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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 accountable for the Business Responsibility Report at AWHCL, I wish to emphasize our unwavering commitment to addressing Environmental, Social, and Governance (ESG) challenges head-on. Our journey has been marked by both challenges and triumphs in these areas.

In terms of Environment, we have dedicated ourselves to enhancing waste management practices that minimize environmental impact and promote sustainability. We continue to target reductions in our carbon footprint, increased recycling rates, and the adoption of innovative technologies to optimize resource utilization.

On the Social front, we recognize the importance of fostering safe and inclusive working environments for our employees, while also engaging with local communities through initiatives that contribute positively to their well-being. Our goal is to maintain a transparent and communicative approach, listening to stakeholder feedback and incorporating it into our strategies.

Our commitment to strong Governance principles remains resolute, exemplified by our focus on ethical business conduct, regulatory compliance, and effective risk management. By maintaining a robust governance framework, we ensure our operations remain aligned with our broader ESG objectives.

The Company's achievements in these areas underscore our dedication to sustainable growth and responsible business practices. However, we also acknowledge the evolving nature of ESG challenges, and we are steadfast in our pursuit of continuous improvement to create lasting positive impacts.

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 w.r.t. Composition, terms of reference etc. Please refer Report on Corporate Governance Section of the Annual Report 2022-23.

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)										
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
	Performance against above policies and follow up action																			Half Yearly/ Quarterly
Compliance with statutory requirements of relevance to the principles, and, the rectification of any non-compliances																				Quarterly

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No. All policies and processes, however, are subject to audits and internal reviews conducted by the Company from time to time.								

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable



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	8	All principles covered under the training.	100%
Key Managerial Personnel	12	All principles covered under the training.	100%
Employees other than BOD and KMPs	47	Workshop on the Role of Line & HR Managers in Managing Employees	100%
		Session on Brand Culture - A Corporate Presentation	100%
		Road Safety Training	100%
		Passion to Performance (Communication, Personality Development & Leadership Qualities)	100%
		Prevention of sexual harassment policy at workplace	100%
		National Road Safety Week 2023	100%
		Induction for new joiners	100%
workers	42	National Road Safety Week 2023	65%
		Safety Training	65%
		Prevention of sexual harassment policy at workplace	65%
		Toolbox Talk Training	65%
		First Aider Training	65%
		Grievance / Code of conduct / Whistle Blower	65%

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):

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

Within the Company, a robust foundation of effective management is built upon a steadfast dedication to strong Corporate Governance. This imperative concept serves as a guiding force, directing operations towards the tenets of transparency, honesty, and ethical behaviour. To uphold these fundamental principles, the Board has meticulously crafted a comprehensive Code of Conduct that delineates the path forward.

This commitment to ethical business practices is unwavering. A stringent zero-tolerance stance has been adopted against any form of corruption and bribery. These pillars of integrity stand as unwavering safeguards, ensuring that all interactions within the business landscape are characterized by the highest standards of professionalism and fairness.

By firmly upholding these principles and weaving them into the very fabric of the organizational ethos, the Company endeavours to cultivate an environment that thrives on trust, credibility, and conscientious business conduct.

The Code of Conduct is available on the Company's website at https://antony-waste.com/docs/New_Policy/AWHCL_Code_of_Conduct_for_Board_of_Directors_and_Senior_Management.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:

Particulars	FY 2022-23	FY 2021-22
Directors	No disciplinary action was taken during the reporting year.	No disciplinary action was taken during the reporting year.
KMPs		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	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.



Leadership Indicators:

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

Total no of awareness programmes held	Topics/principles covered in training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Awareness of Responsible and Ethical Suppliers' Code of Conduct	100%

We maintain an ongoing partnership with our value chain collaborators, regularly interacting through awareness initiatives and policy dialogues. At this time, we are in the stages of formulating programs aimed at providing support to and evaluating the performance of our value chain partners over an extended timeframe.

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

Yes, the Company has introduced a conflict-of-interest management protocol that actively involves its board members. This protocol is designed in accordance with the guidelines set forth in the Act, and the SEBI Listing Regulations. To ensure compliance, directors are required to provide essential disclosures using the MBP-1 form. These disclosures play a pivotal role in the evaluation process, enabling a comprehensive assessment of any potential vested interests among directors in proposed transactions. This meticulous procedure serves as a robust mechanism for the effective handling of conflicts of interest within 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.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	52.33%	-	Innovative technology for processing of non-recyclable dry waste into energy. Technology for generating Refused Derived Fuel (RDF), resulting in avoidance of GHG.

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

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

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

The organization maintains a supplier code of conduct, exemplifying its dedication to achieving and upholding both social and environmental compliance. With a resolute commitment to conducting business in a responsible and ethical manner, the Company ensures that its operations align with sustainable development goals.

The Company places significant emphasis on collaborating with suppliers who share this ethos and adhere to the stipulated principles and code of conduct. These guiding principles encompass a wide range of factors, including the prevention of corruption, the safeguarding of human rights, the prohibition of forced and child labour, and the prioritization of occupational health and safety.

This 'Responsible and Ethical Suppliers' Code of Conduct' is easily accessible on the Company's official website at <http://www.antony-waste.com/CompanyPolicy.html>. The availability of this code underscores the organization's transparency and commitment to fostering a responsible business ecosystem.

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 comprehensive range of MSW services without engaging in manufacturing operations. Therefore, the is very limited scope for the Company to reclaim its products. However, the Company has undertaken diverse initiatives aimed at minimizing waste generation and promoting reuse and recycling practices.

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.

Not Applicable due to the nature of 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										
	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	1,147	1,147	100%	1,147	100%	-	-	-	-	-	-
Female	50	50	100%	50	100%	50	100%	-	-	-	-
Total	1,197	1,197	100%	1,197	100%	50	4.17%	-	-	-	-
Other than Permanent employees											
Male	21	21	100%	21	100%	-	-	-	-	-	-
Female	-	-	-	-	0%	-	-	-	-	-	-
Total	21	21	100%	21	100%	-	-	-	-	-	-

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

Category	% of workers covered by										
	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	7,768	7,768	100%	7,768	100%	-	-	-	-	-	-
Female	413	413	100%	413	100%	413	100%	-	-	-	-
Total	8,181	8,181	100%	8,181	100%	413	0%	-	-	-	-
Other than Permanent workers											
Male	416	416	100%	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	416	416	100%	-	-	-	-	-	-	-	-



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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	79%	79%	Y	100%	100%	Y
Others – please specify	NA	NA	NA	NA	NA	NA

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.

Yes, the Company has established appropriate infrastructures across all sites where employees and workers with various disabilities are employed. Furthermore, we have active initiatives to create specially designed washrooms, equipped with accessible doors, grab rails, and raised toilet seats, to cater to the needs of future physically disabled employees. Additionally, we are in the process of implementing additional infrastructural enhancements, including ramps, rails, uniquely designed physical barriers, and specialized facilities, at our head office location.

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:

Yes, the Company has equal opportunity policy which promote equal opportunities to all without discriminating on the grounds of gender, age, language, cultural background, sexual orientation and gender identity, health or medical condition, religious beliefs, physical ability, appearance, marital status, etc. The policy can be assessed at https://www.antony-waste.com/docs/New_Policy/AWHCL_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	NA	NA	NA	NA
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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 Other than Permanent Workers	The organization has implemented a robust grievance redressal system at all its sites. This system includes dedicated email addresses, contact numbers, and complaint boxes to facilitate the submission of grievances from employees and workers.
Permanent Employees Other than Permanent Employees	A specialized team conducts a weekly review of the collected complaints. They conduct thorough investigations into each issue and compile a report summarizing their findings and insights. This report is then presented to the management team to initiate necessary follow-up actions. In addition to this, the Company also have Whistle-Blower Policy to address concerns and grievances. The Policy ensures that individuals who utilize this mechanism are protected against any form of retaliation. The Whistle-Blower Policy is readily accessible on the Company's official website at https://www.antony-waste.com/docs/VigilMechanismPolicy.pdf .

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

AWHCL does not have any recognized any worker's union.

8. Details of training given to employees and workers:

Benefits	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (A)	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	1,168	1,168	100%	28	2%	1,070	832	77.54%	832	77.54%
Female	50	50	100%	-	-	41	35	85.37%	35	85.37%
Total	1,218	1,218	100%	28	2%	1,141	867	77.83%	867	77.83%
WORKER										
Male	8,184	4,905	60%	-	-	7,016	4,114	58.64%	4,114	58.64%
Female	413	413	100%	-	-	481	481	100%	481	100%
Total	8,597	5,318	62%	-	-	7,497	4,595	61.29%	4,595	61.29%

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

Benefits	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	923	923	100%	1,073	832	77.54%
Female	27	27	100%	41	35	85.37%
Total	950	950	100%	1,114	867	77.83%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

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?

Yes, we have conducted Safety activities like Induction Training, Tool Box Talk, Fire Extinguisher training, First Aid Training, Road Safety training at all our sites. We have also fire alarm system installed in our plants. AWHCL also conducts Safety weekly program and conduct regular Medical check for Kanjurmarg & PCMC WTE Sites.

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

The Company employs a proactive approach to identify and continually assess work-related risks, both in routine and non-routine situations, by following established risk mitigation protocols. Furthermore, it has implemented procedures to consistently gather feedback from its workforce, facilitating the implementation of corrective measures.

In parallel, initiatives are underway to establish cross-functional teams dedicated to proactively identifying areas of potential risk, enabling the prompt implementation of risk mitigation strategies. Through the analysis of incident reports, near-miss occurrences, and injury data, areas with elevated risk levels are pinpointed. The Company also ensures alignment with safety standards through compliance with regulations and the involvement of interdisciplinary teams to address emerging risks.

In addition, comprehensive employee training empowers them to effectively recognize and address risks in their work environments.

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

Yes, AWHCL has processes for workers to report the work-related hazards and to remove themselves from such risks.



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

Yes, all the sites have access to non-occupational medical and healthcare services either on-site or through tie-ups with medical entities in close proximity. In addition, personnel are being trained to respond appropriately to medical emergencies on-site. The employees and workers of our Company are covered for non-occupational medical and health services through Group Medclaim Policy, Group Personal Accident Policy and Employees' State Insurance Corporation.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hour worked)	Employees	-	-
	Workers	1.23	1.93
Total recordable work-related injuries	Employees	24	8
	Workers	165	263
No. of fatalities	Employees	-	-
	Workers	2	8
High consequence of work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	18	33

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

The Company's commitment to health, safety, and the environment is geared towards cultivating a work environment that is both healthful and productive. This is achieved by offering continuous training and overseeing their implementation. Robust safety precautions have been established to pre-empt potential risks, including the installation of safety guards on all machinery's moving parts. Adequate illumination standards are consistently upheld across the facility and its surroundings to ensure optimal safety. Floor openings and pits are effectively covered, mitigating any risks of falls and related incidents for employees. Rigorous safety assessments are regularly conducted in high-risk zones. The Health & Safety Committee takes a hands-on approach, proactively addressing concerns through regular inspections and meetings. As a daily practice, toolbox talk (TBT) sessions are conducted, providing essential training to both workers and staff prior to each workday.

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

Benefits	FY 2022-23			FY 2021-22		
	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	-	-	-	-	-	-
Health & Safety	4	-	-	-	-	-

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/Internal/Secretarial Auditors/Regulatory Authorities such as State Pollution Control Board
Working Conditions	100% Assessed by Internal and Secretarial Auditors

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.

All safety related accidents are being examined and corrective actions are deployed to stop recurrence of such incidents. Significant Risks arising from such examinations are monitored by CRO of the Company.

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 has established practices such as well organised documentation of financial transactions, contractual commitments, and diverse transactions which actively promotes and supports the prompt fulfilment of statutory obligations by a wide array of stakeholders across its value chain.

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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	-	-	-	-
Workers	20	8	10	3

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.

At AWHCL, the process of identifying key stakeholder groups involves a meticulous and comprehensive approach. The Company considers both individuals and groups that exert significant influence over the Company's operations and performance. If their influence contributes positively to the Company's growth and success, they are recognized as key stakeholders.

This approach allows the Company to encompass a diverse array of stakeholders, both internal and external, who hold pivotal roles in shaping the business landscape. The identification process comprises several stages, each intricately designed to provide a holistic understanding of those with vested interests in the Company's activities and those who are affected by its endeavours.

Through the systematic identification of key stakeholder groups and active engagement with them, AWHCL remains attuned to a diverse array of perspectives that mould and influence the business landscape. This process underscores the Company's commitment to responsible and sustainable operations, all while fostering enduring partnerships that contribute to shared success. We have identified AWHCL's internal and external key stakeholders which include,

- Bankers
- Community/NGOs,
- Customers/Local Municipal Bodies;
- Employees/Workers
- Shareholders/Investors
- Vendors/Suppliers



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)	Nature of Communication
Bankers	No	<ul style="list-style-type: none"> Email SMS Meetings 	Frequently	This engagement ensures timely payment of EMIs and other documents as required
Community/ NGOs	Yes	<ul style="list-style-type: none"> Email SMS Community Meetings Sponsored Events Newspaper Pamphlets Advertisement 	Quarterly	The engagement happens throughout the year, as and when required—the engagement results in the Positive economic, environmental, and social impact of our business operations on communities. The engagement helps us in communicating the performance and strategy. The NGOs support to understand the areas of implementation and development for CSR initiative of the Company.
Customers/ Local Municipal Bodies	No	<ul style="list-style-type: none"> Email SMS Community Meetings Website Meetings Newspaper Pamphlets Advertisement 	Frequently	The Company conducts physical meetings as and when required. This engagement helps us understand client, industry, and business challenges, identify opportunities to acquire new customers, and provide satisfactory services to existing customers.
Employees/ Workers	No	<ul style="list-style-type: none"> Email SMS Website Meetings Newsletter HRMS Performance Reviews Various learning and development initiatives Notice Board 	Frequently	<p>The engagement is carried out throughout the year through trainings:</p> <ul style="list-style-type: none"> To inform employees on key developments within the Company To involve employees in decision making and aligning them to the shared purpose of the Company’s Vision, Values and business strategy; To invigorate employees and enable delivery of the employee promise Providing Job satisfaction Providing Grievance Redressal Mechanism Introduction of Variable Pay (PLIP Scheme) and ESOPs on performance
Shareholders/ Investors	No	<ul style="list-style-type: none"> Email SMS Website Newspaper Meetings 	Quarterly/Annually	The Company interacts with investors through monthly Investor interactions, Quarterly Financial statements in earnings call, exchange notifications, Press Release, and General meetings.
Vendors/ Suppliers	Yes	<ul style="list-style-type: none"> Email Newspaper Meetings Website 	Frequently	The purpose and scope of engagement is to make sure adherence to released supplier code of conduct – for fair and transparent dealings.

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?

The Company has established a structured process for engaging stakeholders in meaningful consultations regarding economic, environmental, and social matters. This mechanism ensures that their insights and perspectives are integrated into the decision-making processes of the Board. The process encompasses various aspects viz., stakeholder engagement, consultation and feedback rounds, feedback compilation and reporting to the board, collaborative decision-making and setting actionable measures. By establishing this consultative process, the Company ensures that stakeholder perspectives are heard and considered when making decisions related to economic, environmental, and social aspects. This approach enhances transparency, accountability, and alignment with stakeholder expectations, ultimately contributing to the Company's overall success and sustainable development.

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, the AWHCL has consistently upheld a pattern of consistent and anticipatory involvement with the Company's core stakeholders. This proactive engagement approach has enabled the Company to proficiently shape and execute its Environmental, Social, and Governance (ESG) strategies, all while maintaining a high degree of transparency concerning the results achieved.

The Company has been astutely responsive to evolving regulations and has remained attuned to the feedback provided by its stakeholders. This adaptive approach prompts the Company to carry out regular evaluations aimed at ensuring the alignment of its policies with the prevailing regulatory landscape and the expectations of its stakeholders. These evaluations also serve as opportunities to revisit and refresh policies as needed, thereby promoting an up-to-date and effective approach to ESG practices.

By consistently fostering an open and participatory engagement with key stakeholders, AWHCL embodies a commitment to the principles of ESG and positions itself as a responsible corporate entity in sync with emerging standards and stakeholder demands. This approach not only reflects a proactive stance but also highlights the Company's dedication to ensuring sustainable and impactful outcomes across its business operations.

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:

Benefits	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,197	1,197	100%	1,114	867	77.83%
Other than permanent	21	21	100%	-	-	-
Total Employees	1,218	1,218	100%	1,114	867	77.83%
Workers						
Permanent	8,181	4,902	60%	7,497	4,595	61.29%
Other than permanent	416	416	100%	-	-	-
Total Workers	8,597	5,318	62%	7,497	4,595	61.29%



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

Category	FY 2022-23				FY 2021-22					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	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	1,147	-	-	1,147	100%	1,073	-	-	1,073	100%
Female	50	-	-	50	100%	41	-	-	41	100%
Other than Permanent										
Male	21	-	-	21	100%	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
WORKERS										
Permanent										
Male	7,768	7,768	100%	-	-	7,016	7,016	100%	-	-
Female	413	413	100%	-	-	481	481	100%	-	-
Other than Permanent										
Male	416	416	100%	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

Gender	Number	Male		Female	
		Median remuneration/ salary/ wages of respective category		Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	₹ 66,20,562		-	-
Key Managerial Personnel	1	₹ 81,43,956		1	₹ 16,00,692
Employees other than BoD and KMP (including Workers)	8,919	₹ 2,81,784		453	₹ 2,58,852

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. Risk Management Committee act as a focal point for addressing human rights impacts or issues and ensuring there is zero tolerance to any violations. Risk Management Committee serves as a dedicated and proactive entity, responsible for identifying, assessing, and mitigating any risks associated with Human Rights in our operations. By having this committee in place, we are empowered to promptly respond to and rectify any deviations from our Human Rights principles.

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

The organization has established a robust Grievance Redressal Mechanism designed to address concerns and complaints raised by employees, particularly those related to interpersonal conflicts, human rights, and violations

of the Company's code of conduct. This mechanism is structured to ensure a prompt and effective resolution of these matters.

To facilitate this process, the Company has designated specific phone numbers and email addresses dedicated to handling employee grievances. This approach ensures that employees and workers have accessible and direct channels through which they can communicate their concerns.

Each case that is brought forward undergoes a meticulous review, with a focus on thorough examination and analysis. The organization's commitment to timely resolution is reflected in its practice of addressing and resolving cases within well-defined timeframes.

Through this Grievance Redressal Mechanism, the Company underscores its dedication to maintaining a harmonious and respectful work environment, while also fostering a culture of transparency, accountability, and swift resolution of concerns.

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

Benefits	FY 2022-23			FY 2021-22		
	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	-	-	-	1	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	31	-	-	-	-	-
Other human rights-related issues	3	-	-	-	-	-

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

We place the utmost focus on maintaining the confidentiality and anonymity of the person who has filed the complaint. Throughout the investigation process, the identity of the complainant will be kept strictly confidential. This approach is aimed at ensuring that the individual feels safe and secure while coming forward with their concerns, fostering an environment conducive to open reporting.

To facilitate a thorough and impartial investigation, the individual who filed the complaint may be requested to temporarily refrain from attending the office. This step is taken to eliminate any potential discomfort or interference that could arise from the presence of the complainant during the investigation, allowing for an unbiased and comprehensive assessment of the situation.

Upon the conclusion of the investigation, based on the findings and any necessary actions that arise, the individual may be considered for transfer to another location within the organization. If complainant is dissatisfied with the outcome of the investigation, the Company may consider to conduct third party investigation.

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

Yes, human rights requirement form as a part of supplier code of conduct.

9. Assessments for the year:

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



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

No significant risks or concerns were identified in the assessment. The Company maintains its dedication to regularly reviewing its policies and procedures to address any potential human rights risks or concerns that may arise and to take proactive steps in implementing corrective actions when necessary.

Leadership Indicators

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

The Company has established a dedicated team responsible for conducting Human Rights surveys using a standardized set of questions. Following these surveys, a comprehensive report summarizing all suggestions and identified areas for improvement is shared with the management. This practice underscores the management's steadfast dedication to ensuring the welfare of our workforce and acts as a catalyst for boosting enthusiasm and dedication among our employees in their roles.

2. 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?

All of AWHCL's offices have lifts for easy movement of differently-abled people. Further, the Company is planning to specially design washrooms (with accessible door, grab rails, raised toilet seat) at various locations to suit the special needs of differently abled persons. Additionally, we plan to have other infrastructures like ramps, rails, uniquely designed physical barriers and special toilets etc. at our head office as well.

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 2022-23	FY 2021-22*
Total electricity consumption (A)	14.64 TJ	9.44 TJ
Total fuel consumption (B)	289.36 TJ	362.77 TJ
Energy consumption through other sources (C)		
Total energy consumption (A+B+C)	304.00 TJ	372.21 TJ
Energy intensity per rupee of turnover (Total energy consumption in TJ / Turnover in rupees)	0.000000036	0.000000057
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

*The FY 2021-22 data has been revised due to updated calculations made after the report's publication.

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 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	37,007	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	37,007	-
Total volume of water consumption (in kilolitres)	37,007	-
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000432	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No, the Company do not have a mechanism for Zero Liquid Discharge. However, 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 odors. The leachate is treated further to reduce its Biochemical Oxygen Demand (BOD) levels within permissible limits.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22*
NOx	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	26.90	27.58
SOx	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	20.48	18.03
Particulate matter (PM)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	55.74	59.53
Persistent organic pollutants (POP)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	0.00	0.00
Volatile organic compounds (VOC)	Microgram /cubic meter ($\mu\text{g}/\text{m}^3$)	0.00	0.00
Hazardous air pollutants (HAP)	Nanogram /cubic meter (ng/m^3)	0.00	0.00
Others –		-	-

*The FY 2021-22 data has been revised due to updated calculations made after the previous report's publication..

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22*
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 CO ₂ equivalent	21,045.07	26,763.47
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 CO ₂ equivalent	2,000.34	911.52
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00000269	0.00000427
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

*The FY 2021-22 data has been revised due to updated calculations made after the previous report's publication.

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. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, the entity has a project related to reducing Greenhouse gas emissions. The Company's PCMC Waste to Energy plant will generate ~14 MW of green energy by incinerating the MSW. The net power of about 11.9 MW will be exported to the grid for revenue generation. The greenhouse gas and methane generated in the Bioreactor Landfill (BLF) cells are then captured and electricity is generated. Also, methane and greenhouse gases are liberated at the leachate treatment plant and electricity is generated. Methane generated from the BLF cells technology process is collected and used as a renewable source for power generation and consumption, limiting the environmental risk due to methane emissions escape and hazard. The total GHG emissions avoided as a result of arresting Methane was to the tune of 3284 tCO²e during the financial year. Similarly, 1596.41 MWh of electricity generated at the Kanjurmarg site through renewable sources has enabled the organisation to avoid GHG emissions to the tune of 1,293.09 tCO²e. The site at Kanjurmarg has been instrumental in generating a total Refuse Derived Fuel (RDF) of ~15,688 MT with a calorific value of ~4,000 Kcal/kg resulting in the avoidance of GHG emissions to the tune of ~45,574 tCO²e.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Internal Scrap (G)	-	-
Other Hazardous waste (H)	-	-
Other Non-hazardous waste generated (I)	-	-
Total (A+B + C + D + E + F + G + H +I)	-	-
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
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	-	-
Total	-	-

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

Since the Company is into Waste Management business, we have adopted multiple good practices across our sites & offices in compliance with the local urban body and SWM 2016 rules. Some of them are given below:

- Design, development, construction and operation of Scientifically operated Bio-reactor landfill at Kanjurmarg for receiving ~ 5,800 MT per day MSW from Brihanmumbai Municipal Corporation. The gas is captured through systematically drawn pipelines, which is used to generate power (~ 960 KW).
- Segregation of waste generated inhouse as per the ULB rules in all our offices, parking sites.
- Design of all our primary vehicles to ensure collection of dry, wet, hazardous waste separately from the waste generators.
- Treatment of Leachate in Leachate Treatment Plant and using the treated water for landscaping, sprinkling on roads, etc.
- Information, Education and Communication (IEC) activities in all cities / urban areas of operations, to bring awareness among citizens / waste generators about waste segregation, reuse, recycling, etc.

- The Integrated Waste to Energy Project signifies a pivotal stride in the journey toward implementing circular waste management practices. Through the conversion of non-recyclable waste into clean, renewable energy, the project has substantially alleviated the strain on landfills and effectively concluded the waste management cycle. Embracing a circular ethos, this approach embodies the tenets of sustainability by transforming waste into a valuable resource, yielding advantages for both the environment and the community.
- Key Features of the Integrated Waste to Energy Projects are Customized Integrated Waste Technology, Efficient Moving Grate Mechanism, Closed-loop Water System, Optimized Land Use, Eco-friendly and Sustainable and Substantial Electricity Savings.

10. 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 site	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.

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

No

12. 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. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22*
From renewable sources:		
Total electricity consumption (A)	5.75 TJ	5.28 TJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	5.75 TJ	5.28 TJ
From non-renewable sources		
Total electricity consumption (D)	8.89 TJ	4.15 TJ
Total fuel consumption (E)	289.36 TJ	362.77 TJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	298.25 TJ	366.93 TJ

*The FY 2021-22 data has been revised due to updated calculations made after the previous report's publication.

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. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

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

3. 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:

Yes, AWHCL has initiatives to reduce impact due to emissions, effluent discharge and waste generated. The largest source of gaseous emissions is landfill methane (CH⁴), followed by nitrous oxide (N²O); besides minor emissions of carbon dioxide (CO²) resulting from the incineration of waste containing fossil carbon (C) (plastic, synthetic textiles), emissions from transportation of wastes, and minor dust and particulate emissions due to manual sweeping. The site at Kanjurmarg is a 7,500 metric tons (MT)/ day Integrated Solid Waste Management facility based on Design, Build, Own, Operate, and Transfer (DBOOT) model, comprises of a Material Recovery Facility (MRF), a Bioreactor Landfill, a Compost, a Leachate Treatment Plant, and a Sanitary Landfill. As part of the project, MRF technology has been implemented to segregate the waste before it enters the composting unit. After this segregation, selected materials are sent to the composting plant, and Refuse Derived Fuel (RDF), recyclable plastics, metals, and rejects get sorted out. 3000-6500 tons per day (TPD) of mixed municipal solid waste is then sent to the bioreactor landfill generating leachate and methane. The leachate gets recirculated back to the cells and the excess leachate is further treated in the Leachate Treatment Plant. The recirculation into the waste makes the waste degradation quicker and the process reduces the greenhouse gas emission at the site as per regulatory compliance.

S. No.	Initiative Undertaken	Details of the Initiative	Outcome of the Initiative
1.	Solid Waste Management	MRF technology has been implemented to segregate waste before it enters the composting unit. After segregation, only selected materials are being sent to the composting plant. 3000-6500 tons per day (TPD) of mixed solid waste is sent to the bioreactor landfill generating leachate and methane. The leachate gets recirculated back to the cells and the excess leachate is further treated in the Leachate Treatment Plant.	The recirculation of leachate into the waste makes the waste degradation quicker and the process reduces the greenhouse gas emission at the site as per regulatory compliance.

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

The leadership team at AWHCL is actively dedicated to formulating a comprehensive business continuity plan that encompasses a strategic response to a spectrum of adverse events. These encompass natural disasters, pandemics, technical disruptions such as cyberattacks, and administrative decisions like lockdowns, all of which could potentially impact the Company's business processes. This forward-thinking initiative underscores the Board's commitment to ensuring the resilience of the organization in the face of unexpected challenges. The business continuity plan being developed underscores the Company's proactive approach to risk management and preparedness. By diligently mapping out strategies to counteract various potential threats, AWHCL aims to safeguard its operational stability, safeguard the interests of its stakeholders, and maintain a consistent level of service quality even during times of volatility. This undertaking aligns with AWHCL's dedication to maintaining its commitment to its clients, partners, and communities, even when faced with unforeseen circumstances. By proactively addressing a wide range of potential challenges, the Company is positioning itself to adapt and thrive in an ever-changing business landscape, exemplifying its steadfast determination and resilience in the pursuit of excellence.

PRINCIPLE 7

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

Essential Indicators

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

The Company is affiliated with one industry association.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/ National)
1.	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 were no recorded 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 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.**

The Company has introduced a community grievance mechanism that fosters transparent communication via toll-free numbers in the areas where we operate. Local community members have the opportunity to directly lodge their complaints, which are meticulously documented and routed to a dedicated team. Typically, these concerns are attended to and resolved within a timeframe of 1 to 2 days.



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

Parameter	FY 2022-23	FY2021-22
Directly sourced from MSMEs/ small producers	13%	17%
Sourced directly from within the district and neighbouring districts	87%	83%

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?

The Company has identified specific articles for which a 10% allocation is designated for procurement from marginalized groups. To further fortify this initiative, we have implemented a preferential payment policy tailored to these vendors. At present, our focus is primarily on empowering social backward and women entrepreneurs, both of which fall within the ambit of marginally disadvantaged groups. This strategic approach underscores our commitment to fostering inclusivity and supporting those who may face barriers to market access.

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

10% 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.

Customers are encouraged to communicate their complaints and share feedback via email or our toll-free contact numbers. Our commitment to swiftly and effectively addressing the concerns and complaints raised by consumers is a core aspect of our business philosophy. To ensure a seamless experience, each grievance is handled with a sense of urgency, and our dedicated team works diligently to provide timely resolutions within a specified timeframe. Furthermore, we have implemented a proactive approach where Project heads stationed at each site directly engage with the relevant Municipal corporations or consumers. This direct interaction allows for immediate solutions to be explored, with the aim of resolving issues on the very same day they are brought to our attention. This comprehensive mechanism not only showcases our dedication to customer satisfaction but also demonstrates our commitment to a streamlined grievance redressal process that actively seeks to enhance the consumer experience.

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:

	FY 2022-23			FY 2021-22		
	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	9,617	-	Refer Note below	7,890	-	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 owing 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 Cyber Security Policy delineates the strategies and procedures employed by the Company for safeguarding its technological resources and information assets. The primary objective of this policy is to recognize potential risks to these assets and set forth directives to ensure their security. The Company has evaluated the following risks related to Information Technology Assets:

- Physical Security for IT
- Malware Protection
- Social engineering attacks e.g Hackers.
- Phishing emails
- Implementing application whitelisting
- Conducting Vulnerability Assessment and Penetration Testing (VAPT)
- Keeping applications and operating systems up to date with the latest versions
- Regularly updating firmware
- Restricting administrative privileges
- Installing antivirus software
- Enforcing restricted access to websites
- Prohibiting USB access
- Establishing data backup protocols

- Implementing robust password practices
- Installing firewalls and managing port access
- Utilizing Virtual Private Network (VPN) for secure connections

Regarding the Company's website, we utilize cookies for various purposes. Visits to our website are logged to generate security analysis reports, enhancing our defences against cyber-attacks. No personal data, except for IP addresses, is collected or used for this purpose. IP addresses are only analyzed in the event of a cyber-attack, and log data is routinely and promptly deleted. More detailed information can be accessed at https://www.antony-waste.com/docs/New_Policy/AWHCL_Cyber_Security_Policy.pdf & https://www.antony-waste.com/docs/Privacy_Policy_AWHCL.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.

The Company takes the complaints received from customers seriously and regularly receives customer feedback in light of the industry it operates in. It proactively pursues corrective actions to forestall future challenges and elevate the quality of its services. This comprehensive strategy encompasses process refinement, workforce training and education, enhanced communication channels, technology integration, feedback mechanisms, preventative measures, and community involvement and educational endeavours.



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.

The Company actively engages in Information, Education, and Communication (IEC) initiatives by collaborating with a dedicated agency. This partnership aims to raise awareness among citizens about the importance of Source Segregation in waste management. Through these endeavours, the Company not only promotes responsible waste disposal but also instils awareness about the detrimental effects of littering and spitting on roads.

In addition to these efforts, the awareness programs extend to educating citizens on the proper handling of Municipal Solid Waste. These modules provide valuable insights into effective waste management practices, further contributing to the overall sustainability goals of the Company and the well-being of the community.

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

The Company has established a comprehensive Complaint Redressal system, assigning a dedicated contact number for each ward and zone. This number is prominently displayed on all vehicles to ensure accessibility for citizens. In cases where services experience delays beyond the scheduled timeframe, the Company takes proactive measures. Officials communicate promptly with customers through various channels such as email, letters, or WhatsApp, notifying them about the situation.