

Shaping a Sustainable Future



Shaping a Sustainable Future

At LT Foods, nurturing goodness is not just a brand tagline but an encapsulation of our resolute commitment to building a sustainable enterprise that nurtures the best way of life. The indomitable zeal to surpass expectations encourages us to relentlessly embrace strategic initiatives that benefit our people, communities and the planet at large.

From humble beginnings our focus on creating a sustainable business model has empowered us to establish ourselves as an Indian origin global FMCG Company in the consumer food Company. A seamlessly integrated Farm-to-Fork approach, with power brands like DAAWAT and Royal, global supply chain, well-entrenched distribution network, uncompromisingly dedicated team and the legacy of more than 70 years has helped us to stay ahead of the curve and grow responsibly. We have developed a diversified product portfolio that has carved a special place in the hearts of our consumers, delivering the finest experience and helping in creating memorable experiences.

Embodying the belief that the seeds of a sustainable tomorrow needs to be sown today, we ensure to translate our sustainability commitments into actions. As we continue to prioritise environmental stewardship, promote responsible practices within our organisation and drive holistic growth, our concerted efforts are advancing our mission of creating a sustainable future for all.





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About The Report

We are proud to present our inaugural sustainability report, offering a comprehensive overview of our commitment to Environmental, Social and Governance (ESG) principles as we strive to build a sustainable and resilient Organisation. This report, themed “Shaping a Sustainable Future,” highlights our dedication to nurturing goodness. It is not just a brand tagline, but a reflection of our commitment to fostering a sustainable enterprise, promoting the better way of life.

Reporting period

The information, performance indicators and achievement disclosed in this report are for FY 2023-24, from 1st April 2023 to 31st March 2024.

Reporting scope and Boundary

The information given in this sustainability report covers India business.

Framework Applied



Our Stakeholders



Business Partners
and Suppliers



Media



Banks and Other
Financial Institutions



Communities



Employees



Investors
and Shareholders



Consumers



Government and
regulatory bodies

ESG Highlights

Ensuring Holistic Growth Across all Facets



Environment

Energy Management

43% Renewable energy	18 Cr Investment in Renewable Energy
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2,75,28,318 kWh
On-site solar plant installed

Emission*

11,954 tCO₂e Total emission (Scope 1 and 2)**	18.42% Decrease in Scope-1 Emission
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Waste Management*

2,480 MT Total waste recycled	2.65 MT Total waste reused
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Water Management*

0.41 KL/MT Water intensity in terms of physical output FY 2023-24	ZERO Liquid Discharge (ZLD) In all the plants
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*Data pertains to LT Foods Standalone
** Bio emissions are excluded. Bio fuel emissions (Husk) - 65,566 MT



Social

Employee

460+ New Hires	SA 8000 Certified
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Training and awareness

65% Value chain partners covered under the awareness programmes	100% Employees and workers covered under training on health and safety measures
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Well-being Measures

100% Health insurance provided to employees and workers	100% Female covered under maternity benefits
---	--

Health and Safety

ZERO Safety incidents	ZERO Complaints on working condition and health and safety by employee
---------------------------------	--

CSR

4.51cr CSR Expenditure	30,000+ Number of persons benefited from CSR projects
----------------------------------	---



Governance

The Board of Directors (BoD) and Key Managerial Personnel (KMP)

93:07

Male to female ratio

100%

BoD and KMPs covered under training programmes

Nil

Disciplinary action taken by any law enforcement agency for the charges of bribery/corruption

62%

Independent Board one lead Independent Director

20

Training hours per person

Diversity and Inclusion

17%

Women-force in management

10%

Gross wages paid to females as % of total wages

ZERO

Complaints reported under POSH ACT

3.29 cr

Cost incurred on well-being measures

Transparency

NIL

Instances of products recalls on account of safety issues

100%

Independent Audit committee and NRC committee

NIL

Number of instances of data breaches

100%

Plants and offices assessed on health and safety and working conditions

100%

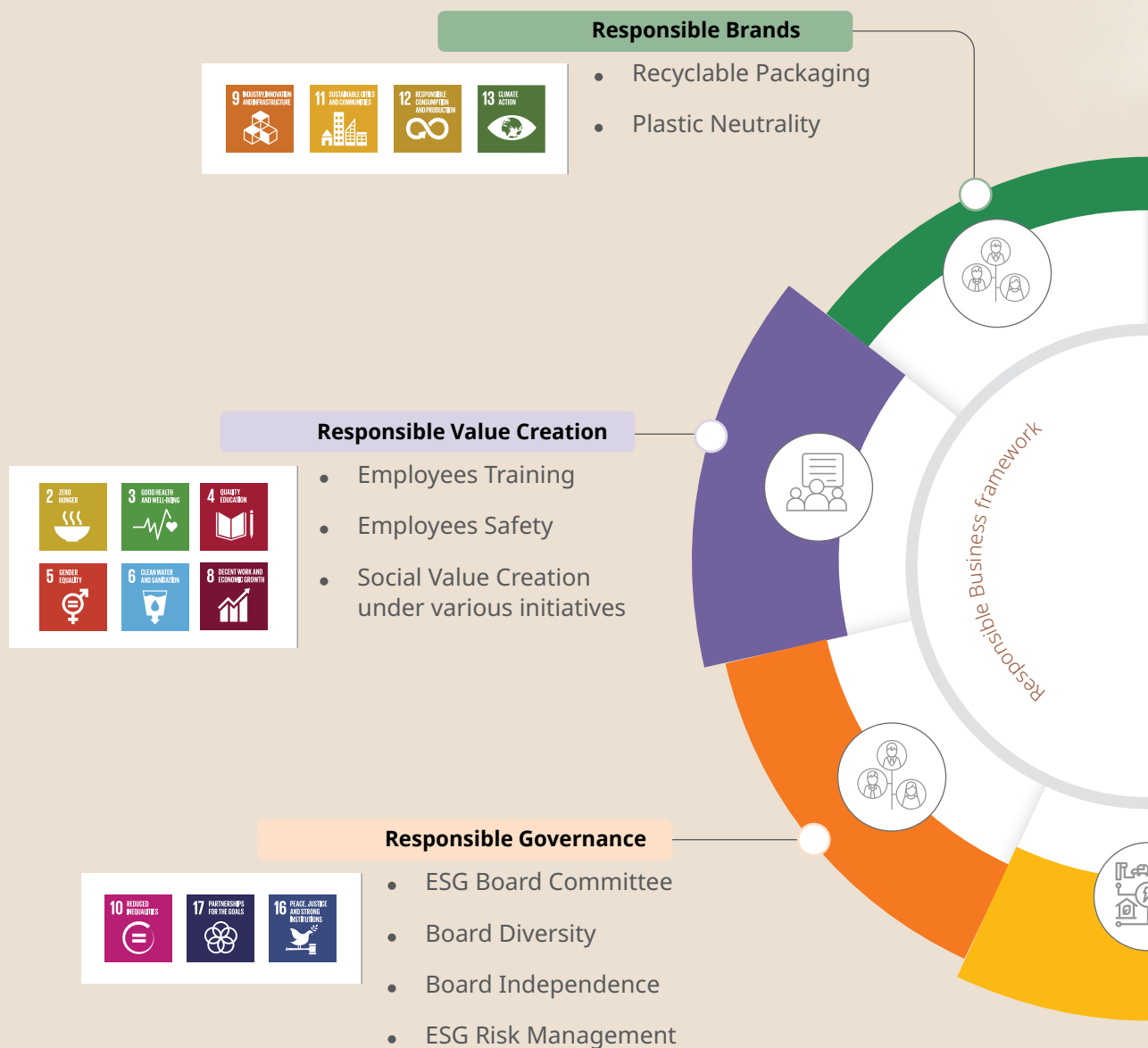
Beneficiaries from vulnerable and marginalised group

Our ESG Framework and UNSDG Linkage

Forging The Path Towards a Sustainable Future

At LT Foods, sustainability is deeply embedded in our corporate DNA. Our comprehensive ESG framework enables us to meet our key sustainability objectives.

As a responsible organisation, we strive to go beyond mere profitability. We ensure our operations align with the relevant United Nations Sustainable Development Goals (UN SDGs)—providing us with a strategic framework to address sustainability challenges, capitalise on emerging opportunities and contribute to more sustainable and equitable future. Our hunger for excellence encourages us to uphold the highest standards of ethical practices to ensure measurable impact on the society.





From the Management Desk

Building a Better Tomorrow



At LT Foods, we believe that the seeds of tomorrow must be sown today and we are steadfast in making India future-ready.



Dear Shareholders,

‘Every great journey starts with a single step’- as an organisation that started its journey seven decades ago from a single rice mill, we take pride in building a splendid odyssey steeped in excellence and growth. As I present to you LT Foods Limited's maiden Sustainability Report, this gives me immense pleasure to share with you yet another significant milestone in our 70+ year journey of nurturing goodness.

Consistent hardwork, perseverance and resolute commitment of going beyond the set norms add to our Company's rich legacy. Starting as a regional player, our innovative expertise and relentless pursuit of excellence have empowered us to evolve into a globally loved brand.

As a responsible enterprise, we have always believed that our commitment to sustainability and governance must be as robust as our dedication to delivering the finest products to our consumers. As a result, we strengthened our capabilities and reaffirmed our commitment to give back to the society. We are not just focused on pursuing market leadership but on building a legacy of trust, sustainability and ethical practices.

Our vision lies beyond numbers

For us, true success encompasses the trust of our consumers, the well-being of our communities and the health of our planet. The vision to travel the extra mile has driven us to expand our footprint, earn prestigious accolades and establish our presence as a global leader in the food industry in 80-plus countries, especially in the Basmati and Specialty rice segment.

Our operations are based on responsible farming, responsible sourcing and overall responsible value creation. We have aligned our goals with the United Nations Sustainable Development Goals (SDGs). Our progress in areas such as Poverty (SDG 1), Zero Hunger (SDG 2), Good Health and Well-being (SDG 3), Gender Equality (SDG 5) and Decent Work and Economic Growth (SDG 8) reflect our commitment to making a positive impact on the society and the environment. Further, our pledge to achieve carbon neutrality underscores our dedication to climate action (SDG 13) and aligns with the Paris Agreement.

Prepared for tomorrow

We have always believed that small actions lead to giant ripples. As a result, we have been consistent in our contribution to building a better tomorrow. One of our key initiatives in the financial year 2023-24 has been the **Pesticide Residue Compliance Project** which includes comprehensive training sessions for farmers to educate them on safe pesticide usage and handling, enhancing not only the safety and quality of our rice but also elevating and restoring the health of the soil. By ensuring compliance with global standards and

promoting responsible pesticide use, we have contributed to both consumer health and sustainable agricultural outcomes. We have continuously educated the farmers and increased the year-on-year outcome. To date, we have imparted training to over 17,500 farmers this year and aim to reach 50,000 farmers by FY 2024-25.

As a founding member of the Sustainable Rice Platform (SRP), we remain at the forefront of promoting sustainable rice production. Our adherence to SRP standards, coupled with third-party audits, ensures integrity and accountability for our farming practices. In addition to this, our **Digital Tracking App** monitors farming activities and financial performance, empowering farmers while simultaneously enhancing supply chain transparency.

In alignment with the **SRP Chain of Custody (COC)**, SRP-compliant materials are processed separately. With the achievement of SRP third-level verification, it marked a significant milestone in our journey, highlighting our role in addressing food security, climate change and sustainable development goals on a global scale.



Through our participation in the Sustainable Market Initiative (SMI), we have been persuasive in promotion of regenerative agriculture, a recognised approach focused on enhancing soil health, improving biodiversity and improving farmer livelihoods. By adopting regenerative farming practices, we are contributing towards a more sustainable agricultural ecosystem. We have been highly encouraged upon witnessing the results received by various global corporations upon undertaking the initiative. By FY 2029-30, we aim to acquire 250,000 acres of organic farmland. As of FY 2023-24, we have acquired 2.28 acres.

We have taken significant steps to make the farmer community digitally empowered.

At LT Foods, we believe that the seeds of tomorrow must be sown today and we are steadfast in making India future-ready. LT Foods has introduced the LT Farmer App, optimising farm management practices, enhancing transparency, improving productivity and empowering farmers. The app showcases our commitment to leveraging technology to drive agricultural change. Farmers' productivity and efficiency have been significantly enhanced by the app's intervention. The comprehensive farm management features

At our organisation, we are committed to fostering a diverse and inclusive workplace that values the unique backgrounds and perspectives of all employees.



allow meticulous tracking of farmer's inputs and costs, providing valuable insights that assist in making informed decisions. The user-friendly interface, with both visual and audio options, makes it easy to navigate the app and access crucial information like crop advisories and real-time data on production costs. Additionally, the app provides tailored guidance on sustainable practices, ensuring international quality standards are met while following environmental stewardship. All these features along with the ability to connect with our management, strengthen the foundation of a future-forward agricultural sector.

Setting the industry standards of excellence

Our commitment to maintaining the highest standards of food safety remains paramount in our operations. Our processing units are certified by internationally recognised agencies, reflecting our

adherence to Global Food Safety Initiatives (GFSI) and various regulatory and environmental standards. With state-of-the-art chemical analytical lab, accredited by multiple bodies, we ensure to analyse contaminants and toxins meticulously, by reinforcing our dedication to consumer health. Customer trust drives our Company's success, which is why we adhere to best market practices throughout our product design, manufacturing and supply process.

Working towards Decarbonisation

In the year under review, 43% of our total energy consumption was from renewable energy sources and we intend to scale this up to 56% by the next fiscal year. Additionally, by FY 2024-25, we are aiming towards 80% of recyclable packaging and 100% plastic neutrality. We are delighted to report that we have already achieved 76% recyclable packaging and 100% plastic

neutrality through Extended Producer Responsibility (EPR).

Empowering our growth engine

We recognise the unswerving support and dedication of employees in taking our Company to new heights of success. To ensure our employees feel valued and acknowledged in our Company, we strive to create a healthy, diverse and inclusive work environment that provides each employee with the opportunity to grow and thrive. Realising the need of constant training and education to adapt to the dynamics of the market, we have provided over 20 hours of training in FY 2023-24. We are preparing our employees to thrive in any circumstance and emerge stronger and ready for the shaping of LT Foods' future.

At our organisation, we are committed to fostering a diverse and inclusive workplace that values the unique backgrounds and perspectives of all employees. We believe that embracing diversity not only enriches our team but also drives innovation and growth. Our goal is to be the employer of choice and we are consistent in our efforts to achieve this goal.

Our recruitment practices are grounded in meritocracy, ensuring that all candidates

are evaluated solely on their qualifications and potential. This ensures judgement free from any bias, including gender, race, ethnicity, or any other factors. It is always a matter of great joy that we have achieved zero workplace fatalities. We uphold a strict non-discrimination policy, promoting fairness for all employees. We have also successfully met our target of achieving 10% gender diversity among our white-collar workforce ahead of our 2024-25 deadline, reflecting our dedication to fostering an inclusive workplace.

Committed to making a difference

The Company's vision has always been to provide a fair deal to the farmers and the farming community. As we grow as an organisation, we are highly appreciative of our farming community. Over the financial year, we have provided infrastructural assistance to over 46 villages, assisted in providing quality education to over 45 schools and have extended health assistance to around 12,500 women in different villages. Moving forward, we have elaborate plans to further deliver holistic value to the communities by FY 2029-30.

Thank You

Our first Sustainability Report articulates our commitment to ethical business practices, sustainable agriculture and corporate social responsibility.

In closing, I would like to extend my heartfelt gratitude to all our stakeholders—team members, farmers, partners and consumers—whose support and trust have been instrumental in our journey. As we continue to strive for excellence and sustainability, we remain dedicated to making a positive impact and building a legacy that aligns with our values of integrity, innovation and responsibility.

Thank you for your continued support and confidence in LT Foods. Together, let's continue to create a sustainable future for all.

Sincerely,

Vijay Kumar Arora

Chairman
and Managing Director

Ashwani Kumar Arora

Managing Director and Chief
Executive Officer

Know Us

Leading With Innovation Growing Responsibly

We are a global-FMCG Company in the consumer food space, specialising in Basmati and other specialty rice, Organic Foods and Ingredients as well as Ready-to-Eat (RTE) and Ready-to-Cook (RTC) segments. With a legacy spanning more than seven decades, we have established our footprint in more than 80 countries, delighting our consumers with innovative, sustainable and high-quality food. Our path to sustainable growth is underpinned in strategic excellence, synergising organic growth and strategic acquisitions, mitigating risks with expertise and undertaking initiatives that meet the evolving needs of consumers.

While solidifying our position in the core Basmati segment, we diversified and forayed in the innovative RTE and RTC segment, to stay relevant to consumers.

Our 5 Pillars of Excellence

1
Legacy and Global Reach

70+

years of excellence
in the FMCG sector

Leading producer

specialising in Basmati and other specialty rice, Organic Foods and Ingredients as well as Ready-to-Eat and Ready-to-Cook segments

1,400+

Global Distributors



○ Global Sourcing

- India
- Myanmar
- Pakistan
- Italy
- Thailand
- Spain
- Uganda
- Guyana
- Cambodia
- China
- Vietnam
- Japan

○ Global Distribution

- Dubai, UAE
- New Jersey, US
- Rotterdam, Netherlands
- Houston, US
- Harlow, Essex, UK
- California, US



2

Flagship Brands

Delighting Consumers with Our Innovative Products

Basmati and Other Specialty Rice Segment



Ready to Heat and Ready to Cook Segment



Organic Food and Ingredient Segment





3

Unmatched Quality

- Cutting-edge manufacturing units in India, the U.S., the U.K., Europe and Africa
- Upholding the highest standards of quality and ensuring premium excellence



USFDA



FSSAI



NPPO

4

Sustainability Focus

- Driving sustainable farming and embracing eco-friendly practices

2.28 Lakh acre
Organic farmland

75.5%
Recyclable Packaging

- Supporting farmers, empowering communities and promoting environmental stewardship

43%
Renewable Electricity (Solar + Husk)

159 bn litres
water saving through Land Laser Levelling / AWD / SRI



5

Innovative Growth

- Consistently launching new products to meet consumer demand
- Setting industry benchmarks through innovation and excellence

₹ 8.34 Cr

Investment in Innovation

100%

Digital Procurement With
An Integrated Traceability
System

Materiality Assessment

Building a better tomorrow

In this dynamic environment, assessing material issues is essential for creating long-term value for all stakeholders. Through a structured and comprehensive process, our materiality assessment covers a broad range of ESG topics critical to our operations. The process involves identifying the key sustainability issues followed by a dedicated cross-functional team prioritising them. Keeping the best interests of our stakeholders at the core of our decision-making process, we ensure our focus meets their expectations. We continually review and update our priorities to ensure our ESG initiatives remain aligned with evolving risks, growth drivers and stakeholders' concerns.

Key pillars of material assessment

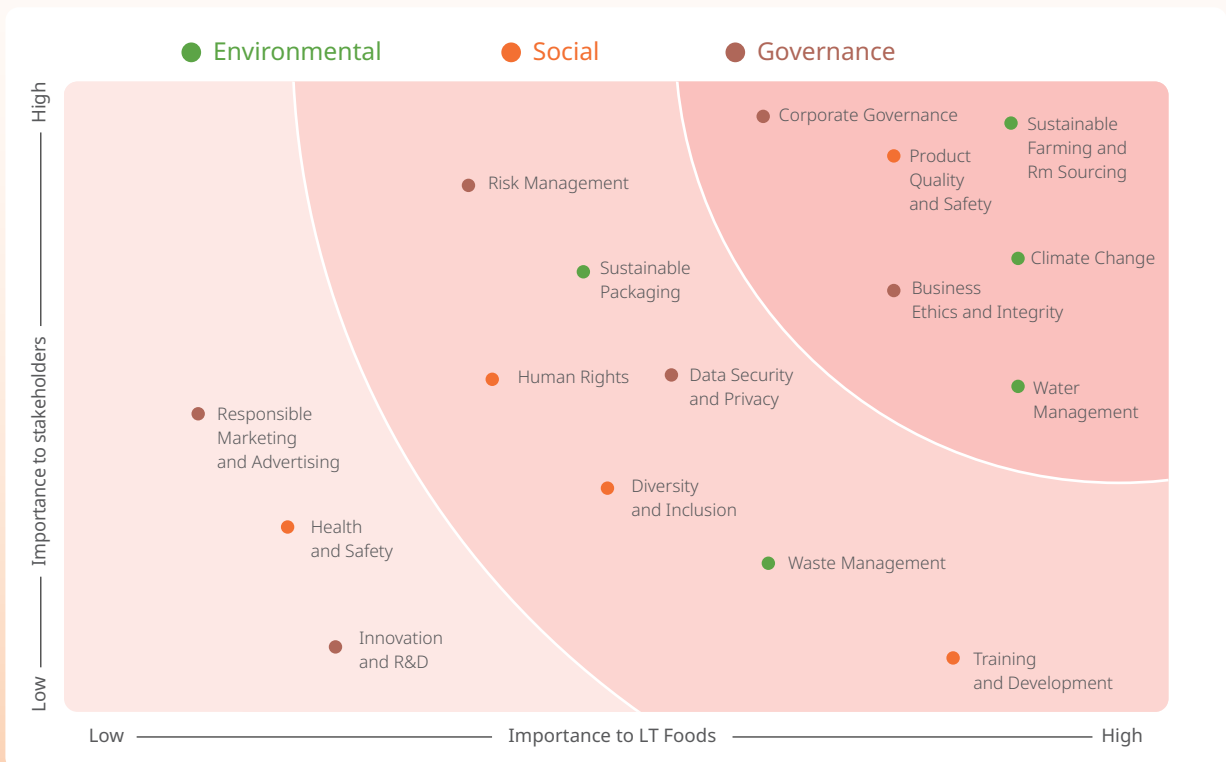


Environment

Social

Governance

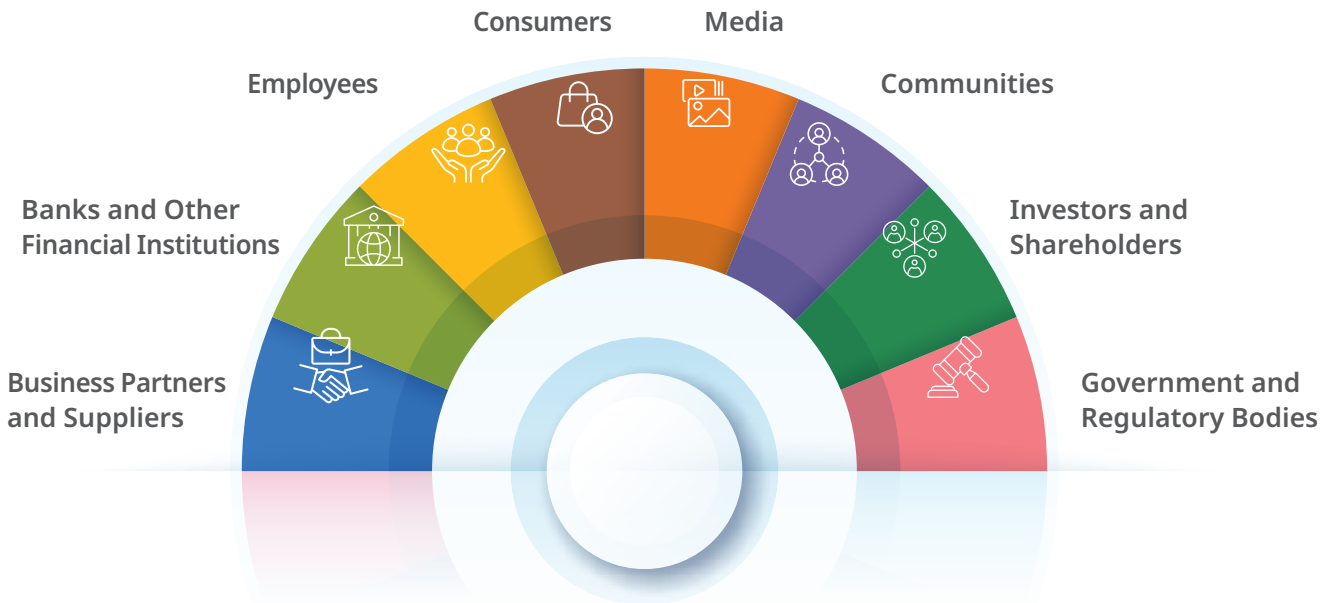
Our Approach



Stakeholder Engagement

Upholding integrity and transparency




Engaging with both internal and external stakeholders is critical for our operations at LT Foods. We prioritise open communication through various channels to understand their needs, concerns and expectations, while sharing our goals and performance with complete transparency. This open and meaningful dialogue helps us create the most sustainable value for our business, empowering us to adapt to market dynamics and simultaneously fostering mutual trust and respect with our stakeholders.



We acknowledge that consistent communication with stakeholders is instrumental for sustainable growth.

Key stakeholders	Description	Areas of interest	Mode of engagement
 <p>Business Partners and Suppliers</p>	<p>We recognise that our operations and overall success heavily depend on our relationships with business partners and we develop strong partnerships to tackle any immediate challenges.</p>	<ul style="list-style-type: none"> Promoting fair procurement practices Exploring development and partnership opportunities Enhancing transparency and accountability 	<ul style="list-style-type: none"> Supplier and Vendor Conferences Contract Negotiation Sessions Educational Workshops and Training
 <p>Banks and Other Financial Institutions</p>	<p>Responsible investment practices and effective risk management are vital for a Company's long-term sustainability. To remain abreast of the latest trends and adhere to regulatory guidelines, we regularly engage with banks and other financial institutions.</p>	<ul style="list-style-type: none"> Open communication with stakeholders on financial performance Ensure transparency and adherence to timeliness in financial reporting 	<ul style="list-style-type: none"> Transparency Through Reports Stakeholder Discussions and Consultations meetings Consortium meetings

Key stakeholders	Description	Areas of interest	Mode of engagement
 <p>Employees</p>	<p>Our strength lies in our people, who are essential for our journey. Their relentless hardwork and indomitable zeal drives our organisation towards new heights of success. We consistently evolve as a Company and gain a competitive advantage over our peers due to their diligence and expertise. We incorporate their feedback in our operations and cultivate a holistic environment that makes our employees feel valued and acknowledged.</p>	<ul style="list-style-type: none"> Supporting career growth and development Ensuring health and safety in the workplace Encouraging work-life balance 	<ul style="list-style-type: none"> Company-Wide Meetings Town Hall Meetings Internal Communication Platforms
 <p>Consumers</p>	<p>Our commitment towards our consumers encourages us to serve the finest products and the best consumer experience. We consistently strive to gain their insights to develop products and fine-tune our processes to meet their expectations effectively.</p>	<ul style="list-style-type: none"> Clear and meaningful brand mission Strong focus on consumer satisfaction Superior product quality 	<ul style="list-style-type: none"> Consumer Insights and Real-Time Feedback Online and Social Media Interaction Consumer Experience Surveys
 <p>Media</p>	<p>Engaging with the media is essential for maintaining a positive public image and showcasing our achievements and milestones. It helps in fostering trust, enhancing brand reputation and strengthening our connection with the target audience.</p>	<ul style="list-style-type: none"> Latest Company updates and news Timely and insightful content 	<ul style="list-style-type: none"> Media and Press Events Digital Engagement Brand Promotion Initiatives

Key stakeholders	Description	Areas of interest	Mode of engagement
 <p>Communities</p>	<p>We strive to promote inclusive growth, empowering communities through access to quality education, affordable healthcare and other basic amenities. We aim to make a positive impact the society by focusing on areas that can contribute effectively to make a meaningful change.</p>	<ul style="list-style-type: none"> • Community-focused economic development • Sustainable business practices with a positive societal and environmental impact • Improved access to healthcare and nutrition 	<ul style="list-style-type: none"> • Capacity Building for Farmers • Feedback and Satisfaction Assessments • Agricultural Support and Advisory Services
 <p>Investors and shareholders</p>	<p>We deeply appreciate the trust that our investors and shareholders have placed in us. Therefore, we relentlessly undertake initiatives to deliver enhanced value to them.</p>	<ul style="list-style-type: none"> • Sustained increase in corporate value • Openness and prompt communication of information 	<ul style="list-style-type: none"> • Annual General Meetings (AGMs) • Corporate Outreach Events • Investment Forums and Earnings call
 <p>Government and regulatory bodies</p>	<p>We engage proactively with policymakers at all levels of government, sharing our insights on critical issues that impact our business, employees and communities.</p>	<ul style="list-style-type: none"> • Advocacy in public policy • Compliance with regulations • Commitment to environmental stewardship 	<ul style="list-style-type: none"> • Media Publications • Regulatory Submissions • Company Website



ESG Scorecard*



Sustainable Farming

Sustainable Harvesting of Paddy

FY24 : 17,515 farmers trained

Farmers trained on Sustainable Farming Practices (Public private partnership with ICAR-NCIPM)

Organic Farmland

FY24 : 2.28 Lakh acre



Climate Change

Renewable Energy

FY24 : 43%

Renewable Electricity (Solar + Husk)

Tree Plantation

FY24 : 1.1 Lakh



Water

Water Conservation

FY24 : 159 billion litres

water saving through Land Laser Leveling / AWD / SRI

Water Recharge

FY24 : 28 Ponds

Renovation and construction off water ponds



Sustainable Packaging

Plastic Neutrality

FY24: 100% through EPR

Sustainable Packaging

FY24 : 75.5%

Recyclable Packaging



Community Development

Infrastructure Development

FY24 : 46 Villages

Integrated village adoption programme

Quality Education

FY24 : 45 Schools

School infrastructure and quality education

Training Hours

FY24 : 20 hours

Zero Fatality

FY24 : Nil

Safe and Clean Drinking water

FY24 : 31,600 beneficiaries

Women Health

FY24 : 29,098 beneficiaries

Gender Diversity

FY24 : 10 %

White Collar employees



Employees



Governance

ESG Committee at Board

ESG and CSR Committee in place

ESG Goals and Target

Redefining our ESG goals at a global level

Board Structure and Independence

56% Independent Board
22% Female Director
One Lead Independent Director

ESG Organisation Structure

Redefining our existing structure to align global locations

ESG Materiality Analysis

Redefining Materiality Matrix at a global level

Board Diversity

22% Female Director

Independent Committee

100% Independent Audit committee and NRC committee



Ambitions

ESG Embedded in Risk Management

Risk Management Policy formalised

ESG linkage to compensation

The ESG linkage to compensation is under discussion and possibilities are under exploration

ESG Digitisation

Work in progress

*Data pertains to LT Foods India Business

Accreditations and Certifications

Organic Certifications



Food Safety Certifications



Food Label Certifications



Social Certifications



Environmental Management System





Environment



Managing our Environmental Impact

As one of the companies whose growth has been directly powered by nature's bounty for over the past seven decades, we understand that the need to conserve environmental resources is now more critical than ever. To ensure that environmental stewardship is integrated across every facet of our operations, we take a comprehensive approach to environmental sustainability, addressing key areas such as sustainable sourcing, energy efficiency, water conservation and waste reduction.

Additionally, we have implemented a wide range of initiatives aimed at minimising our environmental impact while maintaining operational efficiency. **Some of these efforts include setting-up carbon neutral targets,**

Sustainable Rice Platform (SPR) initiative, reduction of GHG Emission, water conservation initiatives, waste management and employing innovative technology across operations.

Believing in the power of collective efforts, we regularly engage with our stakeholders, including local communities and farmers, to integrate and the into our business strategies. This approach helps us ensure compliance with regulatory standards and facilitates continuous improvement in our environmental compatibility. From our supply chain management to manufacturing and then ultimately disturbing processes, we strive hard to create lasting value for our consumers, our stakeholders, our communities and the planet. Also, we adhere to

the Air Act, the Water Act and the Hazardous Act, ensuring compliance with air quality, water management and hazardous substance handling regulations. This reflects our commitment to environmental protection, community well-being and a sustainable approach to business through regular monitoring.

Climate Change

At LT Foods, we are not content with merely meeting sustainability benchmarks but setting new ones. Our relentless pursuit of ethical food manufacturing encompasses sustainable procurement strategies to embracing environmentally friendly production methods. LT Foods is not just focused on today's solutions but also prepared to achieve a more sustainable future.

At Nature Bio Foods, our organic division, we have embarked on a mission to achieve carbon neutrality by FY 2045-46. We have already made significant strides in this regard, including purchasing carbon credits to balance our emissions. To top it off, we have launched a first-of-its-kind product in the market—carbon-neutral organic rice. This product reduces carbon footprint and uses traceability tools to provide clear information about its origin and the sustainable practices followed in its production.



ISO 14001:2015

Certified Environmental Management System

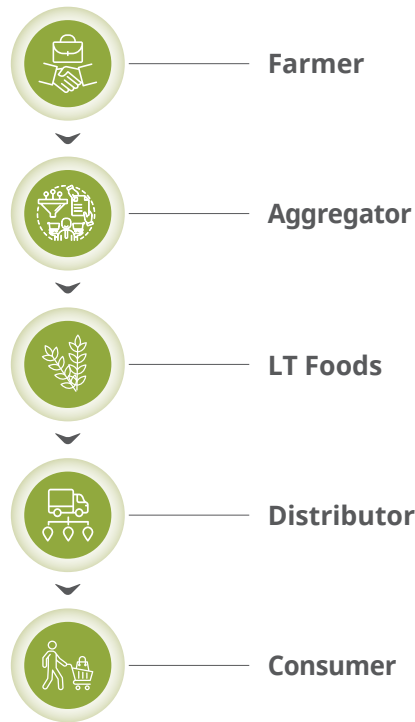
We strive diligently to lower our Greenhouse Gas (GHG) emissions, optimising resource efficiency as well as educating and encouraging local communities to do their bit. Also, we have undertaken several initiatives that focus on Zero Liquid Discharge, renewable energy projects and innovative waste management practices to further decrease our environmental impact.

We strictly adhere to environmental regulations to ensure our operations are transparent and comply with all regulations. Our investments in renewable energy, carbon neutrality initiatives and sustainable farming practices reflect our dedication to safeguarding the planet and promoting sustainable development. We believe in building a sustainable business model that aligns with our vision of giving back to the society.

Agri-value chain

We practice responsible and transparent sourcing that benefits stakeholders across our value chain.

Supply chain



A key initiative in this regard is the establishment of our comprehensive, web-based real-time buying platform. This

innovative system ensures clarity and accountability throughout the procurement process, building trust among our partners. All negotiations and contract terms are pre-agreed upon through secure digital channels, providing a seamless and traceable experience for everyone involved. By streamlining our sourcing operations in this manner, we enhance transparency and drive greater efficiency, ultimately benefiting our suppliers, consumers and the communities we serve.

100 %

Traceability from farm to plant in organic as well as SRP business

In our agricultural projects, we take a collaborative approach, working closely with local farmers to integrate sustainable practices while respecting their traditional knowledge and land rights. Our teams provide training on advanced farming techniques, ensuring proper help to preserve biodiversity.

To ascertain that our sourcing activities positively contribute to the sustainable development of our local communities, we uphold labour rights, promote women’s empowerment and address pressing social concerns.

These targeted initiatives enable us to foster a sense of credibility, inclusion and cultural sensitivity across our supply chain. By aligning our sourcing practices with our sustainability commitments, we seek to create lasting value for all our stakeholders while igniting lasting change in the communities we serve.



Nurturing a Sustainable Future

We understand that managing our supply chain is crucial for realising our sustainability goals. Keeping this in mind, we focus on areas that matter the most to our business and can make a real difference. This includes sourcing materials, working with suppliers and ensuring practices remain fit for the environment and local communities. By building a responsible supply chain, we aim to create a positive impact on people's lives and contribute to a more sustainable future.

Sustainable Products

- Creating products responsibly
- Adherence to safety regulations and compliance

Sustainable Lives

- Supporting farmers and local communities
- Investing in human resources
- Diversity and inclusion
- Consistent experience to consumers

Sustainable Supply Chain

- Control of complete value chain from farm to fork model
- Collective economic benefits
- Values of integrity, inclusivity and innovation

Environmental Endeavours

- Practices that promote environmental stewardship
- Efforts to combat climate change
- Conservation of energy resources

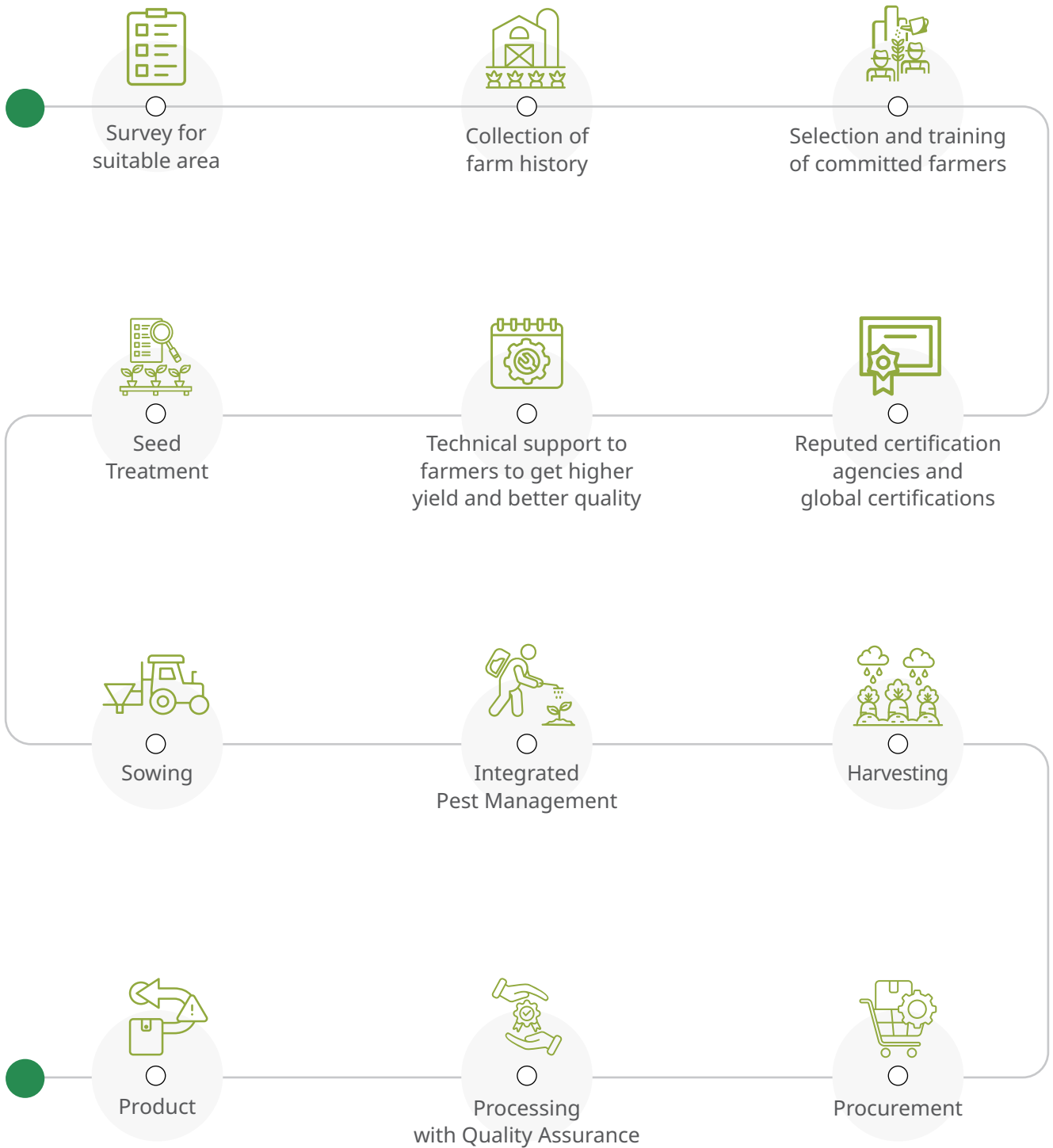
Corporate Governance

- Systems for internal audits and controls
- Management of internal and external risk
- Commitment to Corporate Social Responsibility (CSR)



Sustainable rice integrity

We create a positive impact on the environment and the communities we serve, striding towards creating a sustainable future.



Key Initiatives

1 Pesticide Residue Compliance Project

We are committed to ensuring the safe and responsible use of pesticides in farming practices. To this end, we have conducted comprehensive training sessions for farmers on safe pesticide usage. This includes one-on-one consultations and group workshops where farmers are educated about the proper application and handling of pesticides.

To ensure strict pesticide control, we have implemented rigorous monitoring

mechanisms, including regular field inspections and tracking of farming activities through an app.

Before harvest, we collect and test samples from farms to verify compliance with pesticide residue limits, using accredited laboratories to guarantee product quality and safety.

Our robust traceability system tracks the journey of our rice products ensuring transparency and accountability

throughout the supply chain. This enables us to provide consumers with safe and high-quality rice products.

We also incentivise farmers to adopt these prescribed practices. As a result, this project has not only improved the quality of LT Foods' products, protecting consumer health and building trust in our products, but also empowered farmers with sustainable farming knowledge.



2 Sustainable Rice Production

LT Foods is a founding member of the Sustainable Rice Platform (SRP), which promotes sustainable rice farming worldwide. We ensure fair wages, safe working conditions and health benefits for farmers and support women in farming through training and resources. To boost productivity and reduce damage to the environment, we promote efficient management practices such as crop rotation and integrated pest management. Our efforts to drive sustainable rice production also encourage water-saving techniques, such

as laser levelling and Alternate Wetting and Drying (AWD).

We support local ecosystems and promote biodiversity through responsible land management practices. Furthermore, we ensure that our rice are cultivated without any harmful pesticides and contaminants and adhere to the stringent food safety standards.

Over the years, LT Foods has consistently aimed to excel in SRP standards, audited by third parties. Our dedicated app empowers farmers by tracking every farming activity,

costs and earnings, facilitating financial empowerment. All LT Foods' sites are SRP Chain of Custody approved, ensuring that SRP-compliant materials are preserved and processed separately.

Our dedication to sustainable farming and responsible business practices is evident in our achievement of **third-level verification**, following SRP standards. This accomplishment underscores our contribution to global efforts addressing food security, climate change and sustainable development goals.

Benefits from SRP

The infographic consists of four overlapping, colorful shapes representing different benefits of SRP. From left to right: a green shape for 'Income Boost', a yellow shape for 'Well-Being Enhancement', a blue shape for 'Yield Improvement', and an orange shape for 'Training and Support'. Each shape contains an icon, a title, and a descriptive paragraph.



Income Boost

We help farmers increase their income by adopting SRP standards that promote efficient resource use and provide access to premium markets. We offer premium prices for SRP-compliant rice, translating sustainable practices into financial gains.



Well-Being Enhancement

We prioritise farmers' well-being through fair labour practices, safe working conditions and empowerment via training and education. Our programs focus on sustainable practices, safe pesticide use and soil health maintenance, contributing to the health and safety of farming communities.



Yield Improvement

SRP practices lead to improved crop yields by promoting best practices in crop management. We provide continuous on-field assistance to farmers, ensuring effective implementation of SRP standards and increased yields.



Training and Support

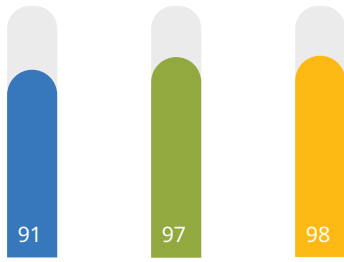
We provide comprehensive support to farmers through regular training programs, personalised guidance from field officers, digital tracking of farm activities for transparency and data-driven decision-making and incentives for compliance with SRP standards. This approach motivates farmers to continue practicing sustainable agriculture.

11,031.78
metric tonnes*

Sustainable paddy cultivated across an area of 39,010 acres

*Data belongs to LT standalone only

Improving SRP Score



- 2021-22
- 2022-23
- 2023-24

SRP Process Flow



- Farmers are able to cut down on their production costs by using efficient farming methods.
- Farmers are witnessing an uptick in both their crop yields and income, primarily by adopting best practices and advanced methods that have been designed under SRP guidelines.
- Farmers are offered direct incentives for following stringent rules about pesticide residues. This ensures that their produce is safe to eat and can be sold more easily.
- The project promotes eco-friendly practices, reduces carbon footprint and contributes to a long-term ecological balance.
- Farmers are provided with ongoing training and capacity-building programmes. These initiatives equip them with the knowledge and skills they need to use sustainable practices effectively.
- The quality of the crops that farmers produce has improved. By following SRP guidelines, farmers are producing high-quality rice that meets international standards and has better access to markets.
- The project has also helped cultivate a sense of community among the farmers, encouraging teamwork towards shared goals and sustainable development.

Transforming Rice Cultivation Through Strategic Collaboration

ICAR-National Research Centre for Integrated Pest Management (NCIPM), New Delhi and LT Foods Ltd, Gurugram, Haryana, signed an MOU to promote Sustainable Rice Production in Punjab and Haryana. The outreach project titled "Bridging the Gap Between Conventional and Sustainable Rice Production through Integrated Pest Management" was initiated during Kharif 2024.

A dynamic Sustainable Rice Production (ICM/IPM) module for Basmati Rice was developed for wide dissemination in Punjab and Haryana. This module was shared with 11,905 Basmati farmers through 86 Farmer Field Schools (FFS). Information on Good Agricultural Practices (GAP) reached 10,000 farmers through 100,000 SMS advisories. Additionally, 4,110 farmers also received regular updates via WhatsApp. Educational materials such as pamphlets, posters and banners were distributed during various outreach programmes.

The Punjab State Department of Agriculture imposed strict regulations on the use of 10 routine pesticides, resulting in reduced pesticide usage. ONE DISTRICT ONE ADVISORY was issued for managing economically important pests of Basmati Rice. The ICM/IPM practices disseminated during Kharif 2024 are now being promoted by Punjab State Department of Agriculture, Punjab Agricultural University and KVKs.

Sustainable Rice Production is a dynamic process requiring regular updates on emerging pests, pest-resistant varieties and alternative pest management methods. Furthermore, regular FFS sessions are essential for ongoing farmer education and participation. The project successfully bridged the gap between conventional and sustainable rice production, reducing pesticide use and enhancing yields through integrated pest management and farmer education.

3 Sustainable Market Initiative (SMI)

We promote regenerative agriculture through this initiative, contributing to improved soil health and farmer livelihoods.

Vision for the Future

We are dedicated to creating sustainable solutions that benefit all our stakeholders. Our future goals include-



Innovation

Leveraging technology to improve farming and sustainability



Leadership

Setting high standards in ethical practices and sustainable agriculture



Community Impact

Supporting farming communities through education and partnerships



Environmental Responsibility

Reducing our environmental impact through efficient resource use and conservation.

Sustainable Packaging

Woven polypropylene (WPP) and Non-woven bags, a major portion of our packaging portfolio, are durable and flexible bags made from polypropylene and are 90% homogenous and ready for recycling. These bags can widely be reused in different applications and as a responsible organisation, we emphasis on reuse of by highlighting it on the packaging itself. These bags are commonly used for packaging a wide range of products due to their strength, versatility and resistance to tearing, making them ideal for outdoor storage and transportation. Despite their strength, they are relatively lightweight, reducing shipping costs.

We also use polypropylene (PP) bags as secondary packaging, which benefits us because they are a compact and lighter packaging option and reusable, thus adding to reduced carbon emission.

Our corrugated fibreboard boxes are versatile and made of recycled paper. They are made from post-consumer recycled paper, reducing the demand for virgin paper and minimising environmental impact. Since they are recyclable, they have become, a sustainable choice for businesses and consumers. The boxes reduce waste and contribute to a circular economy.

Our multi-layer packaging is designed for easy and efficient recycling within existing systems. This is achieved by using materials that can be recycled together without complicated separation processes. Same family of plastic, or specific material combinations are chosen to allow easy separation in recycling facilities. The goal is to make multi-layer packaging not only functional and durable but also environmentally sustainable by ensuring it is truly recyclable, reducing waste and

its environmental footprint.

We have initiated our transition to recyclable packaging materials and are starting shipments for export market in such packs. We have received advancement in this direction for domestic market as well.

As a continuous process, we keep downgauging our packaging specifications to optimise and minimise material consumption. Taking this a step further, LT Foods has developed a unique machine to significantly reduce plastic usage. This machine promotes consumer to bring their own containers and minimise packaging requirements.

We have re-engineered our tote bag, increasing its capacity to accommodate more rice in each container or truck, reducing carbon emissions during transportation.

Soil Enrichment

Striving to lead the way in responsible farming, we have undertaken a Sustainable Rice Production Project. Recognising the importance of soil health for long-term farming success, we undertake several calibrated initiatives to maintain it.

Every three years, we test the soil in our fields to assess its health and nutrient content. This information helps us determine the quantity of fertiliser required. Using the right amount of fertiliser is important because it promotes healthy crop development while minimising environmental impact.

Farmers play a crucial role in this process; hence, we train them on the use of fertilisers at the start of each growing season. This helps our farmers to use fertilisers in both effective and responsible manner. As a result, it increases their yield as well as sustains soil health.

Further, we deploy pheromone traps to control pests in an eco-friendly manner, reducing the usage of chemical pesticides. Green manuring, by incorporating cover crops back into the soil, enhances soil fertility, structure and organic matter content.

At LT Foods, we are consistently looking for new ways to enrich soil. We explore different soil improvement methods that are suited to the specific conditions of our fields. These methods are designed to meet the unique needs of our farms and ensure that our soil remains productive and healthy for future generations.

Energy Management

Limiting emissions is our foremost priority when it comes to energy management. In keeping with this, we use solar panels and biofuels for power generation. This has considerably reduced our carbon footprint, resulting in about 27.5 million kilowatt-hours of green energy, making up 43% of our operations in India.

We are also improving the efficiency of our equipment. We have upgraded steam dryers, air compressors and motors to meet higher energy-saving standards. Also, we are working to minimise energy loss through reducing

compressed air pressure, fine-tuning compressor cycles and enhancing power transmission and distribution.

In addition, we are adopting eco-friendly practices such as using battery-powered forklifts and energy-efficient switchgear. Our objective is to raise the proportion of renewable energy in our India operations from 43% to 56%. We believe these efforts will go a long way in promoting sustainable energy management. These endeavours stand as a testament to our commitment to a greener future.

4,38,553 kWh

Renewable energy generated from solar panels installed on the roof of our production facilities

1.86 GJ/MT

Energy intensity in terms of physical output





Emissions

To reduce our greenhouse gas (GHG) emissions, we have adopted renewable energy sources, such as solar power and biofuels, transforming our energy profile. These initiatives have decreased our reliance on non-renewable energy sources and contributed to our overall sustainability goals. By integrating these eco-friendly technologies and practices into our operations, we have been able to bring down GHG emissions while achieving higher energy efficiency.

0.68 TCO₂e/₹
in lakh

Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP).

*Standalone

We collaborate with technical partners to explore new initiatives aimed at reducing GHG emissions and water usage in agricultural fields. Currently, we are engaged in several ongoing projects focused on

multiple aspects of sustainability and climate change mitigation, demonstrating our commitment to addressing these challenges in our business operations and product development endeavours.

Water Management

We monitor water consumption in our day-to-day operations through high-tech flow meters in our facilities. These devices offer us detailed information about water usage at different stages of our operations. Additionally, we use automated systems that map water use patterns and help us find ways to be more efficient.

We recognise the crucial importance of water for our business and the communities where we operate; therefore, we prioritise its judicious water usage throughout our supply

1,35,247 KL
Water consumption*

100 %

Wastewater generated is treated and recycled within our campuses

chain and in our facilities. We have devised comprehensive strategies to mitigate water-related hazards and promote adoption of conscientious water utilisation practices.

We work with local farmers and communities to promote sustainable water management. In all these endeavours, our goal is to use water efficiently, reduce pollution and ensure its long-term availability.

We use precision farming techniques and rainwater harvesting systems to curb our water footprint as well as contribute to global water issues.

In areas with water scarcity, we have put in place innovative practices to manage water resources. One method is to align seed planting with rainfall, using natural rainwater instead of groundwater for initial field flooding. We also use a technique called Alternate Wetting and Drying (AWD), which involves flooding and drying paddy fields in cycles to use water more efficiently.

We recycle wastewater for our internal processes and monitor water usage closely with advanced flow meters. By replacing traditional taps with smart taps, we ensure optimum water usage as well as recharge groundwater by using rainwater harvesting pits.

We established a cooling tower in Houston in an effort to reduce water consumption. Approximately 1,000 gallons of water are required per batch

100+ Ponds

That's the ambitious target set by the Nature Bio Foods Limited (NBFL) for construction and renovation by 2030.



Water Productivity (WAPRO) Project

Since 2019 to 2022, We have been involved in the WAPRO (Water Productivity) Project, which focuses on implementing Sustainable Rice Production practices to enhance water productivity and increase farmer income in Haryana's rice-based systems. The primary challenge has been transitioning farmers from traditional farming methods to more sustainable practices, such as switching from flooding irrigation to the Alternate Wetting and Drying (AWD) method and adopting Laser Levelling techniques.



in the retorts cooling cycle to bring the product down to room temperature. This water used to be drained out earlier. Now, with the cooling tower, we have achieved considerable water savings as this water is now

circulated and not drained. In the retort, we make about 21 to 24 batches every day. This is one of instance of how we are working to responsibly manage and preserve water.



Waste Management

Our commitment to sustainability guides our sustainability efforts and waste management practices. Our approach is built upon the time-tested 3-R philosophy: Reduce, Reuse and Recycle. This strategy is integrated across all our operations for better managing waste and reducing our carbon footprint.

Building on our progress, we have set ambitious goals to reduce plastic waste sent to landfills, particularly through our participation in the How2Recycle (H2R) programme. This initiative enables us to certify products for return to stores and reintegration into our manufacturing processes while educating our consumers on proper end-of-life package management.

88 %

Diesel forklifts replaced with battery operated ones

33,000 Litre

Saving diesel in a year

30,000

Water plastics bottles being used in the NBF (Nature Bio Food) facilities each year are now reduced to zero

Plastic waste management

We have developed a unique machine that allows consumers to bring their own containers or use alternatives like cloth to significantly reduce plastic usage. Additionally, we have down-gauged some of our structures, including those in jute, to decrease overall plastic consumption. We take pride in creating recyclable structures, including polyolefin and homogeneous structures, that are ideal for the export market. Looking forward, we aim to implement these solutions in the highly competitive Indian market as well. To further our sustainability efforts, we are developing more benches and vases from recycled materials.

Waste Disposal

We understand that it is crucial for us to incorporate plastic waste management into our operations for curbing our ecological footprint, contributing to a more sustainable future, complying with regulations, improving our brand image and potentially optimising costs in the long run. To ascertain the proper disposal of plastic waste, we keep track of the plastic waste generated through regular reports from our approved vendors.

Only vendors approved by the Central Pollution Control Board (CPCB) or the State Pollution Control Board (SPCB) handle our packaging waste. Plastic and other packaging materials are either recycled or safely disposed of by these authorised waste management agencies. For electronic waste as well, we work with authorised vendors.







Social

Upholding Commitments Beyond Business

Right at the outset, our focus has been on becoming a truly sustainable enterprise. However, we understand that this vision necessitates a more well-defined, multifaceted approach—one that accords equal, if not more, significance to social impacts along with environmental and governance concerns. Hence, at

LT Foods, while scaling our operations, we are simultaneously collaborate with stakeholders throughout our value chain to bring about a positive change in their lives. We consistently take initiatives to uphold the human rights of people across our supply chain.

Nurturing Our Teams

The well-being and development of our people ranks first in our priority list. To ensure access to a workplace that inspires them to work and contribute, we stay true to our deeply cherished values, fostering a safe, engaging and inclusive culture. We empower and encourage all team members to embrace challenges, push boundaries and develop products that contribute to a healthier tomorrow for all.



Safety

We are fully committed to protecting the environment and preventing injuries or ill health by adopting sound manufacturing practices, reducing pollutants and eliminating occupational health and safety hazards. Our Environmental, Health and Safety (EHS) policy extends to all production operations, business facilities, products, distribution, logistics, suppliers, service providers, contractors, due diligence processes.

We ensure that all our facilities are equipped with comprehensive safety measures, including standard operating procedures (SOPs), a work permit system and industry-grade personal protective equipment such as safety shoes and masks. All workers and contract labour engaged at our facilities receive safety training before commencing work, making sure that no untrained personnel perform any tasks, whether

routine or non-routine. Every worker has the ability to raise concerns about safety, health and environmental (SHE) matters through multiple avenues, including a robust "Near Miss and Safety Observation Reporting system." If any worker foresees hazards or feels uncomfortable with a task, they are free to rescue themselves without hesitation.

We design new facilities and operate with a preventive approach, adopting industry best practices to protect both human health and the environment. We also understand our responsibility to communicate our EHS policy and performance to stakeholders. As a responsible organisation, we consistently improve our EHS culture by embedding safety, health and environmental care for our people and processes, setting objectives to enhance our overall performance.

Some of our safety measures are discussed below:



Fire Safety

We maintain fully operational and accessible firefighting equipment, including fire hoses and extinguishers. A trained emergency response team is in place and we conduct regular mock fire drills to ensure readiness



Safety Equipment

New safety equipment has been procured to improve worker safety at heights and a fumigation procedure has been established to minimise exposure to harmful gases



Hearing Protection

Employees working in high-decibel areas are provided with custom-made hearing protection and trained on the proper use of PPE



Crane Operations

We recently updated and now maintain a mandatory crane logbook to ensure compliance with safety regulations



First Aid

Enhanced first aid resources are now available to promptly address both minor and severe injuries during incidents



Safety Review

We also conduct weekly safety meetings to review and address any safety concerns, reinforcing our commitment to maintaining a secure and supportive work environment.

ISO 14001:2015

Certified Environmental Management System

Human Rights

At LT Foods, we stand firmly committed to the cause of respecting human rights. We recognise that upholding human rights is not just a legal responsibility but a moral one.

We have crafted a Human Rights Policy, which is ingrained in our culture and reflected through our Code of Conduct, defining clear expectations for our employees. Our supply chain via our Supplier Code of Conduct also ensures all our partners adhere to the highest standards of human rights, fairness and ethical practices. Additionally, we conduct an in-house assessment on child labour, forced labour, sexual harassment and wages across our plants and offices.

Empowering Farmers through Sustainable Agriculture

Our dedication to sustainable agriculture extends beyond just environmental responsibility—we are equally focused on enhancing the livelihoods and well-being of farmers. As a founding member of the Sustainable Rice Platform (SRP) and the first global Company to achieve the highest level of SRP certification, we are committed to driving positive change. We aim to support farmers in increasing their income, improving their quality of life and boosting crop yields through the adoption of SRP standards.

10:90

Ratio of Remuneration of Women : Men

(Link to the EHS Policy - <https://www.ltgroup.in/pdf/EHS-Policy.pdf>)

Accelerating Farmers' Income

The implementation of SRP standards has a direct, beneficial impact on farmers' income. These standards promote the efficient use of resources, such as water optimisation, nutrient management, integrated pest control and high-quality seeds, reducing overall input costs. Additionally, SRP guidelines focus on fostering strong market connections, providing farmers access to premium markets where sustainably grown rice commands higher prices. We also incentivise farmers by offering premium rates for SRP-compliant rice, ensuring that sustainable practices lead to significant financial rewards.

Improving Farmer Well-Being

Farmer well-being is central to our approach. SRP standards prioritise fair labour practices and safe working environments as well as empower farmers through continuous training and education. LT Foods regularly conducts workshops to raise awareness about sustainable practices, proper pesticide use and soil health. These programmes not only enhance farming techniques but also contribute to the health and safety of farmers and their families. By reducing reliance on harmful chemicals, SRP practices foster a healthier ecosystem.

Enhancing Crop Yields

The adoption of SRP methods results in measurable improvements in crop yields. Best practices in water usage, integrated pest management (IPM) and nutrient management are at the heart of the SRP framework. With ongoing guidance and field support from LT Foods, farmers are able to successfully implement these techniques, leading to higher productivity and improved crop quality.

Holistic Training and Support

Under the Sustainable Rice Production Project, LT Foods adheres to the rigorous standards set by the Sustainable Rice Platform (SRP), placing a strong emphasis on comprehensive training and support for farmers. Each farmer participating in the project undergoes six detailed training sessions, covering critical topics such as seed selection, field preparation, integrated pest management, water management, fertiliser use, labour rights and both pre-harvest and post-harvest

practices. These sessions ensure that farmers are well-equipped with the skills and knowledge to implement sustainable agricultural practices effectively.

Our training methodology combines personalised on-field visits, village-level meetings and mega farmer gatherings to maximise engagement and knowledge retention. This approach fosters a culture of continuous learning and community-driven problem-solving, empowering farmers to improve their agricultural practices and adopt sustainable techniques.

Beyond training, LT Foods provides ongoing support through a team of field officers, who regularly visit farms to monitor progress and address challenges. We also leverage digital tools to track farming activities, ensuring transparency and enabling data-driven decision-making for optimal results. To encourage adherence to SRP standards, we offer premium prices and other incentives, motivating farmers to embrace sustainable practices.



Discover a Culture of Nurturing Goodness

Nurturing extends beyond our products; it is at the core of our operations, including our approach to people. Guided by our commitment to Nurturing People, we create a working culture where everyone can thrive, learn and grow.

With diversity, transparency and empowerment as our guiding values, LT Foods offers an ecosystem where each individual feels valued, respected and truly part of something purposeful.



We aspire to follow the 'GOOD' model which is based on respect, equal opportunity and integrity.



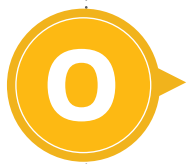
Growing with Purpose

We believe that success should not be measured just in monetary gains, but also by the positive impact we make on the world. We are committed to creating a better tomorrow.



Opportunities and Accountability

We are committed to providing our employees with opportunities and skills that aid their professional development. We provide a supportive and encouraging work environment to enable our employees to upskill, take risks, learn from their mistakes and grow both professionally and personally. We promote the culture of accountability wherein each of our employee is empowered but at the same time accountable to achieve the organisational objectives and deliver delightful and sustainable products to our consumers.



Open and Inclusive Culture

We foster an open, inclusive culture where everyone is treated with respect and dignity. This leads to motivation, better collaboration and improved problem-solving abilities.

We take pride in being an Equal Opportunity Employer, embracing diversity and inclusivity- acknowledging its importance to our success. We strive to create a welcoming and a holistic environment for all.



Delight in Doing

By fostering a strong sense of belonging, we strive towards a workplace culture that each employee feels connected and invested in each other's success, leading to increased job satisfaction, motivation and long- term engagement with the organisation.

Being certified as a "Great Place to Work' for three consecutive years is a humbling validation of our effort in this direction and we will continue to deliver on this commitment for all our employees.

Growth-Focused Development Opportunities

The LT University: Empowering Learning, Inspiring Excellence

Our competency framework and development programs provide resources for employees to excel. Our e-learning platform, Learn O Space, offers over 250 courses on leadership, functional skills, sales and behavioral training, accessible anytime, anywhere.

The 'Calibrating the Compass' training helps employees assess and enhance their competencies, guiding their growth. The Leadership Academy nurtures emerging leaders with tailored programmes and partnerships with prestigious institutions such as IIMs, MDI and ISB,

Comprehensive Well-being for the People and Their Families

Together We Care: Holistic Wellness Initiatives

Employee well-being is a top priority. Our comprehensive employee well-being programmes support physical, emotional and social wellness through therapy sessions, health check-ups and a wellness app with health and mental wellness videos.

Additionally, we offer extensive insurance coverage, including medical, term and personal accident policies, covering employees and their families. Our mediclaim policy includes spouses, parents and children, reflecting our commitment to their well-being.



offering advanced learning opportunities. On the other hand, the Sales Excellence Academy equips the sales team with essential skills and knowledge through self-paced and tailored programmes, fostering professional development. Additionally, the Business Skills Academy covers functional and system skills, including negotiation, communication

and advanced Microsoft Office and Power BI training, ensuring operational excellence.

Lastly, the Manufacturing Academy focuses on operational excellence, safety, process orientation and compliance, offering training in TPM, Quality Management, 5S, Kaizen and Six Sigma. This promotes continuous improvement and excellence in manufacturing.



Our Parenting Support Policy provides parental leave (both paternity and maternity) and daycare facilities, helping parents balance both personal and

professional responsibilities.

These initiatives create a supportive environment where employees can thrive both personally and professionally.

Recognising and Rewarding Excellence

Reward and Recognition Programs

Through programmes such as LT Star, LT Team Excellence, Digital Excellence, Sales Excellence Awards and On-the-Spot Recognition, we honor individual and team accomplishments. Every recognition reflects the Company's appreciation for efforts that go above and beyond. We aim to cultivate a workplace where contributions are valued and celebrated, motivating everyone to bring their best to the table.



Building Connections Beyond the Workplace

Family Connect Programme invites employees' families into LT Foods world, with events such as Kids' Day, where children and spouses are invited to the office to play, explore and celebrate success alongside our employees. These engagements foster a sense of belonging and unity that goes beyond the boundaries of our offices.

The Company's culture emphasises open communication, team bonding and inclusivity. With initiatives such as town halls, Skip Level Meetings and coffee meetings we provide



platforms for employees to connect and share ideas.

In addition to this, team offsites provide the perfect setting for employees to relax, bond and

strengthen relationships outside the office. These programmes foster collaboration, build morale and reinforce our commitment to an inclusive and supportive workplace.

Empowering All Voices in the Workplace

Fostering a People-Centric and Inclusive Culture

We believe that diversity and inclusion are vital to creating a vibrant and dynamic workplace.

As an equal-opportunity employer, LT Foods extends the same rights, opportunities and privileges to all employees, regardless of background or identity. Our Prevention of Sexual Harassment (POSH) policy reinforces our commitment to upholding a culture of dignity. It comes with clear guidelines and reporting avenues for any concerns.

The Company ensures a safe and respectful environment where all employees can work confidently and comfortably.

Nurturing the Next Generation of Talent

Campus Hiring

Our Management Trainee and Graduate Engineering Trainee Programs focus on nurturing future talent. Through our Campus Hiring Programmes, we collaborate with top universities such as ISB, IIT, MICA, SIIB and NITs to engage students from diverse backgrounds, offering

internships and full-time positions with mentorship and proper resources for growth.

The Sales Officer Trainee Programme targets ambitious post-graduates from leading hospitality and management institutions, including IHMs. The trainees gain hands-on experience, practical sales skills and mentorship, preparing them to excel in sales and contribute to LT Foods' success.



Living Our Values Every Day

Our values—integrity, respect, consumer centricity, responsibility, commitment to excellence and innovation—shape everything we do. From daily operations to long-term strategies, these values guide our actions, fostering a supportive environment where trust and mutual respect thrive.

We encourage every team member to take initiative, share their ideas and embrace new challenges, embodying our collective mission to deliver excellence in everything we do.



Growing Together Sustainably





With our unique farm-to-fork business model and innovative practices, we engage our stakeholders, nurturing shared success and sustainable growth.

Empowering Farmers through Digital Innovation



We have designed the LT Farmer App to empower farmers involved in the Sustainable Rice Production (SRP) paddy project. This app offers comprehensive farm management tools, allowing farmers to track inputs, monitor costs and receive crop advisories, weather updates and pest alerts. With its user-friendly interface, farmers can easily access extension services, educational resources and real-time data analytics to enhance productivity and quality.

Additionally, the app provides current purchase prices, facilitates two way communication with LT Foods' management and offers training and entertainment resources. Farmers can also purchase agricultural inputs directly through the app, ensuring price transparency and local deliveries. The LT Farmer App aims to create a sustainable and digitally empowered agricultural sector, promoting transparency, efficiency and improved livelihoods for farmers.

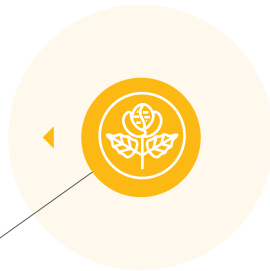
Farming	Sourcing, acquisition, purchasing	Processing	Environmentally conscious products
			
<p>Protecting Human Rights and Eliminating Child Labour</p> <hr/> <p>Ecosystem enrichment</p> <hr/> <p>Sustainable climate-adaptive agriculture</p>	<p>Procuring based on legal adherence</p> <hr/> <p>Premium and Incentive for compliance paddy</p> <hr/> <p>Fair Price</p>	<p>Pressure Treatment</p> <hr/> <p>Optical sorters, colour grading machines</p> <hr/> <p>Radiographic scanners, imaging devices</p>	<p>Regulatory compliance and security</p> <hr/> <p>Quality control, product validation and standardisation</p> <hr/> <p>Accreditation and Certification</p>

Securing Sustainable Ingredient Sources

We focus on securing sustainable ingredient sources. By prioritising eco-friendly and ethical procurement practices, we ensure integrity and reliability of our supply chain.

Origin-to-Plate Visibility

We maintain the traceability of all ingredients, regardless of their source. Our advanced systems ensure that we can track each component throughout its journey.



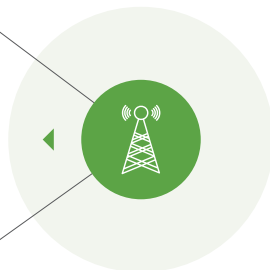
Holistic Value Chain

Our end-to-end integrated ingredient supply chain ensures quality at every stage. By seamlessly connecting sourcing, production and distribution, we maintain rigorous standards throughout the process.



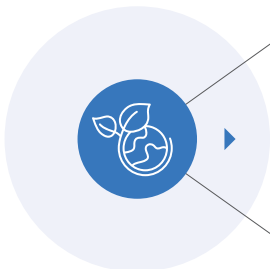
Resilient Supply Networks

Our service accommodates requirements as low as a single pallet. We foster reliability in supply and contract execution, all while managing risks.



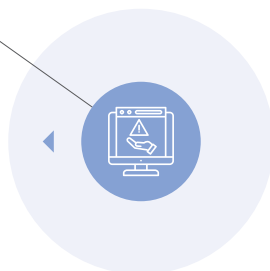
Green Operational Practices

Our efficient use of silo loading and unloading processes has minimised packaging material needs, streamlined forklift operations and improved intermodal movements.



Speedy Handling

Our strategically positioned warehouse locations in Italy and the Netherlands guarantee swift lead times for our consumers and ensure readily available stock for immediate dispatch.



Catalysing inclusive growth

We believe in creating value for all stakeholders by fostering mutual growth and making a meaningful impact. Our commitment goes beyond traditional profit metrics, focusing on sustainable practices that benefit not just our business but also our partners, communities and the environment.

01 Fair Pricing

Ensuring fair prices for the crops we purchase, helping farmers achieve equitable compensation

02 Advisory Services

Providing training and documentation support to facilitate certification and improve farming practices

03 Enhanced Input Supply

Offering access to quality inputs to boost agricultural efficiency

04 Premiums for Farmers

Delivering additional premiums to reward and incentivise high-quality produce

05 Buyback Support

Guaranteeing buyback arrangements to ensure market stability and security for farmers

06 100% Digital Procurement

Streamlining procurement processes through digital platforms for transparency and efficiency

07 Community Development

Investing in social and environmental initiatives to foster sustainable development in villages and communities.

Prioritising Sustainable Procurement

As nature's bounty provides for us, we consider it our responsibility to harvest and deliver goodness in a responsible manner. We understand that the sustainable future we envision is shaped by the actions we take today. Our objective is to become a global leader in specialty foods and we are determined to achieve this through transparent practices and a sustainable business model. To realise this objective, it is crucial that our business partners share our values and vision.

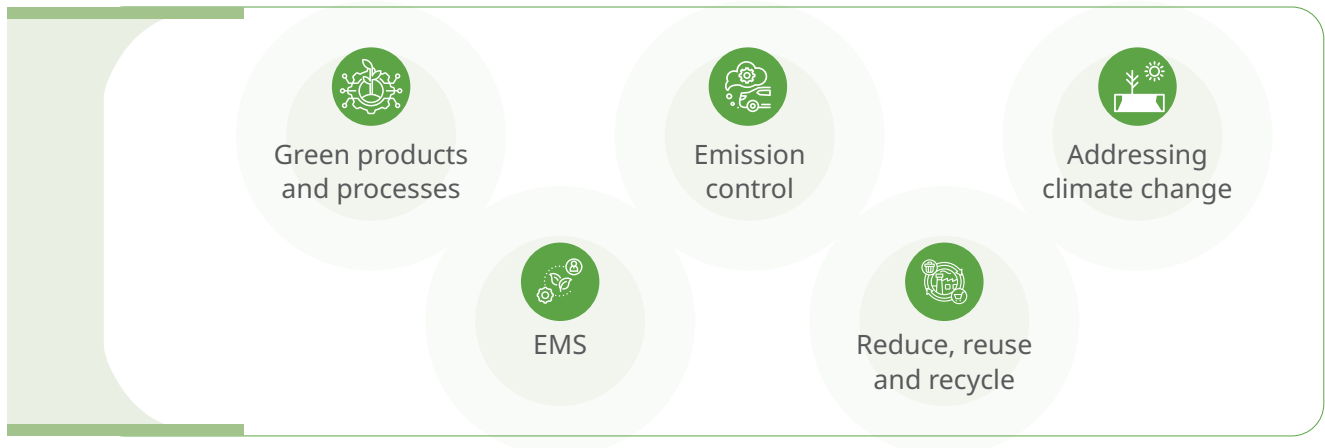


We have established a **Sustainable Procurement Policy** that helps us to source materials from suppliers who share our commitment to sustainability. We encourage our supply chain partners to join us in our ESG journey, embracing responsible sourcing, performing resilient operations and purpose-driven branding, driving

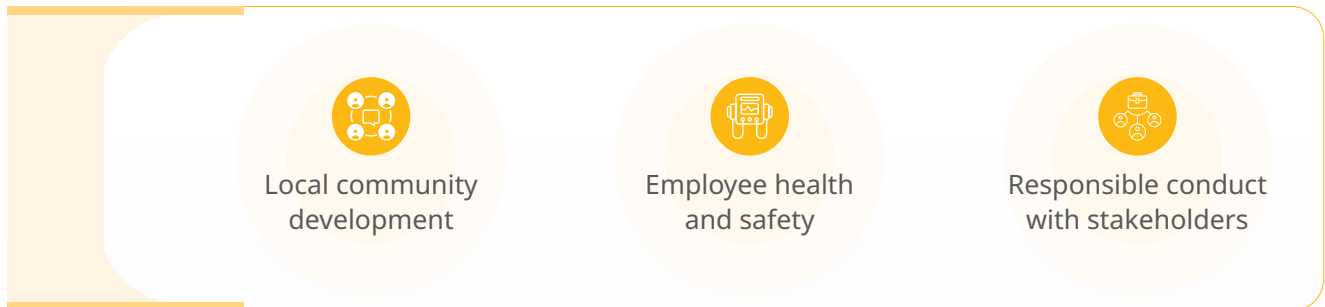
transformative movement, transparent governance and delivering, stakeholder-centric value creation. We expect our partners to uphold business ethics and integrity, incorporating socially and environmentally responsible practices throughout their operations.

We urge our partners to adopt, implement and monitor this policy within their ambit of operations. Inbound logistics and production to marketing, sales and human resource management. By working together, we seek to create safe, ethical and sustainable business practices that benefit both the society and the environment.

GREEN-INSPIRED



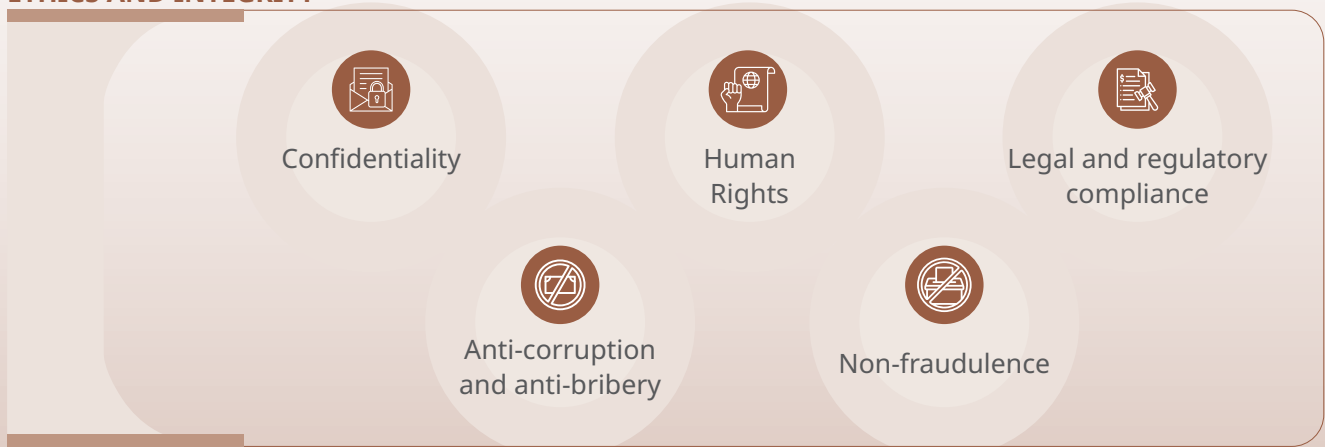
SOCIALLY RESPONSIBLE



QUALITY-DRIVEN



BUSINESS ETHICS AND INTEGRITY



Community Engagement

Our community engagement efforts are not just about investments; these include fostering meaningful connections and empowering farmers through sustainable practices, education and social mobilisation. Through numerous well-considered initiatives over the years, we have nurtured enduring relationships with the communities we serve, particularly the farming communities that form the backbone of our supply chain.



Strengthening Farmer Relationships

We place great emphasis on transparent and fair-trade practices, ensuring that farmers achieve financial sustainability through improved crop productivity and reduced cultivation costs. By working closely with farmers, we aim to drive socio-economic development and environmental sustainability within the communities. Through regular dialogue and collaboration, we empower farmers to become major stakeholders in our projects.

Promoting Education and Rural Development

Our commitment to education is reflected in our support of 45 schools, where we focus on infrastructure development, teacher training and enhancing the overall quality of education. Our goal is to adopt 100 schools by 2030, impacting over 20,000 students. Additionally, we work on rural infrastructural development, building community centres, roads and bridges, ensuring access to potable water by installing water treatment systems and household filters.

Women's Health Initiatives

We prioritise women's health in our community programmes



by raising awareness and making sanitary pads accessible to adolescent girls. Through initiatives such as sanitary pad-making units, we have currently benefitted over 29000 beneficiaries, improving health outcomes for women in rural areas.

Agri-productivity Enhancement

To further support farmers, we have established four common service centres that provide agricultural services such as farm implements, inputs and climate-smart agricultural practices. These efforts have led to increased productivity and a sustainable livelihood for farmers, while also reducing the environmental impact through efficient resource management.

Environmental Sustainability

LT Foods is dedicated to promoting environmental sustainability by implementing climate-smart practices, energy conservation and clean energy solutions. We have installed 1,000 solar streetlights, distributed 3,000 solar lamps and planted over 1,10,000 trees. All these efforts are aimed at reducing our carbon footprint while improving the quality of life for rural communities



Integrated Village Development Programme

LT Foods Ltd., in collaboration with Daawat Foods Ltd., initiated the Integrated Village Development Programme from 2021 to 2023 to create model villages. This project focuses on providing essential infrastructure, including clean drinking water, road lighting, menstrual hygiene, quality education and livelihood assistance to community members. This programme aims to drive sustainable, inclusive growth to empower villagers and improve their quality of life.

15

Villages impacted in Raisen and Chhatarpur districts of Madhya Pradesh



Vision of a Model Village

To foster sustainable and inclusive growth that enables every individual to lead a productive life, we work closely with the community to develop a replicable model of village development.

Our Integrated Village Adoption Project focuses on the following :



Education Promotion

Supported government schools, improved infrastructure, providing classroom furniture and offered scholarships to motivate students.

5
People Uplifted with Scholarship Programme for Higher Education*

10,000+
Student Beneficiaries*



Digital Literacy

Established computer labs in nine schools, equipped with computers and hired four teachers to promote digital education.



Environmental Sustainability

Installed solar streetlights in villages, positively impacting the community and fostering participation in other development activities.

1,000+
Solar streetlights installed*



Clean Drinking Water

Distributing community and household water filters, ensuring access to clean drinking water.

30,000+
Water Purifiers Made Available*

*Till Date



Preventive Healthcare and Sanitation

Renovated a Community Health Centre, held health camps and distributed sanitary napkins to women and girls.

70,000

Sanitary pads distributed*



Livelihood Initiatives

Supported goat farming for families and provided agricultural equipment, benefiting over 1,000 villagers.



Sustainability Efforts

Constructed ponds, check dams and promoted rainwater harvesting to address water scarcity.



Community Mobilisation

The LT Foundation has been working closely with village residents to ensure their participation in the development process through regular training and brainstorming sessions.



Governance

Tracing the 'G' of ESG

We are upholding a deep-rooted commitment to ethical business practices, prioritising integrity in every aspect of our operations to deliver the best possible products and finest experience to our consumers. This dedication forms the foundation of our robust corporate governance framework, ensuring long-term sustainability and creating value for all our stakeholders.

We understand that earning and sustaining the trust of our consumers, investors, employees, suppliers and communities requires a governance model that is grounded in transparency and accountability. These guiding principles, supported by comprehensive policies, inform our decision-making and ensure responsible business conduct at every level.

Effective Governance Framework

We believe that a strong governance framework is essential for driving sustainable business growth while safeguarding the best interests of all our stakeholders. In keeping with this, we make targeted interventions to cultivate an organisational culture of sound corporate governance that ensures ethical business conduct, regulatory compliance and management oversight.

At LT Foods, the guiding principles set forth by our Board of Directors reinforce our commitment to shared value creation and enable us to operate with extensive expertise. This governance framework guarantees transparency, fairness and accountability across all our business interactions and transactions. Our commitment to upholding good governance helps us deliver on stakeholder expectations while diligently fulfilling our social responsibilities. Additionally, our Code of Conduct builds a positive work environment that benefits both team members and partners alike.



Governance



Board's Oversight

Our Board of Directors possesses an extensive understanding of the evolving business environment. This enables the Board to define the Company's strategic direction and formulate robust strategies to navigate consistently changing regulatory, financial and geopolitical landscapes.

22%

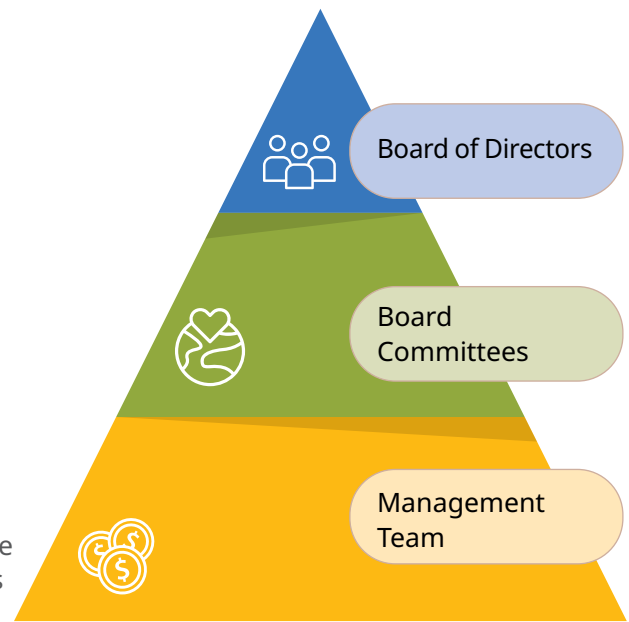
of Board members are women

56%

of Independent Directors

100%

Average Attendance for Board meetings



Through transparent and ethical leadership, our Board fosters trust across all touchpoints, from our internal teams to our valued consumers. This focus on transformative strategies enables us to keep our sustainability goals in sight, while always prioritising consumer well-being.



Board of Directors

The Board at LT Foods comprises industry veterans with decades of experience. Their wealth of knowledge and expertise play a crucial role in overseeing operations, creating long-term value and ensuring effective risk management while seizing emerging opportunities for growth.



Mr. Vijay Kumar Arora
Chairman and Managing Director

CSR and ESG M

Since 1978, Mr. Vijay Kumar Arora has been a visionary leader with over 40 years of experience. His strategic insight and dynamic leadership have been key to LT Foods' exceptional success, serving as the foundation for the Company's continuous growth and achievements.



Mr. Abhiram Seth
Lead Independent Director

AC C NRC C
 CSR and ESG M RMC M SRC M

Mr. Abhiram Seth, a pioneering figure in agriculture and industry, is widely recognised for his leadership at Aquagri and PepsiCo India. His experience in exports and agricultural development underscores his deep expertise. His dedication to sustainable growth and community empowerment greatly influences the Company's strategic vision.



Mr. Ashwani Kumar Arora
Managing Director and Chief Executive Officer

CSR and ESG M RMC C SRC M

With over 37 years of experience, Mr. Ashwani Kumar Arora has played a key role in driving LT Foods' growth. His diverse expertise in strategy, operations, finance and marketing is integral to the Company's growth, margin expansion and financial resilience. He is committed to building a forward-thinking, sustainable global consumer business.



Mr. Surinder Kumar Arora
Managing Director

SRC M

As Managing Director, Mr. Surinder Kumar Arora contributes invaluable expertise, drawing on over 30 years of experience. His dedication to manufacturing excellence and innovation has propelled LT Foods' growth. By championing technological advancements, automation and process innovation, he plays a crucial role in driving margin expansion and improving operational efficiency.



Mr. Alrumaih Sulaiman Abdulrahman S

Non-Executive Non-Independent Director

AC M RMC M

Mr. Alrumaih Sulaiman Abdulrahman S combines his background in electrical engineering with vast experience in investments, commercial strategies and business development. His successful leadership and broad sectoral knowledge add significant value to the Board's strategic decisions.



Mrs. Neeru Singh
Independent Director

AC M NRC M CSR and ESG C
SRC C

Mrs. Neeru Singh, Independent Director, brings 39 years of distinguished service as a member of the Indian Administrative Service (IAS). She has contributed to the Indian Government and the United Nations, expertising in conflict resolution, policy development and programme management. Her passion for leadership drives her global mentorship of individuals and her impact extends across various sectors.



Mrs. Ambika Sharma
Independent Director

AC M NRC M

Mrs. Ambika Sharma, a seasoned leader and Managing Director for India at the U.S.-India Business Council, has led numerous transformative initiatives. Her distinguished career at FICCI and her work on global and domestic strategies have made a lasting impact. As an Independent Director, she offers deep expertise in international affairs and strategic alignment.



Mr. Raju Lal
Independent Director

Mr. Raju Lal, a Chartered Accountant, brings over 30 years of experience as a versatile and effective professional. Known for capturing profitable opportunities and leading large, cross-functional teams, he has extensive expertise in Strategic Planning and Execution, Operational Excellence and Process Optimisation, Regulatory Compliance and Risk Management, Leadership and Team Development, Change Management and Adaptability and Business Development.



Mr. Satish Chander Gupta
Independent Director

Mr. Satish Chander Gupta with over 40 years in the banking sector, brings a wealth of experience and leadership prowess to the Board. As former Chairman and Managing Director of Punjab National Bank, his deep financial expertise is a significant asset.


LEGEND

- AC Audit Committee
- NRC Nomination and Remuneration Committee
- CSR and ESG Corporate Social Responsibility and Environmental, Social, Governance Committee
- RMC Risk Management Committee
- SRC Stakeholder Relationship Committee
- C Chairperson
- M Member

Board Committees

Our community engagement efforts are not just about investments; they are more about fostering meaningful connections and empowering farmers through sustainable practices, education and social mobilisation. Over the years, by implementing numerous well-thought-out initiatives, we have been able to nurture enduring relationships with the communities we serve, particularly the farming communities that form the backbone of our supply chain.

Below are the list of Board Committees -

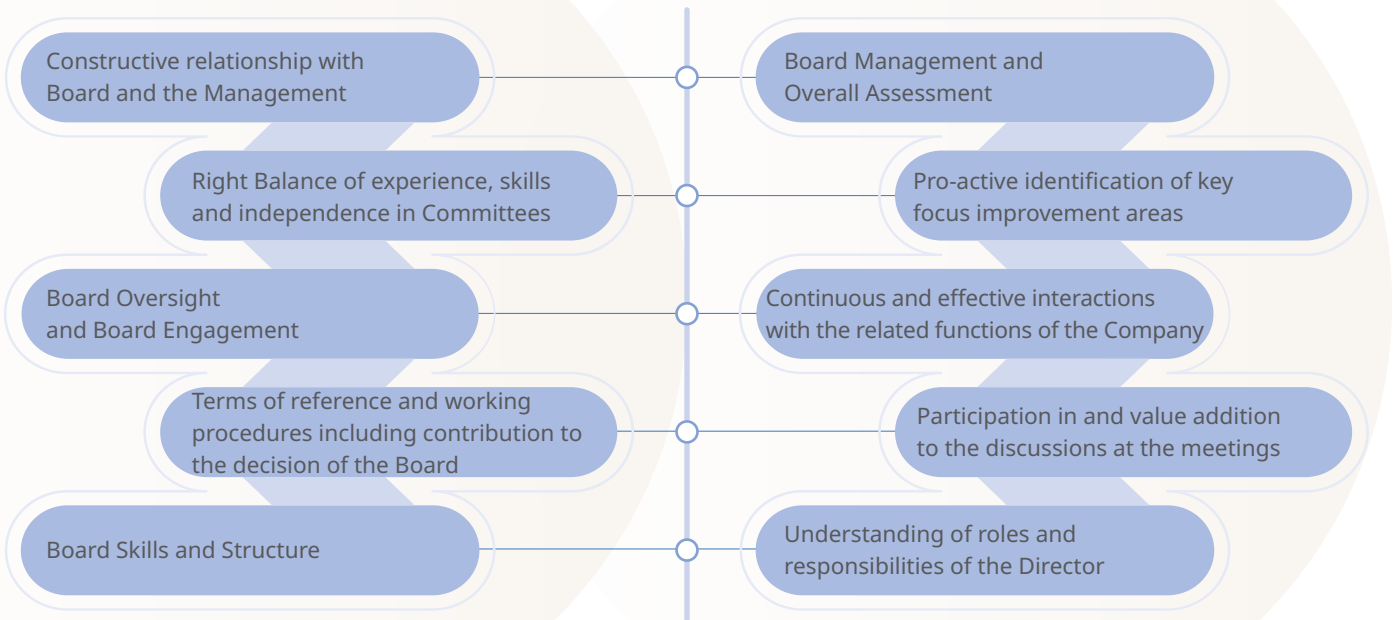
<p>Audit Committee</p> 	<p>The Audit Committee is responsible for overseeing the accuracy and integrity of the Company’s financial statements, internal controls and audit processes. It reviews financial disclosures, ensures compliance with accounting standards, evaluates the effectiveness of internal audits and recommends actions to enhance financial and operational transparency.</p>
<p>Nomination and Remuneration Committee</p> 	<p>The Nomination and Remuneration Committee is responsible for recommending the structure and composition of the Board and its Committees, ensuring diversity and effectiveness. It also oversees the appointment, evaluation and remuneration of Directors and Key Managerial Personnel, while also reviewing policies related to Director’s performance and compensation.</p>
<p>Corporate Social Responsibility and Environmental, Social, Governance Committee</p> 	<p>The Corporate Social Responsibility (CSR) and Environment, Social and Governance (ESG) Committee formulates and recommends CSR policies and budgets, ensuring alignment with legal requirements and monitoring their implementation. It also oversees the Company’s ESG strategy, including goals, ratings and disclosures as well as frames policies to address sustainability concerns and social responsibilities.</p>
<p>Risk Management Committee</p> 	<p>The Risk Management Committee crafts and oversees the implementation of the Company’s Risk Management Policy, including frameworks for identifying, mitigating and controlling various risks such as financial, operational and cybersecurity. It ensures robust risk management systems are in place, periodically reviews the policy and keeps the Board informed about risk-related matters.</p>
<p>Stakeholder Relationship Committee</p> 	<p>The Stakeholder Relationship Committee addresses issues related to securities, including the issuance of duplicate certificates and the resolution of shareholder grievances. It also oversees shareholder voting rights, compliance with service standards and initiatives to enhance shareholder satisfaction and reduce unclaimed dividends.</p>

Board Evaluations

An annual performance evaluation of the Board is conducted in accordance with the Act and Listing Regulations. This evaluation enables the Board to formally assess its own performance and that of its committees to enhance overall effectiveness. The Board, in collaboration with the Nomination and Remuneration Committee, has established criteria for evaluating the performance of the Board, its committees and Individual Directors, as detailed in the Board Evaluation Policy.




Parameters covered in the evaluation process



Policies

LT Foods has established all-encompassing set of governance policies that supports its governance framework, promoting integrity, transparency and accountability across all levels of the organisation. These policies help in navigating both external and internal risks. We have several policies available internally and in public domain.

Mentioned below are some of the policies that uphold our commitment to championing sustainable growth.

Board Evaluation	Related Party Transactions	Code of Conduct	Code of Conduct for vendors and service providers
 <p>Whistle Blower Policy</p>	 <p>Privacy Policy</p>	 <p>Environment, Health and Safety (EHS) Policy</p>	 <p>Environmental, Social and Governance (ESG) Policy</p>
 <p>Investor Grievance Redressal Policy</p>	 <p>Risk Management</p>	 <p>Tax Strategy</p>	 <p>Anti-Bribery and Anti-Corruption Policy</p>
 <p>Corporate Quality Policy</p>	 <p>Diversity and Equal Opportunity Policy</p>	 <p>Code of Ethics and Business Conduct, Charter</p>	 <p>Prevention of Sexual Harassment</p>
 <p>CSR Policy</p>	 <p>Remuneration Policy</p>		

Data Security and Privacy

We understand that with rapid digitalisation permeating industries worldwide, protecting confidential data is a key concern. We are dedicated to safeguarding the sensitive information of our consumers, personnel and partners through strict compliance with relevant data protection laws. Our Privacy Policy outlines the framework for ensuring data confidentiality, integrity and availability across all business operations. Also, we are compliant with the General Data Protection Regulation (GDPR),

a European Union law that protects the privacy and security of individuals' data.

We have implemented advanced security protocols such as encryption, secure data storage and periodic audits. Additionally, our people receive regular training to stay informed on best practices and we ensure that access to sensitive data is controlled based on job functions. We also make sure that third-party vendors meet our stringent data protection standards. To achieve

this, our senior management team plays a crucial role in shaping and overseeing the policies that govern these areas. This ensures that our approach to information security and cybersecurity is aligned with our overall strategic objectives and risk management framework.



This proactive approach reflects our commitment to upholding trust, ensuring privacy and maintaining compliance with legal and industry requirements.

Business Ethics and Integrity

Ethical conduct forms the bedrock of our business philosophy, guiding us toward sustainable value creation and directly benefitting all our stakeholders. Our comprehensive policies,



including the 'Anti-Corruption and Anti-Bribery Policy,' 'Code of Conduct' and 'Code of Ethics and Business Conduct,' uphold the highest standards of integrity, transparency and accountability. These standards are reflected in both professional and personal actions across our organisation. Further, we are committed to fair wages, non-discrimination, prohibition of child labour and fostering a safe, inclusive work environment. Our Human Resources team, along with a robust grievance redressal mechanism, ensures compliance with human rights standards,

addresses concerns across our entire value chain and reinforces our dedication to ethical practices.

Our Code of Conduct is firmly grounded in fairness, ethics and exemplary corporate governance. It guides every employee to demonstrate the highest level of personal and professional integrity, navigate conflicts of interest transparently and engage in honest and ethical business relationships.

We affirm our steadfast resolve to ensuring all our actions are free from fraud and deception.

Responsible Marketing and Advertising

Our consumer-centric approach encompasses our communication. We adhere to ethical marketing practices and ensure that all product information is clear, honest and compliant with regulatory standards, avoiding any

misleading claims. Furthermore, our advertising reflects our commitment to promoting sustainable and healthy choices, while respecting cultural differences and imbuing inclusivity. By maintaining high standards of responsibility in our marketing, we build strong, trust-based relationships with our consumers, ensuring

they can make informed, confident choices.



Innovation and R&D

Innovation and R&D empower us to stay ahead of the evolving consumer needs and market trends. By embracing digital transformation and leveraging advanced technologies, such as data analytics and digital tools, we gain deeper insights into consumer behaviour, going beyond traditional understanding. This enables us to optimise operations and develop products that align closely with consumer preferences, consistently exceeding expectations and delivering exceptional value.

We have successfully implemented Robotic Process Automation (RPA) to automate repetitive tasks, significantly reducing processing times and minimising errors. This initiative has helped our employees to focus on more strategic, value-driven activities, resulting in enhanced productivity.

Additionally, our adoption of cloud computing has provided the scalability and flexibility needed to support our growing business demands. Simultaneously, migrating critical IT infrastructure to cloud platforms has led to substantial cost savings and facilitated rapid deployment of new applications, improving operational efficiency.

Data analytics has been pivotal in driving our digital transformation. By harnessing big data, we have gained actionable insights into financial performance, consumer preferences and operational metrics. These insights aid our strategic decisions, helping us anticipate market trends

and tailor our offerings accordingly. Real-time dashboards and advanced analytics tools further enable our teams to monitor key performance indicators (KPIs), empowering them to make informed, timely decisions.

[Read more on this in our FY 2023-24 Annual Integrated report](#)



Risk Management

Our comprehensive risk management covers every level of the organisation. By identifying, assessing and mitigating risks in alignment with our strategic objectives, we also capitalise on opportunities that emerge from these challenges. We maintain a robust risk management framework to build organisational resilience, shield against uncertainties, safeguard stakeholder interests and foster sustainable value creation.

[Read more on this in our FY 2023-24 Annual Integrated report](#)

GRI Content Index

Statement of use	LT Foods has reported the information cited in this GRI content index for the period from 1st April 2023 to 31st March 2024 with reference to the GRI Standards.
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CORPORATE OFFICE

LT Foods Limited

4th Floor, MVL-I Park Sector 15,
Gurugam -122001, Haryana
Phone no. 0124-3055100
www.ltgroup.in

REGISTERED OFFICE

LT Foods Limited

Unit No. 134, 1st Floor, Rectangle-1,
Saket District Centre, New Delhi-110017
Phone no. 011-29565344,
CIN: L74899DL1990PLC041790

