

BUSINESS RESPONSIBILITY REPORT

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1. Corporate Identity Number (CIN) of the Company: L01222PN1976PLC017422
2. Name of the Company: Venky's (India) Limited
3. Registered address: 'Venkateshwara House', S.No.114/A/2, Pune – Sinhadgad Road,
Pune – 411030.
4. Website: www.venkys.com
5. E-mail id: corp.shares@venkys.com
6. Financial Year reported: 01.04.2017 – 31.03.2018
7. Sector(s) that the Company is engaged in (industrial activity code-wise):

S. No	Name and Description of main products / services	NIC Code of the Product/ service
1	Sale of grownup commercial broiler	01461
2	Sale of Day old commercial chicks	01463
3	Sale of Refined oil	10402
4	Sale of De-Oiled Cake for Poultry Feed	10406
5	Animal Health Products	01409

8. List three key products/services that the Company manufactures/provides (as in balance sheet)
 - Grownup Commercial Broiler
 - Day old commercial chicks
 - Soya De-oiled Cake
9. Total number of locations where business activity is undertaken by the Company
 - Number of International Locations: NIL units outside India.
 - Number of National Locations: 47 units. (Includes only farms / hatcheries and plants)
10. Markets served by the Company – All over India and certain international markets.

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1. Paid up Capital (INR): 14,08,73,360/-
2. Total Turnover (INR): 2715,03,32,000/-
3. Total profit after taxes (INR): 199,71,17,000/-

4. Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%) : 0.88%
5. List of activities in which expenditure in 4 above has been incurred:-
 - Healthcare
 - Education
 - Eradication of Hunger and Poverty

SECTION C: OTHER DETAILS

1. Does the Company have any Subsidiary Company/ Companies?
No
2. Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)
Not Applicable.
3. Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]

The company believes in inclusion of all its stakeholders in the business responsibility principles undertaken by the Company. The stakeholders generally conform to the principles followed by the Company.

SECTION D: BR INFORMATION

1. Details of Director/Directors responsible for BR
 1. Details of the Director/Director responsible for implementation of the BR policy/policies

DIN Number: 00013533
Name: Jitendra M. Desai
Designation: Director

2. Details of the BR head

No.	Particulars	Details
1	DIN Number (if applicable)	Not Applicable
2	Name	Mr. J. K. Handa / Mr. Rohan Bhagwat
3	Designation	Chief Financial Officer / Company Secretary
4	Telephone number	020 – 24251530 – 41
5	Email id	corp.shares@venkys.com

2. Principle wise (As per NVGs) BR policy / policies

1. Details of Compliance (Reply in Y/N):

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/ policies for....	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders?	N	N	Y	N	N	N	N	N	N
3	Does the policy conform to any national / international standards? If yes, specify? (50 words)	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*
4	Has the policy being approved by the Board? Is yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Y**	Y**	Y**	Y**	Y**	Y**	Y**	Y**	Y**
6	Indicate the link for the policy to be viewed online?	N	N	N	N	N	N	N	N	N
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Y#	Y#	Y#	Y#	Y#	Y#	Y#	Y#	Y#
8	Does the company have in-house structure to implement the policy/ policies.	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	N	N	N	N	N	N	N	N	N

* The policies confirm to 'National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business' issued by MCA in July 2011.

**The Corporate Social Responsibility Committee oversees the implementation of the policy.

#The policy has been communicated to some of the internal stakeholders from time to time.

2. If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options): Not Applicable

3. Governance related to BR

- Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year:

Annually

- Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?

The Business Responsibility report is published in Annual Report and the same is available on website of the company i.e. www.venkys.com.

SECTION E: PRINCIPLE-WISE PERFORMANCE

Principle 1

1. Does the policy relating to ethics, bribery and corruption cover only the company? Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs /Others?

The policy relating to ethics, bribery and corruption does not only cover the company but also it is applicable to the stakeholders of the Company. The stake holders of the Company includes the employees and suppliers associated with the Company.

The company has put in place policy which emphasizes on good ethical practices within the organization. The policy extends not only to the entire group but also to the Suppliers, Contractors of the Company. The company, in its day to day operations, always accentuate on fair and transparent business practices which inter alia debar acceptance of bribe as well as giving bribe. While effectively monitoring the above practices in the organization the Company believes the agenda of "Corruption Free Business".

2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.

In the past financial year the company has not received any complaint from its stakeholders in this segment.

Principle 2

1. List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.

As a leader in poultry industry the company has employed state of the art technology in its operations. The operations of the company ensure that it shall not disturb the ecology and environmental balance surrounding to it. For this, the company has adopted the latest technology which is at par with the global standards.

(a) The "Venky's XPRS" chain of retail outlets of the Company has put in place clean and best hygienic practices for preparation and serving food items at the restaurant as well as for the take away products.

(b) The live bird operations of the company ensure safety and optimal use of resources over the life-cycle of the product – from design to disposal. The waste generated from these operations is biodegradable in nature, is recycled and used in poultry activities and other allied activities like agriculture. The company also regularly reviews and improves the process of new technology development, so as to incorporate social, ethical, and environmental considerations.

(c) The Company is also in the business of processed chicken products which are being sold through retail outlets as well as through various chain of suppliers/ distributors. The Company ensures that the manufacturing processes and technologies required to produce these products are resource efficient and sustainable. It also follows all the statutory guideline pertaining to the packaging, disclosure of information which results in consumer awareness.

2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):

(a) Reduction during sourcing / production / distribution achieved since the previous year throughout the value chain?

The abovementioned operations/ technology results into use of less water at the plant. The water which is used in operational functions is being recycled and used in the plant itself for gardening and plantation purpose. The equipments used in the "Venky's XPRS" retail chain outlet is based electrical installation which eliminates usage of LPG gas which in turn reduces the environmental pollution.

(b) Reduction during usage by consumers (energy, water) has been achieved since the previous year?

The products mentioned herein above even though are not being used by the consumers directly but in the process of design to disposal they are environment friendly products which has less adverse impact on the environment.

3. Does the company have procedures in place for sustainable sourcing (including transportation)?

(a) If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

Apart from the required energy and water, inputs used in poultry industry are basically agricultural produce and land. The Company is effectively treating the water used in its farms, hatcheries, units and re-using the same. This reduces the requirement of fresh water substantially thereby saving water. The poultry industry is generally not a "High Technology Intensive Industry" and hence it has less environmental impact compared to other industries. The Company has in place the sustainable sourcing practices including transportation.

4. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?

The Company along with its poultry farming operations also carries out the business of poultry feeds and feed supplements. The main ingredients of the poultry feed are Soya and Maize. The company directly procures the agricultural produce like soya from local farmers in the area where company is operating, thereby eliminating the role of mediators. The company while procuring good quality of material (Soya & Maize) from farmers gives them competitive rate in the market.

(a) If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

The company has from time to time interacted and educated farmers about latest available practices in farming. It has always encouraged the framers to produce the best quality of Soya and Maize. While doing this the company has provided comfort to the farmers to buy their produces at remunerative prices.

5. Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.

The Company's live chicken business does not generate any hazardous waste. All the waste generated is bio-degradable and used in some form or other. Further in case of processed chicken products, the Company has set up rendering plants which recycles the waste generated and the same is re-usable. The company believes in minimum waste generation and optimum resource utilization. In line with several environmental rules & regulations mandated by Central /State Government the company has set up a mechanism for waste minimization and its recycling. The products which are being sold by the Company in the domestic market as well as outside India are packed in the recyclable material.

Principle 3

1. Please indicate the Total number of employees: 5366
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis: 1332
3. Please indicate the Number of permanent women employees: 284
4. Please indicate the Number of permanent employees with disabilities: 5
5. Do you have an employee association that is recognized by management: Yes
6. What percentage of your permanent employees is members of this recognized employee association: 15%
7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.: NIL

Sr. No	Category	No of complaints filed during the financial year	No of complaints pending as on end of the financial year
1	Child labour/ forced labour/involuntary labour	NIL	NIL
2	Sexual harassment	NIL	NIL
3	Discriminatory employment	NIL	NIL

8. What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?

The Company on a continuous basis provides knowledge upgradation and training to its employees and encourages them for keeping themselves updated with the current trends and changes in the market.

Principle 4

1. Has the company mapped its internal and external stakeholders? Yes/No

Yes. The company has made the analysis and has identified the internal and external stakeholders. The details of which are as follows:

a) Internal Stakeholders:

- 1) Employees
- 2) Suppliers/ Vendors
- 3) Shareholders
- 4) Customers

b) External Stakeholders

- 1) Government & Government Agencies
- 2) Society at large

2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders.

The company has identified disadvantaged, vulnerable & marginalized stakeholders. To address the concerns of the weaker section of the society, the company through its CSR activities strives to reduce hunger and poverty. Further it also provides for education to weaker section of society. For its employees the company has provided medical insurance facilities and thereby has secured the health and wealth of vulnerable class of employees.

3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words

The company, through Charitable Foundations, is involved in providing education and medical facilities to vulnerable and marginalized stakeholders. Further, the company also provides free chicken and eggs to orphanages and other weaker section of society. The company intends to provide good quality, safe and protein rich food such as eggs and chicken to disadvantaged section of the society thereby taking care of their daily food needs.

Principle 5

1. Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?

At present the policy covers the Company and its employees. The Company always respects rights of human beings and society at large and has inculcated the same values in its management systems. The Company strives to ensure that all its partners in the value chain are fitting in the broad parameters of such principles.

2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

The Company did not receive any stakeholder complaints under this segment in the past financial year.

Principle 6

1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.

At present the policy covers the Company, its employees and its Group Companies.

2. Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.

The Company has state-of-the-art equipments and machinery installed at its farms, hatcheries and other production facilities. The Company always prefers recyclable and sustainable materials in its process of operations. These systems contribute towards addressing environmental issues such as climate change and global warming.

3. Does the Company identify and assess potential environmental risks? Y/N

Yes. The Company has an ongoing process of identifying and assessing potential environmental risks due to its operations at all the units so that such risks can be avoided or mitigated in unavoidable circumstances.

4. Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?

All units of the Company are complying with the applicable environmental norms. The Company has done massive tree plantation at its units for a better environment.

5. Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.

The Company is involved in livestock operations hence requires uninterrupted supply of electricity. It uses the best available eco-friendly power generators and other systems for its operations.

6. Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?

Yes

7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.

As on 31.03.2018 there are no pending show cause / legal notices.

Principle 7

1. Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:

The company is a member of national level associations engaged in protecting interest of Poultry Farmers in India. It is a member of associations such as Poultry Development Promotion Council of India and also local associations such as Maharashtra Chamber Of Commerce Industries & Agriculture.

2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)

The Company is always part of such initiatives which are beneficial to all the poultry farmers, big or small, of India which can be categorized in inclusive development policies and food security.

Principle 8

1. Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.

The company is mindful of social and economic development of the society at large. India is a protein deficient country and the company, being in the business of poultry, strives to provide protein rich sources of food at affordable prices. This is the foregoing objective of the company resulting in promoting wellbeing of the society. Further, since most of the units of the Company are located in rural / remote areas, the company assures to include local persons in its operations, develop the surroundings through better roads, aided education and medical help.

2. Are the programmes/projects undertaken through in-house team/own foundation / external NGO/government structures/any other organization?

The projects are undertaken by the Company itself or through other charitable foundations etc.

3. Have you done any impact assessment of your initiative?

The impact assessment of the Company's efforts in this segment is an ongoing process and gradual increase in the wellbeing of the society is visible.

4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken.

For the financial year ended 31.03.2018 the Company has spent an amount of Rs.1.75 Cr. towards CSR activities which include community development activities.

5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.

The Company timely informs and educates the community on such activities undertaken by the Company and looks forward for active participation from them. Further, monitoring of such activities is done on periodical basis to ensure that the community is actually benefiting from the same.

Principle 9

1. What percentage of customer complaints/consumer cases are pending as on the end of financial year.

The Company is also engaged in business of processed chicken food products and quick service restaurant namely 'Venky's XPRS'. The Company always assures and is having the prime objective of providing a quality and safe product to its consumers. All the consumer complaints received during the financial year 2017-18 have been resolved to the satisfaction of the Complainant.

2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks(additional information)

The Company provides all the required information on package of the products, wherever applicable, as per statutory guidelines, including nutritional information and information related to preparation of the products.

3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so.

No.

4. Did your company carry out any consumer survey/ consumer satisfaction trends?

Understanding consumer tastes and preferences is done by the Company from the past four decades. The Company has a dedicated customer feedback line and department as well as the Venky's XPRS restaurants have a customer feedback register at every restaurant which provide insight into the consumer trends and helps in improvement.