

# Business Responsibility Report

The Directors present the Business Responsibility Report of the Company for the financial year ended 31st March, 2020 pursuant to Regulation 34(2)(f) of the SEBI( Listing Obligations & Disclosure Requirements) Regulations, 2015 and SEBI notification no. SEBI/LAD-NRO/GN/2019/45 dated 26th Dec, 2019.

## Section A) General Information About The Company

- Corporate Identity Number (CIN) of the Company- L74899DL1990PLC041790
- Name of the Company- LT FOODS LIMITED
- Registered address- Unit no. 134, Rectangle-1, Saket District Centre, New Delhi-110017
- Website- www.ltgroup.in
- E-mail id-ir@ltgroup.in
- Financial Year reported- 2019-20
- Sector(s) that the Company is engaged in (industrial activity code-wise)-10612
- Key products/services that the Company manufactures/provides -Rice, Saute Sauces and Staples
- Locations where business activity is undertaken by the Company- The Company's business and operations are spread across the Country and in other geographies. Details of plant locations are provided in the Corporate information page.
- Markets served by the Company - The Company's products are available in India as well as globally in more than 80 Countries,

## Section B) Financial Details of the Company

- Paid up Capital- Rs. 31.98 Crore
- Total Turnover - Rs. 2377.78 Crore
- Total profit after taxes (INR)-Rs. 85.16Crore
- Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%) - c.1%

- Activities in which expenditure in 4 above has been incurred:-

### Areas listed under Schedule VII to the Companies Act, 2013

Promoting education, including special education and employments enhancing vocational skills specially among children, women, elderly and the differently abled and livelihood enhancement projects  
Rural Development Projects

### Role of LT Foods Limited through Foundations

Education, Vocational training, Livelihood enhancement  
Agri development

## Section C) Other Details

- Does the Company have any Subsidiary Company/ Companies?- Yes
- 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)- Yes, Two subsidiaries of the Company participate in BR initiatives of LT Foods Limited
- 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 same has not been identified by the Company.

## Section D) BR Information

### 1. Details of Director/Directors responsible for BR

(a) Details of the Director/Director responsible for implementation of the BR policy/policies

- DIN Number- 01574773
- Name- Ashwani Kumar Arora
- Designation- Managing Director& CEO

(b) Details of the BR head

No.	Particulars	Details
1	DIN Number (if applicable)	01574773
2	Name	Ashwani Kumar Arora
3	Designation	Managing Director & CEO
4	Telephone number	0124-3055111
5	e-mail id	ashwani@ltgroup.in

**2. Principle-wise (as per NVGs) BR Policy/policies**

(a) Details of compliance

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/ policies for	Yes	Yes	Yes	No	Yes	No	No	Yes	No
2	Has the policy being formulated in consultation with the relevant stakeholders?	Yes	Yes	Yes		Yes	Yes		Yes	
3	Does the policy conform to any national / international standards? If yes, specify? (50 words)	Policy is formulated keeping for specific requirements and industry best practices		Policy is formulated for specific requirements and industry best practices		Policy is formulated keeping in mind specific requirements and industry best practices	Yes - Part of our rice sourcing confirms to SRP standards (www.sustainable.ice.org). All factories confirms to national norms on energy, pollution, biodiversity, emission etc		As per the national guideline on CSR	We follow all national/ international norms on individual components of the principal to provide value to the consumer in responsible manner
4	Has the policy being approved by the Board? Is yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	Yes	No. These are various marketing, communication, product development guidelines.	Yes		Yes			Yes	
5	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Yes	No	Yes		Yes			Yes	

## Statutory Reports

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Indicate the link for the policy to be viewed online?	<a href="http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines">http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines</a>		<a href="http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines">http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines</a>  Code of conduct, whistle blower policy etc. We have a detailed HR policy covering wide range of policies		<a href="http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines">http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines</a>  Code of conduct, diversity policy and, Prevention of sexual harassment policy, no child labour and various other policies included in HR policy			<a href="http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines">http://www.ltgroup.in/business-and-investors.html#policies-and-guidelines</a>  CSR policy	
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	Yes	Yes	Yes		Yes			Yes	
8	Does the company have in-house structure to implement the policy/ policies.	Yes	Yes	Yes		Yes			Yes	
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Yes	Yes	Yes		Yes			Yes	
10	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external agency?	Yes	NO	Yes		Yes	Rice grown as per SRP standards is audited by independent third party auditor		Yes	

(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options)

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The company has not understood the Principles									
2	The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles									
3	The company does not have financial or manpower resources available for the task									
4	It is planned to be done within next 6 Months									
5	It is planned to be done within the next 1 year				Yes		Yes	Yes		Yes
6	Any other reason (please specify)									

**3. Governance related to BR**

(a) 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

The Board of Directors will assess the BR performance on annual basis.

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

No

1. Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/Joint Ventures/ Suppliers/Contractors/NGOs /Others?

**Yes**

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.

**12**

All complaints were duly resolved on prompt basis.

**Section E: Principle-Wise Performance**

**Principle 1: Business should conduct and govern themselves with Ethics, Transparency and Accountability**

LT Foods is committed to achieve highest standards of integrity and ethics. The Company follows ethical standards in dealing with all its stakeholders including its customers, employees, suppliers, government, etc.

The Company follows a “ Code of Conduct” with a belief of conducting its business in an ethical manner. The Audit Committee of the Company oversees the functioning of Whistle Blower Policy and the compliance of Code of Conduct by the designated employees on the quarterly basis

**Principle 2: Business should provide goods and services that are safe and contribute to sustainability throughout their life cycle**

As a responsible Company, LT Foods provide safe and high quality products to its consumers. The Company makes continuous effort to improve its processes and regularly review new technology development, deployment and commercialization while keeping social, ethical, and environmental considerations at the core.

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

**(a) Rice- The Company works with farmers based on SRP – Sustainable Rice Platform –www.sustinablerice.org – an IRRI and UN initiative**

**(b) Staples**

**(c) Cuppa Rice**

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?

~30% reduction in water use in cultivation of Basmati rice with farmers. The respective team is involved with farmers to cater the same.

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

NA

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.

**Yes. About 5% of paddy procured by LT Group is certified sustainable by third party. Certified as per SRP ( www.sustainbalerice.org ) standards.**

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

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

**LT Foods buys all its paddy from farmers, mostly small and medium, from farms around its production facilities. LT Foods runs a program, as per SRP standards, whereby each farmer enrolled in the program is trained on various agronomic practices, supported with collaterals and equipment and provided digital advisory. Besides, LT Foods provides substantial incentive (about 2%) over the market price for sustainably grown paddy.**

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.

**Yes. >10%**

**All our jute bags (used in paddy packaging) are used at least thrice. All waste water is recycled and used for various purposes including landscape irrigation.**

### **Principle 3: Business should promote well-being of all employees**

LT Foods considers employees as its most valuable asset for consistent growth of the business. The Company's code of conduct provides guidelines for its employees related to freedom, gender equality, non-discrimination with respect to caste, creed, race, religion, disability or sexual orientation during their course of employment.

The Company gives special attention on training of its employees based on their job requirements. The HR department prepares annual training plans for its employees through e learning or group training modules.

1. Please indicate the Total number of employees.- 888
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis. 415
3. Please indicate the Number of permanent women employees.-42
4. Please indicate the Number of permanent employees with disabilities - 01
5. Do you have an employee association that is recognized by management.- NO
6. What percentage of your permanent employees is members of this recognized employee association?- NOT APPLICABLE
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.

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	0	0
2	Sexual harassment	0	0
3	Discriminatory employment	0	0

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

- (a) Permanent Employees- 90%
- (b) Permanent Women Employees- 95%
- (c) Casual/Temporary/Contractual Employees- 70%
- (d) Employees with Disabilities- NOT APPLICABLE

**Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.**

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

**No**

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

**No**

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 or so

**No**

**Principle 5: Businesses should respect and promote human rights**

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?

**The Company's Code of Conduct covers guidelines on human rights and the same is applicable to the group as well as its stakeholders.**

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 complaint with respect to human rights violation during the financial year 2019-20.**

**Principle 6: Business should respect, protect and make efforts to restore the environment**

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

**Efforts related to environment and climate change extends to the group and the paddy suppliers (farmers).**

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.

**As per SRP standards, we work with farmers to promote sustainable rice cultivation. We are represented by Brig J S Oberoi on the SRP board. (<http://www.sustainablerice.org/assets/docs/SRP%20Board%202019.png>).**

**We are also members of Indo – Dutch partnership on sustainable management of paddy straw.**

**We are a key implementation partner in WAPRO project along with Swiss Development Corporation (SDC), Helvetas, MARS Foods, Jain Irrigation and Partner in Prosperity (<https://www.helvetas.org/en/switzerland/what-we-do/how-we-work/our-projects/global/water-productivity-WAPRO>).**

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

**Yes, The Company has mechanism to assess potential environment risks. The same is part of our Risk Management Policy. We also work to reduce the use of water in rice cultivation, strive to decrease Green House Gas emission, ensure food safety, use renewable energy in the production process, promote water recycling etc. to control environmental risks.**

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?

**Yes, The Company has Clean Development Mechanism in place. Environmental compliance reports for pollution control, waste water recycling and effluence, responsible disposal of factory waste etc are filed with respective agencies.**

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.

**Yes, The Company has undertaken initiatives on energy efficiency , renewal energy etc. A**

**significant portion of our power requirement for factories is met by solar energy. All lights have been replaced with energy efficient LED. We treat and recycle all waste water and ensure zero discharge within our facilities.**

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

**Yes, The Emissions, wastes generated by the Company are within the permissible limits given by CPCB, SPCB for the financial year 2019-20.**

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.

**Nil**

**Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner**

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:

Our Company is member of the the following Associations:

**(a) AIREA ( All India Rice Exporters Association)**

**(b) CII**

**(c) FICCI**

**(d) ASSOCHAM**

**(e) FSSAI**

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)

**Yes, We are actively working with these industry bodies to enable sustainable rice cultivation, ensure food safety and reduce pesticide residue in rice. Our inputs are also incorporated in the suggestions/ recommendations given by these bodies to the Government.**

**The Company is also working with these chambers and associations for development of Industry.**

**Principle 8: Businesses should support inclusive growth and equitable development**

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

**Yes, The Company is associated with Foundations/ Associations for education of under privileged Children, vocational skill development, woman empowerment.**

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

**Yes, The programmes are undertaken through Partner NGOs or external foundations**

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

**Yes**

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

**The contribution to Community development projects is highlighted in the CSR section of the Annual report.**

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.

**We provide long term support to community development with educational programs (adoption of school), Women empowerment, Economic assistance to Farming community, Development of tribal farming community etc. (<http://www.ltgroup.in/csr.html>)**

**Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner**

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

**None**

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)

**Yes. The Company displays information on the product label over and above what is mandated as per local laws like nutritional facts, recipes etc,**

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, There was no case filed by any stakeholder against the Company regarding any Unfair trade Practice, anti competitive behavior or irresponsible advertising during last years.**

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

**Yes, The Company regularly conducts consumer survey to understand their feedback on product quality and its acceptance by the people at large.**