



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

ANNEXURE-G OF BOARD'S REPORT

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAIL OF LISTED ENTITY

1	CORPORATE IDENTITY NUMBER (CIN) OF THE LISTED ENTITY	L74110UP2008PLC034977
2	NAME OF LISTED ENTITY	HMA AGRO INDUSTRIES LIMITED
3	YEAR OF INCORPORATION	2008
4	REGISTERED OFFICE ADDRESS	18A/5/3 TAJVIEW CROSSING FATEHABAD ROAD, Agra, AGRA, Uttar Pradesh, India, 282001
5	CORPORATE ADDRESS	NA
6	E-MAIL	cs@hmaagro.com
7	TELEPHONE	+91 7217018161
8	WEBSITE	www.hmagroup.co
9	FINANCIAL YEAR FOR WHICH REPORTING IS BEING DONE	Financial Year 2024-25 (01st April 2024 to 31st March 2025)
10	NAME OF THE STOCK EXCHANGE(S) WHERE SHARES ARE LISTED	National Stock Exchange Limited (NSE) and Bombay Stock Exchange Limited (BSE)
11	PAID-UP CAPITAL	Rs. 500,769,770 /- (Rupees Fifty Crore and Seven Lakhs Sixty Nine Thousand Seven Hundred and Seventy only)
12	NAME AND CONTACT DETAILS (TELEPHONE, EMAIL ADDRESS) OF THE PERSON WHO MAY BE CONTACTED IN CASE OF ANY QUERIES ON THE BRSR REPORT	Name: Mr. Nikhil Sundrani Designation: Company Secretary & Compliance Officer Phone No.: +91 7217018161 E-mail: cs@hmaagro.com
13	REPORTING BOUNDARY - ARE THE DISCLOSURES UNDER THIS REPORT MADE ON A STANDALONE BASIS (I.E., ONLY FOR THE ENTITY) OR ON A CONSOLIDATED BASIS (I.E., FOR THE ENTITY AND ALL THE ENTITIES WHICH FORM A PART OF ITS CONSOLIDATED FINANCIAL STATEMENTS, TAKEN TOGETHER)	The disclosures made in this Business Responsibility and Sustainability Report (BRSR) are presented on a standalone basis and pertain exclusively to HMA Agro Industries Limited and its processing facility located in Aligarh. The information provided herein relates solely to the operations and performance of the Company and does not encompass data from its subsidiaries, associate entities, or third-party manufacturers.
14	NAME OF ASSURANCE PROVIDER	Assurance is not mandatory and has not been taken up for the financial year 2024-2025.
15	TYPE OF ASSURANCE OBTAINED	Not Applicable

II. PRODUCTS/ SERVICES

16 DETAILS OF BUSINESS ACTIVITIES (ACCOUNTING FOR 90% OF THE TURNOVER)

S. No.	DESCRIPTION OF MAIN ACTIVITY	DESCRIPTION OF BUSINESS ACTIVITY	% OF TURNOVER OF THE ENTITY
1.	Slaughtering, Processing & Rendering of Frozen buffalo Meat	Meat & Meat products	98.49%
2.	Other Trading	Fish & Rice	1.51%

17. PRODUCT/SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY'S TURNOVER):

S. NO.	PRODUCT/SERVICE	NIC CODE	% OF TOTAL TURNOVER CONTRIBUTED
1	Frozen buffalo Meat & Meat Products	1010	98.49%
2.	Rice	4690	1.31%
3.	Fish	4630	0.20%

III OPERATIONS:

18. NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:

LOCATIONS	NUMBER OF PLANTS	NUMBER OF OFFICES	TOTAL
NATIONAL	1	1	2
INTERNATIONAL*	-	-	-

* The Company does not have international offices/ factories/plants as on the date of the Report.

Note: The slaughtering, processing, and rendering of meat and meat products are carried out by plants owned by HMA Agro Industries Limited as well as its subsidiaries. The details of which are as follows.

Summary of the plants, registered and Corporate office held in the name of the company/subsidiary/Associate.

COMPANY/SUBSIDIARY/PARTNERSHIPS	NUMBER OF PLANTS	NUMBER OF OFFICES*	TOTAL
HMA AGRO INDUSTRIES LIMITED	1	1	2
FEDERAL AGRO INDUSTRIES PRIVATE LIMITED (SUBSIDIARY)	1	2	3
M/S. RELIABLE AGRO FOODS (PARTNERSHIP FIRM HAVING SUBSTANTIAL INTEREST)	1	-	1
M/S. HMA FOOD EXPORT PRIVATE LIMITED (WHOLLY OWNED SUBSIDIARY)	1	2	3
UNITED FARM PRODUCT PRIVATE LIMITEDs (WHOLLY OWNED SUBSIDIARY)	1	2	3
LAAL AGRO FOOD PRIVATE LIMITED (WHOLLY OWNED SUBSIDIARY)	1	2	3
JFF EXPORTS PRIVATE LIMITED (JEPL) (WHOLLY OWNED SUBSIDIARY)	1	2	3
HMA NATURAL FOODS PRIVATE LIMITED (HNFPL) (SUBSIDIARY)	1	2	3
SWASTIK BONE AND GELATINES PRIVATE LIMITED (SBGPL) (WHOLLY OWNED SUBSIDIARY)	1	2	3
INDUS FARMERS FOOD CO. LLP (IFFCLLP) LLP HAVING SUBSTANTIAL INTEREST	-	1	1
FNS AGRO FOODS LIMITED (FAFL)	-	1	1

* Offices include the Registered Office; however, Corporate Offices are operated at the subsidiary level.

19. MARKETS SERVED BY THE ENTITY:

a. NUMBER OF LOCATIONS

LOCATIONS	NUMBER
NATIONAL (NO. OF STATES)	8+
INTERNATIONAL (NO. OF COUNTRIES)	40+

HMA Agro Industries Limited's by-products are distributed across various states in India, including Maharashtra, Andhra Pradesh, Haryana, Uttar Pradesh, Telangana, Bihar, Madhya Pradesh, Punjab, and West Bengal. In addition to the domestic market, the Company also exports its by-products to international destinations such as Nepal, Malaysia, and Singapore. HMA Agro Industries Limited is actively exploring new opportunities to further expand its presence in both existing and emerging domestic and international markets.

b. WHAT IS THE CONTRIBUTION OF EXPORTS AS A PERCENTAGE OF THE TOTAL TURNOVER OF THE ENTITY?

For HMA Agro Industries Limited, exports account for 95.21% of its turnover. The Group's exports contribute 91.23%% to its total turnover on a consolidated basis.

c. A BRIEF ON TYPES OF CUSTOMERS

HMA Agro Industries Limited. primarily caters to **business-to-business (B2B)** customers across global markets. Our customer base includes a wide spectrum of clients such as **international wholesalers, food service providers, bulk importers, meat distributors, and retailers**. These customers rely on our consistent supply of **high-quality, hygienically processed buffalo meat**, along with our growing portfolio of **rice and fish products**.

With a strong emphasis on customization and quality assurance, HMA Agro Industries Limited delivers tailored solutions to meet the specific requirements of each market. Our customers are spread across diverse geographies, and they value our **integrated processing capabilities, princiles, and traceability standards**, which ensure product safety and compliance with international food regulations. By fostering long-term relationships and offering dependable service, we continue to support the operational needs of our business partners and contribute to the global food supply chain.

IV. EMPLOYEES

20. DETAIL AT THE END OF THE FINANCIAL YEAR: 2024-25

a. EMPLOYEES AND WORKERS (INCLUDING DIFFERENTLY ABLED):

S. NO.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			NO. (B)	% (B/A)	NO. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	295	290	98.31	5	1.69
2	Other than Permanent (E)	-	-	-	-	-
	Total Employees (D+E)	295	290	98.31	5	1.69
WORKERS*						
1	Permanent (F)	-	-	-	-	-
2	Other than Permanent (G)	550	483	87.82	67	12.18
	Total Employees (F+G)	550	483	87.82	67	12.18

* All workers engaged by the company are on a contractual basis. They are employed through authorised third-party contractors and are not on the direct payroll of the company. These contract workers support various business operations and are deployed as per operational needs. The company ensures that contractors follow all applicable labour laws and regulations, including payment of fair wages, safe working conditions, and access to statutory benefits.

b. DIFFERENTLY ABLED EMPLOYEES AND WORKERS:

S. NO.	PARTICULARS	TOTAL (A)	MALE		FEMALE	
			NO. (B)	% (B/A)	NO. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
	Total differently-abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	-	-	-	-	-
2	Other than permanent (G)	-	-	-	-	-
	Total differently-abled workers (F + G)	-	-	-	-	-

21. PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

	TOTAL (A)	NO. AND THE PERCENTAGE OF FEMALES	
		NO. (B)	% (B/A)
Board of Directors	6	1	16.67
Key Managerial Personnel	7*	0	0

*Includes: 1 Managing Director, 2 Whole time Directors, Company Secretary & Chief Financial Officer

Note: Key Management Personnel (KMP) are Managing Director (MD), Whole Time Director, Chief Financial Officer (CFO), a Company Secretary (CS) or such other officer, not more than one level below the directors who is in whole-time employment, designated as key managerial personnel by the Board as per Section 203 and 2(51) of the Companies Act, 2013.

22. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS (DISCLOSE TRENDS OF PAST 3 YEARS)

	FY- 2024-25			FY - 2023-24			FY- 2022-23		
	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL
PERMANENT EMPLOYEES	6 2.01%	-	6 2.01%	5 1.66%	-	5 1.66%	3 1.35%	-	3 1.35%
PERMANENT WORKERS (Note1&2)	-	-	-	-	-	-	-	-	-

Note 1: HMA Agro Industries Limited primarily relies on contract workers managed through third-party contractors, rather than direct employees, making traditional employee turnover metrics inapplicable.

Note 2: For the calculation of employee turnover/attrition rate, HMA Agro Industries Limited. has adopted a replacement method wherein employees who rejoined during the year have been excluded from the computation. This methodology provides a more accurate representation of actual workforce attrition by eliminating the effect of rehired employees in the turnover calculations.

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. NAMES OF HOLDING/SUBSIDIARY/ASSOCIATE COMPANIES / JOINT VENTURES

S.NO.	NAME OF THE HOLDING/ SUBSIDIARY/ ASSOCIATE COMPANIES/ JOINT VENTURES (A)	INDICATE WHETHER HOLDING/ SUBSIDIARY/ ASSOCIATE/ JOINT VENTURE	% OF SHARES HELD BY THE LISTED ENTITY	DOES THE ENTITY INDICATED AT COLUMN A PARTICIPATE IN THE BUSINESS RESPONSIBILITY INITIATIVES OF THE LISTED ENTITY? (YES/NO)
1	HMA AGRO INDUSTRIES LIMITED	Holding	-	Yes
2	FEDERAL AGRO INDUSTRIES PRIVATE LIMITED	Subsidiary	60.00%	No
3	RELIABLE AGRO FOODS	Partnership firm	95.00%	No
4	HMA FOOD EXPORT PRIVATE LIMITED	Wholly owned Subsidiary	100.00%	No
5	UNITED FARM PRODUCTS PVT. LTD	Wholly owned Subsidiary	100.00%	No
6	FNS AGRO FOODS LIMITED	Wholly owned Subsidiary	100.00%	No
7	LAAL AGRO FOOD PRIVATE LIMITED	Wholly owned Subsidiary	99.99%	No
8	JFF EXPORTS PRIVATE LIMITED	Wholly owned Subsidiary	100.00%	No
9	HMA NATURAL FOODS PRIVATE LIMITED	Subsidiary	90.36%	No
10	SWASTIK BONE AND GELATINES PRIVATE LIMITED	Wholly owned Subsidiary	99.91%	No
11	INDUS FARMERS FOOD CO. LLP	Associate	90.45%	No

VI. CSR DETAILS

24.	(i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013.	Yes
	(ii) Turnover (in Rs.) as on 31 st march 2025	Rs . 48621.43 (in millions)
	(iii) Net Worth (in Rs.) as on 31 st march 2025	Rs 7823.23 (in millions)

VII. TRANSPARENCY AND DISCLOSURE COMPLIANCES

25. COMPLAINTS/GRIEVANCES ON ANY OF THE PRINCIPLES (PRINCIPLES 1 TO 9) UNDER THE NATIONAL GUIDELINES ON RESPONSIBLE BUSINESS CONDUCT:

STAKEHOLDERS GROUP FROM WHOM COMPLAINT IS RECEIVED	GRIEVANCE REDRESSAL MECHANISM IN PLACE (YES/ NO), IF YES THEN PROVIDE THE WEB LINK FOR GREIVANCE REDRESSAL POLICY	FY- 2024-25 CURRENT FINANCIAL YEAR			FY-2023-2024 PREVIOUS FINANCIAL YEAR		
		NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS	NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS
COMMUNITIES	Indeed, the Company interacts with communities through a variety of formal and informal methods. Our leadership teams, both locally and at the corporate level, are proactive in managing and addressing any concerns related to the community." https://hmagroup.co/contact-us/	Nil	Nil	Nil	Nil	Nil	Nil
INVESTORS (OTHER THAN SHAREHOLDERS)	Yes, investors can share their concerns or queries by filling out the <i>Contact Us</i> form available on our official website. This form enables investors to provide their details and describe the nature of their concern, ensuring that the Company receives and addresses their communication in a timely and transparent manner. https://hmagroup.co/investor-information/ .	Nil	Nil	Nil	Nil	Nil	Nil
SHAREHOLDERS	The Company ensures transparency and accessibility in addressing shareholder and investor concerns. Investors can reach out to the Company through multiple channels: By filling out the <i>Contact Us</i> form available on the Company's official website. By writing to the dedicated email address: cs@hmaagro.com for prompt assistance. Through the Smart Online Dispute Resolution (ODR) Portal , which can be accessed at the following link: https://hmagroup.co/investor-information/ These channels are established to ensure that investor grievances are acknowledged and resolved in a fair, transparent, and time-bound manner.	Nil	Nil	Nil	Nil	Nil	Nil

STAKEHOLDERS GROUP FROM WHOM COMPLAINT IS RECEIVED	GRIEVANCE REDRESSAL MECHANISM IN PLACE (YES/ NO), IF YES THEN PROVIDE THE WEB LINK FOR GREIVANCE REDRESSAL POLICY	FY- 2024-25 CURRENT FINANCIAL YEAR			FY-2023-2024 PREVIOUS FINANCIAL YEAR		
		NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS	NUMBER OF COMPLAINTS FILED DURING THE YEAR	NUMBER OF COMPLAINTS PENDING RESOLUTION AT THE CLOSE OF THE YEAR	REMARKS
EMPLOYEES & WORKERS	Yes, all employee grievances are addressed appropriately through well-defined internal channels. At the plant level, employees and workers report their grievances directly to the General Manager of the respective plant. At the Head Office level, grievances are escalated to the Human Resources (HR) Department. This structured approach ensures timely resolution of issues and fosters a transparent, responsive, and supportive work environment across all Company locations.	Nil	Nil	Nil	Nil	Nil	Nil
CUSTOMERS	Customer complaints, primarily relating to by-products, are addressed promptly and effectively through informal and direct communication channels. Customers generally raise their concerns via WhatsApp or email , allowing the Company to respond in a timely and customer-focused manner. These channels enable swift resolution and help maintain strong, trust-based relationships with our customer base. https://hmagroup.co/contact-us/	18	No	All Complaints have been resolved all to the best of satisfaction of our buyers	Nil	Nil	Nil
VALUE CHAIN PARTNERS	Yes, https://hmagroup.co/contact-us/	Nil	Nil	Nil	Nil	Nil	Nil
OTHER	Yes , https://hmagroup.co/contact-us/	Nil	Nil	Nil	3	0	All the complaints were resolved during the year

No complaints have been received from communities, value chain partners and investors during the FY 2024-25.

- ▶ The Board has formed various Committees with appropriate authority to address specific issues effectively and ensure timely resolution of different matters. The Stakeholders' Relationship Committee is responsible for handling all investor and shareholder grievances and complaints.
- ▶ The contact information for addressing investor grievances is available on the Company's website at <https://hmagroup.co/contact-us/>
- ▶ At HMA Agro Industries Limited, we give top priority to providing excellent customer service and ensuring customer satisfaction. We are fully committed to offering the best possible service. Our goal is to reduce customer complaints and concerns by delivering services carefully, using strong review processes, and ensuring quick resolutions. For this purpose, we have set up a formal grievance redressal system to promote transparency and openness.
- ▶ We are committed to building a culture that follows the highest ethical standards and provides fair and safe working

conditions for all our employees. The Company has put in place a Vigil Mechanism that allows individuals to report any complaints, legal or regulatory violations, unethical behavior, or any actual or suspected fraud directly to the designated officer.

26. OVERVIEW OF THE ENTITY'S MATERIAL RESPONSIBLE BUSINESS CONDUCT ISSUES:

- Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same and approach to adapt or mitigate the risk along with its financial implications, as per the following format.

S.NO.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
1.	Governance, Ethics & Transparency	Risk and Opportunity	<p>Risk:</p> <p>As a company engaged in meat processing and exports, HMA Agro Industries Limited operates within a tightly regulated and socially sensitive industry. The complexity of ensuring ethical sourcing, fair labor practices, and legal compliance across the supply chain presents an inherent risk. Any lapse in adhering to established norms or regulatory expectations may result in reputational damage, regulatory penalties, or disruption in business operations.</p> <p>Opportunity:</p> <p>By upholding high standards of governance and transparency demonstrated through strict adherence to the Company's Code of Conduct and globally recognized ISO certifications (ISO 9001:2015, ISO 45001, ISO 14001)—HMA Agro Industries Limited can build strong credibility among international stakeholders. This positions the Company as a responsible and compliant exporter, enabling it to attract new business opportunities, strengthen its brand, and expand into markets that value sustainability and ethical practices.</p>	HMA Agro Industries Limited. has institutionalized a robust governance framework anchored by its Code of Conduct and compliance-driven culture. The Company maintains certifications and licenses from reputed authorities such as HACCP, ISO 22000:2018 ISO 9001:2015 FSSC 22000 ISO 45001:2018 ISO 14001:2015 Good Manufacturing Practices (GMP) and Good Hygiene Practices (GHP) . Further, it ensures ethical food practices through Good Manufacturing Practices (GMP) and Good Hygiene Practices (GHP) , The Halal Certification and registrations under the Factories Act reinforce the company's commitment to inclusive and lawful operations. Regular checks, internal reviews, whistleblower protections, and training ensure continued vigilance and risk mitigation.	<p>Positive Implication: Builds investor and consumer trust, ensures global market eligibility, and promotes long-term resilience through sustainable and ethical operations.</p> <p>Negative Implication: Any breach of regulatory or ethical standards could lead to penalties, loss of certifications, export restrictions, or reputational harm, thereby impacting financial performance and business continuity.</p>

S.NO.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
2.	Waste & Materials Management	Both Risk and Opportunity	As a large-scale buffalo meat export company, HMA Agro Industries Limited generates significant volumes of organic waste and by-products. Improper handling of such waste can lead to environmental pollution, regulatory non-compliance, health hazards, and reputational risks. However, this material issue also presents a substantial opportunity. By adopting sustainable waste management practices and transforming by-products into valuable secondary products—such as pet food, bone meal, tallow, and leather—the Company can enhance its environmental performance and diversify revenue streams. HMA adopts a comprehensive and structured approach to managing waste responsibly, placing a strong emphasis on hygienic, compliant, and sustainable handling of material waste. The Company is also a registered member of the Common Biomedical Waste Treatment Facility , demonstrating its alignment with environmental regulations and public health concerns. Systematic storage, segregation, collection, and recycling in partnership with authorized vendors further strengthen HMA's position on sustainable waste and material management.	<p>HMA Agro Industries Limited ensures waste and material management is conducted in accordance with applicable environmental laws and sustainability objectives. The Company has adopted a phased and multi-layered approach to waste management, including:</p> <ul style="list-style-type: none"> ▶ Membership with the Common Biomedical Waste Treatment Facility, ensuring safe and compliant disposal of biohazardous waste. ▶ Implementation of a systematic waste handling process covering storage, segregation, and collection at all plants. ▶ Operational Effluent Treatment Plants (ETPs) at processing units to prevent environmental discharge violations ▶ Periodic internal checks and monitoring of statutory compliances. ▶ Training programs for plant workers and staff to ensure adherence to hygiene and waste disposal SOPs. ▶ Opportunity Realization Measures ▶ Operationalization of by-product processing units for pet food, leather, tallow, and bone meal manufacturing. ▶ Collaboration with authorized recycling vendors for circular use of waste materials ▶ Investment in technology and equipment to convert waste into commercially viable products. 	<p>Positive Implications:</p> <p>The structured waste and material management framework contributes to cost savings through optimized waste handling and reduced disposal expenses.</p> <p>Potential revenue generation from value-added by-products such as leather, pet food, tallow, and bone meal.</p> <p>Enhanced operational efficiency and lower risk of environmental violations.</p> <p>Improved brand image and sustainability ratings, increasing attractiveness to ESG-focused investors and global customers.</p> <p>Long-term regulatory risk mitigation and continuity of operations across all plants</p> <p>Negative Implications:</p> <p>High initial capital expenditure on setting up and maintaining ETPs, by-product units, and safety protocols.</p> <p>Ongoing training, compliance, and monitoring costs.</p> <p>Potential financial and legal penalties in the event of regulatory non-compliance or environmental incidents.</p> <p>Reputational risk in case of community dissatisfaction or complaints related to waste, despite preventive efforts.</p>

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3	Climate change	Risk	Climate change presents several risks for HMA Agro Industries Limited's operations, particularly related to livestock health, resource availability, supply chain disruptions, and compliance with environmental regulations. Extreme weather conditions such as floods, droughts, and temperature fluctuations can increase the likelihood of livestock diseases, resulting in higher mortality rates, reduced meat production, and increased waste generation. Furthermore, changing climate patterns could lead to regulatory challenges, as governments worldwide tighten environmental and sustainability regulations. The growing consumer preference for sustainable and climate-friendly products could also lead to shifts in demand for HMA's products.	<p>HMA Agro Industries Limited has implemented a proactive approach to climate change risk mitigation, which includes:</p> <ul style="list-style-type: none"> • Livestock Health Management: HMA maintains high standards for animal health, including routine veterinary inspections, vaccination programs by certified doctors, and strict biosecurity measures to minimize disease outbreaks. • Sustainable Practices: The company implements energy-efficient technologies, , and water conservation measures in line with ISO 14001:2015 (Environmental Management). • Compliance with Environmental and Food Safety Regulations: HMA Agro Industries Limited ensures compliance with local and international environmental regulations, including relevant certifications such as ISO 22000:2018 (Food Safety Management) and ISO 14001:2015 (Environmental Management). • Certification Programs: The company holds certifications such as FSSAI, HACCP, and ISO 45001:2018 (Occupational Health & Safety), demonstrating its commitment to ethical, sustainable practices. These certifications also ensure that the company's operations are aligned with global standards, contributing to its reputation as a responsible meat exporter. • Supply Chain Resilience: To mitigate climate-related risks, HMA Agro Industries Limited engages in strategic planning with suppliers, invests in infrastructure resilience, and ensures continuity of production through risk assessments and contingency planning. 	<p>Negative Financial Implications:</p> <ul style="list-style-type: none"> • Supply Chain Disruptions: Climate-related events such as extreme weather (e.g., floods, droughts) can cause disruptions in transportation, increase logistical costs, and delay meat exports. • Increased Veterinary and Operational Costs: Climate-induced disease outbreaks can escalate veterinary costs, animal culling, and waste management. • Market Risks: Growing consumer awareness of climate change may reduce demand for products from companies that fail to meet sustainability standards. • Reputation Damage: Failure to address climate change risks may lead to a damaged reputation, loss of customer trust, and exclusion from climate-conscious markets. <p>Positive Financial Implications:</p> <ul style="list-style-type: none"> • Cost Savings: Investments in energy efficiency and water conservation can reduce long-term operational costs. • Enhanced Market Appeal: Strong ESG practices can help HMA Agro Industries Limited access premium markets, especially those with demand for sustainably sourced meat. Holding certifications like FSSAI, FSSC 22000, and ISO 14001 demonstrates commitment to quality and sustainability, enhancing brand loyalty and attracting socially responsible investors. • Attracting Investment: Strong climate resilience and sustainability practices can increase the company's appeal to investors looking for responsible and long-term opportunities, reducing capital costs.

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4	Human Rights Practices	Risk and opportunity	<p>Risk:</p> <p>Violations of human rights, including issues such as unfair treatment of workers, inadequate wages, child labor, and unsafe working conditions, could lead to legal sanctions, reputational damage, and loss of market access. The Company must ensure fair labor practices throughout its supply chain to prevent human rights abuses.</p> <p>Opportunity:</p> <p>Upholding human rights standards and ensuring fair labor practices can enhance the Company's reputation and brand loyalty, particularly in global markets where consumers and regulators are increasingly focused on ethical practices.</p>	The Company implements policies that strictly adhere to human rights standards across its operations and supply chain. It conducts regular checks to ensure compliance with labour laws and human rights practices. Certifications such as ISO 45001:2018 and ISO 9001:2015 support the Company's commitment to ethical operations. The Company also ensures transparency and monitoring of its supply chain to prevent any human rights violations.	<p>Positive Implication: Upholding human rights standards enhances brand image, fosters consumer trust, and opens opportunities in markets with stringent human rights requirements.</p> <p>Negative Implication: Any violation could lead to legal consequences, consumer boycotts, and loss of business partnerships, impacting revenue and market position..</p>
5	Board Diversity and Independence	Risk and Opportunity	<p>Opportunity:</p> <p>A diverse and independent Board can bring varied perspectives, improve decision-making, and enhance corporate governance, which can boost investor confidence and help the Company align better with stakeholder expectations, leading to greater market stability.</p> <p>Risk:</p> <p>A lack of diversity or independence on the Board could affect the quality of decision-making and governance, leading to groupthink, reduced accountability, and shareholder concerns about the integrity of business operations.</p>	The Company ensures diversity and independence on its Board by incorporating directors with varied backgrounds, experiences, and skills. The Company also adheres to SEBI LODR regulations and Companies Act, 2013 for better governance and transparency. Board evaluations are conducted periodically to assess the effectiveness of its structure.	<p>Positive:</p> <p>Implementing a transparent nomination process for directors with diverse perspectives, experiences, expertise, and exceptional performance is expected to yield positive financial outcomes through enhanced productivity and strategic decision-making.</p>
6.	Water and Effluent Management	Risk and Opportunity:	<p>Risk:</p> <p>In the meat processing industry, water is crucial for various stages, such as animal hydration, cleaning, sanitation, and processing. Given the global water scarcity, the overuse and mismanagement of water resources could severely disrupt operations, leading to increased operational costs, reduced production capacity, and compromised product quality. Regulatory pressures around sustainable water usage are also intensifying, increasing the risk of non-compliance.</p>	HMA Agro Industries Limited . has implemented effective water management practices, including advanced Effluent Treatment Plants (ETP) to recycle water used in meat processing. Recycled water is repurposed for non-potable uses like gardening and landscaping. Groundwater recharging programs, utilizing borewells and ponds, are also in place to replenish local aquifers. These measures help reduce water demand, minimize environmental impact, and ensure efficient water usage.	<p>Negative: Failure to address water management issues could disrupt operations, increase costs, and damage the Company's reputation, affecting profitability and long-term sustainability.</p> <p>Positive: Proactive water management, including water conservation, recycling, and sustainability initiatives, can lead to operational efficiency, reduced water costs, and better resource utilization. These measures also enhance the Company's reputation and attract environmentally-conscious stakeholders, ensuring long-term financial stability.</p>

S.NO.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
			Opportunity: Addressing water scarcity proactively through conservation and recycling initiatives presents opportunities for cost savings, improved operational efficiency, and enhanced sustainability. Water-efficient practices and technologies can also improve the Company's compliance standing and attract environmentally-conscious customers and investors.		
7.	Labour practices	Risk	As a labour-intensive industry, meat processing relies heavily on a skilled and semi-skilled workforce involved in physically demanding and time-sensitive operations. Risks include non-compliance with labour laws, exploitation of contractual or migrant labour, lack of social security benefits, and unsafe or discriminatory work environments. Poor labour practices can lead to high attrition, low morale, unionization, and reputational harm—especially in export markets with strict labour scrutiny.	HMA Agro Industries Limited follows a structured labour management framework in compliance with the Factories Act, 1948 , and holds a valid licence from the Labour Department, Uttar Pradesh . Key practices include: <ul style="list-style-type: none"> • Legal Compliance: Adherence to working hours, wage laws, rest intervals, safety measures, and workplace conditions as mandated by the Factories Act. • Fair Labour Practices: No use of child or forced labour; policies against discrimination based on caste, gender, religion, or ethnicity. • Transparent Employment: Clear employment contracts for permanent, temporary, and migrant workers, including defined work responsibilities, wages, benefits, and leave provisions. • Welfare Initiatives: Providing clean facilities, sanitation, rest areas, and access to drinking water. Ongoing efforts to extend group medical insurance and other welfare benefits to all employees, enhancing job security and well-being. • Worker Engagement: Awareness and training on labour rights, workplace safety, and the grievance redressal process. • Grievance Redressal: An accessible, confidential mechanism for reporting workplace issues. 	Negative Financial Implications: <ul style="list-style-type: none"> • Labour disputes, penalties for non-compliance, or allegations of poor practices may disrupt operations and damage credibility, especially in sensitive export markets. • High employee turnover and absenteeism due to poor conditions can lead to increased recruitment, onboarding, and training costs. Positive Financial Implications: <ul style="list-style-type: none"> • Ethical and inclusive labour practices enhance employee satisfaction, reducing attrition and boosting productivity. • Demonstrated social responsibility can improve stakeholder trust, attract responsible investors, and strengthen buyer relationships, particularly in regions with ESG-aligned sourcing requirements. • Compliance reduces legal risk and potential fines, contributing to long-term operational stability.

S.NO.	MATERIAL ISSUES IDENTIFIED	INDICATE WHETHER RISK OR OPPORTUNITY (R/O)	RATIONALE FOR IDENTIFYING THE RISK/ OPPORTUNITY	IN CASE OF RISK, THE APPROACH TO ADOPT OR MITIGATE	FINANCIAL IMPLICATIONS OF THE RISK OR OPPORTUNITY (INDICATE POSITIVE OR NEGATIVE IMPLICATIONS)
8.	Employee Safety	Risk	The nature of meat processing operations exposes employees to numerous safety risks, including the use of sharp tools, exposure to biological materials, cold working conditions, and handling of heavy equipment. Risks are heightened by gaps in hazard awareness, unclear safety protocols, and inconsistent compliance monitoring. The absence of well-defined emergency and medical response systems can delay critical intervention, increasing the severity of injuries or fatalities. Without consistent reinforcement and review of safety procedures, the company may face legal liability, reputational damage, and workforce instability.	<p>HMA Agro Industries Limited has identified the need to strengthen its occupational safety framework through the following actions:</p> <ul style="list-style-type: none"> • Hazard Identification: Ongoing assessments of workplace hazards across processing plants, offices, and commissaries. • Training & Awareness: Regular safety training, including real-time emergency simulations and communication campaigns, to educate employees about specific hazards in meat processing and preventive measures. • Safety Review System: Scheduled Internal evaluations to monitor compliance with safety standards and protocols. • Emergency Medical Support: Maintained and regularly updated first-response protocols; all facilities maintain emergency contact information for nearby medical centers. • Healthcare Benefits: The company is currently working on extending group medical insurance coverage to all employees under the HMA Group. • Certifications: Compliance with ISO 45001:2018 (Occupational Health & Safety), GMP, and GHP ensures structured risk management and alignment with global workplace safety standards.. 	<p>Positive Financial Implications:</p> <ul style="list-style-type: none"> • Proactively investing in health and safety leads to higher employee satisfaction, improved morale, and lower attrition, directly impacting productivity and reducing recruitment/training costs. • Fewer incidents mean lower insurance claims, reduced legal exposure, and minimized operational disruption. • A reputation for workplace safety enhances the company's attractiveness to skilled labor and responsible investors. <p>Negative Financial Implications (if unmanaged):</p> <ul style="list-style-type: none"> • Workplace accidents can result in regulatory penalties, compensation claims, operational downtime, and potential export delays. • Persistent safety violations could damage the company's brand, affect stakeholder trust, and lead to exclusion from sensitive international markets.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S.No.	Core element	Principles
P1	Ethics & transparency	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable.
P2	Product responsibility	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Human resources	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Responsiveness to the stakeholders	Businesses should respect the interests of and be responsive towards all their stakeholders
P5	Respect for human rights	Businesses should respect and promote human rights
P6	Respect & protect environment	Businesses should respect & make efforts to protect and restore the environment.
P7	Public policy advocacy	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Inclusive growth	Businesses should promote inclusive growth and equitable development
P9	Customer engagement	Businesses should engage with and provide value to their consumers in a responsible manner.

DISCLOSURE QUESTIONS		P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES										
1(a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b)	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c)	*Web Link of the Policies, if available	https://hmagroup.co/corporate-governance/?tab=2366								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes /certifications/ labels/ standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	APEDA Registration (Agricultural and Processed Food Products Export Development Authority)	ISO 9001:2015 (Quality Management System) ISO 14001:2015 (Environmental Management System) ISO 22000:2018 (Food Safety Management System) FSSAI License under FSS Act, 2006 APEDA Registration	ISO 45001:2018 (Occupational Health & Safety Management System) Labour Department License under Section 6, Factories Act, 1948	ISO 22000:2018 (Food Safety Management System) FSSC 22000 Halal Certification - Jamat Ulama-I-Hind Halal Trust	ISO 45001:2018 (Occupational Health & Safety Management System) Labour Department License under Section 6, Factories Act, 1948	ISO 14001:2015 (Environmental Management System) FSSAI License under FSS Act, 2006 Bio-Medical Waste Disposal Authorization Authorization/ NOC for Borewell - Ground Water Department UP Pollution Control Board - Consent/Authorization	Labour Department License under Factories Act, 1948 (compliance with statutory labour laws)	ISO 9001:2015 (Quality Management System)	ISO 22000:2018 (Food Safety Management System) FSSC 22000 HACCP Certification Good Manufacturing Practice (GMP) Good Hygiene Practices (GHP) FSSAI License under FSS Act, 2006 Halal Certification - Jamat Ulama-I-Hind Halal Trust APEDA Registration
		All the Policies have been adopted in accordance with the provisions of the Companies Act, 2013 and the Rules made thereunder, SEBI Listing Regulations, the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs and other applicable laws.								

DISCLOSURE QUESTIONS		P1	P2	P3	P4	P5	P6	P7	P8	P9
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>HMA Agro Industries Limited has laid out a clear set of strategic and operational goals to drive sustainable growth, market leadership, and long-term value creation. These targets align with the Company's vision of expanding its global footprint, optimizing operational efficiencies, and enhancing stakeholder value.</p> <p>Key commitments and targets include:</p> <p>Revenue Target:</p> <ol style="list-style-type: none"> The Company aims to achieve a revenue milestone of USD 1 billion by FY 2026-27, driven by strong exports, value-added product segments, and expanded production capacity across its integrated facilities. Geographic Market Expansion: HMA is actively working towards expanding its footprint in high-growth international markets, including Southeast Asia, Africa, and the Middle East. The Company aims to strengthen its global presence by exploring new geographies through strategic partnerships, enhanced distribution networks, and tailored market entry strategies, with a focus on meeting region-specific demand and regulatory requirements by FY 2026-27. Product Diversification and Value Addition: Continued focus on increasing revenue contribution from value-added segments including processed meats through dedicated facilities and innovation in by-product utilization. Sustainability and ESG Commitments: The Company is in the process of formalising measurable ESG targets by FY 2025-26, with a focus on energy efficiency, renewable energy adoption, GHG reduction, waste management, and water conservation. Internal systems for ESG performance monitoring and disclosure are under development. Digitalisation and Operational Efficiency: Implementation of digital tools and process automation across manufacturing units to improve productivity, traceability, and regulatory compliance by FY 2025-26. <p>These goals are backed by investments in infrastructure, international collaborations, technological upgrades, and internal capability building. The Company conducts periodic reviews to assess progress and ensure that corrective actions are taken where necessary to remain on track with its defined timelines.</p>								
6	Performance of the entity against the specific commitments, goals, and targets, along with reasons in case the same are not met.	<p>The Company is committed to sustainable and responsible operations, especially in key areas such as energy efficiency, water conservation, waste reduction, and by-product utilisation—critical to the meat processing industry. Internal targets have been adopted to minimise GHG emissions and improve overall environmental performance.</p> <p>While progress has been made, the Company is currently in the process of formalising measurable ESG goals and performance indicators. This includes aligning operations with best practices in waste management, effluent treatment, and circular use of by-products (e.g., pet food, leather, bone meal, tallow).</p> <p>Where targets are still under development or not fully met, the primary reasons include the ongoing establishment of ESG frameworks, collection of baseline data across units, and infrastructure alignment. However, the Company continues to invest in sustainable technologies and partnerships and remains committed to achieving its long-term ESG objectives.</p>								

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7 STATEMENT BY THE DIRECTOR RESPONSIBLE FOR THE BUSINESS RESPONSIBILITY REPORT, HIGHLIGHTING ESG-RELATED CHALLENGES, TARGETS, AND ACHIEVEMENTS

Dear Shareholders,

As the Director entrusted with leading the Business Responsibility initiatives at HMA Agro Industries Limited., I am pleased to present a concise update on our progress and priorities in the areas of environmental care, social contribution, and sound governance. This communication highlights our vision, achievements, ongoing challenges, and our roadmap for a more sustainable future.

At HMA Agro Industries Limited., we believe that responsible growth is driven by ethical operations and meaningful stakeholder engagement. Our business—primarily focused on the processing and global export of buffalo meat—operates in a sector where environmental considerations are of utmost importance. We are conscious of the ecological implications of each stage of our value chain, from livestock procurement to meat processing, including slaughtering, deboning, chilling, and freezing.

To address these concerns, we have embedded sustainability into our core operations. We are working towards reducing our environmental footprint by enhancing energy and water efficiency, promoting waste minimization, and ensuring compliance with all relevant environmental norms. Equally, we place strong emphasis on community development and transparent communication with our stakeholders, ensuring that our growth is inclusive and accountable.

We have also set clear goals around ethical sourcing and resource conservation, aligning our practices with national and international sustainability benchmarks. Through our collective efforts, we aim to create lasting value not just for our shareholders, but also for the communities and ecosystems connected to our business.

Sustainable Sourcing:

We continue to place strong emphasis on ethical sourcing and animal welfare. Our collaboration with livestock suppliers has deepened, with increasing adoption of sustainable practices such as improved feed quality, better animal health management, and traceability systems. We prioritize sourcing from small and marginal farmers, supporting them through training and awareness programs focused on minimizing environmental impacts and promoting responsible farming techniques.

Water Conservation:

Water conservation is an important part of our operations. We have introduced Effluent Treatment Plants (ETPs) at our processing units to recycle water and use it efficiently during production. We also ensure that wastewater is treated properly before being released, helping reduce our environmental footprint.

Waste Management:

Reducing waste is a key focus. We have improved our cutting processes to reduce waste and increase output. We are also developing strong recycling and reuse programs for materials such as packaging, plastic, and cardboard. In addition, we have set up composting facilities to turn organic waste into nutrient-rich compost for farming.

Community Engagement and Stakeholder Collaboration:

We value our relationship with local communities and stakeholders. We regularly engage with them to understand and address concerns about our environmental impact. Working together with our farmers and suppliers is essential in promoting sustainable practices across our supply chain.

Certifications and Compliance:

We have obtained the environmental certifications like ISO 14001:2015 to show our commitment to sustainability. Following all relevant environmental rules, standards, and guidelines both local and international continues to be a top priority for us.

In conclusion, at HMA Agro Industries Limited, we are committed to continually enhancing our ESG performance. While we recognize the challenges that lie ahead, we remain focused on achieving sustainable growth and ensuring that our operations have a positive impact on both the environment and the communities we work with.

Gulzeb Ahmed
Whole-Time Director
DIN: 06546660

8. DETAILS OF THE HIGHEST AUTHORITY RESPONSIBLE FOR IMPLEMENTATION AND OVERSIGHT OF THE BUSINESS RESPONSIBILITY POLICY (IES): -

(a) Details of the Director(s) responsible for the implementation of the Business Responsibility Policy(ies)

S. No.	Particulars	Detail
1	DIN Number, if applicable	06546660
2	Name	Mr. Gulzeb Ahmed
3	Designation	Chief financial officer
4	Telephone No.	+91 7895622222
5	E-Mail id.	gulzeb@hmagroup.co

9. DOES THE ENTITY HAVE A SPECIFIED COMMITTEE OF THE BOARD/ DIRECTOR RESPONSIBLE FOR DECISION-MAKING ON SUSTAINABILITY-RELATED ISSUES? (YES / NO). IF YES, PROVIDE DETAILS:

The Corporate Social Responsibility and Sustainability Committee of the Board of Directors is tasked with implementing and overseeing the Business Responsibility Policies and making decisions on sustainability-related matters. As of March 31, 2025, the committee includes the following members.

Name of director	Category of directorship	Degination
Mr. Gulzar Ahmad	Whole time director	Chairperson
Mrs. Bhumika Parwani*	Independent Director	Member
Mr. Abhishek Sharma	Independent Director	Member
Ms. Bhawna Jain**	Independent Director	Member

*Resigned w.e.f May 28, 2025

**Appointed w.e.f May 29, 2025

10. DETAILS OF REVIEW OF NGRBCs BY THE COMPANY:

SUBJECT FOR REVIEW	INDICATE WHETHER THE REVIEW WAS UNDERTAKEN BY DIRECTOR/ COMMITTEE OF THE BOARD/ ANY OTHER COMMITTEE									FREQUENCY (ANNUALLY/HALF YEARLY/ QUARTERLY/ ANY OTHER-PLEASE SPECIFY)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against the above policies follow-up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	The NGRBC performance review of the Company is reported to the executive committee of the Board on an Annual Basis.								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes, We comply with the statutory requirements relevant to the principles with regards to statutory requirement and review undertaken by the Board of Directors.									The Compliance report across all statutory requirements is submitted to the Directors and to the Audit Committee every quarter.								

11. Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No external evaluation was conducted; however, policies are periodically reviewed and updated by respective department and business heads, with necessary approvals obtained from the management and/or the Board								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section aims to assist entities in demonstrating how well they have integrated the Principles and Core Elements into important procedures and decisions. The information sought is divided into “Essential” and “Leadership” categories. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities that aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

ESSENTIAL INDICATORS

1 PERCENTAGE COVERAGE BY TRAINING AND AWARENESS PROGRAMME ON ANY OF THE PRINCIPLES DURING THE FINANCIAL YEAR:

SEGMENT	TOTAL NUMBER OF TRAINING AND AWARENESS PROGRAMMES HELD	TOPICS/PRINCIPLES COVERED UNDER TRAINING AND ITS IMPACT	% OF PERSON IN RESPECTIVE CATEGORIES COVERED BY THE AWARENESS PROGRAMME
Board of Directors	8 Sessions	<p>The Company has remained committed to upholding the highest standards of ethical, responsible, and sustainable business practices. While structured training modules were not separately organized during the year, these principles were seamlessly integrated into the Company’s governance framework through regular Board-level discussions and strategic deliberations.</p> <p>During the year, eight Board Meetings were convened, with well-defined agenda items addressing key themes such as:</p> <ul style="list-style-type: none"> ▶ Industry trend and landscape RPT disclosures and new amendments ▶ ESG Reporting ▶ PIT Regulation ▶ Ethical business conduct and compliance with applicable regulations; ▶ Product hygiene and responsibility, ensuring food safety and consumer trust; ▶ Employee welfare, occupational health, and workplace safety measures; ▶ Environmental protection, focusing on energy conservation and sustainable use of natural resources. 	80%

SEGMENT	TOTAL NUMBER OF TRAINING AND AWARENESS PROGRAMMES HELD	TOPICS/PRINCIPLES COVERED UNDER TRAINING AND ITS IMPACT	% OF PERSON IN RESPECTIVE CATEGORIES COVERED BY THE AWARENESS PROGRAMME
		<p>► The Board, including Independent Directors, was regularly familiarized with the Company's business model, financial and strategic updates, ongoing initiatives, and key regulatory developments, including amendments under the Companies Act, 2013 and SEBI (LODR) Regulations. The familiarization also extended to the National Guidelines on Responsible Business Conduct (NGRBC).</p> <p>These discussions provided a platform for reinforcing awareness among key leadership about the importance of operating with integrity and responsibility, ultimately contributing to better decision-making and stronger alignment with the Company's long-term ESG objectives.</p>	
Key Managerial Personnel	A series of dynamic programs run consistently throughout the year.	Awareness programs on ethics, governance, and insider trading regulations and policies are organized for KMPS.	80%
Employees other than BOD and KMP including workers.	9 sessions	<p>Following training sessions conducted throughout the year :</p> <ul style="list-style-type: none"> ► Animal welfare & pre slaughter handling of animals ► Slaughtering of animal ante -mortem and post-mortem ► Plant Hygiene & Sanitation including GMP/GHP and Personal Hygiene ► Production Processes including Control Measures – CCPs, OPRPs, PRPs (including awareness of PRP ISO/TS 22002-1:2009) ► Awareness on HACCP/FSMS/FSSC 22000 with Additional Requirements for FSSC 22000 ► Food Safety & Quality Policy, Objectives including SOPs & Work Instructions ► Internal Audits – Various Checklists i.e. FSSC/FSMS, QMS (ISO 9001), EMS (ISO 14001) & OHSMS (ISO 45001) ► Training and awareness programs on the Company's Code of Conduct as well as regular Environment, Health & Safety training ► Housekeeping and Machine Maintenance ► Pest Control & Hazardous Substance usage and MSDS ► Awareness on FSSAI Schedule IV ► Emergency Preparedness & Response 	60%

Note: All nine principles laid down in BRSR are covered by the Company's mandatory trainings and Code of Conduct for Employees which is adhered to by all employees and Directors.

2. **DETAILS OF FINES / PENALTIES /PUNISHMENT/ AWARD/ COMPOUNDING FEES/ SETTLEMENT AMOUNT PAID IN PROCEEDINGS (BY THE ENTITY OR BY DIRECTORS / KMPs) WITH REGULATORS/ LAW ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS, IN THE FINANCIAL YEAR, IN THE FOLLOWING FORMAT (NOTE: THE ENTITY SHALL MAKE DISCLOSURES ON THE BASIS OF MATERIALITY AS SPECIFIED IN REGULATION 30 OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE OBLIGATIONS) REGULATIONS, 2015 AND AS DISCLOSED ON THE ENTITY'S WEBSITE): -**

MONETARY					
	NGRBC PRINCIPLE	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS	AMOUNT (IN RS.)	BRIEF OF THE CASE	HAS AN APPEAL BEEN PREFERRED (YES/NO)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL

NON-MONETARY					
	NGRBC PRINCIPLE	NAME OF THE REGULATORY/ ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS	AMOUNT (IN RS.)	BRIEF OF THE CASE	HAS AN APPEAL BEEN PREFERRED (YES/NO)
Imprisonment	NIL	NIL	NIL	NA	No
Punishment	NIL	NIL	NIL	NA	No

- 3 **OF THE INSTANCES DISCLOSED IN QUESTION 2 ABOVE, DETAILS OF THE APPEAL/ REVISION ARE PREFERRED IN CASES WHERE MONETARY OR NON-MONETARY ACTION HAS BEEN APPEALED.**

CASE DETAIL	NAME OF REGULATORY/ ENFORCEMENT AGENCY/ JUDICIAL INSTITUTION
Not Applicable	Not Applicable
Not Applicable	Not Applicable

- 4 **DOES THE ENTITY HAVE AN ANTI-CORRUPTION OR ANTI-BRIBERY POLICY? IF YES, PROVIDE DETAILS IN BRIEF, AND IF AVAILABLE, PROVIDE A WEB LINK TO THE POLICY.**

HMA Agro Industries Limited . is committed to upholding the highest standards of integrity, transparency, and ethical conduct in all its business dealings. As part of this commitment, the Company has adopted a comprehensive **Code of Conduct**, which encompasses stringent provisions relating to **anti-bribery and anti-corruption (ABAC)** practices.

The Code outlines the Company's **zero-tolerance policy** towards bribery, facilitation payments, and any form of corrupt practices—whether direct or indirect—and applies uniformly across the organization.

Further strengthening this commitment, HMA Agro Industries Limited. has been awarded the **ISO 37001:2016 Anti-Bribery Management System certification** by QSA International, UK. This certification affirms the Company's structured approach to identifying, preventing, and addressing bribery-related risks across its operations.

The Code of Conduct, inclusive of its anti-bribery and anti-corruption provisions, is applicable to all individuals associated with the Company, regardless of their role or designation. This includes directors, senior management, officers, employees (permanent, temporary, or contractual), consultants, contractors, trainees, interns, seconded personnel, agents, service providers, business partners, and third parties acting on behalf of or in association with HMA Agro Industries Limited .

5. NUMBER OF DIRECTORS/KMPS/EMPLOYEES/WORKERS AGAINST WHOM DISCIPLINARY ACTION WAS TAKEN BY ANY LAW ENFORCEMENT AGENCY FOR THE CHARGES OF BRIBERY/ CORRUPTION:

	FY-2024-25 Current Financial Year	PV-2023-2024 Previous Financial Year
Director	NIL	NIL
KMP	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

No incidents were reported during 2024-25 related to bribery/ corruption against any of the Directors/ KMPs/ employees/ workers.

6. DETAILS OF COMPLAINTS WITH REGARD TO CONFLICT OF INTEREST:

	FY-2024-2025 Current Financial Year		FY-2023-2024 Previous Financial Year	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of interest of the KMPs.	NIL	NA	NIL	NA

7. PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY ON ISSUES RELATED TO FINES / PENALTIES / ACTION TAKEN BY REGULATORS/ LAW ENFORCEMENT AGENCIES/ JUDICIAL INSTITUTIONS ON CASES OF CORRUPTION AND CONFLICTS OF INTEREST.

No cases of corruption or conflicts of interest required action by regulators / law enforcement agencies / judicial institutions.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	6.77 days	11.30 days

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributor	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	50.11%	33.56%
	b. Sales (Sales to related parties / Total Sales)	0.24%	0.41%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

LEADERSHIP INDICATORS

- 1 Awareness programme conducted for value chain partners on any of the principles during the financial year:

TOTAL NUMBER OF AWARENESS PROGRAMMES HELD	TOPIC/PRINCIPLE COVERED UNDER THE TRAINING	% OF VALUE CHAIN PARTNERS COVERED (BY VALUE OF BUSINESS DONE WITH SUCH PARTNER) UNDER THE AWARENESS PROGRAMME
NA		

- 2 DOES THE ENTITY HAVE PROCESSES IN PLACE TO AVOID/ MANAGE CONFLICT OF INTEREST INVOLVING MEMBERS OF THE BOARD? (YES/NO) IF YES, PROVIDE DETAILS OF THE SAME.

Yes,

HMA Agro Industries Limited has a well-defined Code of Conduct applicable to its Directors and Senior Management, which explicitly outlines the framework to identify, avoid, and manage conflicts of interest. A conflict of interest is considered to arise when personal, financial, or familial interests interfere with the best interests of the company. Directors and Senior Management are required to promptly disclose any such conflicts to the Board of Directors.

In line with Sections 184 and 188 of the Companies Act, 2013, all monetary transactions involving the company and any Director and/or their related parties must be reported to the Board and are subject to requisite approvals. The company also prohibits Directors and Senior Management from exploiting corporate opportunities or confidential information for personal gain.

An annual declaration of interest is obtained from the Board of Directors, listing their affiliations with other entities, and any changes are required to be updated immediately. Furthermore, interested Directors abstain from participating in discussions or decisions on related matters during Board or committee meetings. The company ensures compliance through regular affirmations and governance reviews. More information is available on the company's website at www.hmagroup.co.

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

- 1 PERCENTAGE OF R&D AND CAPITAL EXPENDITURE (CAPEX) INVESTMENTS IN SPECIFIC TECHNOLOGIES TO IMPROVE THE ENVIRONMENTAL AND SOCIAL IMPACTS OF PRODUCTS AND PROCESSES TO TOTAL R&D AND CAPEX INVESTMENTS MADE BY THE ENTITY, RESPECTIVELY.

	CURRENT FINANCIAL YEAR FY 24-25	PREVIOUS FINANCIAL YEAR FY 2023-24	DETAILS OF IMPROVEMENTS IN ENVIRONMENTAL AND SOCIAL IMPACTS
R&D	NIL	NIL	NA
CAPEX*	Approx. 70 Million	NIL	<p>HMA Agro Industries Limited. has installed a rendering cooker at its Aligarh meat processing plant, with a capital investment of approximately ₹70 million, to enhance environmental and operational efficiency.</p> <p>The cooker enables the conversion of meat processing waste into usable by-products such as meat meal and fats, significantly reducing waste disposal and supporting resource recovery. It also optimizes thermal processing, leading to lower energy consumption and reduced environmental impact.</p> <p>On the social front, this investment helps maintain a cleaner, more hygienic work environment, reduces odour emissions, and ensures better compliance with health and safety standards—benefiting both workers and nearby communities.</p>

*As part of its commitment to sustainable and efficient operations, HMA Agro Industries Limited. has imported a **Rendering Cooker from Malaysia** for its **Aligarh meat processing facility**, with an investment of approximately **₹70 million**. This advanced equipment is designed to convert waste generated during meat processing into **usable by-products** such as **meat meal and fats**, significantly contributing to waste reduction and resource optimization.

The Rendering Cooker enhances the efficiency of thermal processing, ensuring hygienic handling of by-products while **minimizing environmental impact**. It is engineered to **reduce energy consumption** during rendering operations, aligning with the Company's broader goal of adopting environmentally responsible and cost-effective technologies across its manufacturing processes.

2 a. DOES THE ENTITY HAVE PROCEDURES IN PLACE FOR SUSTAINABLE SOURCING? (YES/NO)

At HMA Agro Industries Limited., sustainability is an integral part of our sourcing approach. We incorporate environmental, ethical, and social considerations into our supplier onboarding and procurement processes to ensure alignment with responsible sourcing principles.

All raw meat is sourced exclusively from **vetted farmers and authorized suppliers**, who are subject to thorough inspections and certification by veterinary professionals before any processing takes place. This safeguards product quality, traceability, and compliance with food safety standards.

We avoid the use of artificial preservatives or chemicals to extend product shelf life, focusing instead on natural and quality-driven methods that support a healthier and more sustainable supply chain.

Sustainability expectations are communicated to suppliers through operational engagement and quality assurance protocols, reinforcing our commitment to environmentally responsible and ethically sound business practices.

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

At HMA Agro Industries Limited, sustainability is at the core of our sourcing philosophy. Approximately 80 to 90% of our live buffalo are procured from a mix of registered and unregistered suppliers, all of whom are selected with care to align with our responsible sourcing standards. Our sustainability focus is embedded in the following key areas:

- 1. Animal Welfare:** We are committed to ensuring that all buffalo are reared in ethical and humane conditions, with proper access to nutrition, clean water, medical care, and sufficient living space.
- 2. Eco-Conscious Farming:** Our supplier partners implement eco-friendly practices such as controlled grazing, efficient waste disposal, and water-saving methods to reduce their environmental footprint.
- 3. Supply Chain Transparency:** We emphasize full traceability across our sourcing chain. Each animal's origin is documented, and our suppliers are required to follow strict sustainability protocols.
- 4. Locally Sourced Livestock:** By partnering with local farmers, we reduce the environmental impact of transport and help cut down greenhouse gas emissions, supporting both sustainability and community livelihoods.
- 5. Compliance with Standards:** Our operations strictly comply with all relevant domestic and international regulations governing ethical and sustainable livestock practices, ensuring adherence to the highest quality and welfare benchmarks.

3. DESCRIBE THE PROCESSES IN PLACE TO SAFELY RECLAIM YOUR PRODUCTS FOR REUSING, RECYCLING AND DISPOSING AT THE END OF LIFE, FOR (A) PLASTICS (INCLUDING PACKAGING) (B) E-WASTE (C) HAZARDOUS WASTE (D) OTHER WASTE

At HMA Agro Industries Limited., our mission is deeply embedded in advancing sustainable and responsible practices across all our operations. While our meat products are primarily intended for human consumption and not subject to traditional product reclamation, we emphasize our commitment to sustainability through the environmentally sound management of all associated materials and by-products.

We ensure proper disposal and recycling of packaging materials linked to our premium meat products. Our suppliers actively contribute by **collecting plastic packaging materials for recycling**, thereby helping avert potential waste and reinforcing circular practices. We implement a strict waste minimization policy, through which **any unused buffalo parts are effectively repurposed**—ensuring nothing goes to waste.

A major step in this direction is the commissioning of a **Rendering Cooker**, imported from Malaysia, which converts meat

processing waste into **valuable by-products** such as meat meal and fats. This not only minimizes organic waste but also optimizes thermal processing and reduces energy consumption in rendering operations.

Additionally, **all residual waste is disposed of in strict adherence to regulatory standards**, underscoring our unwavering commitment to environmental stewardship. We also operate an **Effluent Treatment Plant (ETP)** to treat liquid waste and ensure full compliance with environmental norms.

Beyond waste disposal, we are dedicated to **reducing production waste by encouraging material reuse whenever possible**. Recognizing that sustainable production practices are critical to long-term business success, we continue to pursue **innovative strategies that minimize waste and promote sustainability** throughout the entire value chain.

Aligned with these initiatives, HMA Agro Industries Limited. works with agencies specializing in Biomedical Waste Disposal to ensure safe and compliant waste handling. As a registered member of the Common Biomedical Waste Treatment Facility, the company further demonstrates its commitment to the proper management and disposal of biohazardous waste. "

4. WHETHER EXTENDED PRODUCER RESPONSIBILITY (EPR) IS APPLICABLE TO THE ENTITY'S ACTIVITIES (YES/NO). IF YES, WHETHER THE WASTE COLLECTION PLAN IS IN LINE WITH THE EXTENDED PRODUCER RESPONSIBILITY (EPR) PLAN SUBMITTED TO POLLUTION CONTROL BOARDS? IF NOT, PROVIDE STEPS TAKEN TO ADDRESS THE SAME.

Although EPR is not applicable to the Company's activities, we maintain strict compliance with environmental regulations. A Quarterly Compliance Report is submitted to the Pollution Control Board, detailing adherence to the terms and conditions specified in the Consent to Operate. The report includes:

- Waste disposal manifests indicating the **quantity and nature of hazardous chemicals** handled at the plant,
- **Monthly air emission records**,
- Details of **groundwater usage and treatment**, and
- **Effluent management**, including the treatment of domestic wastewater through a **Sewage Treatment Plant (STP)**.

These ongoing disclosures ensure responsible handling of all waste streams and reinforce the Company's commitment to sustainable operations and environmental compliance.

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

1 a) DETAILS OF MEASURES FOR THE WELL-BEING OF EMPLOYEES:

% Of Employees Covered											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	290	-	-	101	34.83	-	-	-	-	-	-
Female	5	-	-	3	60.00	-	-	-	-	-	-
Total	295	-	-	104	35.25	-	-	-	-	-	-
OTHER THAN PERMANENT EMPLOYEES											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

% OF WORKERS COVERED

% OF WORKERS COVERED											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
PERMANENT WORKERS											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
OTHER THAN PERMANENT WORKERS											
Male	483	-	-	-	-	-	-	-	-	-	-
Female	67	-	-	-	-	-	-	-	-	-	-
Total	550	-	-	-	-	-	-	-	-	-	-

*Note: Since the workers are managed through party contractors hence the primary responsibility for well-being of workers lies on the part of contractors

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

	CURRENT FINANCIAL YEAR FY 2024-25	PREVIOUS FINANCIAL YEAR FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.020	0.019

2 DETAILS OF RETIREMENT BENEFITS FOR CURRENT FY AND PREVIOUS FINANCIAL YEAR.

BENEFITS	FY-2024-25 CURRENT FINANCIAL YEAR			FY-2023-24 PREVIOUS FINANCIAL YEAR		
	NO. OF EMPLOYEES COVERED AS A % OF TOTAL EMPLOYEES	NO. OF WORKERS COVERED AS A % OF TOTAL WORKERS	DEDUCTED AND DEPOSITED WITH THE AUTHORITY (Y/N/N.A.)	NO. OF EMPLOYEES COVERED AS A % OF TOTAL EMPLOYEES	NO. OF WORKERS COVERED AS A % OF TOTAL WORKERS	DEDUCTED AND DEPOSITED WITH THE AUTHORITY (Y/N/N.A.)
PF	28.47%	1.81*%	Yes,	100%	Not applicable	Yes
GRATUITY	100% as per statutory requirements	NA	As per gratuity eligibility norms and kept as provision shown separately in other long-term provision	100% as per statutory requirements		As per gratuity eligibility norms and kept as provision shown separately in other long-term provision
ESI	35.25%	1.81*%	Yes	44.85%		Yes

* PF and ESI of Security personnel has been undertaken by HMA Agro Industries Limited on behalf third party contractor.

3 ACCESSIBILITY OF WORKPLACES - Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

HMA Agro Industries Limited is firmly committed to fostering an inclusive workplace that offers equal opportunities to everyone, including individuals with disabilities. While we strive for inclusivity, the specific demands of the meat production sector often involve tasks that require physical strength, coordination, and acute sensory perception. These requirements may limit our ability to accommodate certain disabilities within operational roles. Additionally, aspects of the work environment may introduce safety concerns that are not easily mitigated for differently-abled individuals.

Nevertheless, we continue to seek practical solutions to improve accessibility and promote inclusion across all our offices and facilities. Regular assessments are being conducted to identify potential enhancements, and we are dedicated to aligning our efforts with the provisions of the Rights of Persons with Disabilities Act, 2016. Our aim is to build a workplace that welcomes diversity and ensures accessibility, without compromising the safety and efficiency that our operations demand.

4 DOES THE ENTITY HAVE AN EQUAL OPPORTUNITY POLICY AS PER THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016? IF SO, PROVIDE A WEB-LINK TO THE POLICY.

While HMA Agro Industries Limited . does not maintain a separate written policy solely focused on non-discrimination, the core values of equal opportunity and inclusiveness are deeply woven into the company's Employees Code of Conduct. This document outlines the standards of professional conduct expected from all employees and acts as a comprehensive framework guiding workplace behavior.

The company remains strongly committed to nurturing a work environment that champions fairness and inclusivity, regardless of an individual's gender, caste, religion, creed, or disability. Upholding the principles of non-discrimination is a priority for HMA Agro Industries Limited., ensuring that every person is treated with impartiality and respect. This approach underscores the company's ongoing efforts to build a diverse and respectful workplace where equality is not only encouraged but actively practiced.

Employees and stakeholders can view the HMA Agro Industries Limited Employees Code of Conduct at: <https://hmagroup.co/corporate-governance/?tab=2366>

5 RETURN TO WORK AND RETENTION RATES OF PERMANENT EMPLOYEES AND WORKERS THAT TOOK PARENTAL LEAVE.

GENDER	PERMANENT EMPLOYEES		PERMANENT WORKERS	
	RETURN TO WORK RATE	RETENTION RATE	RETURN TO WORK RATE	RETENTION RATE
MALE	NA	NA	NA	NA
FEMALE	NA	NA	NA	NA
TOTAL	NA	NA	NA	NA

6 IS THERE A MECHANISM AVAILABLE TO RECEIVE AND REDRESS GRIEVANCES FOR THE FOLLOWING CATEGORIES OF EMPLOYEES AND WORKER? IF YES, GIVE DETAILS OF THE MECHANISM IN BRIEF

	Yes/No (if yes, give details of the mechanism in brief)
Permanent Employees	Yes, HMA Agro Industries Limited. has implemented structured grievance redressal mechanisms to support a fair and respectful workplace. The Company has adopted a Vigil Mechanism and a Whistle-blower Policy that enable employees to report any concerns related to misconduct, regulatory violations, or breaches of the Code of Conduct. These mechanisms assure complete confidentiality and safeguard against any form of retaliation, thereby fostering a culture of transparency and accountability.
Other than Permanent Employees	NA
Permanent Workers	NA
Other than Permanent workers	Yes , A defined Standard Operating Procedure (SOP) exists for handling complaints from non-permanent workers. They are encouraged to first approach their reporting authority. If the grievance is not resolved, they may escalate the issue to the HR department through written communication or email. The Company is committed to maintaining confidentiality and resolving grievances fairly and efficiently. In addition, the Company's Code of Conduct provides further guidance on grievance handling and can be accessed at: https://hmagroup.co/corporate-governance/?tab=2366

7 MEMBERSHIP OF EMPLOYEES AND WORKER IN ASSOCIATION(S) OR UNIONS RECOGNIZED BY THE LISTED ENTITY:

CATEGORY	FY-2024-25 CURRENT FINANCIAL YEAR			FY-2023-24 PREVIOUS FINANCIAL YEAR		
	TOTAL EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY (A)	NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION (S) OR UNION (B)	% (B/A)	TOTAL EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY (A)	NO. OF EMPLOYEES / WORKERS IN RESPECTIVE CATEGORY, WHO ARE PART OF ASSOCIATION (S) OR UNION (B)	% (B/A)
TOTAL PERMANENT EMPLOYEES	NA	NA	NA	NA	NA	NA
MALE	NA	NA	NA	NA	NA	NA
FEMALE	NA	NA	NA	NA	NA	NA
TOTAL PERMANENT WORKERS	NA	NA	NA	NA	NA	NA
MALE	NA	NA	NA	NA	NA	NA
FEMALE	NA	NA	NA	NA	NA	NA

8 DETAILS OF TRAINING GIVEN TO EMPLOYEES AND WORKERS:

CATEGORY	FY-2024-25 CURRENT FINANCIAL YEAR					FY-2023-24 PREVIOUS FINANCIAL YEAR				
	TOTAL (A)	ON HEALTH & SAFETY MEASURES		ON SKILL UPGRADATION		TOTAL (D)	ON HEALTH & SAFETY MEASURES		ON SKILL UPGRADATION	
		NO. (B)	% (B/A)	NO. (C)	% (C/A)		NO. (E)	% (E/D)	NO. (F)	% (F/D)
Employees										
Male	290	174	60	180	62	301	301	100	301	100
Female	5	4	80	3	60	-	-	-	-	-
Total	295	178	60.34	183	62.03	301	301	100	301	100
Workers(see from training sheet)hold										
Male	483	410	85	410	85	455	364	80	91	20
Female	67	53	80	53	80	211	168	80	43	20
Total	550	463	84	463	84	666	532	80	134	20

9 DETAILS OF PERFORMANCE AND CAREER DEVELOPMENT REVIEWS OF EMPLOYEES AND WORKERS

CATEGORY	FY-2024-25 CURRENT FINANCIAL YEAR			FY-2023-24 CURRENT FINANCIAL YEAR		
	TOTAL(A)	NO.(B)	% (B/A)	TOTAL(C)	NO.(D)	% (D/C)
EMPLOYEES						
MALE	290	295	100	301	301	100
FEMALE	5	-	-	-	-	-
TOTAL	295	295	100	301	301	100
WORKERS*						
MALE	-	-	-	-	-	-
FEMALE	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-

*For workers engaged through third-party contractors, the responsibility for conducting performance evaluations, managing

salary increments, and overseeing career development rests solely with the respective contracting agencies. These workers are not directly employed by HMA Agro Industries Limited and therefore, their appraisal and growth-related processes are managed independently by the contractors. However, the Company maintains coordination with the contracting agencies to ensure that workforce standards, discipline, and compliance with applicable labor laws are upheld at the workplace.

10 HEALTH AND SAFETY MANAGEMENT SYSTEM:

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

Yes,

HMA Agro Industries Limited is deeply committed to ensuring a safe and healthy work environment for all its employees and stakeholders, which is reflected in our robust Occupational Health and Safety Management System (OHSMS). Our OHSMS aligns with the ISO 45001:2018 standards, a globally recognized benchmark for health and safety management that enables us to systematically identify, evaluate, and mitigate occupational health and safety risks.

In addition to ISO 45001:2018, HMA Agro Industries Limited holds several key certifications that underscore our dedication to safety and quality. We are licensed under the Food Safety and Standards Authority of India (FSSAI) Act, 2006, and comply with the rigorous Food Safety System Certification (FSSC 22000) standards, which ensure our adherence to exceptional food safety and quality management practices. Furthermore, our commitment to sustainability and environmental stewardship is demonstrated by our ISO 14001:2015 certification.

We also rigorously implement Good Hygiene Practices (GHP) and Good Manufacturing Practices (GMP), ensuring that our production processes meet the highest safety standards. Our HACCP Certification, affirms our proactive approach to identifying and controlling food safety hazards.

Moreover, our ISO 9001:2015 certification highlights our focus on quality management, while ISO 22000:2018 integrates the principles of food safety management throughout our operations. We also partner with a certified Biomedical Waste Disposal Agency to ensure that waste is managed in a safe and environmentally responsible manner.

Through continuous employee training, regular checks, and preventive measures, HMA Agro Industries Limited fosters a culture of safety and excellence in all aspects of our business. These certifications not only reflect our commitment to maintaining a safe workplace but also our dedication to delivering safe and high-quality products to consumers worldwide.

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

HMA Agro Industries Limited employs comprehensive strategies to identify and assess work-related hazards systematically, ensuring the safety of our operations. Our approach encompasses several key elements:

1. **Conducting Workplace Inspections:** Regular inspections are carried out by trained personnel to proactively identify hazards. These inspections cover machinery, equipment, facilities, and work areas, ensuring compliance with safety standards and identifying potential risks.
2. **Performing Risk Assessments:** We conduct regular and systematic risk assessments across all areas of our meat slaughterhouse and export operations. This process involves identifying potential hazards related to machinery operation, livestock handling, chemical exposure, and ergonomic factors, considering both routine and non-routine tasks.
3. **Engaging Employees:** We actively engage our workforce to encourage reporting of hazards and near-misses. This feedback is vital for identifying risks that might not be immediately apparent through formal assessments. Employees are invited to participate in safety committees and provide input on safety measures.
4. **Investigating Incidents:** In the event of a workplace incident or near-miss, thorough investigations are conducted to determine root causes and prevent recurrence. Lessons learned from these investigations contribute to ongoing

improvements in our hazard identification and risk assessment processes.

5. **Focusing on Continuous Improvement:** HMA Agro Industries Limited is dedicated to the continuous enhancement of occupational health and safety. Feedback from risk assessments, inspections, checks, and employee engagements is utilized to update and refine our safety protocols and training programs.

By implementing these measures, HMA Agro Industries Limited maintains a proactive approach to identifying and mitigating work-related hazards, ensuring a safe and secure workplace environment for our employees and workers involved in our meat processing and export operations.

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

Yes, the Company has established mechanisms for employees to report work-related hazards and to remove themselves from dangerous situations. At HMA Agro Industries Limited, worker safety is our top priority. We have put in place robust systems that enable employees to report hazards promptly and without fear of retaliation. Various channels are available for reporting, including options to remain anonymous, to ensure quick identification of hazards. Upon receiving a report, we take immediate steps to address the risks, which may include temporarily stopping operations and implementing interim safety measures. We respect workers' rights to decline unsafe work, allowing them to avoid dangerous situations until the hazards are resolved. Continuous enhancement is central to our approach, with ongoing evaluations of our reporting systems and procedures to ensure they remain effective and adaptable to changing workplace circumstances. At HMA Agro Industries Limited, cultivating a proactive safety culture is vital for ensuring a safe and supportive environment, with the well-being of our workers as our highest priority.

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

At HMA Agro Industries Limited, the safety and well-being of our employees, including contracted labor managed by third parties, are our top priorities. To protect our workforce, the company has implemented a comprehensive Workmen Compensation Policy. This policy ensures that all employees, whether directly hired or contracted, who experience work-related injuries or illnesses receive the financial assistance and support they need during their recovery. By covering medical expenses, lost wages, and any disabilities resulting from the incident, it provides a crucial safety net for our employees and their families.

The implementation of this policy highlights the company's dedication to the health and security of its entire workforce, ensuring they have access to necessary resources in times of need. This commitment underscores HMA Agro Industries Limited efforts to foster a safe and supportive work environment, where the health and well-being of every employee are prioritized, regardless of their employment status.

11. DETAILS OF SAFETY-RELATED INCIDENTS, IN THE FOLLOWING FORMAT:

SAFETY INCIDENTS/NUMBERS	CATEGORY	FY-2024-25 CURRENT FINANCIAL YEAR	FY-2023-24 PREVIOUS FINANCIAL YEAR
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked)	Employee	Nil	Nil
	Worker	Nil	Nil
Total recordable work-related injuries	Employee	Nil	Nil
	Worker	Nil	Nil
No. of Fatalities	Employee	Nil	Nil
	Worker	Nil	Nil
High consequences work-related injury or ill-health (excluding fatalities)	Employee	Nil	Nil
	Worker	Nil	Nil

Note: There were no formal complaints or major safety incidents reported during the reporting period. However, three minor cut injuries were observed involving workers in the Deboning, Slaughtering, and Rendering departments. These incidents were addressed promptly with on-site medical attention and did not result in lost working hours. The Company continues to prioritize employee safety and has further strengthened operational controls and safety training in high-risk areas.

12 DESCRIBE THE MEASURES TAKEN BY THE ENTITY TO ENSURE A SAFE AND HEALTHY WORKPLACE.

Ensuring the safety and health of our workforce remains of paramount importance to HMA Agro Industries Limited. For additional details on how we maintain a safe and healthy environment for our employees, please refer to Point No. 10.

13 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	FY-2024-25 CURRENT FINANCIAL YEAR			FY-2023-24 PREVIOUS FINANCIAL YEAR		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS
WORKING CONDITIONS	Nil	Nil	Nil	Nil	Nil	Nil
HEALTH AND SAFETY	Nil	Nil	Nil	Nil	Nil	Nil

We are pleased to report that our company has not received any complaints regarding working conditions, health, or safety from our employees and workers. This underscores our commitment to providing a safe and healthy working environment. We will continue to prioritize the well-being of our employees and uphold the highest standards of safety and health.

14 ASSESSMENTS FOR THE YEAR:

	% OF YOUR PLANTS AND OFFICES THAT WERE ASSESSED (BY ENTITY OR STATUTORY AUTHORITIES OR THIRD PARTIES)
Health & Safety Practices	100 % of the plants were assessed by the Company
Working Conditions	100 % of the plants were assessed by the Company

15 PROVIDE DETAILS OF ANY CORRECTIVE ACTION TAKEN OR UNDERWAY TO ADDRESS SAFETY-RELATED INCIDENTS (IF ANY) AND ON SIGNIFICANT RISKS / CONCERNS ARISING FROM ASSESSMENTS OF HEALTH & SAFETY PRACTICES AND WORKING CONDITIONS: NA

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1 DESCRIBE THE PROCESSES FOR IDENTIFYING KEY STAKEHOLDER GROUPS OF THE ENTITY.

The Company has developed a comprehensive method for identifying and prioritizing key stakeholder groups, acknowledging their impact on its decisions and activities. This systematic approach ensures that all relevant parties are considered. The process can be detailed as follows:

Internal Stakeholders:

- **Employees:** This group includes all levels of staff, from management to operational personnel, who are directly involved in the production and export activities.
- **Shareholders/Investors:** These are individuals or entities that own company shares and have a vested financial interest in its success.

External Stakeholders:

- **Customers:** This category comprises international buyers of frozen meat, such as wholesalers, and domestic buyers of by-products like tallow, offal, and hides.
- **Suppliers:** These are farmers, livestock providers, feed suppliers, and other entities that supply the raw materials and inputs essential for meat production.
- **Regulatory Bodies:** Government agencies and industry regulators responsible for overseeing food safety, export regulations, and animal welfare standards fall into this group.
- **Local Communities:** This includes residents and businesses located in the areas where the company operates, who may be affected by its activities and environmental impact.

- ▶ **Logistics Partners:** These are transportation and shipping companies that manage the logistics of exporting meat products to various markets.
- ▶ **Industry Associations:** Organizations that represent the meat industry, offering support, advocacy, and resources.

2 LIST STAKEHOLDER GROUPS IDENTIFIED AS KEY FOR YOUR ENTITY AND THE FREQUENCY OF ENGAGEMENT WITH EACH STAKEHOLDER GROUP.

STAKEHOLDER GROUP	WHETHER IDENTIFIED AS VULNERABLE & MARGINALIZED GROUP	CHANNELS OF COMMUNICATION	FREQUENCY OF ENGAGEMENT	PURPOSE AND SCOPE OF ENGAGEMENT INCLUDING KEY TOPICS AND CONCERNS RAISED DURING SUCH ENGAGEMENT.
Shareholders & Investors	No	Annual General Meeting, <ul style="list-style-type: none"> • Shareholder meets, • E-mail, • Stock Exchange (SE) intimations, • Investor/analysts meet/ conference calls, • Annual report, quarterly results, press releases and • Company's website 	Quarterly, Half yearly and annually and event based.	Share price growth, dividends, profitability and financial stability, Effective corporate governance , Risk assessment and Management, strong ESG practices, risks, and growth potential
Regulators	No	Mandatory regulatory filings., Reports and returns filing , Written communications.	As per the statutory requirements	Adherence to rules and regulations. Prompt reporting via various compliance forms.
Employees & Workers	No	Intranet, Email, SMS, Virtual Calls, In-person meetings, internal events, notice boards	Periodically	<ul style="list-style-type: none"> ▶ To provide update on company strategy and performance. ▶ Relevant business communication, ▶ Career, learning & growth, ▶ HR policies and practices ▶ To Get feedback. ▶ Encourage to raise concerns.
Customers	No	Customer feedback surveys Company Website	As per the requirement	<ul style="list-style-type: none"> ▶ Product Quality and Safety ▶ Customer feedback ▶ Business Development/ Sales ▶ Regular audits
Professionals/ Consultants	No	<ul style="list-style-type: none"> ▶ E-mails. ▶ Need based meetings. ▶ Periodical Reports. 	Quarterly and need basis.	Compliance to legal requirements, advice on business, legal, tax and environment etc. related issues
Dealers/wholesalers	No	<ul style="list-style-type: none"> ▶ E-mails ▶ Personal Visits ▶ Satisfaction Surveys ▶ Phone Calls and Video Conferences: 	Periodically	<ul style="list-style-type: none"> ▶ To Provide update on Company Products & Offerings. ▶ Safety and security ▶ Product handling ▶ To Get feedback. Encourage to raise concerns ▶ Quality and Pricing ▶ Compliance with the local laws and regulations
Communities	yes	<ul style="list-style-type: none"> ▶ Corporate Social Responsibility initiatives ▶ Local engagement activities 	Periodically	<ul style="list-style-type: none"> ▶ Social welfare ▶ Sustainable socioeconomic development ▶ Natural Resource Management
Subsidiary/Associate Companies	No	<ul style="list-style-type: none"> ▶ E-mails. ▶ Need based meetings. ▶ Periodical Reports. 	Quarterly and need basis.	<ul style="list-style-type: none"> ▶ Discussions on major Investment/ expansion plans', ▶ Facilitate decision making on major topics.
Banks/ Financial Institutions	No	<ul style="list-style-type: none"> ▶ Annual General Meetings ▶ Compliance visits and audits ▶ Earning calls, Mandatory reports, and updates ▶ Annual Report ▶ Company Website 	As per the requirement	<ul style="list-style-type: none"> ▶ Business performance ▶ Business Strategy and Development ▶ Risk assessment and Management

LEADERSHIP INDICATORS

1 PROVIDE THE PROCESSES FOR CONSULTATION BETWEEN STAKEHOLDERS AND THE BOARD ON ECONOMIC, ENVIRONMENTAL, AND SOCIAL TOPICS OR IF CONSULTATION IS DELEGATED, HOW IS FEEDBACK FROM SUCH CONSULTATIONS PROVIDED TO THE BOARD.

The Company maintains an open and structured dialogue with its key stakeholders—including investors, customers, suppliers, employees, and regulatory bodies—on economic, environmental, and social topics. This engagement is carried out through multiple communication channels and consultation forums to ensure transparency, responsiveness, and mutual trust.

The Board-level **Corporate Social Responsibility and Sustainability (CSR) Committee** is primarily responsible for overseeing stakeholder engagement on ESG-related matters. This committee ensures that feedback from stakeholder interactions is incorporated into the company's sustainability strategies and overall governance framework.

Dedicated departments within the organization are assigned to engage with stakeholders on ESG concerns. These departments provide regular updates and relay stakeholder feedback to senior management, which is then escalated to the CSR Committee and the Board, as appropriate.

In addition, the **Risk Management Committee**—another Board-level committee—oversees the evaluation of climate-related and other ESG risks. It identifies potential operational threats and formulates strategies to mitigate them within the broader risk management framework.

This collaborative structure ensures that all material feedback and issues raised through stakeholder engagement are considered in the company's decision-making processes, enabling the Board to remain informed, proactive, and aligned with stakeholder expectations.

2 WHETHER STAKEHOLDER CONSULTATION IS USED TO SUPPORT THE IDENTIFICATION AND MANAGEMENT OF ENVIRONMENTAL, AND SOCIAL TOPICS (YES / NO). IF SO, PROVIDE DETAILS OF INSTANCES AS TO HOW THE INPUTS RECEIVED FROM STAKEHOLDERS ON THESE TOPICS WERE INCORPORATED INTO POLICIES AND ACTIVITIES OF THE ENTITY.

Yes,

Stakeholder consultations are instrumental in shaping the company's approach to Environmental, Social, and Governance (ESG) topics. These interactions provide valuable insights that contribute to the continuous development and refinement of our policies and activities. Feedback acts as a compass, steering efforts to address concerns, enhance sustainability practices, and align activities with stakeholder expectations and values.

Internal Surveys and Employee Feedback:

Regular feedback from employees has highlighted the need for improved workplace conditions and career development opportunities. In response, the company has enhanced workplace safety standards, focusing on the holistic wellbeing of employees by connecting mind, body, and community. Employee wellness programs encompass physical, emotional, and financial aspects, ensuring that health, safety, and wellbeing are prioritized.

Local Community Engagement:

Through meetings and surveys, local communities have expressed concerns about environmental impacts and employment opportunities associated with the company's operations. To address these concerns, the company has invested in community development projects, such as building local infrastructure and creating job opportunities, thereby enhancing its social license to operate.

Stakeholder Engagement and Material Issues:

The company's stakeholder engagement strategy covers key material issues driven by strategic objectives through various modes of engagement. Each stakeholder group has a primary internal custodian responsible for managing interactions.

Employee feedback has led to improved communication and collaboration forums, while supplier engagement has enhanced the ease of doing business and the ability to address environmental and social aspects.

Community Ecology Initiative:

Projects under the community ecology initiative focus on achieving ecological balance in proximate communities through initiatives that provide direct and tangible benefits. Strengthening urban primary healthcare systems is a focus area, as vulnerable communities often lack adequate healthcare personnel and amenities.

These efforts underscore the company's commitment to integrating stakeholder feedback into its ESG strategies, ensuring a collaborative and informed approach to sustainability.

3 PROVIDE DETAILS OF INSTANCES OF ENGAGEMENT WITH, AND ACTIONS TAKEN TO, ADDRESS THE CONCERNS OF VULNERABLE/ MARGINALIZED STAKEHOLDER GROUPS.

HMA Agro Industries Limited has consistently engaged with vulnerable and marginalized stakeholder groups through its targeted Corporate Social Responsibility (CSR) initiatives, focusing on education, empowerment, environmental sustainability, and community health. Here are some key instances of engagement and actions taken:

1. Supporting Education for the Underprivileged:

- Engagement: Through direct interactions with economically disadvantaged families, the company identified barriers to education.
- Action: Provided financial support covering tuition fees and school expenses, ensuring that financial limitations do not impede access to education for children from underprivileged backgrounds.

2. Empowerment of Persons with Disabilities:

- Engagement: **Partnered with Sightsavers India** to understand the specific needs of visually impaired individuals.
- Action: Implemented skill-building and vocational training programs, while also conducting self-defense workshops and hygiene awareness sessions for adolescent girls, fostering inclusivity and gender sensitivity.

3. Support for Senior Citizens:

- Engagement: Collaborated with **Sant Sundar Das Sewa Samiti** to assess the needs of elderly individuals.
- Action: Provided financial assistance for an old age home, ensuring that senior citizens receive adequate care, including groceries, medicines, and shelter infrastructure.

4. Environmental and Skill Development Initiatives:

- Engagement: Worked with **Akashiganga Foundation** to engage with urban communities, focusing on environmental awareness and skill needs.
- Action: Conducted tree plantation drives, environmental campaigns, and skill development workshops for urban youth and women, thereby empowering communities while promoting sustainability.

5. Promoting Renewable Energy:

- Engagement: Partnered with **Iqtdar Bano Foundation Trust** to promote sustainable energy solutions in educational institutions.
- Action: Supported solar energy installations at a college in Lucknow, contributing to reduced carbon footprints and sustainable energy use.

6. Nutrition and Health Support:

- Engagement: Collaborated with urban health centres in **Aligarh** to identify nutritional and healthcare needs.
- Action: Distributed nutritional food packets in low-income areas, benefiting healthcare staff, pregnant women, and children, thereby improving overall community health.

Through these initiatives, HMA Agro Industries Limited has actively engaged with and addressed the concerns of vulnerable and marginalized groups, aligning its efforts with stakeholder expectations and needs. The company's commitment to continuous dialogue and tailored interventions highlights its dedication to fostering a more inclusive and equitable society.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

ESSENTIAL INDICATORS

- 1 EMPLOYEES AND WORKERS WHO HAVE BEEN PROVIDED TRAINING ON HUMAN RIGHTS ISSUES AND POLICY(IES) OF THE ENTITY IN THE FOLLOWING FORMAT:

CATEGORY	FY-2024-25 CURRENT FINANCIAL YEAR			FY-2023-24 PREVIOUS FINANCIAL YEAR		
	TOTAL (A)	NO. OF EMPLOYEES/ WORKERS COVERED (B)	% (B/A)	TOTAL (C)	NO. OF EMPLOYEES/ WORKERS COVERED (D)	% (D/C)
EMPLOYEES						
PERMANENT	Nil	Nil	Nil	Nil	Nil	Nil
OTHER THAN PERMANENT	Nil	Nil	Nil	Nil	Nil	Nil
TOTAL EMPLOYEES	Nil	Nil	Nil	Nil	Nil	Nil
WORKERS						
PERMANENT	Nil	Nil	Nil	Nil	Nil	Nil
OTHER THAN PERMANENT	Nil	Nil	Nil	Nil	Nil	Nil
TOTAL WORKERS	Nil	Nil	Nil	Nil	Nil	Nil

- 2 DETAILS OF MINIMUM WAGES PAID TO EMPLOYEES AND WORKERS, IN THE FOLLOWING FORMAT:

CATEGORY	FY-2024-25 CURRENT FINANCIAL YEAR					FY-2023-24 PREVIOUS FINANCIAL YEAR				
	TOTAL (A)	EQUAL TO MINIMUM WAGE		MORE THAN MINIMUM WAGE		TOTAL (D)	EQUAL TO MINIMUM WAGE		MORE THAN MINIMUM WAGE	
		NO. (B)	% (B/A)	NO. (C)	% (C/A)		NO. (E)	% (E/D)	NO. (F)	% (F/D)
EMPLOYEES										
PERMANENT										
Male	290	-	-	290	100%	301	-	-	301	100%
Female	5	-	-	5	100%	-	-	-	-	-
OTHER THAN PERMANENT										
MALE	-	-	-	-	-	-	-	-	-	-
FEMALE	-	-	-	-	-	-	-	-	-	-
WORKERS										
PERMANENT										
MALE	-	-	-	-	-	-	-	-	-	-
FEMALE	-	-	-	-	-	-	-	-	-	-
OTHER THAN PERMANENT										
MALE	483	-	-	483	100%	455	-	-	455	100%
FEMALE	67	-	-	67	100%	211	-	-	211	100%

3 DETAILS OF REMUNERATION/SALARY/WAGES, IN THE FOLLOWING FORMAT:

a. Median remuneration/wages:

	MALE		FEMALE	
	NUMBER	MEDIAN REMUNERATION/ SALARY/ WAGES OF RESPECTIVE CATEGORY	NUMBER	MEDIAN REMUNERATION/ SALARY/ WAGES OF RESPECTIVE CATEGORY
BOARD OF DIRECTORS	3	10,00,000	-	-
KMPS	4	316000	-	-
EMPLOYEES OTHER THAN BODS AND KMPS	290	25000	5	17422.5
WORKERS*	NA			

* Workers in company are managed by third party contractors. Hence, no such requirement arises.

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females % of total wages	-	-

Since , HMA Agro Industries Limited has a contracted labour managed through third party Contractor, Hence Account for wages is not applicable to the Company.

4 DO YOU HAVE A FOCAL POINT (INDIVIDUAL/ COMMITTEE) RESPONSIBLE FOR ADDRESSING HUMAN RIGHTS IMPACTS OR ISSUES CAUSED OR CONTRIBUTED BY THE BUSINESS? (YES/NO)

HMA Agro Industries Limited has implemented a comprehensive strategy to address human rights concerns by establishing dedicated teams within the Human Resources Department at each of its facilities. These teams are tasked with proactively identifying and resolving human rights-related issues, ensuring that the organization consistently upholds its ethical standards.

To reinforce its governance framework, HMA Agro Industries Limited has empowered the Risk Management Committee with the mandate to oversee human rights matters. This committee plays a crucial role in investigating and addressing any human rights issues linked to the company's operations, demonstrating HMA Agro Industries Limited's commitment to responsible business practices.

The collaboration between these specialized teams and the Risk Management Committee highlights HMA Agro Industries Limited's dedication to maintaining human rights standards and fostering a work environment that respects and protects individual rights. By actively engaging in the identification and resolution of human rights concerns, the company underscores its commitment to promoting a culture of respect, equality, and inclusivity throughout its operations.

5 DESCRIBE THE INTERNAL MECHANISMS IN PLACE TO REDRESS GRIEVANCES RELATED TO HUMAN RIGHTS ISSUES.

The company has established a Whistleblower and Protection Policy designed to allow and encourage stakeholders to report concerns about breaches of the Code of Conduct. Additionally, HMA Agro Industries Limited has implemented a Vigil Mechanism that enables all employees to report grievances related to legal violations, including breaches of human rights or internal company policies. Both policies are accessible at this link: <https://hmagroup.co/corporate-governance/?tab=2366> Each complaint is meticulously and appropriately investigated, and if a violation is confirmed, corrective measures are implemented based on the severity of the issue. Any reported issues are addressed by the direct touch team.

6 NUMBER OF COMPLAINTS ON THE FOLLOWING MADE BY EMPLOYEES AND WORKERS:

	FY-2024-25 CURRENT FINANCIAL YEAR			FY-2023-24 PREVIOUS FINANCIAL YEAR		
	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS	FILED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	REMARKS
SEXUAL HARASSMENT	NA	NA	NA	NA	NA	NA
DISCRIMINATION AT WORKPLACE	Nil	Nil	Nil	Nil	Nil	Nil
CHILD LABOR	Nil	Nil	Nil	Nil	Nil	Nil
FORCED LABOR/ INVOLUNTARY LABOR	Nil	Nil	Nil	Nil	Nil	Nil
WAGES	Nil	Nil	Nil	Nil	Nil	Nil
OTHER HUMAN RIGHTS RELATED ISSUES	Nil	Nil	Nil	Nil	Nil	Nil

7 MECHANISMS TO PREVENT ADVERSE CONSEQUENCES TO THE COMPLAINANT IN DISCRIMINATION AND HARASSMENT CASES.

HMA Agro Industries Limited's Whistleblower & Protection Policy is designed to ensure that individuals who report unethical behaviour are protected from retaliation and that their identities remain confidential. Stakeholders have the option to submit reports either anonymously or confidentially, with robust procedures in place to maintain confidentiality throughout the investigation. Any breaches of confidentiality are subject to strict disciplinary measures, which help create a safe environment where concerns can be raised without fear of adverse consequences.

This policy plays a crucial role in fostering accountability and transparency within the organization, serving as an essential mechanism for identifying and rectifying misconduct. By safeguarding stakeholder rights and upholding ethical practices, it contributes to cultivating a dependable and trustworthy workplace. The policy is available at <https://hmagroup.co/corporate-governance/?tab=2366>

8 DO HUMAN RIGHTS REQUIREMENTS FORM PART OF YOUR BUSINESS AGREEMENTS AND CONTRACTS? (YES/NO)

Yes. As part of **HMA AGRO INDUSTRIES LIMITED'S BUSINESS AGREEMENTS AND CONTRACTS**, the company incorporates strict human rights requirements. This means that all business partners must comply with relevant laws, labour standards, and environmental regulations while upholding principles of human rights, ethics, and integrity in their operations. These requirements are essential to the onboarding process, ensuring that all partners align with HMA Agro Industries Limited's commitment to human rights and responsible business practices.

9 ASSESSMENTS FOR THE YEAR:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	100%.
Forced Labor/ Involuntary Labor	Throughout the reporting period, we conducted thorough assessments across all our facilities, including both plants and offices. These evaluations confirmed that there were no occurrences of sexual harassment, discrimination, child labor, forced labor, or wage-related issues. Our steadfast commitment to upholding ethical standards and creating a safe workplace environment guarantees the continuous safeguarding of the well-being and rights of our employees and workers. By maintaining these rigorous standards, we aim to foster a positive and inclusive working atmosphere that respects and values each individual.
Sexual Harassment	
Discrimination at Workplace	
Wages	
Other-specify	

10 PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY TO ADDRESS SIGNIFICANT RISKS / CONCERNS ARISING FROM THE ASSESSMENTS AT QUESTION 9 ABOVE.

No complaints concerning child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year, and none remain pending as of the year-end. Additionally, no significant risks or concerns emerged from our self-assessment.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1 DETAILS OF TOTAL ENERGY CONSUMPTION (IN JOULES OR MULTIPLES) AND ENERGY INTENSITY, IN THE FOLLOWING FORMAT: -

PARAMETER	FY-2024-25 CURRENT FINANCIAL YEAR	FY-2023-24 PREVIOUS FINANCIAL YEAR
From renewable sources		
Total Electricity Consumption (GJ) (A)	19574.97	86275.45**
Total Fuel Consumption (GJ) (B)	-	-
Energy Consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	19574.94	86275.45
From non-renewable sources		
Total electricity consumption (D)	-	-
Total fuelconsumption (E) GJ*	2329.26	2462.40
Energy consumption through other sources (F)	-	-
Total energy consumed from nonrenewable sources (D+E+F)	2329.26	2462.40
Total energy consumed (A+B+C+D+E+F)	21904.2	88737.85
Energy intensity per rupee of turnover (Total energy consumed/ turnover in rupee)	0.0000004026	0.0000019022 (Note-5)
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)***	0.000008	0.000043 (Note-6)
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

***Note 1** – Total fuel consumption mentioned in table above for the reporting period includes diesel only comprised of ECO and High speed diesel, measured in gigajoules (GJ).

***Note 2** – Fuel such as wood, used in boilers during the meat production process, totaled 30,90,980 .kilograms for the fiscal year 2024-25.

**** Note 3** - In FY 2023–24, electricity consumption was reported based on present meter readings from electricity bills, resulting in a reported energy use of **86,275.45 GJ**. However, using the actual consumption method (i.e., the difference between past and present readings), it will be stated as 29,465.93 GJ for F.Y 2023-24. . In FY 2024–25, the methodology has been aligned to reflect actual consumption, with energy usage reported as **19,574.97 GJ**. The variance in reported energy (in GJ) between the years is **due to this change in methodology** and should not be interpreted as a change in energy efficiency."Power factor assumed as 1.0 (100%) based on actual observed Average PF of 99.62% from utility data, considering negligible deviation for conversion accuracy."

*****Note 4** – Revenue from operations has adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF for India which is 20.66 and 22.401 respectively.

Note 5 - For comparative purpose, the Restated figure for the last year i.e. FY 2023-24 for Energy intensity per rupee of turnover (Total energy consumed/ turnover in rupee) is **0.0000006316**.

Note 6 For Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP), restated figure for the last year is **0.000014**

INDICATE IF ANY INDEPENDENT ASSESSMENT/ EVALUATION/ASSURANCE HAS BEEN CARRIED OUT BY AN EXTERNAL AGENCY? (Y/N) IF YES, NAME OF THE EXTERNAL AGENCY.

- No, the evaluation has been carried out by the HMA Agro Industries Limited in house.

- 2. DOES THE ENTITY HAVE ANY SITES / FACILITIES IDENTIFIED AS DESIGNATED CONSUMERS (DCS) UNDER THE PERFORMANCE, ACHIEVE AND TRADE (PAT) SCHEME OF THE GOVERNMENT OF INDIA? (Y/N) IF YES, DISCLOSE WHETHER TARGETS SET UNDER THE PAT SCHEME HAVE BEEN ACHIEVED. IN CASE TARGETS HAVE NOT BEEN ACHIEVED, PROVIDE THE REMEDIAL ACTION TAKEN, IF ANY.**

This does not apply, since the entity has not been recognized as a designated consumer under the Government of India's Performance, Achieve, and Trade (PAT) Scheme.

- 3. PROVIDE DETAILS OF THE FOLLOWING DISCLOSURES RELATED TO WATER, IN THE FOLLOWING FORMAT:**

Environment conservation through resource management is not just a business practice but also something that drives us to challenge ourselves every day to deliver our value with increased efficiency and quality across every aspect of manufacturing.

PARAMETER	FY-2024-25 CURRENT FINANCIAL YEAR	FY-2023-24 PREVIOUS FINANCIAL YEAR
WATER WITHDRAWAL BY SOURCE (IN KILOLITERS)		
(i) Surface water	Nil	Nil
(ii) Groundwater	49682.394	78623.217
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others (Municipal Supply)	NA	NA
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	49682.394	78623.217
Total volume of water consumption (in kiloliters)	49682.394	78623.217
Water intensity per Rupees of turnover (Water consumed / turnover)	0.0000010218	0.0000016854
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)*	0.000021	0.000038
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* Revenue from operations has adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF for India which is 20.66 and 22.401 respectively.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

4. PROVIDE THE FOLLOWING DETAILS RELATED TO WATER DISCHARGED:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment- For Horticulture Purpose	37634.498	41326.31
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	791.279	554.91
- With treatment – please specify level of treatment (In Kilolitres)	1462.927	1786.84
i. Domestic Purpose		
Total water discharged (in kilolitres)	39888.704	43668.06

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
 If yes, name of the external agency.

- There hasn't been an external review or analysis conducted to assess various aspects of our operations, performance, or compliance with standards or regulations.

5. HAS THE ENTITY IMPLEMENTED A MECHANISM FOR ZERO LIQUID DISCHARGE? IF YES, PROVIDE DETAILS OF ITS COVERAGE AND IMPLEMENTATION.

HMA Agro Industries Limited implements an Effluent Treatment Plant (ETP) system across all its owned plants dedicated to frozen buffalo meat production. This system ensures that water used in operations undergoes treatment and is recycled, eliminating any discharge into the environment. Most of our facilities have achieved zero liquid discharge capabilities, with the remaining plants progressing towards full implementation. This approach spans the entire spectrum of plant operations, emphasizing sustainable water management practices.

6. PLEASE PROVIDE DETAILS OF AIR EMISSIONS (OTHER THAN GHG EMISSIONS) BY THE ENTITY, IN THE FOLLOWING FORMAT:

PARAMETER	PLEASE SPECIFY UNITS	FY-2024-25 CURRENT FINANCIAL YEAR	FY-2023-24 PREVIOUS FINANCIAL YEAR
NOx	Ug/M3	28.10	32.11
Sox	Ug/M3	23.40	51.79
Particulate Matter (PM10)	Ug/M3	92.60	90.46
Particulate Matter (PM 2.5)	Ug/M3	53.40	52.33
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compound (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Others- Please Specify **(Carbon and its compounds)	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

- Yes HMA Agro Industries Limited has conducted an assessment by an external agency. **Enviro Tech Services Pvt. Ltd.** Government approved lab has conducted an assessment on Ambient Air Quality for the FY 2024-25.

7. PROVIDE DETAILS OF GREENHOUSE GAS EMISSIONS (SCOPE 1 AND SCOPE 2 EMISSIONS) & ITS INTENSITY, IN THE FOLLOWING FORMAT:

PARAMETERS	UNITS	FY-2024-25 CURRENT FINANCIAL YEAR	FY-2022-23 PREVIOUS FINANCIAL YEAR
TOTAL SCOPE 1 EMISSIONS (BREAK-UP OF THE GHG INTO CO ₂ , CH ₄ , N ₂ O, HFCS, PFCS, SF ₆ , NF ₃ , IF AVAILABLE)	Kg CO ₂ Eq.		
i. Emissions from Biomass-		1,44,478	254207
ii. Emissions from Ammonia		14,630	10640
iii. Emission from ETP		22,557.49	140733.45
TOTAL SCOPE 2 EMISSIONS (BREAK-UP OF THE GHG INTO CO ₂ , CH ₄ , N ₂ O, HFCS, PFCS, SF ₆ , NF ₃ , IF AVAILABLE) -Emissions from Electricity	Kg CO ₂ Eq	45,65,868	7007806
TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS PER RUPEE OF TURNOVER	Kg CO₂ Eq	0.000098	0.000159
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)*		0.00202	0.00356
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

*Revenue from operations has adjusted for PPP based on the latest PPP conversion factor published for the year 2025 and 2024 by IMF for India which is 20.66 and 22.401 respectively.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.

- No independent assessment has been done.

8. DOES THE ENTITY HAVE ANY PROJECT RELATED TO REDUCING GREEN HOUSE GAS EMISSION? IF YES, THEN PROVIDE DETAILS.

HMA Agro Industries Limited is dedicated to promoting sustainability and enhancing energy efficiency throughout its entire range of operations. At our head office and the Aligarh manufacturing facility, we have taken significant steps to implement advanced smart LED lighting systems alongside a variety of energy-saving equipment. These technologies are instrumental in significantly reducing our overall energy consumption. These efforts are integral components of our comprehensive strategy aimed at lowering greenhouse gas emissions, reflecting our commitment to both innovation and environmental stewardship. By optimizing how we utilize energy, we not only boost our operational efficiency but also play an active role in fostering a greener and more sustainable future. This approach underscores our dedication to making a positive impact on the environment while maintaining high standards of productivity and efficiency in our operations.

9. PROVIDE DETAILS RELATED TO WASTE MANAGEMENT BY THE ENTITY, IN THE FOLLOWING FORMAT:

PARAMETER	FY-2024-25 CURRENT FINANCIAL YEAR	FY-2023-24 PREVIOUS FINANCIAL YEAR
TOTAL WASTE GENERATED (IN METRIC TONS)		
Plastic Waste (A)	5.6236	11.17725
E-Waste (B)	-	-
Bio-medical Waste (C)	-	-
Construction and Demolition waste (D)	-	-
Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous Waste, please specify, if any (G) - Used oil	-	0.13
Other Non-Hazardous Waste generated (H), Please specify if any. (Break up by composition i.e., by material relevant to the sector)		-
Total (A+B+C+D+E+F+G+H)	5.6236	11.30725
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00000000012	0.00000000024
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000000024	0.00000000054
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
FOR EACH CATEGORY OF WASTE GENERATED, TOTAL WASTE RECOVERED THROUGH RECYCLING, RE-USING OR OTHER RECOVERY OPERATIONS (IN METRIC TONS)		
Category of Waste	-	-
(i) Recycled	HMA Agro Industries Limited disposes waste through authorized suppliers. Hence, the aforesaid responsibility does not lie on the company.	HMA Agro Industries Limited waste management system consists of proper disposal of waste through authorised recyclers namely Bharat Oil & waste management ltd for used oil mentioned in point 9(G) Other Hazardous Waste
(ii) Reused		
(iii) Other recovery operations		
Total	-	-
FOR EACH CATEGORY OF WASTE GENERATED, TOTAL WASTE DISPOSED BY NATURE OF DISPOSAL METHOD (IN METRIC TONS)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other Disposal Operations	-	-
Total	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency

- HMA Agro Industries Limited has not conducted any independent assessment/ evaluation by an external agency.

10. BRIEFLY DESCRIBE THE WASTE MANAGEMENT PRACTICES ADOPTED IN YOUR ESTABLISHMENTS. DESCRIBE THE STRATEGY ADOPTED BY YOUR COMPANY TO REDUCE USAGE OF HAZARDOUS AND TOXIC CHEMICALS IN YOUR PRODUCTS AND PROCESSES AND THE PRACTICES ADOPTED TO MANAGE SUCH WASTES.

HMA Agro Industries Limited, a leading manufacturer in the buffalo meat industry, integrates a robust solid waste management system to handle waste generated during meat production and frozen buffalo export. The company ensures

waste is segregated at the source, including animal by-products, packaging materials, and general waste. Efficient collection and storage processes use suitable containers and transport methods. Animal by-products, such as bones, blood, and offal, are sent to rendering plants where they are processed into high-quality animal feed and poultry supplements. This not only minimizes waste but also supports the agricultural sector by providing valuable resources. Packaging materials are recycled, organic waste is composted, and non-recyclable waste is disposed of responsibly, all in compliance with environmental regulations. HMA Agro Industries Limited conducts regular checks, provides employee training, and engages in continuous improvement initiatives to maintain compliance and effectiveness. The company emphasizes waste reduction and sustainability by adopting innovative solutions and collaborating with communities. By transforming by-products into nutrient-rich feed ingredients, HMA Agro Industries Limited supports the circular economy, reinforcing its commitment to environmental sustainability and resource optimization. The company will continue to prioritize responsible waste management and reduction in all operations.

11. IF THE ENTITY HAS OPERATIONS/OFFICES IN/AROUND ECOLOGICALLY SENSITIVE AREAS (SUCH AS NATIONAL PARKS, WILDLIFE SANCTUARIES, BIOSPHERE RESERVES, WETLANDS, BIODIVERSITY HOTSPOTS, FORESTS, COASTAL REGULATION ZONES ETC.) WHERE ENVIRONMENTAL APPROVALS / CLEARANCES ARE REQUIRED, PLEASE SPECIFY DETAILS IN THE FOLLOWING FORMAT:

Not Applicable

12. DETAILS OF ENVIRONMENTAL IMPACT ASSESSMENTS OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR:

Not applicable, Environmental impact assessment of projects were not required to be undertaken by HMA Agro Industries Limited during the current financial year.

13. IS THE ENTITY COMPLIANT WITH THE APPLICABLE ENVIRONMENTAL LAW/ REGULATIONS/ GUIDELINES IN INDIA, SUCH AS THE WATER (PREVENTION AND CONTROL OF POLLUTION) ACT, AIR (PREVENTION AND CONTROL OF POLLUTION) ACT, ENVIRONMENT PROTECTION ACT AND RULES THEREUNDER (Y/N). IF NOT, PROVIDE DETAILS OF ALL SUCH NON-COMPLIANCES, IN THE FOLLOWING FORMAT:

Yes, the Company complies with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

ESSENTIAL INDICATORS

1. a NUMBER OF AFFILIATIONS WITH TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS - 06

b LIST THE TOP 10 TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS (DETERMINED BASED ON THE TOTAL MEMBERS OF SUCH BODY) THE ENTITY IS A MEMBER OF/ AFFILIATED TO:

S. NO.	NAME OF TRADE AND INDUSTRY CHAMBER/ ASSOCIATIONS	REACH OF TRADE AND INDUSTRY CHAMBERS/ ASSOCIATIONS (STATE/ NATIONAL)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Star Export House by the Directorate General of Foreign Trade, Ministry of Commerce (DGFT)	National
3	Export Promotion Bureau Uttar Pradesh (EPB)	State
4	Federation of Indian Export Organization (FIEO)	National
5	Confederation of Indian Industries Uttar Pradesh (CII)	State
6.	All India meat and Livestock Exporters Association (AIMLEA)	National

2. PROVIDE DETAILS OF CORRECTIVE ACTION TAKEN OR UNDERWAY ON ANY ISSUES RELATED TO ANTI- COMPETITIVE CONDUCT BY THE ENTITY, BASED ON ADVERSE ORDERS FROM REGULATORY AUTHORITIES.

NAME OF THE AUTHORITY	BRIEF OF THE CASE	CORRECTIVE ACTION TAKEN
NA	NA	NA

For the financial year under review, the Company received no adverse orders from regulatory bodies; hence, no corrective actions were required.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

1. DETAILS OF SOCIAL IMPACT ASSESSMENTS (SIA) OF PROJECTS UNDERTAKEN BY THE ENTITY BASED ON APPLICABLE LAWS, IN THE CURRENT FINANCIAL YEAR.

NAME AND BRIEF DETAIL OF THE PROJECT	SIA NOTIFICATION NO.	DATE OF NOTIFICATION	WHETHER CONDUCTED BY INDEPENDENT EXTERNAL AGENCY (YES/NO)	RESULTS COMMUNICATED IN PUBLIC DOMAIN	RELEVANT WEB LINK
NA	NA	NA	NA	NA	NA

2. PROVIDE INFORMATION ON PROJECT(S) FOR WHICH ONGOING REHABILITATION AND RESETTLEMENT (R&R) IS BEING UNDERTAKEN BY YOUR ENTITY, IN THE FOLLOWING FORMAT:

S.NO.	NAME OF PROJECT FOR WHICH R&R IS ONGOING	STATE	DISTRICT	NO. OF PROJECTS AFFECTED FAMILIES (PAFS)	% OF PAFS COVERED BY R&R	AMOUNT PAID TO PAFS IN THE FY (IN INR)
1.	NA	NA	NA	NA	NA	NA

3. DESCRIBE THE MECHANISMS TO RECEIVE AND REDRESS GRIEVANCES OF THE COMMUNITY.

HMA Agro Industries Limited, a prominent exporter and manufacturer of frozen buffalo meat, has established a comprehensive community redressal mechanism to effectively manage and resolve grievances and concerns. The company has formed the Stakeholder and Relationship Committee, enabling community members to communicate with HMA Agro Industries Limited via email, telephone, or personal visits. Any grievances received are addressed by the Grievance Committee or Stakeholder Relationship Committee, which consists of representatives from various departments tasked with receiving written grievances, conducting thorough investigations, and implementing prompt and appropriate actions.

Individuals with concerns related to the company's products can reach out through email at marketing@hmaagro.com. HMA Agro Industries Limited actively engages with the community on a regular basis to discuss, identify, and resolve any operational issues, complaints, or grievances. These proactive interactions foster open and transparent dialogue, underscoring HMA Agro Industries Limited's commitment to maintaining high standards and fulfilling its social responsibilities responsibly.

Significantly, HMA Agro Industries Limited has not received any grievances regarding its corporate social responsibility efforts, demonstrating its dedication to nurturing a positive and harmonious relationship with the community it serves.

4. PERCENTAGE OF INPUT MATERIAL (INPUTS TO TOTAL INPUTS BY VALUE) SOURCED FROM SUPPLIERS:

	FY-2024-25 CURRENT FINANCIAL YEAR	FY-2023-24 PREVIOUS FINANCIAL YEAR
Directly sourced from MSME/ Small producers	Refer Note*	
Sourced directly from within the district and neighboring Districts		

Note*:-Input Material Sourcing Disclosure

As a responsible meat export organization, we prioritize the empowerment of local economies and the sustainability and traceability of our supply chain. In line with this dedication, we report the following details about the sourcing of our input materials:

We proudly source 100% of our livestock, the raw materials for our products, from small producers within India.

Our sourcing approach highlights our commitment to ethical business practices, sustainability, and the empowerment of local communities. As we continue to grow and expand our operations, we remain dedicated to upholding these standards.

5. JOB CREATION IN SMALLER TOWNS - DISCLOSE WAGES PAID TO PERSONS EMPLOYED (INCLUDING EMPLOYEES OR WORKERS EMPLOYED ON A PERMANENT OR NON-PERMANENT / ON CONTRACT BASIS) IN THE FOLLOWING LOCATIONS, AS % OF TOTAL WAGE COST

Location	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	NA	NA
Semi -Rural	NA	NA
Urban	100%	100%
Metropolitan	NA	NA

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

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER ESSENTIAL INDICATORS

1. DESCRIBE THE MECHANISMS IN PLACE TO RECEIVE AND RESPOND TO CONSUMER COMPLAINTS AND FEEDBACK.

The Company has established a comprehensive mechanism to efficiently receive, address, and resolve consumer complaints and feedback, with a strong focus on customer satisfaction. Complaints are primarily received through accessible channels such as email and Business WhatsApp, enabling clients to communicate their concerns conveniently and directly.

Upon receipt of a complaint, immediate action is taken to investigate and resolve the issue. A crucial aspect of the complaint-handling process involves backward traceability, wherein all relevant monitoring records from the production process are reviewed in detail. This helps identify any deviations or anomalies that may have contributed to the issue, enabling the Company to pinpoint the root cause and implement suitable corrective measures.

Once the complaint is resolved, the Company communicates the outcome and corrective actions taken to the customer. To assess the effectiveness of the resolution and overall customer experience, a feedback survey is shared with the customer after the complaint is closed. This feedback is analyzed to identify potential areas for improvement, thereby supporting the Company's commitment to continuous enhancement of its production processes and customer service standards.

2. TURNOVER OF PRODUCTS AND/ SERVICES AS A PERCENTAGE OF TURNOVER FROM ALL PRODUCTS/SERVICE THAT CARRY INFORMATION ABOUT:

	As a percentage of Total Turnover
Environmental and Social parameters relevant to the product	100% (refer note *)
Safe and responsible usage	
Recycling and/or safe disposal	

***Note:** At HMA Agro Industries Limited., we are unwavering in our commitment to environmental sustainability, food safety, and social responsibility throughout our buffalo meat export operations. As a leading exporter in the industry, contributing 100% of our turnover through our wide range of buffalo meat products, we ensure that every phase of the product lifecycle—from sourcing to final delivery—complies with the highest environmental, safety, and social standards.

Our operations are governed by a robust framework of certifications and practices, including **FSSAI license under the FSS Act, 2006, FSSC 22000, ISO 9001:2015, ISO 14001:2015, ISO 22000:2018, and ISO 45001:2018**, which collectively ensure product quality, environmental management, food safety, and occupational health and safety. We also adhere strictly

to **HACCP principles, Good Manufacturing Practices (GMP), and Good Hygiene Practices (GHP)** to safeguard consumer health and maintain the integrity of our processes.

Sustainable practices are deeply embedded in our operations. We partner with certified **Biomedical Waste Disposal Agencies** to ensure safe and compliant disposal of waste materials, thereby minimizing environmental impact. We also actively pursue recycling initiatives and continuously invest in eco-efficient technologies to reduce our carbon footprint.

Moreover, by engaging with local communities and promoting ethical sourcing practices, we strive to contribute positively to the ecosystems and societies in which we operate. Through continuous improvement and responsible practices, HMA Agro Industries Limited remains dedicated to delivering safe, high-quality buffalo meat products while protecting the environment and upholding our social responsibilities.

3. NUMBER OF CONSUMER COMPLAINTS IN RESPECT OF THE FOLLOWING:

	FY 2024-25 CURRENT FINANCIAL YEAR		REMARKS	FY- 2023-24 PREVIOUS FINANCIAL YEAR		REMARKS
	RECEIVED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR		RECEIVED DURING THE YEAR	PENDING RESOLUTION AT THE END OF THE YEAR	
DATA PRIVACY	Nil	Nil	NA	Nil	NA	Nil
ADVERTISING	Nil	Nil	NA	Nil	NA	
CYBER SECURITY	Nil	Nil	NA	Nil	NA	
DELIVERY OF ESSENTIAL SERVICE	Nil	Nil	NA	Nil	NA	
RESTRICTIVE TRADE PRACTICES	Nil	Nil	NA	Nil	NA	
UNFAIR TRADE PRACTICES	Nil	Nil	NA	Nil	NA	
OTHERS	Nil	Nil	NA	Nil	NA	

Note: The Company has not received any formal complaints as per the defined parameters, indicating a consistent record of high customer satisfaction. However, routine client communications or feedback emails may occasionally point out operational matters such as shipment delays or documentation issues. While these are not categorized as formal complaints, the Company addresses each case promptly and efficiently. Every concern is resolved on a real-time basis, ensuring minimal disruption to operations and maintaining smooth business continuity. This responsive and proactive approach reinforces strong client relationships and reflects the Company's ongoing commitment to delivering superior service.

4. DETAILS OF INSTANCES OF PRODUCT RECALLS ON ACCOUNT OF SAFETY ISSUES:

	NUMBER	REASONS FOR RECALL
VOLUNTARY RECALLS	0	NA
FORCED RECALLS	0	NA

5. DOES THE ENTITY HAVE A FRAMEWORK/ POLICY ON CYBER SECURITY AND RISKS RELATED TO DATA PRIVACY? (YES/NO) IF AVAILABLE, PROVIDE A WEB-LINK OF THE POLICY.

Yes, the Company has implemented a Cyber Security Policy, which is accessible to employees through the internal company network.

6. PROVIDE DETAILS OF ANY CORRECTIVE ACTIONS TAKEN OR UNDERWAY ON ISSUES RELATING TO ADVERTISING, AND DELIVERY OF ESSENTIAL SERVICES; CYBER SECURITY AND DATA PRIVACY OF CUSTOMERS; RE-OCCURRENCE OF INSTANCES OF PRODUCT RECALLS; PENALTY / ACTION TAKEN BY REGULATORY AUTHORITIES ON SAFETY OF PRODUCTS / SERVICES.

Not Applicable.

7. PROVIDE THE FOLLOWING INFORMATION RELATING TO DATA BREACHES

- Number of instances of data breaches: NIL
- Percentage of data breaches involving personally identifiable information of customers: NIL
- Impact, if any, of the data breaches: NIL