



# Environmental and Social Monitoring Report

---

Annual Environmental and Social Monitoring Report  
Project Number: 54237-001  
December 2022

## India: Sustaining Poultry Farmer Income and Food Security Project

Prepared by Suguna Foods Private Limited for Asian Development Bank

This environmental and social monitoring report is a document of the borrower. The views expressed herein do not necessarily represent those of ADB's Board of Directors, Management, or staff, and may be preliminary in nature.

In preparing any country program or strategy, financing any project, or by making any designation of or reference to a particular territory or geographic area in this document, the Asian Development Bank does not intend to make any judgments as to the legal or other status of any territory or area.

Asian Development Bank

## **SCHEDULE III - FORMAT OF SAFEGUARDS AND SOCIAL MONITORING REPORT**

### **Safeguards and Social Monitoring Report (SSMR)**

---

Reporting Period: [December 2021 - November 2022]

Report Completion: Date: [31-12-2022]

ADB Project Number: [54237-001]

**Suguna Foods Private Limited**

Prepared by Suguna Foods Private Limited for Asian Development Bank.

**A. SSMR SECTION I**

The Debenture Subscription Agreement between ADB and the Suguna Foods Private Limited (the Agreement) requires among other things Suguna Foods Private Limited to prepare an Safeguards and Social Monitoring Report (SSMR) on the environmental and social (E&S) performance of all Company Operations (as defined in the Agreement). The main purpose of completing this form is to provide the following information:

- Organizational Structure, Capacity and Management Systems
- Significant Environmental and Social (E&S) Events
- Pollution Control Performance
- Occupational Health and Safety
- Social Safeguards and Community Engagement
- Labor
- Gaps and Corrective Measures

**B. SSMR SECTION II**

*Company's Representation Statement certified by Authorized Representative*

I **[Srinivas N.]** in my role of **[Chief Financial Officer]** and representing Suguna Foods Private Limited certify that:

- a. The Company Operations are in compliance with all applicable E&S Requirements as described in the Debenture Subscription Agreement, and all actions required to be undertaken pursuant to the Corrective Action Plan (CAP) and any subsequent management plans or supplemental action plans (where applicable: with the exception made for those that have been disclosed in Section VI in this report).
- b. In relation to the Company Operations, there are no:
  - Circumstances or occurrences that have given or would give rise to violations of Environmental, Social and Labor Laws or E&S and labor claims.
  - Social unrest, local population disruption or negative NGO/media/activist campaigns or activities against the Company Operations.
  - Material social or environmental risks or issues in relation to the Company Operations other than those already identified by ADB ahead of the date of its investment in the Company.

- To the best of the Company's knowledge, existing or threatened complaints, orders, directives, claims, citations or notices from any Authority due to E&S issues.
  - Any written communication from any Person (as defined in the Agreement), concerning any Company Operations, a failure to comply with any matter under the E&S Requirements (as defined in the Agreement);
  - To the best of the Company's knowledge, ongoing or threatened strikes, slowdowns, or work stoppages by employees of the Company or any of its Subsidiaries or any contractor or subcontractor with respect to any the Company Operations.
- c. All information contained in this SSMR is true, complete, and accurate in all respects at the time of submission and no such document or material omitted any information the omission of which would have made such document or material misleading.
- d. There have not been any new company activities under the Company Operations (e.g. expansions, construction works, etc.) that could generate adverse environmental and social impacts, or any new E&S Impact Assessment (ESIA) studies, audits, or E&S action plans conducted by or on behalf of the Company of any of its Subsidiaries (as defined in the Agreement), with respect to any E&S Requirements that ADB has not been notified about.

Srinivasan N

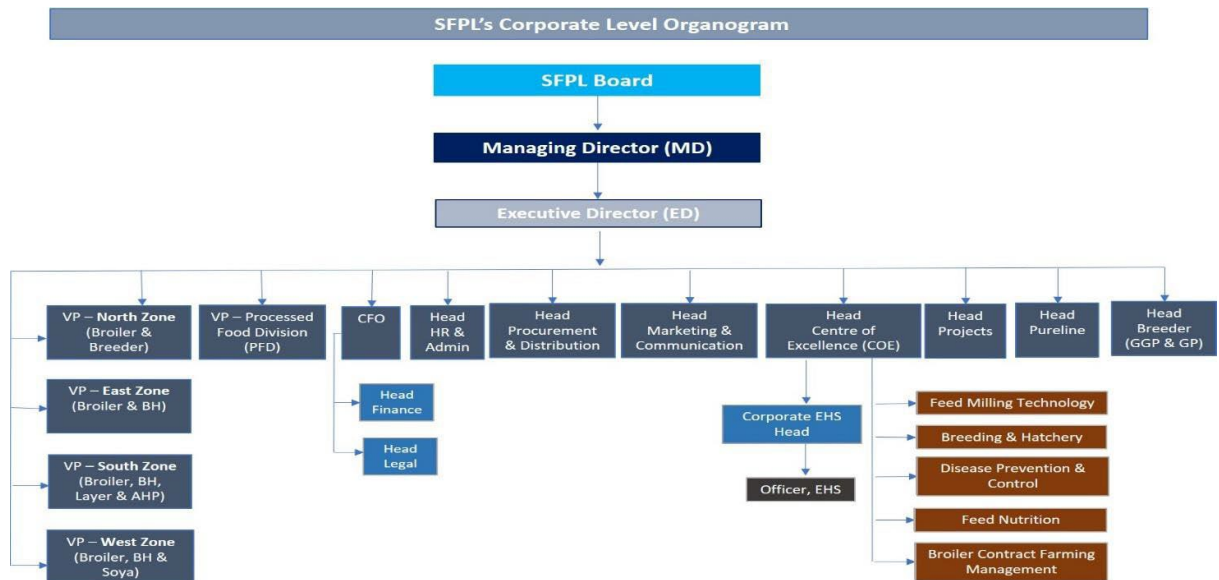
Suguna Foods Pvt Ltd

31-12-2022

## C. SSMR SECTION III

### I. Organizational Structure and Management Systems

#### (a) Organizational Structure



All these departments are different, so names for each of the departments are mentioned.

1. Corporate Chief Sustainability Officer - Respective Functional Heads for Centre of Excellence are responsible for corporate environmental and social performance. For Sustainability we have Corporate Chief Sustainable officer who are heads from Engineering and Project department. Mr. Kumareesan along with Mr. Jayaprakash looks after technological aspects in Engineering and in Projects and uses the right resources to maintain the energy efficiency including the material resource at projects to maintain the ecological balance.
2. Example: Fly ash bricks are being used instead of clay bricks to prevent soil depletion, Suguna Engineering department has mainly been using the LED Bulbs/tubes as energy efficiency and cost saving initiatives including other energy efficient methods. Environmental, Health and Safety Manager - Mr. Kunal Ranjan Gupta, Corporate EHS Manager/Head. CSR Manager - Mr. Mohan Raj, Manager/Head

S.No	Emp code	Name	Region	Zone	Responsibility	Designation	Qualification	Total Years Of Exp & Comments
1	36015	Mr.Kunal Gupta	CO	All Zones	CO Safety Manager/Head	Senior Manager - EHS	B. Tech Mechanical, MS Management and Safety & Post Diploma in Industrial Safety	13 Y
2	23217	Mr.Krishnamoorthy.K	BH - Kaluthapatti EC Shed	South Zone	Breeder	EHS-Executive	Diploma in Petro chemical & Diploma in Industrial safety	11Y
3	33593	Mr.Chelladurai.D	Belgaum Processing Plant		Processing Plant	EHS-Executive	Bsc Physics & Diploma in Industrial safety	9 Y
4	29565	Mr.Magesh kumar.R.G	TN -VPM Feedmill		VPM Feed Mill	EHS-Executive	Diploma in ECE & Diploma in Industrial Safety	5 Y
5	39313	Mr.Ramdurai M.	KA -Hoskote Feedmill		Hoskote Feedmill	EHS-Executive	Diploma in Electrical & Electronics & Diploma in Industrial Safety	6 Y
6	39700	Mr. Dhananjaya kumari	TG-Toopran Feedmill		Toopran Feed Mill	EHS-Executive	Diploma in Engineering & Industrial Safety	8 Y
7	16300	Mr.Manoj S Dandekar	NS - Nagpur Soya	West Zone	West Zone Head - EHS	EHS - Incharge	B.Sc & Diploma in industrial safety, fire service engineering.	15 Y
8		Mr.Ajinkya	MH		Khadakjam Feedmill	EHS-Executive	Diploma in Mechanical & Diploma in Industrial safety	4 Y- Resigned - Position Vacant, New Candidates are getting Interviewed

9	39832	Mr. Parmar Klemence Antonbhai	GJ		Kalsar Breeder & Hatchery	EHS-Executive	B.SC Microbiology, Msc Environmental Science Diploma in Industrial safety	8 Y
10	34788	Mr. Manoj Carpenter	RJ - Palasana Feed Mill	North Zone	North Zone Head - EHS	EHS - Incharge	B'Tech in fire technology & safety engineering	3 Y
11	36698	Mr. Rakesh Kumar	PB - Lalru Processing Plant		SL Processing Unit	EHS-Executive	Btech Fire and safety & Diploma in Electrical	3 Y
12	36503	Mr. Roshan Kumar	UP - Shahjahanpur Feed mill		UP & UK	EHS-Executive	Bsc Physics & Diploma in Industrial safety	10 Y
f	35435	Mr. Dipankar Pradhan	WB- Naihati Feed Mill	East Zone	East Zone Head - EHS	EHS - Incharge	Diploma in Civil, Diploma in Industrial & Fire safety	5 Y
14	37226	Mr. Sudharsan Bhagat	BR - Purnea Feedmill		OA , BR	EHS-Executive	Diploma in Engineering & Diploma in Industrial safety	3.5 Y

(b) Management System and Certifications

There are no specific voluntary management system certifications. However, we are having clear Standard Operating Procedures and policies for various operations and functions and follow best industry practices. Below are the details of the standard operating procedures.

- Suguna Emergency response plan Framework
- Water and Wastewater Management – Processing Plant
- Water and Wastewater Management (Hatchery)
- Water and Wastewater Management (Feed Mill)
- Water and Wastewater Management (Breeder Farm)
- Air Emission Management (Breeder Farm)
- Air Emission Management (Feed mill)
- Air Emission Management (Hatchery)
- Air Emission Management (Process Plant)
- Waste Management Hazardous & Non-hazardous Wastes Breeder Farm
- Waste Management Feed Mills
- Waste Management Hazardous & Non-hazardous Wastes Hatchery

- Waste Management Hazardous & Non-hazardous Wastes – Process Plant
- For Undertaking ESIA, ESDD, IEE
- Site Screening, Project Categorization and E&S Assessment
- Contractor Management system
- Stakeholder Engagement Framework
- GENERAL E&S CLAUSES In Contract Agreement
- Grievance Redressal – Management Framework
- Grievance Redressal Mechanism Plan – Feed Mill
- Grievance Redressal Mechanism Plan – Hatchery
- Grievance Redressal Mechanism Plan – Processing plant
- Indigenous Peoples
- Land Procurement and Management
- Screening Checklist for Feed Mill
- Screening Checklist for Hatchery
- Screening Checklist for Processing Plant
- PPE Selection, Use and Maintenance
- Handling and Transportation Safety (Poultry)
- Heat and Cold Stress Management Feed Mill
- Heat and Cold Stress Management Hatchery
- Noise Management Feed Mill/Processing Plant/Hatchery
- Template – Occupational Health and Safety (OHS) Risk Register
- Stakeholder Engagement Framework – Corporate level

With reference to the ESMS, it is under finalization to ensure compliance with ADB's requirements.

Implementation of the draft ESMS is piloting in a phased manner starting with ADB, IFC locations and corporate office. Apart from this ESMS roll out is taking place at all levels of the Organization. Training provided through external consultant AECOM, is pending at this moment, post completion of training, implementation will take place at all the levels including other locations. Challenges in implementation of ESMS will be addressed through training from AECOM.

Below are the monitoring activities that are carried out at the project sites and through the corporate level. There are minutes of meeting for safety compliance at the regional level on monthly basis and the meeting is chaired by regional head in presence of all cross functional team members including EHS officer. All the points are discussed in the meeting and finally report goes to corporate level for final evaluation in presence of ESMS committee members and where ever the gaps are present, they are addressed by the senior management (ESMS Committee members) for required implementation across all project sites through the corporate. For example, CSR activities budget was pending for 2022 -2023.

Finally, it was approved by the management through the ESMS committee members. Below are the details.





**Suguna Foods Private Limited**

**CSR on going projects for the financial year 2021-2022 to 2023 - 2024**

**Name of the project**

**Empowerment of Youth through intensive learning program in poultry industry**

Direct beneficiaries	- Students, unemployed youths
Indirect beneficiaries	- Parents
Projected average no of students to be trained	- 2000
Project Period	- 36 months
Estimated project cost	- ₹ 3.62 Crore

Below are the details of the monitoring activities:

- HSE Inspection report
- Fire extinguishers report
- Third party environmental monitoring reports; DG emission monitoring, Stack emission of boilers monitoring, ambient air monitoring, waste water monitoring, noise monitoring, Lux monitoring, ETP monitoring inlet & outlet water, drinking water monitoring; tests carried out for 15 parameters for drinking water.
- First Aid report
- Fire Hydrant report
- Preventative maintenance report
- Smoke detector/fire alarm report
- Power tools/ladder Inspection report
- Laboratory Inspection report
- HSE monthly compliance report
- HSE training report
- Water consumption report
- Waste management report
- Grievance Redressal Mechanism report/register
- Induction register
- PPE Inspection report
- Ambulance Inspection report

Reporting Level (e.g., site/ regional/ corporate)	Reviewer (e.g., site EHS officer, regional EHS Executive/ In charge, corporate EHS head)	Frequency (e.g., daily, weekly, monthly etc.)
---	--	---

HSE Inspection report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Fire extinguishers report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Third Party Environmental Monitoring reports (site & corporate)	Unit Head, Regional Head & Corporate EHS Head	Yearly
First Aid Report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Fire Hydrant (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Preventative maintenance report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Smoke detector/fire alarm report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Power tools/ladder Inspection report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Laboratory Inspection report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly

HSE monthly Compliance report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
HSE training report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Water Consumption report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Waste management report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Grievance redressal mechanism report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Induction register (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
PPE Inspection report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly
Ambulance Inspection report (site & corporate)	Unit Head, Regional HR, Regional Head & Corporate EHS Head	Monthly

There has been area of improvements and findings which we have shared on page. number 27, major risk management measures adopted.

Other than those identified on p.27, no other non-compliances have been identified by Suguna or by government authorities.

#### Capacity Development

Training Break up Region wise - December-2021								
Date	Region	Unit Name	Training topics	No.Of Staff	No of workers	Total	Time hrs	Total hrs
TRAINING AND TOOL BOX TALKS								
13.12.2021	TN	GKN feed mill & hatchery	MOM	8	0	8	1	8
14.12.2021	TN	GKN feed mill	General workplace safety measures	5	25	30	0.5	15
15.12.2021	BT	Santhosh farm	General workplace safety measures	1	21	22	0.5	11
15.12.2021	BT	SRR Farm	General workplace safety measures	2	18	20	0.5	10
16.12.2021	BT	Jai Sakthi	General workplace safety measures	2	19	21	0.5	10.5
21.12.2021	TN	VPM feed mill	Machine guarding	13	0	13	0.5	6.5
25.12.2021	TN	VPM feed mill	Machine guarding	12	0	12	0.5	6
3-Dec-2021	BH	Vasu Farm	Common Workplace Safety Measures	6	19	25	0.75	18.75
4-Dec-2021		BP Farm		2	23	25	0.75	18.75
6-Dec-2021		Pasha farm		2	19	21	0.75	15.75
7-Dec-2021		VS-1 farm		1	15	16	0.75	12
07-12-2021		Nithin Farm		1	18	19	0.75	14.25
08-12-2021		VS-2 farm		2	30	32	0.75	24
09-12-2021		Manoj Farm		1	11	12	0.75	9
10-12-2021		Indian farm		2	17	19	0.75	14.25
13-12-2021		TJ farm		2	17	19	0.75	14.25
14-12-2021		Mubarak Farm		6	17	23	0.75	17.25
16-11-2021		Ayyappa-2		1	9	10	0.5	5
16-12-2021		Ayyappa-1		1	21	22	0.75	16.5
17-12-2021		Santharam		1	12	13	0.75	9.75
18-12-2021		Ganga farm		3	12	15	0.75	11.25
19-12-2021		Manasa farm		0	13	13	0.75	9.75
20-12-2021		Rajendra farm		1	12	13	0.75	9.75
21-12-2021		Sathyamaba Farm		1	11	12	0.75	9

08-12-2021	RJ	Sikar Hatchery	Electric safety & Basic safety rules	4	18	22	1	22
10-12-2021		Ajmer Project Site	Construction site hazards precautions	5	33	38	1	38
11-12-2021		Ajmer Hatchery	Covid-19 safety measures & Workplace hazards	4	14	18	1	18
17-12-2021		Palsana Feed Mill	Use of Lock Out & Tag Out (LOTO) kit training	7	0	7	1	7
21-12-2021		Palsana Feed Mill	Use and benefits of Lock Out & Tag Out (LOTO) kit	3	0	3	1	3
23-12-2021		Palsana Feed Mill	Manual Material handling	1	7	8	0.5	4
28-12-2021		Palsana Feed Mill	Use and benefits of Work permit system	4	0	4	1	4
30-12-2021		Palsana Feed Mill	Medical camp & First Aid training	31	36	67	3	201
04-12-2021	NS	Refinery Section	PPE's Safety Measures & Chemical Handling Safety	5	6	11	1	11
07-12-2021		All Production Staff & Workers	Fire Safety & Fire Extinguishers Operation Training	21	18	39	1	39
15-12-2021		Security Section	HSE Induction & General Safety Information	0	13	13	1	13
15-12-2021		Prep & Silo Section	Machine/Equipment Safety Measures – Elevator Maintenance Safety Information	3	10	13	0.5	6.5
27-12-2021		Silo Section	Machine/Equipment Safety Measures – Confined Space Safety Information	3	7	10	0.5	s
30-12-2021		Refinery Section	Machine/Equipment Safety Measures Information	6	7	13	1	13
31-12-2021		Oil Packing Section	Food Safety, Covid – 19 Precautionary Measures & Housekeeping	6	27	33	0.5	16.5
31-12-2021		Work Shop	Machine/Equipment Safety Measures & Work Place Safety Information	9	1	10	1	10
03-12-2021	PB	Rajpura feed mill	Machine/Equipment Safety Measures	2	12	14	1	14
08-12-2021		Safidon Feed mill	Electrical Safety Training	5	9	14	2	28
12-12-2021		Sandhu Breeder Farm	Breeders Farms Safety Measures	2	16	18	2	36
13-12-2021		PS Wairch growing farm	Breeders Farms Safety Measures	2	14	16	2	32
15-12-2021		Processing Plant (Lalru)	PPE's Safety Measures	2	16	18	2	36
16-12-2021		Yammunagar boiler branch	Fire Safety and Fire Extinguisher Training	3	11	14	2	28
17-12-2021		Patilla boiler branch	Broiler Farm Safety Measures	11	0	11	2	22
18-12-2021		Patilla hatchery	Bio Security Safety Measures	2	13	15	2	30
21-12-2021		kurali feed mill	Chemical Safety & Hazard Communication	7	0	7	2	14
22-12-2021		kurali broiler branch	Broiler Farm Safety Measures	5	0	5	2	10
25-12-21	KA	Hoskote Feed Mill	Applications of PPE's, Machine guarding, PTW system	1	10	11	0.5	5.5
29-12-21	KA	Hoskote Feed Mill	Road safety & Avoidance of Unsafe practices	7	30	37	0.5	18.5
30-12-21	KA	Hoskote Feed Mill	Manual handling, Covid-19 precautions and Unsafe act	3	17	20	0.5	10
30-12-21	KA	Hoskote Feed Mill	Manual handling, Covid-20 precautions and Unsafe act	1	4	5	0.25	1.25
03-12-2021	UP	Lucknow Regional Office	PPE' s Safety Measures , Broiler Farm Safety Measures	16	0	16	1.5	24
04-12-2021		Lucknow Regional Office	Chemical Safety & Hazard Communication	19	0	19	1	19
16-12-2021	UK	Kashipur Broiler Branch	Road Safety Precautionary Measures, Broiler Farm Safety Measures	15	0	15	1	15
17-12-2021		Haldwani Broiler Branch	Fire Safety and Fire Extinguisher Training & PPE's Safety Measures	9	0	9	1.5	13.5
18-12-2021	UP	Jagdishpur Feed Mill - UP Region	Defensive driver training program for all driver	1	46	47	4	188
20-12-2021	UK	Dehradun Broiler Branch	Fire Safety and Fire Extinguisher Training & Workplace safety Measures	6	1	7	2	14
21-12-2021		Roorkee Broiler Branch	Chemical Safety & Hazard Communication , PPE's Safety Measures	10	0	10	2	20
22-12-2021	UP	Saharanpur Broiler Branch	Electrical Safety Training & Covid-19 Precautionary measures	15	0	15	2	30
24-12-2021	UP	Shahjahanpur Feed Mill	Preventive Maintenance	9	0	9	1	9
07-12-2021	BR	Purnea Hatchery	Workplace safety Measures and housekeeping, PPE' s Safety measures, Electrical safety training	1	12	13	0.5	6.5
08-12-2021	BR	Jamui Broiler Branch	Workplace safety measures and housekeeping, Fire safety and Fire extinguisher training.	6	0	6	0.5	3
09-12-2021	BR	Nawada Broiler Branch	Workplace safety measures and housekeeping, Electrical Safety Training, PPE' s safety measures	6	0	6	0.5	3
10-12-2021	BR	Begusarai Feed Mill	Workplace safety measures and housekeeping, Electrical Safety Training, PPE' s safety measures	6	0	6	1	3
11-12-2021	BR	Samastipur Hatchery	Workplace safety measures and housekeeping, Electrical Safety Training.	2	13	15	1	15
13-12-2021	BR	Aarah Hatchery	Workplace safety measures and housekeeping, Electrical Safety Training, PPE' s safety measures	1	8	9	1	9
14-12-2021	BR	Aarah Broiler Branch	Workplace safety measures and housekeeping, Electrical Safety Training, Broiler Farm safety Measures.	10	0	10	1	10
15-12-2021	BR	Aarah Feed Mill	Workplace safety measures and housekeeping, Electrical Safety Training_x005f	6	0	6	1	6
16-12-2021	BR	Buxar Broiler Branch	Fire safety and fire extinguisher training, Workplace safety measures and housekeeping.	12	0	12	1	12

18-12-2021	BR	Muzaffarpur Broiler Branch	Workplace safety measures and housekeeping, Electrical Safety Training	9	0	9	1	9
20-12-2021	BR	Motihari Broiler Branch	Workplace safety measures and housekeeping, Electrical Safety Training, Fire safety and fire extinguisher training.	6	0	6	1	6
21-12-2021	BR	Hajipur Broiler Branch	Fire safety and fire extinguisher training, Workplace Safety measures and housekeeping, Electrical Safety.	7	0	7	1	7
22-12-2021	BR	Hajipur Hatchery	Workplace safety measures and housekeeping.	1	16	17	1	17
24-12-2021	BR	Purnea Feed Mill	Induction Training Conducted for new employees at Purnea feed mill.	4	0	4	1	4
9th Dec 21	SB	Naihati Feed Mill	Working at Height Training	0	8	8	1	8
16-Dec-21	SB	Naihati Feed Mill	Manual Handling operations	25	0	25	1	25
17-Dec-21	SB	Naihati Feed Mill	Electrical Safety Training	0	25	25	1	25
23-Dec-21	SB	Naihati Feed Mill	Electrical Safety Training	17	0	17	1	17
24-Dec-21	SB	Naihati Feed Mill	PPE Usage & Inspection	17	0	17	1	17
28-Dec-21	SB	Naihati Feed Mill	PTW systems	12	0	12	1	12
31-Dec-21	SB	Naihati Feed Mill	Work place safety Measures & Housekeeping	9	0	9	1	9
31-Dec-21	SB	Naihati Feed Mill	Work place safety Measures & Housekeeping	0	12	12	1	12
			<b>Total</b>	<b>517</b>	<b>995</b>	<b>1512</b>		<b>1660.5</b>
<b>Webinar training /MOM</b>								
28-12-2021	AP	Feed Mill and Hatchery Employees	Machine Guarding	10	0	10	1	10
29-12-2021	TG	Feed Mill and Hatchery Employees	Machine Guarding	6	0	6	1	6
30-12-2021	CG	Feed Mill and Hatchery Employees	Machine Guarding	7	0	7	1	7
			<b>Total</b>	<b>23</b>	<b>0</b>	<b>23</b>		<b>23</b>
		1) Training & Tool box talks		23	0	23		23
		2) Training / Mom by webinar		517	995	1512		1660.5
			<b>Total</b>	<b>540</b>	<b>995</b>	<b>1535</b>		<b>1683.5</b>
<b>Training Break up Region wise -January -2022</b>								
Date	Region	Unit Name	Training topics	No.Of Staff	No of workers	Total	Time hrs	Total hrs
<b>TRAINING AND TOOL BOX TALKS</b>								
7-Jan-2022	BH	Dinakar farm	Common work place safety measures	2	18	20	1	20
10-Jan-2022		Hill top farm		2	15	17	1	17
10-Jan-2022		BNVG farm		2	22	24	1	24
11-Jan-2022		Sri chowdeswari farm		3	15	18	1	18
12-Jan-2022		KSR Farm		4	17	21	1	21
22-Jan-2022		SVR Farm		2	14	16	1	16
25-Jan-2022		Ananad farm		1	16	17	0.5	8.5
8-Jan-2022	GJ	Anand- Feed Mill	Fire Safety & Fire Extinguishers Operation Training	5	15	20	1	20
21-Jan-2022		Anand- Feed Mill	Road Safety Training	9	9	18	0.5	9
22-Jan-2022		Kalsar- Hetchery	Road Safety Training	7	17	24	0.5	12
22-Jan-2022		Kalsar Breeder	Road Safety Training	6	25	31	0.5	15.5
25-Jan-2022		Palej Feed Mill	Road Safety Training	5	6	11	0.5	5.5
1-Jan-2022	TN	VPM feed mill	MOM	12	0	12	2	24
21/01/22	HC	Herbal unit	Process safety feed mill	15	0	15	1	15
22/01/22	TN	NPM feed mill	Process safety feed mill	19	0	19	1	19
22/01/22	TN	NPM feed mill	General safety measures	21	1	22	0.5	11
29/01/22	TN	VPM feedmill	Process safety feed mill	15	0	15	1.5	22.5
31/01/22	TN	VPM feed mill	Road Safety Training	65	0	65	1	65
8-Jan-2022	RJ	Sikar Branch	Road Safety Training	11	0	11	1	11
10-Jan-2022	RJ	Ringus Branch	Road safety & Covid-19 safety measures	10	0	10	1	10

3-Jan-2022	SB	Naihati Feed Mill	Common work place safety measures	19	0	19	1	19
3-Jan-2022	SB	Naihati Feed Mill	Common work place safety measures	0	16	16	1	16
5-Jan-2022	NB	Malda Project Site	Various Type of Hazardous & Safety Precaution	8	40	48	1	48
5-Jan-2022	NB	Malda Project Site	Height Work Safety Measures	8	23	31	1	31
7-Jan-2022	NB	Panaghar Project Site	Height Work Safety Measures	7	24	31	1.5	46.5
7-Jan-2022	NB	Panaghar Project Site	Work Permit System	8	0	8	1	8
8-Jan-2022	NB	Panaghar Project Site	Various Type of Hazardous & Safety Precaution	17	7	24	1	24
13-Jan-2022	SB	Nimpura Feed Mill	Electrical Safety	20	0	20	1	20
14-Jan-2022	SB	Nimpura Feed Mill	Various Type of Hazardous & Safety Precaution	4	25	29	1	29
14-Jan-2022	SB	Nimpura Feed Mill	Work Permit System	19	0	19	1	19
15-Jan-2022	SB	Kharagpur Feed Mill	Electrical Safety	21	0	21	1	21
19-Jan-2022	SB	Ratanpur Breeder	Chemical Safety & Hazard Communication	7	25	32	1	32
19-Jan-2022	SB	Ratanpur Breeder	Fire Mock Drill	7	25	32	1.5	48
22-Jan-2022	SB	RG Hatchery	Road Safety Training	9	24	33	1	33
13-Jan-2022	BR	Double Diamond Hatchery	electrical safety, Fire safety and fire extinguisher,workplace safety measyres and housekeeping..	1	15	16	1	16
14-Jan-2022	BR	Darbhangha Broiler Branch	Fire safety and fire extinguisher, Chemical safety and hazard communications.	1	1	2	1	2
17-Jan-2022	JH	Deoghar Feed Mill	Road Safety Precautionary measures, Fire Safety and fire extinguisher training, Emergency evacuation Plan.	6	0	6	0.5	3
18-Jan-2022	JH	Dhanbad Broiler branch	Fire Safety and fire extinguisher training, Workplace safety measures and housekeeping, Road Safety Precautionary measures, Electrical safety training.	11	0	11	1	11
19-Jan-2022	JH	Bokaro Broiler Branch	Fire Safety and fire extinguisher training, Workplace safety measures and housekeeping,Road Safety Precautionary measures	16	0	16	1	16
13-Jan-2022	TG	Toopran Feed Mill	Electrical safety training	1	10	11	1	11
13-Jan-2022	TG	Toopran Feed Mill	PPE's Safety Measures	1	5	6	0.5	3
21-Jan-2022	TG	Toopran Feed Mill	Road Safety Precutionary Measures	1	5	6	1	6
22-Jan-2022	AP	Bhimadole Feed Mill	Road Safety Precutionary Measures ,PPE's Safety Measures training ,Workplace safety measures &housekeepig	3	16	19	1	19
24-Jan-2022	AP	Ranasthalam Feed mill	Road Safety Precutionary Measures ,PPE's Safety Measures measures &housekeepig,Transportation of chemicals & Risk measures	1	15	16	1.5	24
25-Jan-2022	AP	Vizianagaram boiler	PPE's Safety Measures ,Electrical safety training ,Chemical Safety communication ,Workplace safety measures &housekeepig	1	5	6	1	6
			<b>Total</b>	<b>683</b>	<b>881</b>	<b>1564</b>		<b>1646</b>



24-02-22	UP	Varanasi Broiler	Road Safety Precautionary Measures, Electrical Safety Training, Safety Measures, Chemical Safety & Hazard Communication , Extinguisher& Fire Safety, Broiler Farm Safety Measures	13	0	13	2.5	32.5
08-02-22	BR	Bhagalpur Broiler Branch	safety training conducted in the branch regarding Broiler farm safety measures, Fire safety and fire extinguisher,workplace safety measures and housekeeping..	9	0	9	1	9
09-02-22	BR	Begusarai Feed Mill	Safety Training conducted at Begusarai Feed Mill- Topics- Fire safety and fire extinguisher, Electrical safety training, workplace safety measures and housekeeping.	4	9	13	1	13
10-02-22	BR	Muzaffarpur Project Site	Safety Training conducted regarding working at height training, PPE' s safety measures, Workplace safety measures and housekeeping.	4	21	25	0.5	12.5
11-02-22	BR	Rani Hatchery	Fire Safety and fire extinguisher training, Workplace safety measures and housekeeping, Electrical safety training, Manual Material hadling.	2	13	15	1	15
14-02-22	BR	Ujjiyarpur Feed mill	Fire Safety and fire extinguisher training, Workplace safety measures and housekeeping	5	0	5	0.5	2.5
15-02-22	BR	Samastipur Feed Mill	Training conducted at samastipur feed mill regarding Workplace safety measures and housekeeping.	10	0	10	0.5	5
16-02-22	BR	Hazipur Broiler Branch	Safety tarining conducted in the branch regarding Broiler farm safety measures,and workplace safety measures and housekeeping.	5	0	5	1	5
17-02-22	BR	Aarah Hatchery	Safety tarining conducted in the Hatchery regarding Fire safety and fire extinguisher training, waste management and environmental hazards.	3	9	12	1	12
18-02-22	BR	Bikkramganj Broiler Branch	Safety tarining conducted in the branch regarding Broiler farm safety measures, Electrical safety training, Fire safety and fire extinguisher training.	8	0	8	1	8
01-02-22	SB	Naihati Feed Mill	Road Safety Week Celebration	28	0	28	1.5	42
02-02-22	SB	Kolkata RO	Road Safety Week Celebration	20	0	20	1.5	30
17-02-22	AS	Naltoli Feed Mill	General Safety in Work Place	8	5	13	1	13
17-02-22	AS	Naltoli Hatchery	Vehicle Checking	1	5	6	1	6
17-02-22	AS	Naltoli Hatchery	General Safety in Work Place	4	20	24	1.5	36
18-02-22	AS	Naltoli Hatchery	Housekeeping & Bio Security	4	20	24	1.5	36
18-02-22	AS	Naltoli Feed Mill	Housekeeping & Bio Security	8	5	13	1	13
23-02-22	AS	Tihu Feed Mill Project	General Safety in Work Place	14	16	30	1.5	45
24-02-22	AS	Tihu Feed Mill Project	Housekeeping & Bio Security	12	0	12	1	12
24-02-22	AS	Central Store	General Safety in Work Place	1	0	1	1	1
18-02-22	BT	AKP Farm	Breeder Farm Safety Measures	5	49	54	0.5	27
26-02-22		SPN Farm	Breeder Farm Safety Measures	5	25	30	0.5	15
			<b>Total</b>	<b>632</b>	<b>844</b>	<b>1476</b>		<b>1558.25</b>
<b>Webinar training /MOM</b>								
Nil								
<b>Total</b>				<b>0</b>	<b>0</b>	<b>0</b>		<b>0</b>
1) Training & Tool box talks				0	0	0		0
2) Training / Mom by webinar				632	844	1476		1558.25
<b>Total</b>				<b>632</b>	<b>844</b>	<b>1476</b>		<b>1558.25</b>









Month	Total Number of Training Man Hours
May 2021 to December 2022	25,119.1

Note: All the training hours with photographs has been provided & shared in a separate PPT for the regions from May 2021 to December 2022

## Road Safety Banner Displayed and Training given



Region : TN  
Unit Name : VPM Feed Mill

Region : TN  
Unit Name : GNP Feed Mill



11/23/2022

2

## Road Safety Banner Displayed and Training given



Region : TN  
Unit Name : GKN Feed Mill and Hatchery

Region : TN  
Unit Name : NPM Feed Mill



11/23/2022

3



## Road Safety Banner Displayed and Training given



Region : SB  
Unit Name : Kolkatta RO

Region : SB  
Unit Name : Naihati Feed Mill



11/23/2022

4



## Road Safety Banner Displayed and Training given



Region : KA 1  
Unit Name : Hoskote Feed Mill

Region : PFD  
Unit Name : Belgaum Process Plant



11/23/2022

15

## Safety Promotional Activities -National Safety Day/Week Celebration:





HSE Poster Competition Competition Winner



HSE Poster Competition Competition Winner



SafetyPoster– Mr.Amit Bhomble – Exe.ETP



According to drill rehearsal the maintenance manager informed to powerhouse(Electrical team) to give alert to all by giving the emergency siren. Within the time all the rescue team members has arrived on the spot to extinguish the fire.



At mean time all the employees and contractors were walked out from the building and assembled in assembly point and head count has been taken by area supervisor.



The ambulance has arrived on the spot and given first aid to the affected person through authorized first aid person.





Then safety awareness mock drill training programme has been conducted to all the employees, contractors and maintenance team.



Fire extinguisher and fire hydrant demo training has been provided.



Also, different evacuation drills carried out at different facilities, which will be shared along with the report.

There are no specific voluntary management system certifications. However, we are having clear Standard Operating Procedures and policies for various operations and functions and follow best industry practices. However various individual attended ISO 14001 training including ISO 45001 to upgrade themselves with latest standards.

#### I. **Significant Environmental and Social Events**

There have been no significant environmental and social events that has caused material damage, health problems or attracted attention of outside parties or affected the project or adjacent population as we follow the standard operating procedures and guidelines for all our operations.

<sup>1</sup> Examples of significant incidents such as: chemical and/or hydrocarbon materials spills; fire, explosion of unplanned releases, including during transportation; ecological damage/destruction; local population impact, complaint, or protest; failure of emissions or effluent treatment; legal/administrative notice of violation; penalties, fines or increase in pollution charges; negative media attention; chance cultural finds; labor unrest

## II. Occupational Health and Safety

### Occupational Health and Safety Requirements and Monitoring

	This reporting period		Reporting period- 1 year ago (not cumulative)	
Report TOTAL numbers for each parameter	Company employees	Contractor employees	Company employees	Contractor employees
New occupational injury cases <sup>2</sup>	NIL	08	NIL	05
Total number of lost time occupational injuries <sup>3</sup>	NIL	NIL	NIL	NIL
Total number of lost workdays <sup>4</sup> due to injuries	NIL	NIL	NIL	NIL
Incidence rate of cases of occupational injury <sup>5</sup>	00	00	NIL	NIL
Lost time injury frequency <sup>6</sup>	0	0	0	0
Injury severity rate <sup>7</sup>	0	0	0	0
Fatalities	[Redacted]			

	This reporting period		Reporting period- 1 year ago (not cumulative)	
Report TOTAL numbers for each parameter	Company employees	Contractor employees	Company employees	Contractor employees
Vehicle collisions <sup>8</sup> /Incident	[Redacted]			

Note: Details of 1 year ago has been shared in 2020- 2021 report.

#### Fatality during the reporting period

[Redacted]

<b>Project</b>	<b>Status (e.g., under construction, complete)</b>	<b>Major risk management measures adopted.</b>
Lalru Processing Plant	Under Production	One of the labors was found by the maintenance manager to be working at height without Safety harness. Immediately the person was brought down and was explained the importance of safety belt while working at height and further was trained to use safety harness while working at height.
Naihati Feed Mill	Under Production	One of the labors was stacking bags above man height, immediately it was brought under the notice of production supervisor and stacking of bags took place with all safety precautionary measures not beyond 5-meter level and normal human height. If bags were stacked above man height it was advised to have guard rails or support to prevent slipping and fall of bags.
Jagdishpur Feed mill	Under Production	Fire extinguishers was kept at a height beyond reach of normal person and near to electrical panel. Immediately it was

		brought under the attention of unit in charge that all fire extinguishers should be with reach and accessible very easily without any hindrance. Also, training was provided not to keep pressurized equipment near to electrical panels which can be fire hazard.
Naltoli Feed Mill	Under Production	Water bottles was found in medication refrigerator. Immediately it was brought under concern of unit. Training was provided not to keep water bottles in refrigerator where medications are kept as water can be contaminated through the medications which deteriorate the health condition.
Phatapukur Feed mill	Under Production	One of the Diesel generator sets was found not in working condition. Immediately it was brought into concern of unit in charge and explained that during emergency to run fire hydrant pump the diesel generator is required and need to be rectified immediately which was rectified later.

[Redacted]

### III. COMMUNITY Health and Safety

#### Community Health and Safety Requirements, Response and Reporting

We confirm no major community health and safety aspects that require monitoring during construction and/or operation as majority of our facilities are in remote locations.

### IV. Social Safeguards and Community Engagement

#### Land Acquisition and Involuntary Resettlement

We confirm that the emergency loan proceeds were not used in any land acquisition and involuntary resettlement, including financing for contract farmers and service providers/suppliers.

#### Indigenous Peoples, Ethnic Minority Communities and Vulnerable Groups

We confirm that the emergency loan proceeds were not used in any activity that directly or indirectly affect indigenous peoples or ethnic minority communities, including financing for contract farmers and service providers/suppliers.

#### Stakeholder Engagement

*[Please describe the public engagements (if any) and any engagements with contract farmers conducted during the reporting period. Please provide information on the methods used, the number of participants/audience and the summary of issues/matters discussed.]*

There is engagement with farmers on daily basis, related to technical guidance to sort out their problems including support required in running the businesses. Issues and Grievance are given the topmost priority in the business and are sorted out immediately. A few of the testimonials are attached along with this report related to the support provided by Suguna to the farmers. Few of the testimonials are attached along with this report.



I am doing poultry business with Suguna for the past 1 year only. I am properly following all the SOPs that Suguna staffs teach us. I really appreciate the services given by Suguna. I am fully satisfied with the Technical guidance and support provided by the ETS, Branch Manager and Doctors. We are getting correct payments from Suguna on time. By following Suguna's SOP properly, I am getting good results. I am happy that within few batches I have received good GC.



ABU  
Farmer, CHERTHALA



I just joined Suguna 6 months back with little experience in Poultry. Suguna supervisor, Branch manager and health doctor supported us by providing training and other details for getting good results. Since I am new to the business, I am trying to my best and completely follow all the SOPs given by Suguna. I will put more hard work and am hoping that I will get good productivity. I thank Suguna company to encouraging new farmers like me.



RETHISH K  
Farmer, MANNARKAD



Apart from the above, Suguna coordinates with Indian Scheduled banks for arranging meetings between the Bank officials and the prospective contract broiler farmers.

Best performing farmers are felicitated during the farmer meet. Knowledge sharing happens amongst farmers to know about best farming practices. Some of the activities being carried on a regular basis are:

- a) Executives visit the farms and make sure to solve the queries and lend support required to the farmers.
- b) Regular checks are carried out as per SOP's, including check points as per manual to promote growth in business and healthy livestock.

#### **Farmer Engagement Program:**

- a) Suguna has partnered with more than 36000 farmers on an average for FY 2021-2022.

#### **Suguna's support to Farmers in building climate resilience**



Suguna partners with Farmers through Contract Broiler Farming.

- Supplies Chick, Feed and Health care products to contract Farmers.
- Provides Technical service to Farmers on day-to-day basis.
- Pays stable growing charges for the services provided by Farmers.
- Absorbs price fluctuation of inputs and selling price of Live bird.



Thus, protecting Farmers from vulnerabilities and ensures a stable income.

In connection with the reduction in employment among next generation rural youth, 2328 youth employees out of a total of 7340 employees were employed in rural areas. And they are treated as full-time workers. Different category of jobs are available based on their qualification, for example executive technical service (ETS) has following job responsibilities:

- Coordinate with farmers for chick arrival, vaccination, brooding & farm management.
- Educate the farmer to perform in a better way than previous batch with help of SOP implementation.
- Visiting reports of farms which is to be entered into ERP on daily basis.
- Ensure Brooding arrangements if any deviation found educate the farmers to rectify the same.



- To cross check the chick quality by weight and physical appearance and if any deviations found report to the reporting manager including other responsibilities.

#### **Skill Development by Suguna**



- Provides Farmers training in farm management practices for efficient production.
- Provides Farmers training in handling of the live stocks while rearing them.
- Provides Farmers training in seasonal management (Winter, Summer and Rainy).
- Encourages rural entrepreneurs to take up poultry farming as a main activity.
- Ensures the reduction of unemployment among next generation rural youth.





## Suguna's role in financial inclusion and literacy among Farmers

- Indian Commercial Banks have “Farmer Funding Products” customized for Contract Farmers of Suguna.
- Funding arrangements are provided for construction of Broiler Sheds/Houses and purchase of Poultry Farm equipment.
- Based on this initial relationship of Farmers with Bankers and satisfactory conduct, further credit facilities are availed by the Farmers. Such as Tractor loan, Housing Loan etc.,

Suguna eradicates poverty, generates employment and financial independence among the small holder Farmers. Thus, energizing the rural India.

### **Initiative towards Community & Infrastructural Support**

Providing education and training on scientific poultry production, poultry farming, Poultry breeder management, Hatchery and incubation techniques, feed manufacturing and disease control measures through Suguna Institute of Poultry Management (SIPM), an educational institution functioning under the aegis of Suguna Foundation.

Creating an Educated, Sustainable and Culturally vibrant community by providing infrastructural support to Government Schools.



### **Initiative towards Health Care & Sanitation**

Contributing to various charitable causes that touch the underprivileged in the villages nearby by providing eggs and milk to the Orphanages, Anganwadis and Primary schools.

Collaborated with Government bodies/ Establishments / Gram panchayats and implemented COVID- 19 pandemic healthcare awareness campaigns, and distributed essential materials for protection like medical equipment's, and supplies for the neighboring communities.



### **Environmental Sustainability**

Promoting to build a healthy environment and contributed to its share through nurturing developmental practices like donating saplings, contribution in green belt (landscape) development, and water conservation methods to assure environmental friendliness. Involving in these environmental developmental activities, the firm had reciprocal advantages to natural resources and environmental protection to make our future better.



## Grievance Redress

*[Please list any effective grievance or dispute (including court action), including environmental (e.g., health and safety) complaints received during the reporting period. Describe how these were addressed and their status.]*

## V. Labor

### Compliance with National Laws and Internationally Recognized Core Labor Standards

*[Please confirm that Suguna, its contract farmers and service providers/suppliers comply with national labor laws and take measures to comply with internationally recognized core labor standards. In case there are issues regarding compliance, please describe the details and the actions being taken to address the issues.]*

The company follows national labor laws which includes non-employment of child labor/ forced labor across work place. There is no discrimination among employees/workers in the work place with respect to employment and occupation. Company provides a dignified & sustainable work place.

### Human Resource Policy and Procedures

*[Please provide updates on development and/or implementation of HR policy and procedures.]*

We have a comprehensive human resource policy, which is accessible through the employee portal. This is updated on a regular basis. Detailed table of content of the policy have been furnished below for your ready reference:

#### HR Policy Table of Contents

Vision, Mission, Core Values
Organization Levels and Designation
Recruitment and Onboarding
Trainee / Intern
Performance Development Dialogue
Annual Performance Bonus
Learning and Development
Attendance and Leave Management
Travel Management

Over Time
Mobile and Laptops
Transfers, Job Rotation and Deputations
Employee Career Progression
Employee Welfare
Ethics and Compliances
Exit Management

#### Internal Grievance Redress

*[Please provide information on complaints/concerns, if any, raised by an employee/worker/laborer at the sites and how they were addressed.]*

Grievances are listed below with reference to the stakeholders and for each of the grievances a separate attached file folder will be shared along with the report. For all the Grievances, there is a committee in place, where the final decision is made through the unit head along with the HR Head/Social officer and committee members. Details of all grievances will be shared with attachments along with this report.

**[Redacted]**

#### Grievance Redressal

We also have a robust mechanism for addressing grievances at various levels and sublevels. Apart from that we have a whistle blower policy, all communications under the whistle blower mechanism are directed to the top management. (MD & ED). Complaints received under the redressal mechanism have been resolved in a time bound manner.

**[Redacted]**

## Staffing

*[Please provide overall data on personnel working at each type of site (e.g., farms, processing plants, feed mills, etc.) following the table below:]*

Please find enclosed the below details for your reference.

Type of Site	Total Number of People Working per Type of Site	Direct Employees			Contractual Workers/Laborer		
		Total	Male	Female	Total	Male	Female
GP farms	142	142	124	18	0	0	0
Breeder Farms	847	847	838	9	44	44	0
Hatcheries	571	571	548	23	607	540	67
Feed mills	449	449	445	4	554	538	16
Processing Plant	147	147	140	7	502	448	54
Premix Plants	28	28	28	0	0	0	0
Other operations including corporate office	5935	5935	5887	48	452	428	24
Total	8119	8119	8010	109	2159	1998	161

## VI. Gaps & Corrective Measures

[Initial Corrective Action Plan (CAP) – *please update progress of initial CAP implementation.*]

[Subsequent CAP - *please attach corrective action plan(s) from independent audit for reporting progress*]

Ref (to CAPAEX CAP)	ADB loan	Corrective Action	Deliverable(s)	Timeline	Progress in the reporting period
1		Develop a formal environmental and social management system <b>(ESMS)</b> satisfactory to ADB. This ESMS will ensure compliance with applicable local regulatory requirements relevant across life cycle of the subprojects, ADB Safeguards Policy Statement (2009) (ADB SPS) and other lender's requirements (hereinafter referred to as 'Applicable Standards'). The ESMS shall provide an overarching framework for the sub-projects' environmental and social (E&S) management and shall include, as minimum the following components:	An ESMS that meets ADB SPS requirements.  This shall include the ESMS manual and associated Standard Operation Procedures (SOPs), E&S Policy, E&S organization chart, legal and other requirements register, impacts and risks register, training plan, EHS and social monitoring plan, grievance redress mechanisms for employees and external parties.	Adopt ESMS satisfactory to ADB submitted 6 months after third disbursement.	ESMS has been circulated at all levels by the senior management to adopt it and its implementation is ongoing. ESMS , SOP's is under finalization with ADB & AECOM. Post finalization of ESMS & SOP's, ESMS training needs to be provided through AECOM, which is pending at this moment including OHS risk assessment. To adopt ESMS satisfactorily as per ADB's requirement.

Ref (to ADB CAPAEX loan CAP)	Corrective Action	Deliverable(s)	Timeline	Progress in the reporting period
	<ul style="list-style-type: none"> <li>• Environment and social policy.</li> <li>• Human resources and labor policies;</li> <li>• Environmental and social organization, roles and responsibilities.</li> <li>• Screening of projects/expansions against: (i) ADB Prohibited Investment Activities List (PIAL); (ii) Category A for environment, (iii) Category A and B for IR and IP</li> <li>• Assessment and categorization of project for environment, involuntary resettlement (IR) and Indigenous Peoples (IP) impacts per ADB SPS;</li> <li>• Regulatory and other applicable requirements identification and compliance assurance;</li> <li>• Environmental, health, safety (EHS) and social risks and impacts assessment and management.</li> <li>• EHS and social monitoring and reporting.</li> <li>• Training and capacity development.</li> <li>• Contractor management.</li> <li>• Contract farmers management.</li> <li>• Supply chain management.</li> </ul>			

Ref (to CAPAEX CAP)	ADB loan	Corrective Action	Deliverable(s)	Timeline	Progress in the reporting period
		<ul style="list-style-type: none"> <li>Stakeholders' engagement, information disclosure and community relations; and</li> <li>Grievance redress mechanisms.</li> </ul>			
1.2		<p><b>Environmental and social organization and capacity building:</b></p> <ul style="list-style-type: none"> <li>Recruit a senior E&amp;S manager with formal education and sufficient E&amp;S work experience on national and international requirements to lead, oversee and implement ESMS at corporate level. S/he will report directly to top management.</li> <li>A formal EHS committee (with representations from HR, Projects, Health, Supply Chain Management, Logistics, Legal, etc.) be established at the corporate level to review EHS aspects throughout the project cycle</li> <li>Develop and implement EHS training program at corporate and sub-projects</li> </ul>	<p>(1) Recruit new qualified senior E&amp;S manager</p> <p>(2) Appointment of EHS committee</p> <p>(3) Develop E&amp;S training plan</p>	<p>1 and 2 by second disbursement</p> <p>3 by third disbursement</p>	<p>Completed. Mr. Kunal Ranjan Gupta, Senior E &amp; S Manager has been recruited.</p> <p>2) Completed. 5-member EHS committee containing representatives from various functions like projects, SCM, Law, Finance and HR has been formulated. Details shared at the end of the report.</p> <p>Training program of EHS at the sub-projects has been shared in this report, also will be shared separately in attachments along with reports including training at corporate level.</p>



Ref (to CAPAEX CAP)	ADB loan	Corrective Action	Deliverable(s)	Timeline	Progress in the reporting period
1.3		<p><b>Compliance Assurance</b> enhancement and supervision:</p> <ul style="list-style-type: none"> <li>• Develop compliance register (e.g., permits and approvals and monitoring required) for selected facility types</li> <li>• Conduct independent annual corporate audit of CAP implementation against Applicable Standards. (The 6-monthly audit of the CAPEX loan can satisfy this annual audit requirement)</li> <li>• Submit annual compliance statement to ADB</li> </ul>	<p>(1) Compliance registers</p> <p>(2) Independent audit reports</p> <p>(3) Compliance statements</p>	<p>1. By third disbursement</p> <p>2. First audit report by 12 months after first disbursement</p> <p>3. First compliance statement submitted by 12 months after first disbursement</p>	<p>Compliance register has been shared along with this report in form of attachments in excel.</p>
2		<p>Prepare and implement <b>waste register</b> for selected facility types indicating collection, treatment and disposal methods and destinations. Maintain waste collection and disposal records.</p>	<p>Waste registers</p>	<p>Prior to third disbursement</p>	<p>All the details related to waste management has been shared at the end of this report. Also supporting documents will be shared for waste management through email along with report.</p>

Ref (to CAPAEX CAP)	ADB loan	Corrective Action	Deliverable(s)	Timeline	Progress in the reporting period
3.1a		Develop and implement <b>Occupational Health and Safety (OHS)</b> risk register, enhance management measures on identified risks and develop monitoring templates for selected facility types	OHS risk register Enhanced corporate OHS management documents OHS monitoring templates	Prior to third disbursement.	Annexures/SOPs including OHS risk assessment is getting prepared through AECOM and is pending at this moment. Once received and finalized, implementation will start across the workplaces. And we are following it up with AECOM.
3.3		Ensure compliance with national labor laws and with Core Labor Standards (CLS): no child labor or forced labor; non-discrimination; equal opportunity; equal payment and allows for freedom of association.  Conduct independent labor audit satisfactory to ADB. Scope, terms of reference and deliverables of the labor audit will be approved by ADB.	(1) Compliance certificate confirming compliance with national labor laws and with CLS  (2) Independent labor audit	1. Prior to third disbursement  2. One year after first disbursement	We are ensuring compliance as per national labor laws, there is no child labor or forced labor across the work place including any discrimination.
3.5		<b>Biosecurity</b> - Enhance bio-security plan/protocol for the poultry operation that control animals, feed, equipment, and personnel, entering bird facilities as stipulated under the General Guidelines for Biosecurity at Central Poultry Development Organization (developed by Department of Animal Husbandry, Dairying &	Bio-security plan/protocol including all requirements to be endorsed by ADB.	Six months after third disbursement	We have bio security plan/protocol for operations in all our poultry infrastructure like Hatchery, Farms etc., for monitoring the entry of men and materials into facilities.

Ref (to ADB CAPAEX loan CAP)	Corrective Action	Deliverable(s)	Timeline	Progress in the reporting period
	<p>Fisheries, Ministry of Agriculture and Farmers' Welfare, Government of India, 2015</p> <p>Establish a corporate biosecurity team to ensure proper implementation of bio-security measures.</p>			We have a dedicated team headed by GM, Health who formulates policies and is responsible for implementation and monitoring biosecurity measures across all the facilities.

Waste Management reports:

#### Hazardous & Non-Hazardous Waste: Nagpur Soya

Name Of the Unit	Sr. No	Hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Nagpur Soya	1	ETP sludge	73.57 MT (During Jan - 2022 to Oct – 2022)	Stored in sludge bed & packed in bags for transferring in authorized agency vehicle	Disposed to Authorized Agency
	2	Empty Chemical Drums	1341 Nos	Stored in scrap yard	Sold for reuse
	3	Waste Oil	Nil	Nil	Nil

Name Of the Unit	Sr. No	Non-hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Nagpur Soya	1	PP scrap	14300 MT (During Jan - 2022 to Oct – 2022)	Stored in scrap yard	Sold for reuse
	2	Gunny Bags	3011600 Nos. (During Jan - 2022 to Oct – 2022)	Stored in seed unloading point	Sold for reuse

### Naihati Feed Mill

Name Of the Unit	Sr. No	Hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Naihati Feed Mill	1	PLASTIC BARREL 50LTR	568 Nos. (During Jan - 2022 to Oct - 2022)	Stored in scrap yard	Sold for reuse
	2	PLASTIC CAN 25LTS	38 Nos. (During Jan - 2022 to Oct - 2022)	Stored in scrap yard	Sold for reuse
	3	Lubricant Oil / Grease	1620 Kgs	Separate storage area for Lubricants	Reused for Machine Lubrication

Name Of the Unit	Sr. No	Non-hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Naihati Feed Mill	1	EMPTY POLY BAG	88 MT (During Jan - 2022 to Oct - 2022)	Stored in scrap yard	Sold for reuse
	2	Gunny Bags	79 MT. (During Jan - 2022 to Oct - 2022)	Stored in unloading point	Sold for reuse
	3	PLASTIC SCRAP	540 Kg	Stored in scrap yard	Sold for reuse
	4	MS SCRAP	1130 Kg	Stored in scrap yard	Sold for reuse

### Kalsar Hatchery:

Name Of the Unit	Sr. No	Non-hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Kalsar Hatchery	1	Used Egg Box	40000 Nos/Year	Stored in scrap yard	Sold to authorized vendor

### Jagdishpur Feed Mill

Name Of the Unit	Sr. No	Non-hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Jagdishpur Feed Mill	1	EMPTY GUNNY BAG	105960 KG (During Jan - 2022 to Oct - 2022)	Stored in Gunny bag storeroom	Sold for reuse
	2	EMPTY POLY BAG	34710 KG (During Jan - 2022 to Oct - 2022)	Stored in Poly bag storeroom	Sold for reuse
	3	MS SCRAP	2681 KG (During Jan - 2022 to Oct - 2022)	Stored in scrap area.	Sold for reuse
	4	FIXED ASSET SCRAPS	2 NOS (During Jan - 2022 to Oct - 2022)	Stored in Maintenance room	Sold for reuse

### Shahjahanpur Hatchery:

Name Of the Unit	Sr. No	Non-hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Shahjahanpur Hatchery	1	USED CORRUGATED EGG BOX SCRAP	30369 KG (During Jan - 2022 to Oct - 2022)	Stored in container	Sold for reuse
	2	USED EGG PULP TRAY	42500 KG (During Jan - 2022 to Oct - 2022)	Stored Scrap room	Sold for reuse
	3	CORRUGURATED BOX	1098 Nos (During Jan - 2022 to Oct - 2022)	Stored Scrap room	Sold for reuse
	4	MS SCRAP	423.37 KG (During Jan - 2022 to Oct - 2022)	Stored Scrap room	Sold for reuse

## Shahjahanpur Feed mill

Name Of the Unit	Sr. No	Non-hazardous Waste Type	Annual Quantity and Units	Method of Storage and Handling	Method of Recycling, Reuse or Disposal
Shahjahanpur Feed Mill	1	EMPTY GUNNY BAG	111190 KG (During Jan - 2022 to Oct - 2022)	Stored in Gunny bag storeroom	Sold for reuse
	2	EMPTY POLY BAG	27430KG (During Jan - 2022 to Oct - 2022)	Stored in Poly bag storeroom	Sold for reuse
	3	MS SCRAP	3580 KG (During Jan - 2022 to Oct - 2022)	Stored in scrap area.	Sold for reuse
	4	FIXED ASSET SCRAPS	2 NOS (During Jan - 2022 to Oct - 2022)	Stored in Maintenance room	Sold for reuse

The supporting documents under waste management has been provided through mail attachments.

### EHS COMMITTEE



05.05.2021

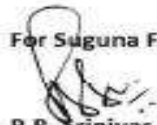
To

**Catalyst Trusteeship Limited**  
Office No. 604, 6<sup>th</sup> floor,  
Windsor, C.S.T. Road,  
Kalina, Santacruz (East),  
Mumbai 400098



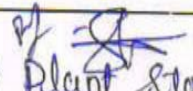

#### Environmental, Health, Safety (EHS) committee

S. No	Name & Designation	Dept
1	Mr. Jai Prakash, General Manager	Project
2	Mr. Ravichandran, Deputy General Manager	SCM
3	Mr. P.R. Srinivas, General Manager	Accounts & Taxation
4	Mr. C.P. Sekar, Deputy General Manager	Legal
5	Mr. S. Nagappan, Deputy General Manager	HR

For Suguna Foods Private Limited

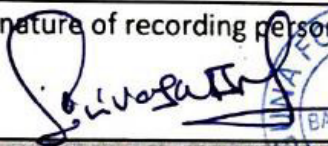
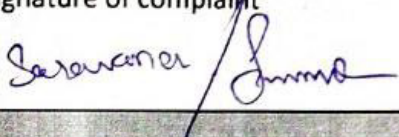
  
P.R. Srinivas  
General Manager (Accounts & Taxation)

Grievance for Belgaum Processing Plant:

Template for grievance recording		
1. Grievance registration		
Case.no: 01	Date: 9.11.22	
Name[optional]	Required water Aquaguard	
Dept: Belgaum PFD staff	Designation:	
Phone.no		
Details of grievance: There is no Drinking water Aquaguard machine in the plant.		
Name of the person recording the GR: Mr. Malappa G.		
Designation of recording person: Sr. Officer - HR. Belgaum PFD Plant		
Proposed date of response to grievance: 21.11.2022		
Signature of recording person	Signature of complaint	
	 Belgaum PFD plant staff	
2. Grievance redressal response		
Date of redressal: 21.11.2022		
Decision of grievance officer: We are purchased aquaguard for drinking water to staff		
Complaints accepts the outcome	Accepted	Not accepted
Signature of complaint:  Belgaum PFD Plant staff	OK	
Signature of grievance officer: 	OK	



Grievance for Hoskote Plant:

Template for grievance recording		
1. Grievance registration		
Case.no: 1	Date: 05-7-22	
Name[optional]	Saravaram - mash unit	
Dept: production	Designation: Supervisor	
Phone.no	9341269328	
Details of grievance: In mash unit operator cabin required due to dust issue.		
Name of the person recording the GR: Mr. Srinivasan. BN		
Designation of recording person: Executive- HR- Hoskote FM		
Proposed date of response to grievance: 10-08-22		
Signature of recording person	Signature of complaint	
		
2. Grievance redressal response		
Date of redressal: 10-08-22		
Decision of grievance officer: cabin provided for mash unit operator		
Complaints accepts the outcome	Accepted	Not accepted
Signature of complaint:	OK	
Signature of grievance officer:	OK	





Template for grievance recording

1. Grievance registration

Case.no: 2

Date: 09-11-22

Name(optional)

Barrat - Contractor Labour

Dept: Contractor - SCS - Gangotri

Designation:

Phone.no

Details of grievance: In SCS - Gangotri, Contractor Labour room water facility not provided by the company

Name of the person recording the GR: Mr. Srinivasa BN

Designation of recording person: Executive - HR - Hoskote Fm

Proposed date of response to grievance: 21-11-22

Signature of recording person

Signature of complaint

Barrat - SCS - Gangotri

2. Grievance redressal response

Date of redressal: 21-11-22

Decision of grievance officer: we arranged daily two water tank to them.

Complaints accepts the outcome

Accepted

Not accepted

Signature of complaint:

Barrat

OK

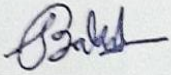
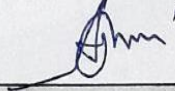

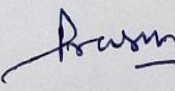
Signature of grievance officer:

OK




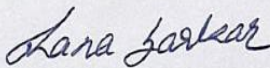
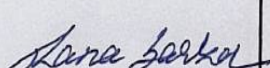
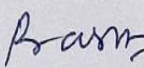
Grievance at Naihati Feed mill:

Template for Grievance Recording

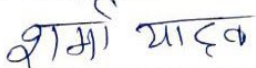
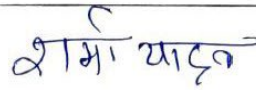
1. Grievance Registration		
Case No: 03	Date: 01/08/2022	
Name(Optional) Abdul Jabbar Mudi		
Dept: Production & Maintenance	Designation: Sr. Supervisor-Maintenance	
Phone No:		
Details of grievance: Require a tape for Hand Wash. basin near mill tower		
Name of the person recording the grievance:	Somnath Baskhi	
Designation of the recording person:	Dy Manager - Maintenance	
Proposed date of response to grievance:	03/08/2022	
Signature of recording person: 	Signature of complaint 	
2. Grievance redressal response:		
Date of redressal:	04/08/2022	
Decision of grievance officer: Make a new wash basin near mill tower area, use store available item		
Complaints accepts the outcome:	Accepted	Not accepted
Signature of complaint:		
Signature of grievance officer:		



### Template for Grievance Recording

1. Grievance Registration		
Case No: 02	Date: 20/4/2022	
Name[Optional] Rana Sarkar		
Dept: Mainline	Designation: Sr. Supervisor - Mkt	
Phone No: -		
Details of grievance: Need First Aid box at Mell Tower area.		
Name of the person recording the grievance:	DIPANKAR PRADHAN	
Designation of the recording person:	Sr. Exe. NSA	
Proposed date of response to grievance:		
Signature of recording person: 	Signature of complaint 	
2. Grievance redressal response:		
Date of redressal:	27/04/2022	
Decision of grievance officer:	Request to purchase some first aid kit with a box to store it & it is done at control room.	
Complaints accepts the outcome:	Accepted	Not accepted
Signature of complaint:		
Signature of grievance officer:		

### Template for Grievance Recording

<b>1. Grievance Registration</b>		
Case No: 01	Date: 01/11/2021	
Name[Optional] S. Yadav		
Dept: Production / Contract	Designation: Labour Controller	
Phone No: -		
Details of grievance: Need Matresses for Labour		
Name of the person recording the grievance:	Rupsangan pramariK	
Designation of the recording person:	Incharge	
Proposed date of response to grievance:	Rup Sagar pramariK	
Signature of recording person:	Signature of complaint 	
<b>2. Grievance redressal response:</b>		
Date of redressal:	18/11/2021	
Decision of grievance officer:	In form to Management & they agree to provide purchase under process / completion	
Complaints accepts the outcome:	Accepted	Not accepted
Signature of complaint:		
Signature of grievance officer:	