

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

Sr. No.	Particulars	Details
1.	Corporate Identity Number (CIN) of the Listed Entity	L55204MH2013FLC249986
2.	Name of the Listed Entity	Restaurant Brands Asia Limited
3.	Year of incorporation	2013
4.	Registered office address	Unit Nos.1003 to 1007, 10 th Floor, Mittal Commercial, Asan Pada Road, Chimatpada, Marol, Andheri (East), Mumbai - 400 059
5.	Corporate address	Unit Nos.1003 to 1007, 10 th Floor, Mittal Commercial, Asan Pada Road, Chimatpada, Marol, Andheri (East), Mumbai - 400 059
6.	E-mail	investor@burgerking.in
7.	Telephone	+91 22 7193 3000
8.	Website	www.burgerking.in
9.	Financial Year ('FY') for which reporting is being done	April 1, 2022 - March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	₹4,94,55,43,490/- (As on March 31, 2023)
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Namrata Tiwari, Group Chief People Officer Telephone: +91 22 7193 3000 Email ID: namrata.tiwari@rbrandsasia.com
13.	Reporting Boundary	Standalone basis

II. Products and Services

14. Details of business activities (accounting for 90% of the turnover):

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Accommodation and Food Service	Food and Beverages services provided by hotels, restaurants, caterers etc.	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Food and beverage service activities	Division 56	99.48%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated as at March 31, 2023:

Location	Number of Restaurants*	Number of offices	Total
National	391	4	395
International		N.A.	

* Includes 7 sub-franchisee restaurants.

17. Market served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	22
International (No. of Countries)*	1

*The subsidiary companies of the Company are located in Indonesia.

- b. What is the contribution of exports as a percentage of the total turnover of the entity?
 Nil

- c. A brief on types of customers-

The Company is one of the fastest growing Quick Service Restaurant ('QSR') chain in India and serve customers of different age groups, lifestyles, genders, cultures and geographies.

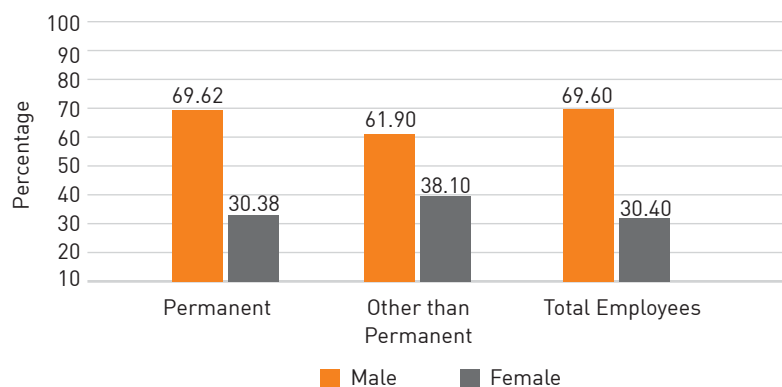
IV. Employees

18. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	8,712	6,065	69.62	2,647	30.38
2.	Other than Permanent (E)	21	13	61.90	8	38.10
3.	Total employees (D + E)	8,733	6,078	69.60	2,655	30.40
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)			Not Applicable		
6.	Total workers (F + G)					

Particulars of Employees



- b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	18	16	89	2	11
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	18	16	89	2	11
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)			Not Applicable		
6.	Total differently abled workers (F + G)					

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel	4	1	25

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	116.82	92.65	109.70	75.05	56.38	69.39	78.91	65.29	74.32

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures:

Sr. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	QSR Asia Pte. Ltd.	Holding	-	No
2.	PT Sari Burger Indonesia	Subsidiary	88.80%	No
3.	PT Sari Chicken Indonesia	Subsidiary	-	No

Note:

PT Sari Chicken Indonesia is a wholly owned subsidiary of PT Sari Burger Indonesia, subsidiary of the Company.

VI. CSR Details

22.	i. Whether CSR is applicable as per section 135 of Companies Act, 2013	No
	ii. Turnover (in ₹)	14,396.51 million
	iii. Net worth (in ₹)	18,945.50 million

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct ('NGRBC'):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities Investors (other than shareholders) Shareholders Employees and workers Customers Value Chain Partners	Yes, the Company has a grievance redressal mechanism in place for all of its stakeholders. The processes are set internally and communicated to the stakeholders.	There have been no complaints or grievances received under any of the principles of NGRBC.					

24. 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, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Green House Gas ('GHG') Emissions	Risk	With an increase in the no. of restaurants as per our growth plan- the GHG emissions may go up.	Using new technology for efficient system to reduce GHG Emissions	Negative
2.	Waste Management	Opportunity	The Company collects plastic waste in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board. The Company has also completed the EPR targets with the help of third party recycler for the reporting period. Waste oil generated at the restaurants is disposed through designated vendors for production of bio-diesel and other approved by-products.	-	Positive
3.	Cyber Security	Risk	Hacking of websites; social media accounts; Phishing Attacks; Drive by Downloads; Insider Threats; Ransomware; Insecure Internet Connectivity; Unencrypted File sharing.	The Company doesn't store customer's financial information like complete card number, CVV number, card expiry date etc. The Company also ensures "Data Security" by restricting its access. Proper Anti-virus systems are installed to protect Company's system from threats like hacking, phishing, ransomware, etc. The Company ensures a remote back up of all files to secure itself from the loss of essential files and the robustness of the system are checked periodically. An internal file transfer system for transferring large files is installed to prevent leakage of any confidential documents.	Negative
4.	Climate Change	Risk	Climate Change can have adverse impact on the supply chain and quality of vegetables used in the Company's products and absence of a correct strategy or its right implementation will severely affect the business continuity.	Having a specific, measurable and smart approach, towards climate change and continuous analyses of climate change shall ensure the long-term sustainability of our business.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Supply Chain	Risk	Lack of sustainable sourcing.	<p>The mitigation measures includes:</p> <p>(a) Use of Roundtable on Sustainable Palm Oil ('RSPO') certified palm oil for all its products;</p> <p>(b) Sources of vegetables through Global GAP certified farms which ensures complete traceability;</p> <p>(c) Use of chicken produce which are anti-biotic residue free and its sourcing from traceable farm;</p> <p>(d) Sourcing of milk, milk products and potatoes from farmers;</p> <p>(e) migration to bio-compostable plastics in order to reduce the plastic footprint;</p> <p>The sustainable sourcing by the Company is ~30% which includes usage of RSPO directly / indirectly by the Company in India, value of vegetables, milk, chicken, potato for French Fries and compostable plastics.</p>	Negative
6.	Diversity & Inclusion	Opportunity	<p>The Company workforce comprises ~30% women employees. The Company actively encourages, nurtures and fosters women in leadership roles in the organisation.</p> <p>The Company is participating in initiatives such as the Taare Hamare initiative, which has included hiring specially abled members of the community (persons with hearing and speech disability) to work for the Company and providing them with training and equal opportunity to develop and improve themselves.</p>	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			As part of the Company's ongoing efforts to promote diversity and inclusion, the Company also offered a specialized training program – Queens@BKK specifically designed to identify, develop and empower young women at Company's outlets, preparing them for their career growth and advancement.		
7.	Employee Well-being	Risk	The performance of the employees facing challenges in their personal or work life may be impacted.	<p>The Company has launched a Mental Wellbeing Program, which will provide access to confidential advice and counselling on a variety of issues for all the employees at no cost. This program is managed by Trijog, an organization with a network of trained professionals dedicated to Mental Health and Well-being.</p> <p>This program has been created to provide all members within the Company with immediate support when facing with challenges in their personal or work life.</p>	Positive
8.	Employee Health & Safety	Risk	Company's ability to create and maintain a safe and healthy workplace that is free of injuries, fatalities and illness (both acute and chronic).	The Company provides training on health and safety measures to its employees based on their respective roles. For the safety of the employees, first-aid boxes are kept in the Company's offices and its restaurants.	Positive
9.	Employee Development	Opportunity	<p>(a) Leveraging internal talent by revitalizing the internal job posting process, actively promoting opportunities within the Company;</p> <p>(b) Development of middle management members by providing comprehensive training on essential leadership skills;</p> <p>(c) Establish the employee recognition program, to recognize and reward excellent performance and incentive schemes to motivate and appreciate employees' contributions.</p>		Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10.	Regulatory Compliance	Risk	The multiplicity of laws, regulations, and local statutes across the globe makes adherence to each compliance a challenge for any food company.	(a) The Company has an in-house legal and compliance team to manage the compliances. (b) The Company has implemented a legal/regulatory compliance management tool which helps the Company to check and track the status of compliances and to ensure that the Company adheres to legal/ regulatory compliances applicable to the Company.	Negative
11.	Governance	Opportunity	Good Corporate Governance is crucial in enhancing stakeholders' value and it emerges from the application of the best and sound management practices and compliance with the laws coupled with adherence to the highest standards of transparency and business ethics.	-	Positive

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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Ethics and transparency	Product responsibility	Human resources	Responsiveness to stakeholders	Human Rights	Protect & restore environment	Public policy advocacy	Inclusive Growth	Customer engagement
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	The Policy is available on the website of the Company at www.burgerking.in								
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)	<p>The Company strives to influence its partners in the value chain to participate in the responsible and sustainable business conduct depending upon their means and resources.</p> <p>The Company engages with all its value chain partners and communicates its business responsibility policies from time to time through meets, trainings, website etc. Some of the key principles of business responsibility that the Company stands for are even included, to the extent possible in the agreements signed with them.</p> <p>Also, most of the vendors of the Company are certified with ISO 22000 or BRC and the Company ensures validation of quality systems at vendor plans audited by external international auditor.</p>
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All policies have been developed based on industry practices, as per the regulatory requirements and through appropriate consultation with relevant stakeholders.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> a) Aim to reduce electricity consumption in the Company restaurants. b) Increase the coverage of employees for: <ul style="list-style-type: none"> skill development training; and health & safety training leading to zero workplace fatalities c) Aim to reduce plastic footprint in Company restaurants. d) Business Ethics and Integrity and Code of Conduct: Increase the coverage of employees that are given training for POSH, Code of Conduct, Whistle-blower. e) Maintain robust compliance and integrity practices
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>During the financial year, the Company has:</p> <ul style="list-style-type: none"> a) launched a Mental Wellbeing Program, which will provide access to confidential advice and counselling on a variety of issues (personal or work related) for all the employees at no cost. This program is managed by Trijog, an organization with a network of trained professionals dedicated to Mental Health and Well-being. b) achieved the target of 30% of employees as women to enhance gender diversity. c) met the Extended Producer Responsibility ('EPR') target for plastic packaging. d) Company supported the education of 380 underprivileged girls' through the Company's in restaurants collection programme for Room to Read.

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Please refer to the CEO's message forming part of this Annual Report.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Rajeev Varman, Whole-time Director & Group Chief Executive Officer
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 Whole-time Director & Group Chief Executive Officer is responsible for decisions on all sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances with statutory requirements of relevance to the principles, and, rectification of any	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually	Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

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

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. 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 which 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 Indicator

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	7 (16 hours)	Various familiarisation programmes comprising of matters relating to Business Strategy, Market Visits, key regulatory & business updates	100%
Key Managerial Personnel	2	Prevention of Sexual Harrasment ('POSH') Certification and Foreign Corrupt Practices Act, 1977 ('FCPA') Certification	100%
Employees other than Board of Directors and Key Managerial Personnel	167	POSH Certification, FCPA certification, HRMS application, Medical processes/ ESIC processes, Impact Training – Operations, New Product Training, Process flow, Cashiering and Scripts, Cleaning Protocols	70%
Workers		Not Applicable	

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				
Settlement		Nil		
Compounding fee				

Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil		
Punishment				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	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:

Yes, the policy on anti-corruption is internally available in the Company.

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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	-	-
Key Managerial Personnel	-	-
Employees	-	-
Workers	N.A.	N.A.

6. Details of complaints with regard to conflict of interest:

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A.	Nil	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the Key Managerial Personnel	Nil	N.A.	Nil	N.A.

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:

Not Applicable

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe
Essential Indicator

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively:**

The Company has not incurred research and development & capex investments in specific technologies to improve the environmental and social impacts of product and processes.

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

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

- a. The Company encourages sustainable sourcing and strives towards constantly increasing the value of purchase from sustainable sources, which includes the following initiatives:

- The Company and its suppliers use only Roundtable on Sustainable Palm Oil ('RSPO') certified palm oil for all its products;
- The vegetables (lettuce and tomatoes) which are included in the Company's products are sourced locally through Global GAP certified farms which ensures complete traceability.
- All the chicken produce is anti-biotic residue free and sourced from traceable farms. The milk/milk products procurement benefits the dairy farmers of Maharashtra.
- The Company promotes 2500+ potato farmers of Gujarat to grow highly remunerative potato crop for its French fries, while also ensuring complete farm traceability and consistent quality.
- The Company has also initiated migration to bio-compostable plastics in order to reduce the plastic footprint.

- b. The sustainable sourcing by the Company is ~30% which includes usage of RSPO directly / indirectly by the Company in India, value of vegetables, milk, chicken, potato for french fries and compostable plastics.

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 and (d) other waste.**

Plastic waste: It is either recycled through Extended Producer Responsibility ('EPR') Program or safely disposed off at the restaurants of the Company.

E-waste: The Company has recently set up the process of measuring the e-waste generation and disposal. The details will be available for reporting from FY 2023-24 onwards.

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.**

The EPR program is applicable to the Company. The Company has successfully completed EPR target for FY 2022-23.

Leadership Indicator

1. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format.**

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	N.A.	13.7 (Through EPR - takeback)	101.7 (Municipal waste disposal)	N.A.	N.A.	40.9 (Municipal waste disposal)

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicator

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	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	6,065	6,065	100	6,065	100	N.A.	N.A.	6,065	100	84	1.38
Female	2,647	2,647	100	2,647	100	2,647	100	N.A.	N.A.	35	1.32
Total	8,712	8,712	100	8,712	100	2,647	30.38	6,065	69.62	119	1.37
Other than Permanent employees											
Male											
Female											
Total											

Note: Includes employees covered under the ESIC Act.

b. Details of measures for the well-being of workers:

Not Applicable

2. Details of retirement benefits, for Current FY and Previous FY:

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (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.)
Provident Fund	100	N.A.	Y	100	N.A.	Y
Gratuity	100	N.A.	Y	100	N.A.	Y
ESI	100	N.A.	Y	100	N.A.	Y
Others – please specify	-	-	-	-	-	-

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:

Yes. The offices of the Company are accessible to all its employees including differently abled employees.

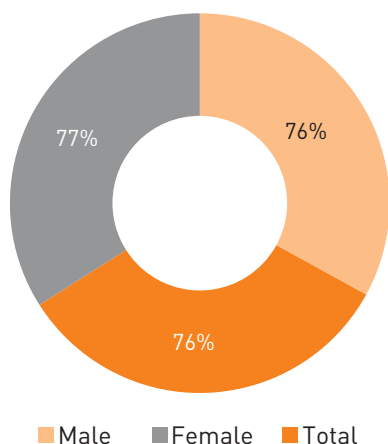
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

Yes. The Company has adopted Equal employment opportunity policy in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The policy can be accessed at <https://www.burgerking.in/category/Corporate%20Governance>.

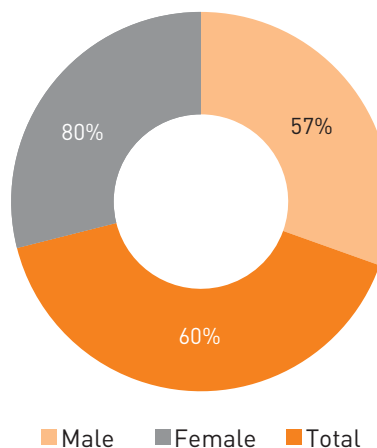
5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	76%	57%		
Female	77%	80%		N.A.
Total	76%	60%		

Return to work rate



Retention rate



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:

The Company has its Code of Conduct, Whistle Blower Policy, Prevention of Sexual Harassment Policy wherein the grievance mechanisms for its employees to report or raise their concerns to the respective Committees formed by the Company and the process of grievance redressal is mentioned.

The Company also has a designated email ID and phone number for resolution of employee grievances which are posted in the Company premises and restaurants of the Company.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

The employees of the Company are not part of any employee association or union.

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	6,065	4,205	69	2,498	41	5,541	3,463	62	1,276	23
Female	2,647	1,640	62	875	33	2,243	1,340	60	290	13
Total	8,712	5,845	67	3,373	39	7,784	4,803	62	1,566	20
Workers										
Male	Not Applicable					Not Applicable				
Female										
Total										

9. Details of performance and career development reviews of employees and worker:

As per the Company Policy, performance appraisal is conducted each year for all the eligible employees of the Company.

Category	FY 2022-23			FY 2021-22		
	(Current Financial Year)			(Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	6,065	1,760	29	5,541	1,058	19
Female	2,647	750	28	2,243	248	11
Total	8,712	2,510	29	7,784	1,306	17
Workers						
Male	Not Applicable			Not Applicable		
Female						
Total						

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?

The Company has a health and safety management system in place. The company is committed to conducting its operations in a responsible manner to protect the employees, the environment, and the community at large.

The Company not only takes care of physical well-being of the employees but also mental well-being of employees. The Company has launched various programmes for its employees in association with well-being experts.

Considering the Company is in the sector of QSR, health and safety trainings are being conducted at restaurant level on a periodic basis.

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

The Company has in place systematic risk management process to identify and control all the hazards in its restaurants and offices. The Company's risk management process is applied through six steps (Identification, Assessment, Prioritization, Mitigation, Monitoring and Reporting) and is the key driver for controlling the risk of EHS in business.

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

Not Applicable

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

Yes, Employees of the Company have access to non-occupational medical and healthcare services.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	39.73	The Company started keeping a track of safety related incidents during FY 2022-23.
Total recordable work-related injuries	Employees	6	
No. of fatalities ^[2]	Employees	-	
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	

Note: 1. There are no employees under the category of workers in the Company.

2. Excluding fatalities caused while commuting to/from workplace.

12. Describe the measures taken by the entity to ensure a safe and healthy work place:

Please refer point 10(a).

13. Number of Complaints on the following made by employees and workers:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	N.A.	-	-	N.A.
Health & Safety	-	-	N.A.	-	-	N.A.

Note: Excluding sexual harassment complaints.

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	The Company strives to keep the workplace environment safe, hygienic and humane, upholding the dignity of the employees. The Company offices and its restaurants are internally assessed periodically through internal audits for various aspects of health and safety measures and related working conditions.
Working Conditions	

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:

No corrective actions pertaining to above mentioned parameters was necessitated by the Company during the year under review.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicator

1. Describe the processes for identifying key stakeholder groups of the entity:

The Company has identified the following as its stakeholders' basis their engagement and interaction with the entity:

- Employees;
- Shareholders & Investors;
- Customers;
- Suppliers / Vendors;
- Government Agencies; and
- Regulatory Authorities

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1.	Employees	No	Multiple Channels including: <ul style="list-style-type: none"> • Email communications; • Physical/ virtual meetings; • Town hall; • Intranet etc. 	Ongoing	<p>Communication w.r.t. changes in internal policies, well-being initiatives; employee engagement etc.</p> <p>Information about internal merit-based job opportunities for professional development and growth, business outlook and business performance.</p> <p>To create growing, secure and engaging workplace environment, ask for constructive feedback also to improve employee well-being and build effective teamwork.</p>

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
2.	Shareholders & Investors	No	Multiple channels - Quarterly Results, Investor presentations on Business Performance of the Company, and communications through Stock Exchanges, Participation in Investor Conferences, General Meetings, Annual Report, Company website, Designated E-mail	As and when required	<ul style="list-style-type: none"> Enlighten the shareholders/ investors on the growth/ performance of the Company on quarterly basis, material events of the Company; and Seek feedback from the Shareholders/ Investors through participation in General Meeting.
3.	Customers	No	Multiple channels - physical and digital including website of the Company, Social Media Platforms, Product Campaigns etc.	Ongoing	<ul style="list-style-type: none"> To ensure stronger customer relationships. To enhance business operations of the Company; To stay in touch with customers to take their feedback; To address any issues that the customers may face.
4.	Suppliers / Vendors	No	Email, conference calls, virtual meetings	As and when required	<ul style="list-style-type: none"> To understand the new market practices; and To understand and resolve the issues in supply chain.
5.	Government Agencies and Regulatory Authorities	No	Multiple channels including physical and digital	Need based	<ul style="list-style-type: none"> Policy and Regulatory Matters, obtaining required licenses and other regulatory approvals; For good governance and compliance. Discussions with regards to various regulations and amendments, inspections, and approvals

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicator

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (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	8,712	6,065	70	7,784	7,232	93
Other than permanent	-	-	-	-	-	-
Total Employees	8,712	6,065	70	7,784	7,232	93

Note: There are no employees under the category of workers in the Company.

2. Details of minimum wages paid to employees and workers, in the following format:

	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	6,065	-	-	6,065	100	5,541	-	-	5,541	100
Female	2,647	-	-	2,647	100	2,243	-	-	2,243	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Note: There are no employees under the category of workers in the Company.

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Key Managerial Personnel (Including Executive Director)	3	19,78,350	1	4,25,100
Employees other than BoD and KMP	6,062	16,243.48	2,646	15,660.32
Workers		Not Applicable		

Note: 1. The Non-Executive Independent Directors are paid sitting fees, hence not considered for median remuneration.

2. There is only 1 Executive Director, who is also a Key Managerial Personnel, hence the same is not shown separately.

3. Remuneration of Executive Director excludes amount in respect of gratuity, leave entitlement and perquisite value of employee stock options exercised by him during the financial year.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues:

All grievances are addressed as and when received by the Group Chief People Officer of the Company. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint. Whenever required, disciplinary actions are initiated as deemed fit.

6. Number of Complaints on the following made by employees and workers:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	14	0	-	5	0	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

The Company has a Policy on Prevention of Sexual Harassment ('POSH') and Internal Complaint Committee ('ICC') to which the complaints on sexual harassment are filed.

The management shall safeguard the complainant and witnesses from any form of retaliatory measures. Strict disciplinary action will be recommended by the ICC if it is established that the complainant or the witnesses were subject to retaliation in any form.

Subject to applicable laws, procedures and requirements, the contents of the complaint, the identity and addresses of the victim, complainant, the respondent and the witnesses, any information relating to conciliation and inquiry proceedings, recommendations of the ICC and the action taken by the management shall not be published, communicated or made known to the public, press and media in any manner.

However, information may be disseminated regarding the justice secured to any victim of sexual harassment without disclosing the name, address, identity or any other particulars calculated to lead to the identification of the victim and witnesses. Any person who breaches confidentiality shall be liable for penalty as per applicable laws.

The Company has Equal Employment Opportunity for Differently Abled Constituents ("Equal Opportunity Policy") to ensure that the work environment is free from any discrimination against persons with disabilities. Being an equal opportunity employer, the Company protects the rights of its employees with disabilities, on an equal basis with others and provides just and favourable conditions of work, including safety and health, protection from harassment, and the redressal of grievances. The liaison officer appointed by the Company as per the Equal Opportunity Policy is responsible for ensuring adherence to this Equal Opportunity Policy and the applicable laws and redressal of grievance in a fair manner.

The Company has the Equal Opportunity and Protection Against Discrimination of Transgender Persons Policy to providing equal opportunities in employment and creating an inclusive Workplace and work culture in which all employees are treated with respect and dignity. The Company has appointed a member from the Human Resources Team, as Complaint Officer who will be responsible for providing the requisite support needed to realise the goals of an inclusive workplace and address the grievances/ compliant/concerns of all transgender persons. All employees are encouraged to report any incidents of violation of this policy in writing to the Complaint Officer.

8. Do human rights requirements form part of your business agreements and contracts?

The principles of Human Rights are ensured through policies on Code of Conduct and Employee policies protecting the rights and interest of the employees. Some of the key principles of business responsibility that the Company stands for are even included, to the extent possible, in the agreement signed with suppliers /vendors / service providers etc.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	None
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicator

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	GJ	2,23,365.37	The Company started measuring the energy consumption during FY 2022-23.
Total fuel consumption (B)	GJ	-	
Energy consumption through other sources (C)		19,696.44	
Total energy consumption (A+B+C)		2,43,061.81	
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/₹	0.000017	

No independent assurance has been done for data verification.

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:

The entity does not have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water, in the following format:

The Company's usage of water is restricted to human consumption purposes only. Efforts have been made by the Company to ensure that water is consumed judiciously in the office premises and its restaurants. In office premises, sensor taps are installed in washrooms to economise on water consumption.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:

No

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

The Company is currently not tracking the details of air emissions (other than GHG emissions).

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (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)	Metric tonnes of CO ₂ equivalent	11,269.81	The Company started measuring the GHG emissions during FY 2022-23.
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)	Metric tonnes of CO ₂ equivalent	-	
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ ₹	0.0000008	

No independent assurance has been done for data verification.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details:

No, the Company do not have any project related to Green House Gas emission.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	115.45	The Company has initiated the measurement of waste related details in the financial year 2022-23.
E-waste (B)	The Company has recently set up the process of measuring the e-waste generation and disposal. The details will be available for reporting from FY 2023-24 onwards.	The Company has recently set up the process of measuring the e-waste generation and disposal. The details will be available for reporting from FY 2023-24 onwards.
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). (Food waste)	473.60	-
Total (A+B + C + D + E + F + G + H)	589.05	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	13.74	The Company has initiated the measurement of waste related details in the financial year 2022-23.
(ii) Re-used	-	
(iii) Other recovery operations	-	
Total	13.74	
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	The Company has initiated the measurement of waste related details in the financial year 2022-23.
(ii) Landfilling	-	
(iii) Other disposal operations	101.71	
Total	101.71	

No independent assurance has been done for data verification.

9. 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:

Plastic Packaging: The Company ensures the completion of Extended Producer Responsibility Targets for plastic packaging with the help of our third party recycler.

Oil: Waste oil generated at the restaurants is disposed through designated vendors for production of bio-diesel and other approved by-products.

10. 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

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable

12. 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:

The Company is compliant with the applicable environmental law/ regulations/ guidelines in India.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicator

1. a. Number of affiliations with trade and industry chambers/ associations: 2
- 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:

The Company is affiliated with two (2) trade and industry chambers/ associations and they are given below:

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Retail Association of India	National
2	National Restaurant Association of India	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.

No orders from regulatory authorities have been received on issues related to anti-competitive conduct by the Company.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicator

1. Details of Social Impact Assessments ('SIA') of projects undertaken by the entity based on applicable laws, in the current financial year

SIA was not applicable for the reporting year.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

The grievances as and when received by the Company are timely addressed and resolved by the Company.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	15%	17%
Sourced directly from within the district and neighbouring districts	13%	13%

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

Essential Indicator

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback

Customer response and customer satisfaction are one of the most important factors of the Company. The Company engages with its customers at various platforms to understand their expectations. The Company has a robust mechanism to receive feedback from customers that visits the restaurants for Dine in. In addition, the Company regularly seeks customer feedback regarding the products on aggregators platform for the Company to understand the customer feedback and constantly identify areas of improvement. The Company evaluates the quantitative feedback to see the health of customer satisfaction and qualitative feedback to enable the Company to evaluate and identify areas of improvement to provide enhanced level of food and service experience. The Company regularly undertakes brand and product related research to understand customer feedback of products, brand health and recall / awareness of the brand and products in the minds of the consumers.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	None
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other - Customer Complaints	45,805	Nil	-	7,297	Nil	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Not Applicable

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 an internally available policy on cyber security. The Company also has Privacy Policy available on the website of the Company at <https://www.burgerking.in/privacy-policy>.

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:

There were no consumer complaints on issues relating to advertising, delivery of essential services, cyber security and data privacy of customers.

Leadership Indicator

7. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available):

The information on products offerings by the Company is available on the following:

- (a) Website of the Company: www.burgerking.in; and
- (b) BK App of the Company

8. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

b. Percentage of data breaches involving personally identifiable information of customers

There were no such instances of data breach during the reporting year.