

ANDREW YULE & COMPANY LIMITED

BUSINESS RESPONSIBILITY REPORT

For the financial year 2020-21

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1.	Corporate Identity Number (CIN) of the Company	L63090WB1919GOI003229
2.	Name of the Company	ANDREW YULE & CO. LTD.
3.	Registered address	'Yule House', 8, Dr. Rajendra Prasad Sarani, Kolkata – 700001, India.
4.	Website	www.andrewyule.com
5.	E-mail id	com.sec@andrewyule.com
6.	Financial year reported	1 st April, 2020 – 31 st March, 2021
7.	Sector(s) that the Company is engaged in (industrial activity code-wise)	<p>The Company's Engineering Division manufactures and supply Industrial Fans, Air Pollution and Water Pollution Control equipment, Tea Machinery Spares, Turn-key projects involving the above products under NIC CODE 29199.</p> <p>The Company's Electrical Division (E-CO and E-KO) manufactures and supply HT and LT Switchgears, Transformers, Relay and Contactors, Turn-key projects and power distribution under NIC Code of 27104, 27102, 27104, 2710, respectively.</p> <p>The Company's Tea Division is engaged in the business of tea growing and manufacturing under NIC Code of 01271.</p>
8.	List three key products/services that the Company manufactures / provides (as in balance sheet)	Tea, Industrial Fan, Power transformer.
9.	Total number of locations where business activity is undertaken by the Company	
	(a) Number of International Locations	No manufacturing activity is carried out on international locations by the Company directly. Selling activities of Andrew Yule & Company Limited take place internationally in UK, Germany and USA.
	(b) Number of National Locations	Manufacturing activities are undertaken in the following units: 1) Electrical- Kolkata Operations (Kolkata, West Bengal) 2) Electrical- Chennai Operations (Perungudi, Chennai, Tamilnadu) 3) Engineering Division (Kalyani, West Bengal)

		4) Tea Division (West Bengal and Assam) Selling activities are undertaken on PAN India basis.
10.	Markets served by the Company – Local / State / National / International	The manufactured products are mostly sold in national markets. However, a small portion of the products are sold in international markets, referred above.

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1.	Paid up Capital (INR)	Rs.97.79 crore
2.	Total Turnover (INR)	Rs.330.51 crore
3.	Total profit after taxes (INR) - before Other Comprehensive Income	Rs. 21.20 crore
4.	Total spending on Corporate Social Responsibility (CSR) as percentage of Profit after Tax (%)	During the financial year 2020-21, total spending on CSR stood as “nil” as per calculations made pursuant to the provisions of the Companies Act, 2013 read with the rules made thereunder.
5.	List of activities in which expenditure in 4 above has been incurred.	NA

SECTION C: OTHER DETAILS

1.	Does the Company have any Subsidiary Company / Companies?	The Company had 3 (three) wholly-owned subsidiaries viz., Hooghly Printing Company Limited, Yule Electrical Limited and Yule Engineering Limited as on 31 st March, 2021. However, Hooghly Printing Company Limited is now merged with Andrew Yule & Co. Ltd. w.e.f. 4 th June, 2021.
2.	Do the Subsidiary Company / Companies participate in the BR initiatives of the Parent Company? If yes, then indicate the number of such subsidiary company(ies)	No, since, all the subsidiaries are non-functional Companies.
3.	Do any other entity / entities (e.g. suppliers, distributors, etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity / entities? [Less than 30%, 30-60%, More than 60%]	Other entities are not directly involved with the business responsibility initiatives of the Company.

SECTION D: BR INFORMATION

1. Details of Director/Directors responsible for BR
 - (a) Details of the Director/Directors responsible for implementation of the BR policy/policies
DIN Number - 07674268
Name - Shri Sanjoy Bhattacharya
Designation - Chairman & Managing Director

- (b) Details of the BR head as on the date of this report

No.	Particulars	Details
1	DIN Number (if applicable)	07674268
2	Name	Shri Sanjoy Bhattacharya
3	Designation	Chairman & Managing Director
4	Telephone number	033 2242 8210
5	e-mail id	com.sec@andrewyule.com

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

Principle-wise (as per NVGs) BR Policy / Policies: Principles as per the SEBI Business Responsibility Report Framework

- i. Principle 1 (P1) - Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
- ii. Principle 2 (P2) - Businesses should provide goods and services that are safe and contribute to sustainability throughout the life cycle
- iii. Principle 3 (P3) - Businesses should promote the wellbeing of all employees
- iv. Principle 4 (P4) - Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- v. Principle 5 (P5) - Businesses should respect and promote human rights
- vi. Principle 6 (P6) - Business should respect, protect, and make efforts to restore the environment
- vii. Principle 7 (P7) - Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- viii. Principle 8 (P8) - Businesses should support inclusive growth and equitable development
- ix. Principle 9 (P9) - Businesses should engage with and provide value to their customers and consumers in a responsible manner

Note:

Elements of all above referred 9 (nine) national voluntary guideline principles are enshrined in our BR Policy.

Framing or aligning of corporate policies with that of international standards are carried out to the extent statutorily mandated. BR Policy is available on-line for both internal and external stakeholders and has been approved by the Board.

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

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

3. Governance related to BR

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

The Business Responsibility Policy has been approved by the Board vide its Resolution dated 23rd June, 2021, there it was decided that the modification, addition, deletion or amendment of any of the provisions of this policy will be assessed by the Board of Directors annually.

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

This BR Report forms part of the annual report for 2020-21 and will continue to be a part of annual reports of ensuing years, so long statutory regulations mandate such inclusion.

Further, a copy of this BR Report is available at the official website of the Company at the weblink <http://www.andrewyule.com/general-meeting.php>.

As per statutory requirements, the BR Report will be published on annual basis.

SECTION E: PRINCIPLE-WISE PERFORMANCE

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

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

Clause 5.1 of the BR policy deals with the provisions relating to business ethics. The same applies to all employees of the Company and endeavor is to extend it to other business partners, to the extent feasible. The Company ensures that agreed contracts are in line with ethical business practices ensuring actions where conduct of employees, vendors and other business partners are found inconsistent. Moreover, the Company has in place a Code of Conduct which is applicable for all the Directors and employees of the Company and each year your Company engages its Senior Management in Code of Conduct Certification.

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

During the year no complaint was received relating to ethics, bribery and corruption from any stakeholder.

Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout your life cycle

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

Tea: maintaining MRL (Min. Residue Limit) of permitted chemical content for health and safety of consumers.

Industrial Fans: Designed as per various Indian and International codes for safe and sustainable use.

Transformers: Manufactured following all safety norms applicable for such equipment.

- 2. Does the Company have procedures in place for sustainable sourcing (including transportation)? If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.**

Your Company sources its inputs from reputed national sources / entities, which are expected to be well versed with BR obligations. Finished product movements take place through roadways. All safety and environmental protocols are followed, in course of such transportation.

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

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

All fabrications, packaging materials are sometimes sourced locally. Proper quality checks are in place to ensure adherence with industry accepted standards. Findings, if any are reported and proper guidance / assistance are provided for improvement, whether in terms of capacity or capability.

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

Scraps generated are often segregated and re-used for smaller component manufacturing to the extent of 5-10%.

Principle 3: Businesses should promote the well-being of all employees

1. Please indicate the Total number of employees – 14547 (permanent), 14641 (including temporary/contractual/ casual)
2. Please indicate the Total number of employees hired on temporary / contractual / casual basis - 94
3. Please indicate the number of permanent women employees - 6990
4. Please indicate the number of permanent employees with disabilities - 36
5. Do you have an employee association that is recognized by management? Yes. There are 17 (seventeen) Registered Trade Unions in different divisions of the company for Unionized employees.
6. What percentage of your permanent employees is members of this recognized employee association? 100% (Unionized Employees only)
7. Please indicate the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.

No.	Category	No. of complaints filed during the financial year	No. of complaints pending as on end of the financial year
1	Child labour / forced labour / involuntary labour	Nil	Not Applicable
2	Sexual harassment	Nil	Not Applicable
3	Discriminatory employment	Nil	Not Applicable

At each of six regions of the Company, Internal Complaints Committees have been set up in terms of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 with a view to provide protection against sexual harassment of women at workplace and for prevention and redressal of complaints of sexual harassment and for matters connected therewith or

incidental thereto.

8. What percentage of your under mentioned employees were given safety and skill upgradation training in the last year?
 - (a) Permanent Employees – 100% (Safety) and 38% (Skill upgradation)
 - (b) Permanent Women Employees – 100% (Safety) and 32% (Skill upgradation)
 - (c) Casual/Temporary/Contractual Employees–100%(Safety)and 57% (Skill upgradation)
 - (d) Employees with Disabilities – 100% (Safety) and 7% (Skill upgradation)

Principle 4: Business should respect the interest of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

1. **Has the Company mapped its internal and external stakeholders? Yes/No**
Yes, the Company has mapped its internal and external stakeholders comprising of employees, customers, dealers, suppliers, shareholders, regulatory authorities and members of the society who are directly or indirectly affected by your Company's operations.
2. **Out of the above, has the Company identified the disadvantaged, vulnerable and marginalized stakeholders.**
There has never been any discrimination in treatment and rights available to any of the stakeholders.
3. **Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof, in about 50 words or so.**
Various social initiatives for facilitating quality of life of stakeholders operating or residing around the factories are provided, depending upon specific requirement to this effect. Various initiatives of the Company include steps undertaken by the Company for providing skill development training to economically weaker and socially disadvantaged ladies in courses relating to in depth training on Tailoring, Embroidery/fabric painting etc. Vocational training was provided to children with disability. Financial assistance was provided to the school for street children.

Principle 5: Business should respect and promote human rights

1. **Does the policy of the Company on human rights cover only the Company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?**
Clause 5.5 of the BR Policy of the Company deals with provisions relating to promotion of human rights. As per the said policy your Company recognizes and respects human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers, etc.
2. **How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?**
The Company did not receive any complaint regarding human rights violation from any quarter during the financial year under review.

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

- 1. Does the policy related to Principle 6 cover only the Company or extends to the Group / Joint Ventures / Suppliers / Contractors / NGOs / Others.**

Clause 5.6 of the BR Policy of the Company deals with provisions relating to protection of environment, which covers only the Company.

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

The Company recognized that climate change is a real threat facing not just by the Company but the entire global community, of which it is just a part. Your Company also recognized that it can play a meaningful role in trying to mitigate the problem by adopting certain strategies and initiatives in its day-to-day operations.

Information in this regard is available at the official website of the Company at the weblink - http://www.andrewyule.com/pdf/policies/Steps_Taken_Environment_Protection.pdf.

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

Your Company actively tries to identify, assess and address potential environmental risks and takes pre-emptive action to minimize such risks in a structured manner.

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

The Company has started using clean Solar Power in its Engineering factory, use of oil furnace has been phased out, Paint booth concept introduced – all related to clean development. Compliance is reported to pollution control board and certification obtained.

- 5. Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for webpage etc.**

The Company has been progressively reducing its energy consumption. Constant efforts are in place to conserve energy and improve energy efficiency in all its plants. The 'Conservation of Energy' section of the Directors' Report for 2020-21, specifies steps taken in this regard.

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

All factories of the Company comply with the prescribed emission norms of various State or Central Pollution Control Boards.

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

During the year 20-21, no show cause / legal notice has been received by the Company from CPCB / SPCB.

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

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

Andrew Yule & Co. Ltd is a member of The Bengal Chamber of Commerce & Industry.

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

Your Company is in touch with above association in promoting public policies and regulatory framework that serve the common good of the society. In the past the Company had contributed towards Swachh Bharat Kosh, which had been set up to attract funds from corporate sector, individuals and philanthropists in response to the call given by Hon'ble Prime Minister to achieve the objective of Clean India (Swachh Bharat). The Company has also contributed to "Prime Minister National Relief Fund" for rendering social service. Further as stated earlier, during 2020-21, the Company contributed towards promoting health care for socially and economically backward groups and differently abled and towards livelihood enhancement projects for them.

Principle 8: Business should support inclusive growth and equitable development

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

The Company thrives for inclusive growth and equitable development. To this end a wide base of MSME vendors has been developed and over 45% purchase made from them. Company has also on boarded GeM for further broadening the supplier base. Vendor development programmes are also held. All above supports the stated principle.

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

Community development programmes are done through NGOs. Vendor development programmes are done by in house team/consultants.

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

Impact of CSR activities are assessed by the CSR Committee and the Board from time to time. Expansion of MSME vendor base is a testimony of the impact of such initiative.

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

In last 6 years, contribution to community development has been Rs.110 lakh in the following sectors in which the project is covered—social service, skill

development programme, sanitation (Swachh Bharat Mission) women empowerment/skill development, education etc.

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

Functioning, fund utilization and projects by NGOs are inspected/assessed by own team for success of the programmes and end result accrued to the community.

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

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

Proper system is in place to track customer feedback. Though during the year the Company has received few minor customer complaints, however, none is pending as on 31st March, 2021. No consumer case has been lodged against the Company, during the year under review.

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

Product labels are reviewed and updated from time to time. Your Company endeavors to disclose not only information mandated under local laws but also those which are required under applicable statutes, in force. Besides industry benchmarks are also adhered to.

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

No case has been filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behavior during the last five years.

- 4. Did your Company carry out any consumer survey/consumer satisfaction trends?**

Consumer surveys are undertaken on regular basis to understand the performance, quality, etc. of the products of the Company to assess customer satisfaction.

Kolkata,
13th August, 2021

On behalf of the Board
Sanjoy Bhattacharya
Chairman & Managing Director