

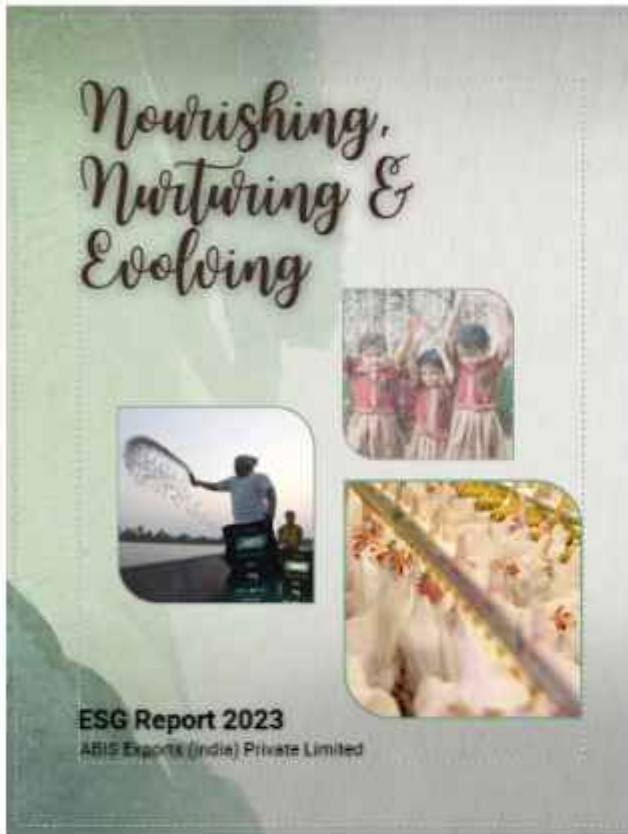
# Nourishing, Nurturing & Evolving



**ESG Report 2023**

ABIS Exports (India) Private Limited

# ABIS's support to SDGs



"Nourishing, Nurturing and Evolving" is ABIS first **Environment Social and Governance (ESG)** report that narrates our journey in the space of sustainable development. The report talks about our business interventions through which we intend:

- to empower the future and their wide range of requirements of nourishment
- to nurture an amicable and robust relationship with our stakeholders and strive to improve our stance with respect to materiality issues relevant to our business unit and
- to be prepared to foresee and mitigate pertinent issues while adapting to new scenarios and circumstances.

## Our ESG contribute to the SDGs in three ways:

- Through our work in our operations
- Through strengthening and empowering our workforce
- Through building social and human capital



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# Letter from our MD



**MR. BAHADUR ALI**  
FOUNDER & MANAGING DIRECTOR

**ABIS has played a leading role in offering affordable, accessible and nutritious protein to the nation. While fulfilling the protein deficiency of millions we are conscious about our commitment towards creating a food system that is more sustainable and equitable for current and future generations.**

Sustainability thus has long been a business priority for us. While delivering the highest-quality protein possible, we have addressed some of the most pressing global challenges of climate change, natural resource management and social justice. In order to share our approach and commitment towards such inclusive and sustainable growth we have produced our first-ever Environmental, Social, and Governance (ESG) Report.

This report details the progress we've made to date in our operations, across our forward and backward supply chains, in journey with our team, our farmers, our community and our stakeholders.

We work closely with our team, suppliers, contractors, consultants and customers in identifying environmental and social risks. Backed by scientific research we test our assumptions through pilot interventions. Measuring and evaluating such initiatives enable us to use the learnings gained to implement the most effective and impactful

projects across our business. These learnings and their implementations are not only the obvious right steps for us, but they are extremely critical for our business development. Our ability to safely and sustainably nourish a growing population into the future will depend on how we execute these new learnings in truly innovative ways.

Our vision of research-backed approach gets extended into our farmer partnerships programme which we undertake across India. We believe that if farmers are not successful we won't be able to feed the nation with highest quality protein requirements. That's why ABIS is working with farmers, empowering them with the support they need to sustainably undertake poultry while helping their families prosper.

Since 2008 we've provided valuable training and information sharing on technical knowhow, and financial support to more than 1 million poultry farmers across India. Our training endeavor in organic farming, poultry manure, soil health, increase crop yields to biosecurity measures in keeping birds healthy geared to create a progressive and prosperous farming community.

We stand for a diverse and inclusive growth model. We aim to empower women and girls in quality education, support them in their career journey and aware them on nutrition and good health. We understand it's a long and hard work to break the age old inequity present in our industry and society, but ABIS is committed to collectively work in minimizing and correcting it.

Since the beginning we have greatly valued employee wellbeing and safety. That's why ABIS is firmly committed to ensuring safe work environments for our people and highest standards of health and safety in the products we make and sell.

We thank to the incredible effort and dedication of our team members, farmers, strategic partners and suppliers and customers to work collectively with us in our journey to achieve our sustainability goals. We look forward to our continued work together and are as committed as ever to tackle the critical societal and environmental challenges we face as we strive to feed a growing nation responsibly.

# About ABIS

The value chain of the ABIS Exports (I) Pvt. Ltd. (here by ABIS or the company), a well-integrated conglomerate of ventures ranging from poultry, solvent, refinery, animal feed, directly relies on the environment. From ensuring efficient use of raw materials, waste elimination and reduction, sourcing sustainably, inclusive growth of the employees, ensuring compliance, delivering upon social obligations to adopting state of the art technological interventions, ABIS has quintessentially been nurturing its relationship with the environment over the years.

We are making continuous efforts to optimize efficiency across the environmental, social and governance framework of the company. We work through a true integration framework linking our forward and backward supply chains. Sustainability is critical in every step of our business strategy.

## Our Team

We are  
**15,000**  
employees

Presence in  
**26**  
states of India

With  
**37+**  
years of  
experience

## Our Vision

To contribute humbly to the gigantic task of producing protein nutrition for the nation in environment-friendly ways, adhering to the highest quality and ethical standards.

## Our Mission

To offer the best protein nutrition by harnessing technology and constantly pushing the frontiers of our knowledge with research and development to continuously increase values for our customers.

## Our business verticals



# Linkage with SDGs

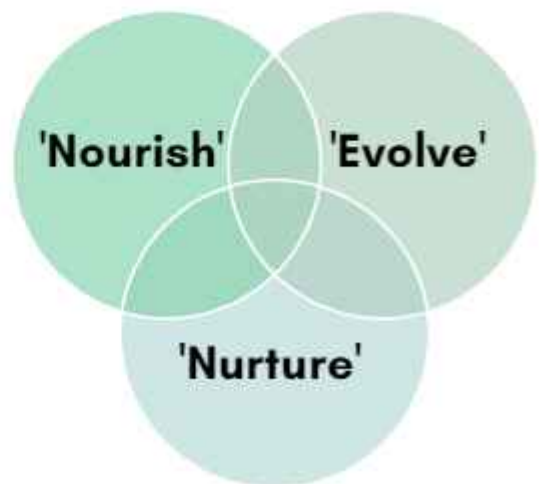
Our commitment to sustainability is inspired from our belief system: 'Nourish - Nurture - Evolve'. This has informed our approach and guided us to align our business with United Nations' SDGs.

ABIS touches all the 17 SDGs in one form or another. We believe each of us needs to do our part to provide a sustainable planet for future generations. ABIS adheres to the triple bottom line framework of sustainability focusing on the cause of the stakeholders and the planet, in the pursuit of building a sustainable business legacy.

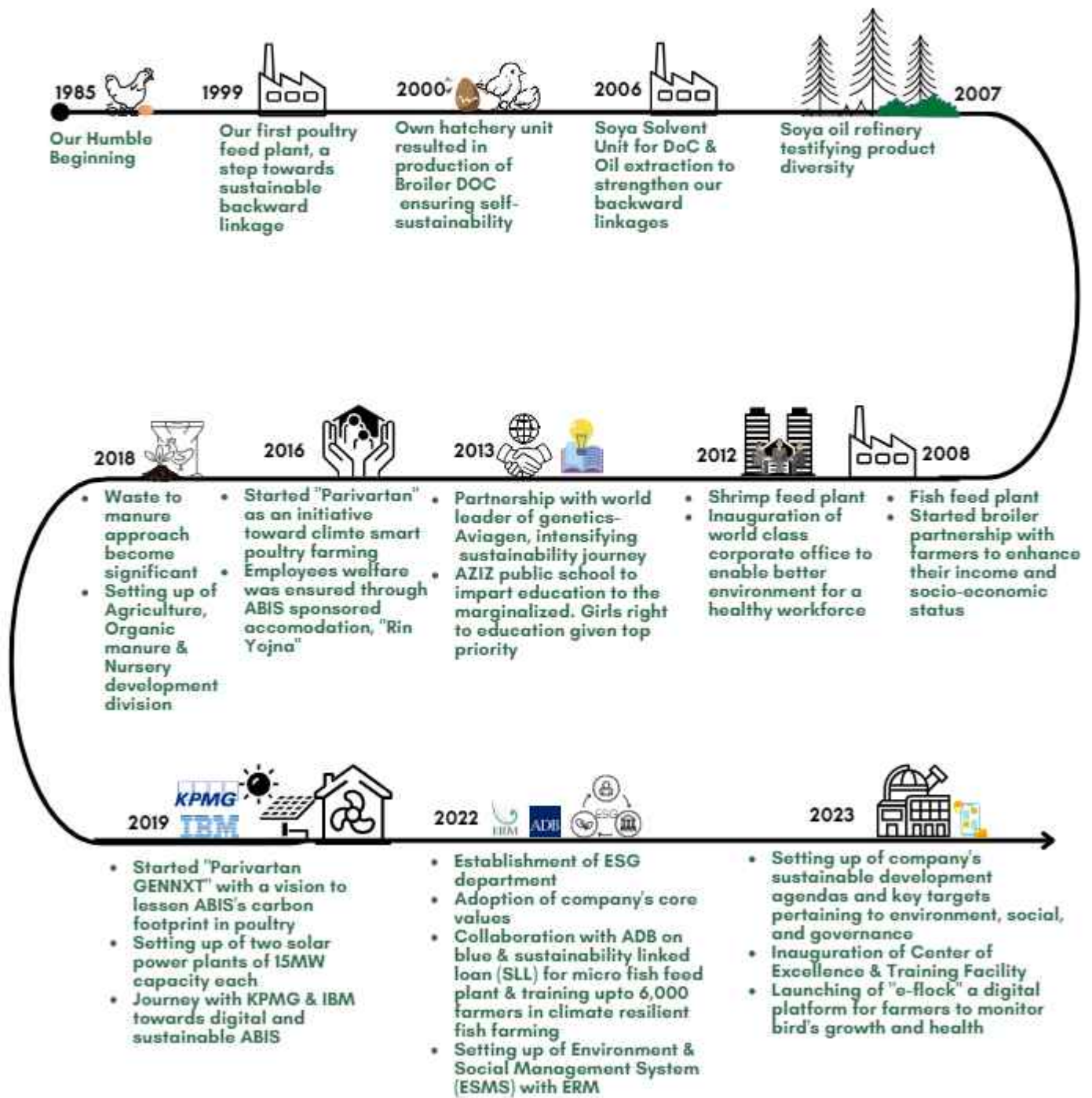
We are facilitating and supporting environmentally and socially sustainable economic growth by ensuring safety, imparting quality education, reducing hunger, securing households' nutrition, safeguarding hygiene and sanitation, and promoting women empowerment.

## We focus on:

- Renewable energy, adopting SDG 7 (Affordable and clean energy),
- Water conservation, adopting SDG 6 (Clean water and sanitation, SDG 14 (life below water)
- Climate smart farming, adopting SDG 13 (Climate action), SDG 9 (Industry, Innovation & Infrastructure), SDG 15 (life on land)
- Waste Management, SDG 12 (responsible consumption & production)
- Farmer extension services, adopting SDG 17 (Partnership for goals), SDG 8 (Decent work and economic growth), SDG 1 (No Poverty)
- Reduction in occupation related accidents, adopting SDG 3 (Good Health and well-being)
- Inclusion and gender equity, adopting SDG 5 (Gender Equality), SDG 10 (Reducing Inequality), SDG 11 (sustainable cities & communities)
- Providing subsidized education, adopting SDG 4 (Quality Education)
- Providing food to Poor, Adopting SDG 2 (Zero Hunger)
- Industry leading governance, adopting SDG 16, (peace, justice & strong institutions)



# Our sustainability legacy



# Highlights

**30 MW**

of total installed solar capacity

**9.5 Mn litre /annum**

of rain water are getting harvested in our Rajpura plant

**25000 Plants**

planted across our poultry farms & facilities

**2300 fish farmers**

moved to ABIS's low FCR better quality floating fish feed

**177,266 MT**

of organic manure produced between 2021-2022

**10,000+ farmers**

got benefited from poultry manure

**16,499 Children**

got free education in Aziz Public Schools

**92%**

Local hire

**33 % Women entrepreneur**

empowered under "Bardana"

**28000+ farmers**

of poultry & fish farming sector improved their livelihood opportunities

**668+ Women**

poultry & fish farmers trained

**3200**

Training man hour in corporate

**20000 farmers**

moved from paper to digital platform

**2600 Families**

received benefits from ABIS's welfare scheme "Rin yogna" in 2021-23

**ISO 9001:2015**

quality management systems

**ISO 22000:2005**

food safety management systems

**ISO 45001:2018**

occupational health and safety management systems

**GMP**

Good Manufacturing Practices

**BAP**

Best Aquaculture Practices



# Message from our Director

At ABIS, we are constantly striving for excellence and evolving to better meet the increasing demand of protein, in a responsible and a sustainable way. We have embedded ESG principles in our business strategies, plan and processes which we are presenting in our first ever ESG report. The report highlights our ESG journey; emphasizing our renewed strategies and key targets.

We are fully aware about the growing prominence of ESG in national and global business ecosystem. In fact, ESG is more than a good intension for us. We are committed to address emissions, conservation, management, safety, diversity and equity through the principle of sustainability. We seek to cord a right balance between the short term performances and investments require for achieving long term ESG goals. We have delineated our ESG stance in a way that reflects our capabilities, decisions and resource allocations from investment to innovations.

We give equal attention all the three pillars of ESG, wherein our 'E' journey and strategy is reflected in our commitment towards net zero emission, zero waste disposal, water conservation, and response to climate change. 'S' gets reflected in our commitment towards community health, safety, and wellbeing. Applying good governance practices that confirms to the letter and spirit of regulatory authorities reflects our 'G'.

Our ESG strategy and commitment has always informed our research. We, through our ESG footprints have created marks in providing higher quality food safety practices, improved people safety measures and the highest animal welfare standards.

True to our company values, we put people first, which means respecting human rights; advancing diversity, equity and inclusion; and improving access to safe and protein rich food. As the biggest protein conglomerate in India, we work to support the prosperity of farmers, improve community wellbeing, lessen the environmental impact, and create a more resilient food system for generations to come. We are learning, and we will continue to work towards sustainability challenges collectively, to do good to our people, community, environment and business.



**Ms. Zoya Afreen Alam**  
Director, Finance

# About this report

The ABIS ESG Report 2023 outlines our approach in the integration of sustainability into our policies, plan, structure, management and operations. The aim of this report is to share our sustainability commitment with various stakeholders; including employees, investors, customers, business partners, suppliers and lenders, community and government.

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## Scope and Boundary

This report is an annual publication and our latest initiative that provides material information relating to our sustainability performance, material risks and governance of the whole business, that includes our operational units all over India. The data related to the environment and social performances unless otherwise specified in the respective sections is based on the actual performance of various businesses of the company.

## Framework Adopted

1. Global Reporting Initiative (GRI): in accordance with comprehensive options.
2. United Nations Sustainable Development Goals (UN SDGs).

## Data Compilation Methodology

Data presented in this report is sourced from respective corporate departments and business units. All calculations and underlying assumptions involved have been explained throughout the report wherever applicable. This report has been prepared in accordance with the GRI Standards: Comprehensive criteria. Reporting on sustainability topics continue to be on the basis of materiality. The Reporting Principles, Universal Standards and Topic Specific detailed in the GRI have been considered while preparing this report.

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# Focus areas

The focus areas are interconnected and form the basis of our plan for a sustainable development. Our sustainability strategy is focused on three principles:

- Protecting Environment
- Safeguarding and Enhancing life and livelihoods
- Enabling good governance

As described in this report, these areas provide us with the strongest opportunity to drive transformation and deliver long-term, scalable impact.



## Environment

We are focusing on climate change and effective and sustainable management of water and waste.



## Social

We collaborate with our employees, farmers, customers, and communities to enhance livelihoods and create a more secure, equitable, inclusive, and resilient food system.



## Governance

Our governance reflects policies, structures, practices, culture and ethics moored in transparency and integrity.



# Materiality

To better understand the sustainability priorities of our stakeholders, ABIS began an extensive materiality assessment in 2021. We engaged our stakeholders, including workers, senior leadership, investors, customers, suppliers, NGOs & government agencies. Our materiality matrix reflects our commitment to our stakeholders and understanding of a wide variety of sustainability issues. These issues are closely connected with one another, and we are working to establish appropriate key performance indicators and goals related to each critical issue.

## ABIS's Sustainability Materiality Assessment:

**1 Engage with our Stakeholders:** We mapped stakeholders across several core groups: internal, customers, consumers, investors, suppliers, government, industry groups, academics and strategic partners.

**2 Identify Issues:** We identified 11 potentially material sustainability issues with inputs from

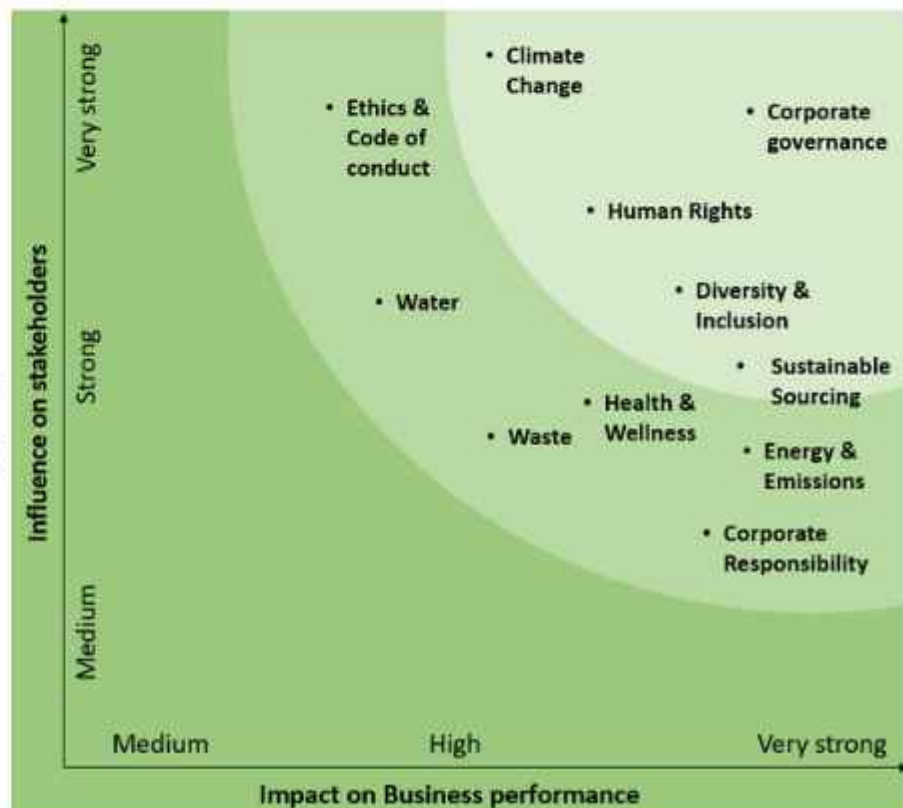
desktop review of published reports of relevant industries, ratings and standards, organizations, a media scan and our own enterprise risk management.

## 3 Build and validate our Materiality Matrix:

We combined inputs from the surveys and interviews of our internal and external stakeholders to develop a materiality matrix, which illustrates each issue's importance to both ABIS and our stakeholders. We used the matrix to identify issues that our internal working group, which is dedicated to setting ambitious goals and actions, will address in the coming year.

During the materiality assessment, some key issues surfaced that are of primary importance to ABIS and our stakeholders. These issues are some in our materiality matrix. Each of these areas is a critical component of ABIS's investment and innovation for the future. To succeed in a global marketplace, we must be the employer and protein source of choice.

## Materiality matrix



# Vision 2030



## Environment

Producing nutrition for the nation, in an environment friendly manner, adhering to the highest quality and ethical standards

### Climate Change

Leverage climate friendly technology to reduce emissions and preserving our planet.

#### Target

50% energy sourcing from renewable sources by 2030  
By 2030 Reduce scope 1 by 10% ;  
Scope 2 by 50%, scope 3 emission by 5%  
Improve energy efficiency by 50%

### Water Resource

Efficient use of water and increasing water availability in our operations and nearby communities

#### Target

- Increase water efficiency by 30% by 2030
- Expand the capacity of rainwater harvesting by 5% by 2030

### Waste

Minimizing all kinds of waste generation by reducing, reusing, recycling.

#### Target

- Achieve zero water discharge by 2025
- Zero waste to land fill by 2030
- Convert 100% of our poultry litter into manure by 2030



## Social

Serving the sustainable development of people by shaping future with meaningful opportunities for all

### Health & Safety

#### Target

- Achieve zero occupational related accidents and injuries by 2030
- Develop software platform for planning, monitoring and digitize the health and safety by 2030

### Farmer Livelihoods

#### Target

- 2030, provide 100% training to poultry, fish and shrimp farmers.
- By 2030, 35% increase in the number of women entrepreneurs in poultry, fish and shrimp farming.

### Diversity, Equity & Inclusion

#### Target

- 2030 increase number of females in managerial positions by 30%.
- 2030, increase the F/M ratio by 30%.
- By 2030, 50% increase in health, nutrition sanitation & hygiene related awareness.
- 2030, increase student strength in our schools by 50%.
- 2030, increase female to male student ratio by 10%.

### Learning and Development

#### Target

- Develop AI-enabled training programmes by 2030
- Develop simulated game-based safety modules for mobile by 2030
- Provide 6-sigma training to 100% workforce by 2030



## Governance

Serve the interest of all our stakeholders through world class governance and leadership.

### Corporate Governance

#### Target:

- Strive to enhance corporate governance as one of the most important task for our management, based on the company's values
- Strengthen the trust of our stakeholders, customers and society by encouraging timely, decisive and risk considered decision-making
- Seek sustainable growth and the enhancement of corporate value and become a company that is greatly valued by society.

### Compliance

#### Target:

- Comply with laws and regulations and go beyond those legal structures by practicing sincere and ethical conduct
- Instill the ABIS's Code of Conduct in each and every facility through actions and training.

### Sustainable Sourcing

#### Target:

- Integration of ESG in procurement

### Risk Management

#### Target:

- Drive the Company's sustainable growth and target all risks with the potential to impacts on our operations.

# Message from our ESG head

ABIS innovates with a purpose to deliver environmental, social, and economic benefits. We generate measurable results that helps our customers, and communities progress towards our broader Environmental, Social, and Governance (ESG) goals. Our ESG focuses on three strategic priorities: Climate Change, Natural Resource Management, and People. Each of these priorities has a clearly defined approach, science based targets and measurable criteria.

We believe in sustainable poultry business and it is only possible through an interactive journey and collective decision making process across our farmers, customers, researchers, academicians, CBOs and NGOs. This is our ESG vision for the future, and every day we are thriving to strengthen this vision with innovation and research. We are elated to the concrete action and responsible investments ABIS is making locally, regionally and nationally to achieve its ESG objectives.

As an integral connector of global food system, ABIS has an opportunity, and responsibility, to protect the planet while fulfilling our purpose of nourishing the world safely, responsibly, and sustainably. For instance, as part of our emission reduction initiatives, our solar plants is expected to supply 47304 MWh of net electricity annually.

ABIS established its first rainwater harvesting system in poultry feed plant, Rajpura, Punjab. With an effective water harvesting area of 25000 m<sup>2</sup>, ABIS is able to harvest 9.5 million litres of water in the year 2022. With innovative means, ABIS is transforming its poultry waste into organic manure at its boiler and breeder farms.

For ABIS, we work every day to feed people, create greater economic opportunities, and build safer and brighter futures. True to our company values of honesty, excellence, integrity, assurance, loyalty, togetherness and healthy environment, we put people first not only in our workplace, but in our supply chains and in the communities where we do our business.

We also know that partnerships can yield powerful ripple effects and thus through our Parivartan initiative we have partnered with poultry farmers, engaging and empowering them with sustainable skills and solutions. In fact, Parivartan Initiative, has improved the livelihood status of 20,000 farmers in production, and promotion of poultry. In fish and shrimp industry, we are working towards building a strong community of women farmers connecting them to financing and training and helping them to increase productivity and income.



**Dr. Poulomi Banerjee Davuluri**  
Head ESG



# Environment

Climate change poses significant challenges for human kind. ABIS is committed in adapting and responding to the impacts of climate change and minimising any negative environmental impacts through emission reductions, water stewardship, and innovative waste solutions.

# Climate change

## Our approach

Climate change has become a significant challenge for humankind due to shift in global weather pattern and natural hazards frequency. ABIS has addressed current climatic challenges by focusing on emission reduction, sustainable water and waste management. Climate smart and sustainable poultry is ensured through technological innovations and enhancement of farmer's resilience.

ABIS has developed a strategic approach to address the climate change. Rooted with strong sustainability principle, we are transforming our vision through policies, plans & procedure, and project driven activities.



### Emission Reduction

We at ABIS are taking action across our operations to reduce our GHG emission by:

- Reducing our scope 1, 2 & 3 emission by adapting scientific and target based measures.
- Continuously investing in an emission reduction initiatives & renewable energy. This year, we invested in setting up two solar power plant of 15MW capacity each.
- Providing climate smart solutions to our poultry farmers in upgrading their farming infrastructure.
- Creating Biogas as renewable alternative from organic waste.

### Innovating new products

First of its kind in market, ABIS's high-performance floating fish feed will support fish farmers to move to better quality aqua feed which will also aid in

- improving productivity (low FCR)
- reducing water pollution
- improving resilience to climate change

### Scaling new Market

ABIS inducts its latest product "Soya Badi", a veg protein source. It will fulfill the requirement of protein deficient nation.

### Supporting climate policy

ABIS endorses the India's Nationally Determined Contributions (NDC) under Paris Agreement to address climate change.





# Scope 1 and 2

## Boiler

Boiler is an important component of any industrial process and it is one of the major source of scope 1 emission. To reduce ABIS's scope 1 emissions:

- ABIS have installed a state of art boiler along with emission reduction equipment.
- ABIS sources the boiler fuel from local community and farmers. Majority of the fuel used are agricultural waste which would have otherwise caused land, water and air pollution.
- Advance electrostatic precipitators installed with ABIS's boiler saves tons of direct carbon shoots from being released into atmosphere.

## Energy Efficient DG Sets

Our facilities are equipped with advanced DG sets that backup our operations. These DG sets are retro fitted with emission control equipment that lower their emission level.

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## Plantation

ABIS has identified plantation as a major role player in restoring the environment. We have added more than 25000 new trees in our planet till now. We pledge to plant more than 10000 trees per year. With our trees, we are offsetting 125-tonnes CO<sub>2</sub> e every year from our carbon portfolio. In addition, these attempt in restoring the vegetation will restore the water resources and temperature in the nearby communities strengthening our sustainability journey.

The group of tree species that ABIS is planting are **Azadirachta indica, Lagestroemia parviflora, Aegle marmelos, Bauhinia racemose, Butea monosperma, Madhuca latifolia, Haldina cordifolia, Mangifera indica, Syzygium cumini, Alstonia scholaris, Artocarpus heterophyllus.**



## Neem tree plantation

Neem (*Azadirachta indica*) has been widely used as a medicinal plant since ancient time. Apart from medicinal benefits, neem tree is usually used as natural pesticide, planting as shade trees and to protect against erosion. Over exploitations of its kind has resulted detrimental effect to the environment. ABIS has planted 3600 neem trees between 2021-22 to repopulate the species. ABIS is focused to plant 10000 neem tree every year under its plantation drive.

# Solar power

Energy is an essential resource for industry. At ABIS, we are trying to power our operations through clean and renewable sources of energy. Solar is a clean and renewable energy source that has the potential to play a significant role in our energy future, reducing greenhouse gas emissions and combating climate change. Solar thus is important for ABIS to reduce our carbon footprints and meet our sustainability goals.

ABIS has established its two solar photovoltaic-based power generation plants in Badhgoon and Moondgaon, Chhattisgarh. With a total installed capacity of 30 MW, 15 MW at each plant, ABIS is able to generate 47300 MWh of clean energy annually. These decentralized sources of energy will offset 443000 tCO<sub>2</sub> e annually reducing our carbon footprint and reinforcing our sustainability goals.

"ABIS has a strong commitment to sustainability and the vision of a more environmentally responsible future. In order to achieve a sustainable tomorrow, we must embrace new technologies and innovative solutions that reduce our carbon footprints and promote renewable energy use. ABIS is focused in the development and deployment of clean energy technologies such as solar & biogas to reduce our dependence on fossil fuels.

In addition to developing clean energy technologies, we are also committed to reducing our energy consumption and improving energy efficiency throughout our operations. This includes investing in energy-efficient equipment, reducing emissions, and promoting sustainable practices."

**Mr. Mohd Rizwan Uddin**  
Technical Head

We see increased focus and activity within climate and energy-efficient alternatives. This can be attributed to our stricter environmental requirements and targets for reducing GHG emission by 2030 which are:

- **By 2030, resourcing 50% of our energy from renewable sources**

**The target will be achieved by:**

- **100% solar lighting in our facilities**
- **Use of decentralized solar energy in our poultry farms**



# Water resource management

## Our approach

Water is most needed in our operations, we thereby ensure it is properly sourced, utilized and withdrawn following our principle and values of sustainability. ABIS sources water from aquifers following the regulations of Central Ground Water Board (CGWB). We have implemented measures to monitor and regulate our water consumption and we also make sure that none of our waste water are utilized untreated. We take in account water related risks in to our supply chain. We have implemented a water resources management plan across all our facilities and offices which helps us to map our water use efficiently. We are proactively engaging in restoring aquifers through various community level initiatives.

Water is an essential element to sustain life in this planet. ABIS ensures that their water are properly sourced and utilized following our principle and values of sustainability. We are focused to keep our business and our farmers less water intensive so that we as well as the natural resources can thrive.



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### Efficient Usage of Water

ABIS aims to use water in the most efficient ways possible with no or minimum effect on our environment. We have adopted best practices in water consumption & monitoring in our manufacturing facilities with the help of modern equipment and innovative methodologies. We also reuse and recycle water in our operations.

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### Water Stewardship

Water stewardship is the responsible planning and management of water resources. ABIS is playing an active role in helping to conserve water resources everywhere we operate. Over the years, we have improved water efficiency at our manufacturing facilities. Our water stewardship includes sustainable screening of our water resourcing, water usage and waste water management.

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### Water Harvesting

We promote to conserve & restore water resources in ways that are beneficial to the planet. We have invested in rain water harvesting in our Rajpura Plant.

# Water in our operations

**ABIS seek to preserve and protect water resources, minimize wastage in our operations and identify local strategies and measures to regulate and monitor its consumption. From sustainable perspective, to improve water efficiency, ABIS uses three step approach which are:**

## **Water Resourcing**

ABIS aims to use water in the most efficient ways possible with no or minimum effect on our environment. Almost all of our water used in an industrial operations are resourced from our own wells. These wells are installed as per the CGWA guidelines. We monitor our water withdrawals using flow meters in all our facilities. We also promote recycling and reusing of water where ever possible.

## **Water Usage**

ABIS has classified the range of activities for which the water is used in our facilities. As per IFC PS 3 requirements, all our facilities has taken measures to avoid wastage of water where ever possible in our process. Our facilities are equipped with flow control valves and water metering systems to monitor any water leakage. We recover and reuse the condensate from the broiler line in all our facilities savings thousands of litres of water.

## **Waste water management**

ABIS wastewater management includes water conservation, wastewater treatment, and storm-water management. Various operations in our facilities produces waste water. With proper technology, we treat 100% of our waste water within our facilities and reuse it for our internal operations. Our state of an art waste water treatment plant discharges 11.3 millions of treated water annually.



# Rain water harvesting

**With a motto of sustainable growth, ABIS has identified the importance of water conservation and started to take action against climate change.**

ABIS established its first rainwater harvesting system in poultry feed facility in Rajpura, Punjab. With an effective water harvesting area of 25000 m<sup>2</sup>, ABIS is able to harvest 9.5 million litres of water in the year 2022. The facility is equipped with injection wells and has expanded the water availability for both industrial and agricultural purposes in the surrounding community.

ABIS is determined to expand its rain-water harvesting in all of its manufacturing facilities. We also aim to extend this drive to save water through rainwater harvesting in our farms and hatcheries. Through our CSR initiative, we plan to have rainwater harvesting in the communities around our facilities.

- **By 2030, ABIS has targeted to harvest 5% of annual water consumption from the rain water.**



Mr. Juned Qazi  
COO

ABIS's strategy to conserve and manage water focuses on restoring water in the groundwater aquifers, rainwater harvesting and 100% utilization of our water resources without waste. We are responding to water challenges through innovation, reducing water in our operations.

We are in process of metering every connection of principle flow in the facilities operated by ABIS. Regularly monitoring the flow and utilization along with its benchmarking is of routine that we follow to reduce our water footprint.

Rainwater harvesting in our facility situated in Punjab state, which is stressed in groundwater, is example of ABIS trying to fulfill its duty to protect water resources. We recycle all of the water that is used in our facilities by use of water and effluent treatment plants, using it for gardening, in toilets and landscaping. Through these actions, ABIS is paving path to become industry leader in water stewardship.

# Waste

## Our approach

In the spirit of always working for a sustainable tomorrow, ABIS aims to make a positive impact on the planet and people. In this regards, we are focused to minimize the waste generation by rooting circularity in our supply chain. ABIS limits the loss of raw materials and reduce the impact of our waste disposal on ecosystems by following national and international regulations and guidelines. We are also keen in utilizing innovative technology to transform our poultry waste into usable form in a sustainable and planet friendly manner.

For sustainable tomorrow, ABIS is always focused to minimize the waste generation in its operations. We follow "Reduce - Reuse - Recycle" to minimize our waste to landfill and to reduce greenhouse gas emission.



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### Circular Economy

ABIS is promoting a sustainable, resource efficient circular economy by practicing reusing and recycling across its supply chain and resource management. In our solvent plant, we are recycling our solvents thereby minimizing the adverse environmental impacts from the disposal of the waste. We make a key contribution to sustainability and resource efficiency by re-introducing high quality secondary raw materials back into our operations.

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### Systematic Waste Sorting

ABIS use a methods as per national guidelines for sorting and disposing of the waste we generate, each of which has a different impact on the environment. We have put in place different color coded baskets that allows us to sort different categories of waste that our individual sites generate and track our various waste streams. We have Red, Blue, and Green colored bins placed in our sites that helps us to segregate hazardous, nonhazardous recyclable and disposal waste respectively. This helps us to manage most of waste at our collecting site and step ahead in the journey of sustainability.

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### Waste to Organic Manure

ABIS waste comprises of huge portion of biomass waste from poultry farms. These biomass waste are rich in valuable nutrients which are essential for vegetation and increasing soil fertility. ABIS has identified the potential of these biomass waste and has initiated to transform these nutrient rich waste into organic manure and biogas. The application of these organic fertilizers has proven very promising to increase food production and soil fertility while minimizing environmental damage. It has also aided ABIS to expand its sustainability umbrella by creating an alternative to chemically produced fertilizers. Every year we are enriching our soil with tons of organic manure and increasing our soil's productivity.

# Waste to organic manure

As a leading player in poultry business in the nation, huge portion of ABIS's waste are coming from our broiler and breeder farms. These poultry manure are rich in nutrients essential for vegetation. ABIS has recognized a sustainable management of poultry waste and we have been converting them into organic manure in climate friendly manner. The organic manure also known as "Black gold" is an excellent alternate for chemically produced fertilizers. It further helps minimizing the GHG emission that would have resulted from their improper management.

## Organic manure production

ABIS broiler and breeder farms are main source of organic waste. Fresh poultry manure is difficult to handle and cannot be applied directly to soil due to caustic effect on foliage and higher GHG emission levels. With innovative means, ABIS is transforming its poultry waste into organic manure at its boiler and breeder farms. ABIS produced 177266 MT of organic manure in the year 2021-2022. The monthly organic manure production at ABIS is shown below:



## Vermicomposting

To promote the sustainable solid waste management, ABIS has initiated vermicomposting of cow dung. Every month we are producing 5MT of green vermicompost for organic farming in our farms.

ABIS is promoting vermicomposting through two ways:

- from our livestock in ABIS Dairy, we produce vermicompost that is used in our own farms for organic farming
- collaboration with the district governments NGBB program for producing vermicompost

मुर्गी खाद से लाभान्वित किसान

किसान भाइयों के लिए खुशखबरी  
**मुर्गी की खाद,**  
खेती के लिए वरदान

किसान का नाम  
गांध  
रकवा

मुर्गी की खाद नैसर्गिक खाद से  
बहुत फायदेमंद।  
मुर्गी की खाद रास्ते को  
बचाता है।

सकसे सस्ती व सुरक्षित विपणन वाली  
मुर्गी खाद।  
सांस्कृतिक खाद बननी होती है  
व जलमय के लिए सुकसान काफी होती है।

सांस्कृतिक खाद से जमीन की उर्वरता बढ़ा जाती है तथा विभिन्न प्रकार की किटाणु जन्य बीमारियों से रोगप्रतिकारक शक्ति बढ़ती है।

**हम हैं आपके साथ- फसल के साथ भी, फसल के बाद भी।**

## ABIS's work for farmers

ABIS promote sustainable farming in communities and local farmers by

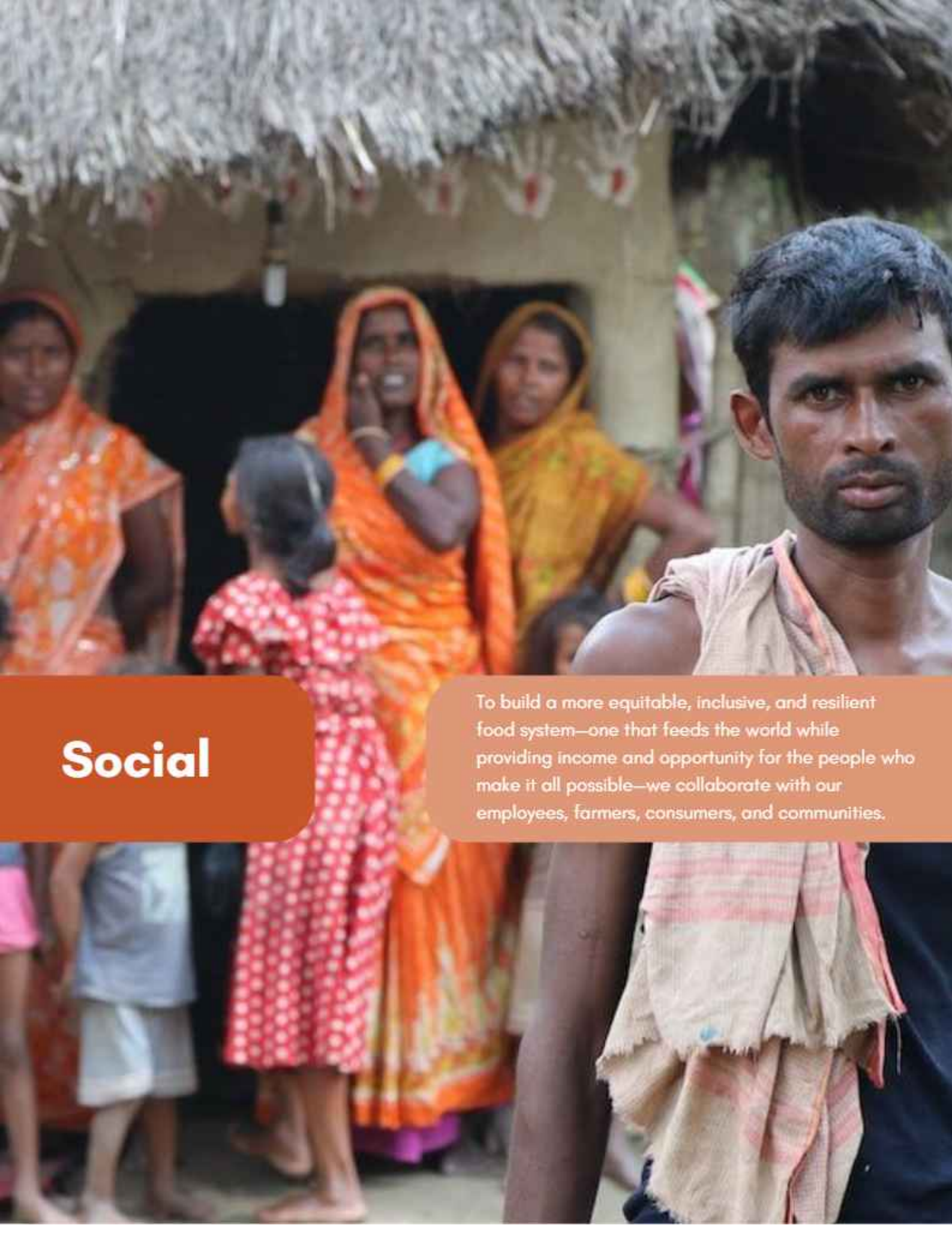
- providing various training to farmers in an effort to promote sustainable farming practice and organic manure usage.
- arranging field demonstration, kisan exhibition and training for farmers.
- promoting organic farming through field Visits, demonstration and government schemes.
- providing technical support from seed sowing to harvesting.
- supporting community activities and programs to foster social connectedness and network building.

## Trainings and capacity building

ABIS conducts training programs with farmers on sustainable agriculture practices and organic manure usage. Our thematic area of training includes kitchen gardening, horticulture sapling plantation, organic manure application, managing livelihood development programs with special emphasis on women.







## Social

To build a more equitable, inclusive, and resilient food system—one that feeds the world while providing income and opportunity for the people who make it all possible—we collaborate with our employees, farmers, consumers, and communities.

# Our approach

To fulfil our aim of safely, responsibly, and sustainably feeding the world, we are bringing together a broad group of people, ideas, and resources. The key element of that commitment is to offer a secure, equitable, and fair environment where our employees may build their careers. At ABIS, we are finding new ways to onboard talent, creating for them opportunities for continuous self-learning and designing a compelling employee experience. We also remain committed to ensuring a safe workplace where all workers can return home safely to their families.



At ABIS, we treat people with dignity and respect. We take this responsibility very seriously, not only with regard to our workers but also in how we interact with vendors, clients, partners, governments, and other community stakeholders.

## We focus our People efforts on five critical areas

### Health & Safety

We are committed to protecting our people and their health and safety. We also ensure our animals wellbeing.

### Farmer Livelihood

We actively assist farmers and producers in raising productivity and profitability thereby enhancing their socio-economic status.

Enabling farmer to operate digitally in monitoring flock growth is our latest sustainability initiative.

### Human Rights

Human rights, in our opinion, are fundamental. We are committed to respecting the human rights of all ABIS employees and all our stakeholders.

### Diversity, Equity & Inclusion

We are committed to develop a diverse workforce and driven by a culture of inclusion and belonging within ABIS and the communities we serve.

### Training & Development

We encourage every employee to enhance their skills through professional development and training offered by us and provide them opportunity to do so.



# Health and safety

## Occupational Health and Safety

### Our approach

**We are always working to improve the programmes and regulations that give our employees safer working conditions. Above all else, we strive to send every ABIS employee home safely each and every day.**

The goal of ABIS's Occupational Health and Safety Management Plan is to ensure that all applicable occupational health and safety regulations are followed. This includes insisting that every work, regardless of how urgent, be completed safely. The workplace culture at ABIS is highly influenced by this adherence to safety.

For this purpose, the ESG department and Environment Health and Safety across plants is connected with proper delineation of roles and responsibilities. ABIS has overarching Environment Health and Safety policy that echoes its commitment towards sustainability and resource conservation, workplace safety, regulatory compliance etc. The policy encompasses:

- EHS risks and incorporation of ADB SPS requirements,
- IFC EHS Guidelines.
- International best practices.
- ABIS's commitment to comply with applicable rules and regulations.

ABIS EHS policy aims to ensure that it forms an integral part of worker/employee agreements and induction training modules. The company will ensure to translate EHS policies in local language and display at conspicuous places at corporate offices and individual units.

The EHS and Occupational Health and Safety (OHS) at ABIS are synergized to produce most optimum results. Also, OHS addresses not only the safe operation of machines, ergonomic workplaces or the handling of hazardous substances, but also mental health issues including stress, depression and emotional well-being of the employees.

At ABIS we strive to simultaneously create optimal working conditions for our employees and to ensure operational efficiencies. Employers and supervisors are obliged to implement all reasonable precautions to protect the health and safety of workers.

### Our trainings

ABIS organizes various trainings in order to provide critical safety information against every work permit such as hot, cold and confined space work, in a rigorous way, which is well reported and documented. Along with that we organize monthly classroom trainings for our workforce in every facility. On job trainings are provided in every two days in each facility to polish the skills of our workers.



# Occupational Health and Safety Achievements for FY 22

## ZERO

loss time injury in 6 facilities

## 15840

Man hours of on job training

## 23040

Man hours of toolbox talk training

## 25200

Man hours of Contractor training

# Community health and wellness

## Sanitation and Hygiene Campaigns

One third of all primary schools lacks sanitation and hygiene services, affecting the education of millions of school children. According 2016 UN records one in four healthcare facilities worldwide lacked basic water services, affecting more than 2 billion people. Women and girls experience shame for menstruation cycles or who are unaware of how-to best care for themselves during their periods face great challenges. Solving the sanitation crisis for women everywhere means changing the narrative about menstruation.

ABIS is promoting hygiene for women through menstruation hygiene management training for girls in schools and lessons on menstruation hygiene management for women in communities. ABIS ensures availability of female hygiene products in schools, funded through CSR. This initiative thus makes women and girls become confident and capable of managing this very normal, healthy aspect of their life.

## Blood Donation Camps

ABIS has organized several blood donation camps in various locations of Rajnandgaon district. Before organizing it, awareness sessions were conducted to clear the misconceptions related to blood donations and to make them aware about the importance and benefits of the same. Our employees also volunteers to the blood donation drive, bolstering the confidence of other blood donors. ABIS aims to make this noble initiative as a reoccurring event, at larger scale every successive time.



## Our achievements

- More than 500 women joined our campaign on sanitation and hygiene till 2022.
- Organized blood donation camps, donating around 400 units of blood till 2022.

# Animal welfare

ABIS aims to drive a positive animal welfare culture throughout its operations with a clear governance framework. We recognize that animals are sentient beings, this strengthens our commitment to enhance the wellbeing of every bird in our care.

- ABIS is committed to being leaders in animal welfare by protecting and improving the health and comfort through research and development, monitoring and accountability.
- Innovative solutions and technology manifest in **our state-of-the-art in-house labs**. Research on genetic diseases, nutritional requirements and right care is our top priority.
- **'In-ovo' vaccination** on 18-day to individual embryos depicts our commitment towards stress free and well managed poultry.
- We have bird specialists responsible to manage our poultry operations. This includes our company veterinarians who oversee our birds across hatcheries and poultry farms.
- ABIS is actively managing animal health risk by controlling zoonotic pathogens at the animal source in an effective manner. We effectively employ strategies to prevent and control pathogens and their further transmission to humans.
- ABIS complies with national animal welfare regulations across its farming operations.

Our team is responsible for leading ABIS's operations with a focus on continually improving the nutrition and welfare of our birds.



# Farmer livelihoods

## Our approach

**It has never been more crucial to work alongside farmers to create a sustainable future because they are among the planet's best problem-solvers.**

Collectively, we are improving on- and off-farm income sources, facilitating access to inputs, markets, finance, and enhancing farm productivity through innovative techniques. By doing so, we contribute to the development of agricultural communities and more resilient farming enterprises.

ABIS provides sustainable income source to the poultry farmers through programmes like broiler integration, parivartan, and parivartan GenNxt. Farmer extension services covers hundreds of fish and shrimp farmers as well.



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### Broiler Integration

With 37+ years of experience in poultry farming, ABIS runs its own operations as well as delegates to external farmers on a contract basis, i.e., our farmer integration. We are leading broiler integration company in India since 2008.

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### Parivartan

ABIS believes that automation and technology are the key drivers of the poultry industry in India. With this motto, "Parivartan", the flagship Socio-Economic initiative was launched in the year 2016 with the aim to assist the poultry farmers in upgrading their farming infrastructure and income.

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### Parivartan GENNXT

With our success of parivartan farms in uplifting the income of poultry farmers, ABIS came in 2019 with an initiative towards building the future of poultry with the most comprehensive package of EC poultry house, robust engineered material and globally acclaimed technology. We aim to encourage new entrepreneurs in the poultry business with a 25% investment from us to kick start their journey.

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### Fish & Shrimp farmer

ABIS produces low FCR, high quality fish and shrimp feed to increase the income of the fish farmers and make them more climate resilient. ABIS will train up to 6,000 farmers in climate-resilient fish farming practices as well as financial literacy.

# Broiler integration

ABIS has recognized the importance of local farmers in promoting the protein business in the nation. With our vision to grow together, ABIS started its Broiler Integration (BI) program in 2008. Through this initiative, we have collaborated and established a strong relationship of trust and believe with our farming community. We provide the BI farmers: Day old Chicks (DoC), high quality poultry feed, regular veterinarian services and technical advices, while in return farmers provide day-to-day care of the birds on their poultry shed. With our higher wages to the farmers, we have been successful to maximize their profits. We thus been standing for the economic viability of their business and their economic independence. ABIS is associated with more than 21,000 contract poultry farms spread across 28 states in India. More than 250 branches of the company located in different districts supports and manages these contract farms.

- **Broiler integration has improved the class status of small and marginalized farmers**
- **Through this initiative, ABIS has given effort to consciously bring women farmers to poultry business**
- **ABIS provides need-based training, onsite training, linking farmers with government schemes**



# Parivartan

## Parivartan Farms

ABIS runs a socio-economic initiative-based contract farming scheme-Parivartan. Under this, the company partners with existing broiler farmers and upgrades their farming infrastructure by providing environmentally controlled houses and automated machinery at a 40% subsidy rate. This in turn enables the farmers to raise quality broilers while maximizing their earnings.

## Climate benefits

- 340 t CO<sub>2</sub>e GHG emission reduction
- 115 MWh of solar energy generation
- Reduction in 20% water consumption

25%

Investment by ABIS

1000+

Farmers benefitted under Parivartan

## Parivartan Academy

Every month, a large number of farmers join Parivartan initiative. ABIS is committed to provide better services to these farmers. In order to educate them about Environment Controlled (EC) house operations and handholding them for best production techniques that could maximize their profit, the academy takes following incentives:

- Educate new Parivartan farmers with EC house production practices.
- Handholding existing Parivartan farmers & imparting technical assistance for better production.
- Train farmers to minimize challenges for doubling income.
- Provide inputs for improving EC house farm management.
- Train for consistent performance throughout the batches in a year.

## Digital Farmer

Our journey towards innovative and smart poultry manifested in creation of a digital platform for farmers. Aligning with the government of India's mission of 'Atmanirbhar Bharat' we have prepared a e-flock book for 20,000 farmers on digital monitoring of daily health and growth performances.





# Parivartan GEN NXT

After achieving remarkable success in our erstwhile 2016 launched Parivartan scheme, ABIS decided to spread the benefits of the scheme as a start-up entrepreneurial initiative to the younger generation of India by setting in motion the Parivartan GEN NXT initiative in November 2019. With the focus of encouraging the young Indians to take up broiler farming in technology-driven ways, ABIS supports them through the Parivartan GEN NXT initiative by investing 25% of the total expense in procuring EC infrastructure while supporting them end-to-end in their entrepreneurial venture. With our past success and strong presence across PAN India, ABIS is successfully attracting the confidence of new entrepreneurs in the poultry business. Our end to end support and hand holding for 7 years provides our investors an extra boost and assurance in their growth.

**4 YEARS**

Return on Investment

**8X**

Return on Investment

**7 YEARS**

Contract of integration

**ZERO**

Working capital required

**COMPLETE**

Hand holding and technical services



# Fish & shrimp farmers

ABIS produces low FCR, high quality floating fish and shrimp feed to increase the income of the fish farmers and make them more climate resilient. Additionally, ABIS provides free farmer extension services i.e., technical assistance to fish and shrimp farmers.

The trainings include:

## Work requirements

- Setting up and operating a fish farm.
- Production lifestyle and critical stages of the life cycle.
- Skills and strength of labor.
- Common design mistakes and their impact on productivity and climate risk.

## Climate change

- Potential effects of climate change on fish, shrimp and farmers, including growth rates, feeding habits, mortality and potential impact on farm productivity and profits.
- Identifying climate-related stress in fish and shrimp.

Smaller than standard feed in size makes ABIS specialized aquafeed suitable for more species of fish. The use of the micro-fish feed helps to boost feed efficiency, feed intake productivity, reduce water pollution and feed wastage as it can float on the water surface longer than the standard feed. In addition to the sustainable growth of aqua feed, ABIS is focused to:

- increase the average income of smallholder aquaculture farmers by 50% by 2030
- provide 220000 tons per annum of floating micro fish-feed in the Indian market by 2030
- provide capacity building and training in climate-resilient aquaculture, modern farming and financial literacy to 12000 male & 3000 female farmers
- by 2030, increase women's participation in climate-resilient fish farming by 30%



## ABIS's Sustainable Micro-Fish Feed

Fish and shrimp farming in India is crucial for fulfilling the protein need of the nation and providing jobs and income to millions. 70% of the fish production in the nation is from the inland fisheries which are predominantly driven by low-income smallholder farmers. These farmers are susceptible to existing climate-related vulnerability for aqua feed production and aquaculture farming. To overcome farmers' vulnerability to climate change and to maximize their income, ABIS came up with climate-resilient specialized aqua feed. The Asian Development Bank and ABIS have signed a sustainability-linked debt facility worth USD 16 million to build a micro-aquafeed plant in India. ABIS will train up to 6,000 farmers in climate-resilient fish farming practices as well as financial literacy. First of its kind in the market, ABIS's high-performance floating fish feed will support fish farmers to move to better quality low FCR fish feed and clinch sustainable fish farming.

# Q&A with our director HR



**Ms. Tanaz Aziz**  
Director HR

## What do we offer our students?

We offer:

- Modern Methodologies
- Experiential Learning
- Career Counselling
- Child Care Program
- Good Parenting Program
- Tech Driven feedback and Remedials
- Best health & Hygiene conditions
- Safe & Secure Transport
- Quality circle time

## What are the core values of our schools?

### **Accountability**

We hold ourselves accountable for our own actions, admit when we failed our own standards, and always strive to be our best selves.

### **Courage**

We are a school that boldly faces challenges and support each other through difficult moments in our learning and life.

### **Energetic**

Every day, we turn up to class excited and ready to participate. We put all of our energy into our activities so we can get the greatest reward out of them.

### **Goal-Oriented**

We're a goal-oriented school. We set ourselves personal goals that are challenging but achievable. We work every day to meet our goals.

## What is our ambition for girl education?

"Educating a boy is educating an individual whereas educating a girl is educating the whole generation". This is what we believe in-educating girls, providing them equal opportunities for learning and empower them to become responsible citizens and good human beings. A girl's education is as important as a boy's. They are the torch bearers of a successful tomorrow. Our school makes sure we educate girls and make them independent individuals who can bring a positive change in their surroundings.

# Human rights

## Our approach

**Respect for human rights, individual dignity and professional conduct is crucial for ABIS's operations. We respects internationally recognized human rights framework throughout our operations and the communities where we do business.**

We take guidance from international standards and declarations like United Nations Guiding Principles on business and human rights (UNGPs) and International Labor Organization (ILO) Fundamental Principles and Rights at work. We conduct our business in an ethical manner where our workforce is appreciated and valued.

ABIS's Human Resource commitments and practices, along with our policies and systems for effective implementation covers the issues of prohibition of child labor, prohibition of forced and compulsory labor, non-discrimination, freedom of association and collective bargaining, Policy on Managing Risks and Impacts on Indigenous Peoples, & Ethnic Minorities, and PoSH. The Human Resource Policies are available to all employees through the Company's Intranet and the employee portal. Our HR policies and practices for labor management are at par with the best in the industry.

We follow all applicable local laws and regulatory requirements, which include among others, the Factories Act 1948, Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act 1996, Central Rules 1998, Industrial Disputes Act 1947 and amendments thereof along with ADB SPS requirements, IFC EHS Guidelines, International Labor Organization Conventions and international best practices. ABIS has a dedicated chance finding procedure before any project planning and implementation.

Our grievance redressal mechanism present at every facility enable us to monitor any violation of our human resource policy. ABIS adheres to statutory and regulatory requirements related to payment of wages and benefits. The Company ensures that there is no violation of the rights of workmen and provides statutory benefits like Provident Fund and medical facilities. We comply with the Minimum Wages Act. All employees retain the right to exercise the option of collective bargaining.

We lay emphasis on strict adherence of these clauses within our premises and at project sites.

ABIS is committed to practice fairness and sincerity and respect human rights. At ABIS we respect fellow associates, never engage in any form of harassment or unjust, discriminatory behavior in the workplace.

### Food Distribution from Hospitality Services

ABIS has aligned itself with SDG 2: Zero Hunger of UN Sustainability goals. With this initiative, we aim to reduce hunger and malnutrition among the people. We aim to address the nutritional needs of children under 5 years, adolescent girls, pregnant women and old persons. ABIS is committed to reduce hunger by providing food to marginalized people. We distribute free food from its hospitality services located in Rajnandgaon district of Chhattisgarh state. Every day, around 70 to 80 people are given food.

The food is distributed at railway station, bus station, road junctions, beggars and needy. We are committed to continue this drive of reducing hunger, provide food and nutrition to the people.

## ZERO

cases of child labor till date

## ZERO

cases of forced labor

## ZERO

cases of violation involving rights of Indigenous people

# Diversity, equity and inclusion

## Our approach

**At ABIS, we are steadily progressing towards advancing diversity, equity and inclusion in our operation and workplace. The company is committed to enhancing gender diversity and participation of diverse workforce, while supporting actions in the spirit of equity at the workplace. We believe that diversity at workplace creates conducive engagement, alignment, innovation and high performance.**

The company's policies ensure a work environment that is free from any form of discrimination amongst its employees in compensation, training and employee benefits, based on caste, religion, disability, gender, sexual orientation, race, color, marital status or affiliation with a political, religious group. Our recruitment is based in merit and ability. Our effort to enhance Diversity, Equity, and Inclusion is founded on the conviction that a diverse workforce contributes to rich discourse, promotes holistic perspectives, and foster creative solutions.

ABIS's Talent Acquisition Policy ensures that the right people are hired for right role at the right time. This is to build a strong employer branding in order to attract the best talents available in the country. In order to promote a healthy working environment at various level like plant, junior, middle & senior management along with leaders are given recognition through Awards.

### Promoting gender equity in the workplace

ABIS is committed to promote gender equity and women empowerment in the workplace and community. In order to ensure safe and good environment for women in workplace, ABIS operates on a zero-tolerance policy for any form of sexual harassment in the workplace, treat all incidents seriously and promptly investigate all allegations of sexual harassment. Prevention of Sexual Harassment policy of ABIS has suitable processes and mechanisms to ensure issues such as sexual harassment, if any, are addressed effectively.

### Action with focus on locals

ABIS supports government's incentive of 'vocal for local' 92% of hiring in ABIS is done locally to support the people and community in the area. This also supports the local economy of the area and creates a progressive ecosystem in the region. Most of the unskilled and semi-skilled labor is hired locally from the area where the facility is located and is being constructed or operated.



**30%**  
of women in leadership

## Bardana

ABIS is working towards women empowerment to make women financially empowered and independent. For this purpose:

Company started 'Bardana Sewing' Initiative on 26th February of 2019

- Under this initiative, women earn their income by sewing bardana bags.
- Women can also take care of their home and children, and earn money through this initiative.
- The initiative started from Bhandari-Bharda village from 17 women and has now spread to nearby villages.

The initiative has garnered very positive feedback from the women and the community is very enthusiastic about this initiative.



## Quality education

Aziz School is committed to offer the very best practices in every aspect of academics; to give students sound footing in competitive world. We believe in setting for nothing less than total success and is willing to chase aspirations of students till the point of fulfilment. At Aziz our priority is to make out difference and translate them into tangible benefits for the student's fraternity.

It is very important that every child reaps the benefits of quality education which has always been perceived as high-priced luxury for the underprivileged, therefore we at Aziz Public School take pride in being a leading private co-educational institute, affiliated to CG Board with over 4000 students in our educational network spread all over Chhattisgarh. With progressive approach and modern vision through care we are strengthening our commitment towards creating a better future.

We aim to:

- Increase our student strength by 30 percent by 2025
- Increase female to male student ratio by 5 percent by 2025

### Our Achievements:

- Number of students till 2022 is 16499
- Till 2022, there are 48 percent of girls in APS



# Learning and development

## Our approach

**At ABIS we think that every employee should have the opportunity to learn at their own pace and receive appropriate training that is suitable for their jobs.**

To enhance the learning experience of our employees, our learning and development department is always working towards upskilling of our work force. In addition, the learning and development department along with the other departments develop high quality learning resources, which through training sessions are available to all of the employees. Not only the office employees but also the workers working in our production facilities get training and education needed to ensure a safe, productive and highly skilled workforce, in close collaboration with ESG department.

The trainings cover a broad range of topics from communication skills, excel workshops, leadership development to digital and data skills.

## The Centre of Excellence & Training Facility

Training can increase productivity and efficiency. It can also provide greater consistency and make it easier to meet organizational goals and project outcomes. Keeping this in mind, our state of the art, hi-tech training center "The Centre of Excellence & Training Facility" was inaugurated in January 2023.

"The Centre of Excellence & Training Facility" is a sprawling 50,000 sq. ft. building, functioned for technical training, talent development, and innovation labs with the purpose to establish best practices for business strategy and building an ingenious culture for digital enablement. The Centre will enhance the skills of ABIS employees and will train the next generation people who are willing to join our successful journey.

The facility is equipped with modern library, a high-tech boardroom, interactive boards in classrooms, and highly qualified instructors who can train 250 trainees at a time.

**300 TRAININGS**

during 2022-23

**3200**

Training hours given



# Talent Development

In order to improve the learning experience, we keep innovating and responding to employee feedback. We want to make sure that our employees can put their knowledge and talents to use on challenging and fulfilling projects.

We have a dedicated team of professionals and a management system to ensure that we offer more formal development that is relevant, current, and addresses the changing needs of our employees, our business, and learning solutions. Although a sizable portion of a person's learning opportunities come from on-the-job learning.

We want our employees to have the opportunity to develop and fulfill their career aspirations with ABIS. The various programmes help ABIS personnel gain the knowledge, skills, habits, relationships, and experience needed at various organizational levels.

The center of excellence and training center is the center of our drive of talent development. It is used by different department at ABIS in order to develop skills of our employees through planned as well as regular trainings. One such department is business excellence that is paving ABIS towards development of a talented and skilled workforce.



## Business Excellence at ABIS

Business Excellence is majorly about developing and strengthening the management systems and processes of an organization to improve performance, efficiency & generate value for all related stakeholders. It helps to create a competitive edge for an organization that can continuously improve their processes, tools & systems to achieve higher, consistent & reliable business objectives and sustain the same.

Business excellence focuses on creating continuous improvement culture for the organization which helps in improving the overall efficiency of the organization. We have embarked the Lean Six Sigma journey (includes training & project completion) in the organization to empower & aware employees about the different tools & technique available for continuous improvement methodology. Employees are encouraged through certificate program for practical uses of the concepts learnt by implementing improvement projects in their respective areas. It helped to create a continuous improvement data driven approach in organization to achieve better results. We also work closely for the business process management across the organization to achieve streamlined workflows & adequate process controls. Business excellence drives the improvement idea generation workflow for the organization. This helps to empower all the employees to participate & build continuous improvement culture across organization to achieve greater value.

**Mr. Amit Kumar**  
**Head Business Excellence**



# A word from our HR Head



**Mr. Ajith Mani**  
Head, HR

We are committed to create an inclusive and equitable work environment where everyone is respected, and we value and celebrate our differences. Our approach to ensure inclusion and diversity across our businesses gets reflected in the progress we are making with women empowerment, skill development of the socio-economically marginalized, and harnessing local talents. We are against any sort of discrimination with LGBT community, class, creed or religion.

We functioned in a way that foster an inclusive workplace helping our employees to understand the important role they play in creating an environment where their views are valued and respected. In recognizing the diversity of our people, we often translate important messages into local languages. This includes communication of policy updates, training materials, information on work conditions and announcements to teams. Our people have access to our policy and code of conduct through internal communications application.

Our ability to attract, develop, reward and retain talented employees is central to our business strategy and vital to our future. Our goal is to hire passionate, purpose-driven people from diverse backgrounds and ensure that we nurture and support their development and success.

Our core values leads us to build a team of diverse and qualified workforce. The workforce that will lead us towards larger business presence and fulfills our social imperatives.



# Responding in times of crises

**1,35,00,000**

Donation to Covid-19 relief

**2,500**

packets of food packets distributed to migrant workers daily during lockdown

**3300**

Food packets and packaged RO water bottles for laborers in Baghanadi border twice everyday

**6 BUSES, 20 VANS**

with diesel and drivers provided to drop laborers from Rajnandgaon to various districts of Chhattisgarh

**10,000**

Packets of ABIS Edible oil donated

**10,000**

packets of dairy products distributed to police on-duty during COVID-19 lockdown

**MR. BAHADUR ALI**

our Founder & MD

**FACILITATED**

with certificate by District Administration, Rajnandgaon for invaluable support during COVID-19

**SANITIZED VILLAGES**

Moondgaon, was completely sanitized apart from distribution of essential commodities

**SANITIZING TRACTOR**

was provided to Municipal Corporation

**25,000**

chicken birds distributed during 1st phase of COVID-19 lockdown

**5**

Cars with drivers, diesel and food packets provided to Corona warriors



## Governance

Since our foundation in 1985, ABIS has acted on the belief of doing the right thing, setting the foundation for sustainable success. This belief has permeated in our culture. Our six core values serve as the foundation for the behavior, work culture and governance.

# Our approach

In all of our business functions, we are dedicated to defining, upholding, and applying the highest standard of corporate governance. Our governance, which encompasses our culture, rules, and interactions with stakeholders, reflects our values. Our governance makes sure we always have our stakeholders' trust. Effective corporate governance is implemented throughout the company, thanks to a strong independent and diverse board leadership. The board committees work throughout the year to support top-notch governance techniques. A solid policy foundation is ensured through regular policy reviews. The organization takes great pride in adhering to international rules, norms, corporate governance laws, and best practices.



## We focus our Governance efforts on four critical areas

### Corporate Governance

We have a balanced board in which there are whole-time directors, Non-executive directors and women directors. Also, the board committees includes audit committee, finance committee, CSR and ESG committee, and risk management committee.

### Compliance

We have a robust code of conduct that encompasses best practices around the world and business ethics. We monitor our compliances using vision-360. It is a web-based model which tracks event- and time-based compliances, in accordance with local and internationally recognized regulatory requirements.

### Sustainable sourcing

Sustainable procurement is a process whereby we meet our needs for goods, services, works, and utilities in a way that maximizes value for money over the long term in terms of producing benefits for not only us but also for society and the local economy, all the while minimizing harm to the environment.

### Risk Management

We promote risk management activities that encompass information management, cybersecurity, intellectual property rights and personal information security.



# Corporate governance

## Our approach

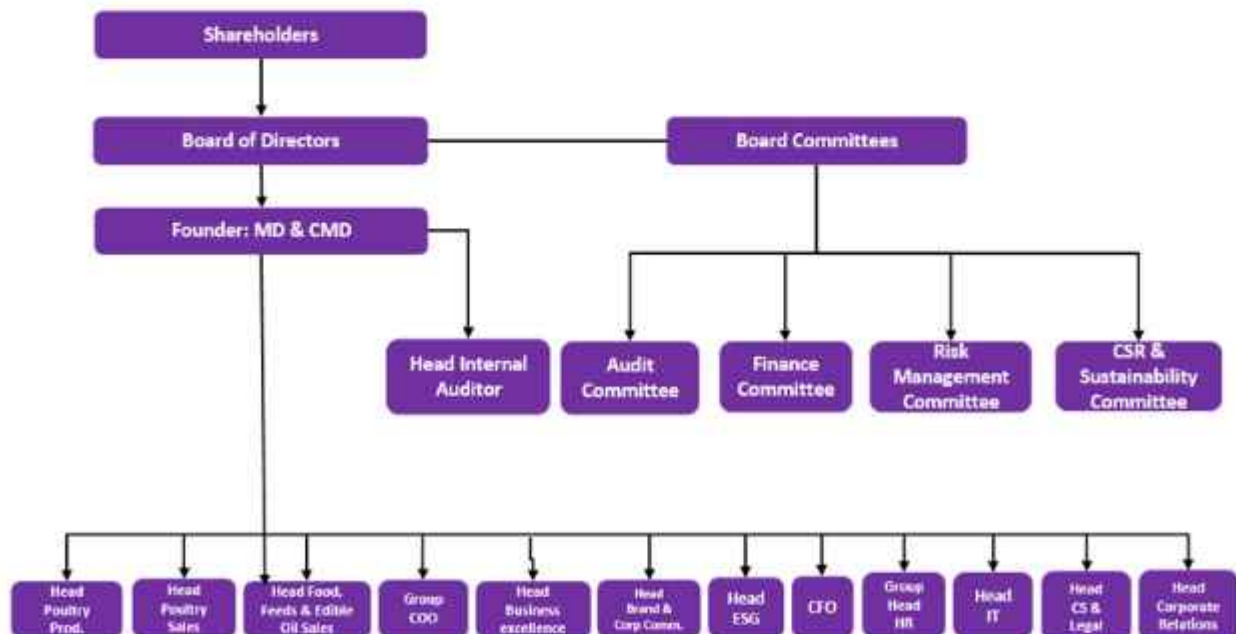
ABIS has a four-committee system in order to delegate the decision-making authority of executing important business matters from the Board of Directors. The system of committee enables quick decision-making and prompt business execution while clearly separating management supervision and execution so that the Board's function is concentrated to the overseeing of business execution. The four committees are audit committee, finance committee, risk management committee, and CSR and ESG committee. Together these board committees support board of directors.

### Board of directors

In all of our company operations, we are dedicated to defining, upholding, and applying the highest standard of corporate governance. Effective corporate governance is implemented throughout the company thanks to a strong, independent, and diverse Board of Directors. Independent Board Committees work all year to develop governance procedures that are at the top of their field. The Board of Directors' responsibilities include making decisions regarding important company issues like its fundamental management policies and

overseeing the operations of Directors and head of departments in order to fulfil the shareholders' mandate to achieve sustainable growth and increase the corporate value of the Company over the medium to long term. The Board of Directors also considers and decides on issues outlined in the provisions of The law of land.

### Corporate Governance Structure



# Q&A with our CFO



**Mr. Manoj Ahuja**  
Group CFO

## **How critical is ESG for ABIS?**

We no longer can afford to ignore ESG; given the significant benefits and risks it poses to the corporate profitability and valuation. With increasingly severe sustainable development problems in the environment, society and the finance market, ESG has emerged as a critical principal to build sustainable and comprehensive development framework for human society.

The market structure today is being strongly informed by new aspects of sustainability, which determines how businesses obtain finance. Companies can enhance their financial terms and financial performances by focusing on ESG issues. ESG thus are financially material and significant not only by investors but also regulators. SEBI regulation on sustainability reporting, for instance, requires companies to be transparent about their ESG ratings or disclosures.

ABIS truly acknowledges this paradigm shift and endorse responsible investments by incorporating factors of ESG both in our corporate governance and financial performances. We understand that through responsible ESG we can gain customer loyalty, corporate reputation, access to capital, cost savings, innovation capacity, human resource management, and risk management and these, in turn, have the potential to increase our productivity and the payoff achieved in the long run

## **What are the key ESG issues that are financially material for ABIS?**

We believe in setting up of a scenario of equilibrium between society and environment integrated into the competitive landscape of our business. Climate change, water conservation, waste recycling, safety, security, wellbeing of the marginalized, women empowerment are all significant financial material. Our ESG report delineates the commitments, strategies, targets that we have developed collectively with our stakeholders towards achieving this equilibrium.

## **What is the link between ABIS's ESG and economic performances?**

We are tracking returns on our existing sustainability investments and carefully accessing the future initiatives through our ESG footprints. We have keenly measured the intangible benefits of the sustainability initiatives to capture their returns. Asian Development Bank (ADB) and ABIS entered into an agreement to subscribe to non-convertible debentures for \$16 million, to enhance food security in India by supporting the construction of micro fish feed plant and by training up to 6,000 farmers in climate-resilient fish farming practices as well as financial literacy. This sustainability-linked and blue-debt facility financing signifies ADB's and ABIS's commitment to climate change and adaption, water conservation, ocean health and promotion of farmer's capacity building.

The growing prominence of our ESG considerations coupled with our new policies, procedures, plans is helping us to cement ESG as our mainstream business concept influencing investment returns and corporate strategy.

# Compliance

## Our approach

We fully believe that upholding the highest standards of professional behavior and ethics facilitates the responsible management of our company. We are able to uphold the highest ethical standards for our staff thanks to our code of conduct and ethics. It complies with all relevant laws' and regulations' legal requirements. It also emphasizes what we expect of our staff. The principles of our code of conduct are acknowledged by and followed by our business partners.

### ABIS's Code of Conduct

ABIS's Code of conduct is intended to clarify the principles of working and linking the same to the required standards of professional conduct.

ABIS's Code of Conduct is foundational to our business. Grounded in our values, the Code of Conduct outlines the shared ethical standards and key compliance policies that apply to all ABIS employees. The Code of Conduct is shared with new employees during onboarding.

Compliance with ABIS's Code of Conduct is mandatory. Every employee must comply with, and report known and suspected violations of, the Code of Conduct or ABIS's compliance

policies. Any employee who fails to comply with our Code of Conduct or fails to report violations would attract penalization and strict action against them, which might even lead to termination, as will be deemed appropriate by the company management.

Employees have many options for reporting ethics and compliance concerns. Managers set the tone for their teams and are often the first-place employees turn, but employees can also reach out to the Human Resources managers.



# Sustainable sourcing

## Our approach

In order to fulfil our promise to procure sustainably, we will incorporate ESG as a strategic topic across supplier life cycle stages and establish end-to-end visibility on supplier performance through collaboration and engagement, with an end goal of co-development and innovation towards sustainable outcomes.

Integrating sustainable procurement into our ESG strategy ensures that we remain mindful of the impact of our sourcing decisions have on the environment and society throughout our business. We prioritize safety, security and human rights in our supply chain and are in process of Integrating ESG in the procurement training process. This draws attention to the provision of social value and sustainable procurement, as well as economic, social, and environmental benefits like:

- creating new businesses, new jobs and new skills in the local area

- improving supplier diversity, innovation and resilience
- tackling climate change and reducing waste.

The key driver of the sustainable sourcing at ABIS is local procurement and sourcing. Not only it reduces our environmental footprint, but also helps to develop the local area. For reducing consumption and waste, and inclusive local economic development, we prioritize local vendors for material. This also supports our 'net zero' and decarbonization due to reduction in energy and transportation required due to less distance.





# Risk management

## Our approach

From our internal audit committee to the risk management committee all the way down to our business and operations, managing risks is a shared duty. Through policies, processes, controls, communications, trainings, and due diligence, ABIS identifies risks through monitoring and auditing and addresses problems through reporting, investigations, and enforcement.

We use a carefully developed process to identify risks at the specific company level for current operations and ongoing initiatives. At least once every three months, business level review meetings are held to formally talk about risk management. The Audit & Risk Management Committee aids the Board in the risk management process by identifying and assessing any changes in risk exposure, reviewing risk control measures and approving remedial actions wherever appropriate.

### Information Management

We monitor on a daily basis while building systems capable of instantly responding to incidents that must be addressed, in addition to continuously bolstering efforts to secure information security against increasingly complex and sophisticated cyberattacks.

ABIS understands how crucial it is to preserve sensitive data. ABIS has systems in place to act swiftly and legally in response to requests for disclosure of personal information as per rule of the land.



### Environment and Social Risks and impacts

The key environmental and social risks that may emanate during ABIS's undertaken activities in its lifecycle are taken into consideration in our environment and social management system (ESMS). Though the aforementioned type of activities will be undertaken by ABIS and its contractors, there are risks that are required to be managed through various stages. These risks are largely attributed to the general environmental and social risks of such project activities. The management and addressal of these identified risks will be done through standard operating procedures, tools, checklists and other implementation measures.

We at ABIS have developed an activity aspect impact matrix for projects in construction and operational phases. In this matrix, we have divided activities into their likelihood and severity to identify their significance rating. The minimum control measures are listed against each potential impact of the activities. We also have environmental and social risk screening and categorization framework for the future projects of ABIS.



INDAMARA POULTRY FEED PLANT



RAJPURA POULTRY FEED PLANT



AMLIDIH POULTRY FEED PLANT



MUZAFFARPUR POULTRY FEED PLANT



ABIS Family





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