

Nature Bio Foods



SUSTAINABILITY REPORT - 2025

# ONWARDS

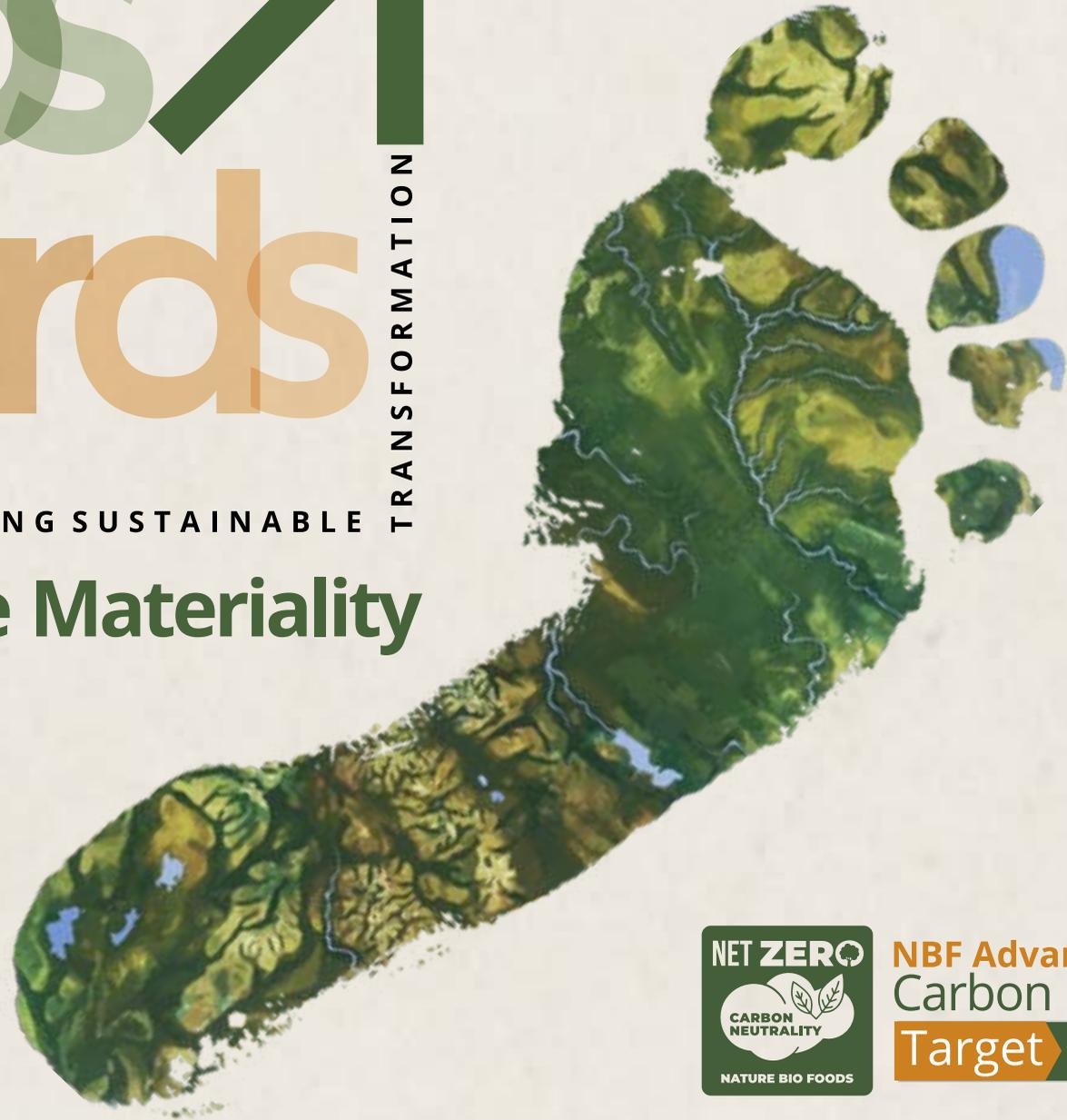
*and*

# Upwards

TRANSFORMATION

ADVANCING SUSTAINABLE

## Double Materiality



**30** years **वृद्धि**  
**veda**  
of organic business in 30 countries and an ever expanding partner base



**NBF Advances**  
**Carbon Neutral**  
**Target 2045**





Nature Bio Foods continues to move Onwards with innovative, sustainable practices and reaching Upwards by setting and achieving new benchmarks in reducing carbon emissions with environmental stewardship. Onwards & Upwards encapsulates our relentless drive to lead the organic revolution, constantly pushing the boundaries of supply chain innovation and excellence in food ingredients.

This report documents our substantial progress and our strategic vision for the future, underscoring the significant milestones we have reached and the ambitious targets we continue to set. Our dedication to growth, resilience, and continuous improvement in establishing new sustainability standards, enriching the lives of our farmers, and ensuring a thriving planet for future generations.

Onwards & Upwards is more than a motto-its our pledge to growth, resilience, and continuous improvement.

# Content



<b>3</b>	<b>1. PREFACE</b>	
<b>6</b>	<b>2. MESSAGE FROM THE CEO</b>	
<b>7</b>	<b>3. MESSAGE FROM THE CHAIRMAN</b>	
<b>13</b>	<b>4. INTRODUCTION</b>	
<b>35</b>	<b>5. SUSTAINABILITY AT NATURE BIO FOODS</b>	
<b>49</b>	<b>6. SUSTAINABLE ENVIRONMENT</b>	
<b>69</b>	<b>7. SUSTAINABLE LIVES</b>	
<b>105</b>	<b>8. SUSTAINABLE PRODUCTS</b>	
<b>137</b>	<b>9. SUSTAINABLE GOVERNANCE</b>	

- About Nature Bio Foods
- Nature Bio Foods' Journey
- Our Business At A Glance 2025
- Fostering The Growth Of Organic
- Nature Bio Foods Investment in Leev
- Global Footprint

- Our Commitments 2030
- Developing Our Workforce
- Success Stories
- Impact Assessment

- A Legacy Of Care
- Stakeholder Analysis Matrix
- Connecting Risk & Opportunity Management
- Double Materiality Assessment (CSRD)

- Our Commitments – 2030
- GHG Accounting Methodology
- Carbon Neutrality Progress
- Carbon Neutrality Road Map

- Our Product Range
- Safety & Compliances
- Trace Origin
- Transforming Food & Agriculture Through Sustainable Farming Practices,

- Sustainability Governance Framework
- Internal Audit Control Systems
- Policies
- Our Commitments
- Digital Transformation

# Preface

Dear Business Partners,

We, at Nature Bio Foods, take pride in collaborating with partners who share our passion for organic sustainability. Your commitment and dedication have been essential in enabling us to incorporate sustainable practices into all aspects of our business operations.

This Sustainability Report demonstrates the progress we have made in aligning our business with the principles of sustainability. It reflects our Vision, Philosophy and the actions we have taken to create a positive impact. This year, Nature Bio Foods has conducted its double materiality assessment in line with the European Sustainability Reporting standards (ESRS) & Corporate sustainability reporting directive (CSRD). For all our stakeholders—investors, customers, employees,

farmers and communities—this report is a critical tool for fostering transparency and shared understanding.

To ensure transparency, we have made a conscious effort to highlight the risks, opportunities and added value we create. Moving forward, we aim to focus on quantifying key indicators to make sustainability reporting an integral part of how we do business, ensuring that we are transparent and accountable in every step we take.

Our journey, from a small seed to where we are today, has been one of growth and impact. As we continue to expand, we remain committed to giving back to society and the planet as a reflection of our gratitude for the trust placed in us.







*Nature Bio Foods believes in  
the power of synergy*

By embracing sustainability, circular economy principles and responsible sourcing, our model drives profitability and growth while fostering long-term positive impact on communities, ecosystems and the planet. Through innovation and collaboration, Nature Bio Foods is committed to creating shared value, enhancing livelihoods, and advancing a healthier more resilient future.

# MESSAGE FROM THE CEO

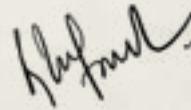
## Dear Business Partners,

I'm proud to report that, Nature Bio Foods once again delivered on a broad range of sustainability accomplishments spanning four focus areas: Promoting Sustainable Products, Lives, Environment and governance. We look at these areas of action from a holistic perspective, knowing there are strong interdependencies and that it is at the intersections where Nature Bio Foods can make a scalable difference in ways that drive our business.

Building on our Vision to "lead the organic ingredient supply chain with a strong focus on sustainability and finest processing output," we consider sustainability to be at the core of our corporate responsibility – and it also safeguards our future growth. Sustainability is therefore an essential component of our corporate strategy, our business activities, our corporate values, and the way in which we conduct our business.

Our journey together towards Carbon neutrality and Beyond connects and inspires our employees, Suppliers, business partners, communities and consumers around the world. We also emphasised the need for a transition to Sustainable agriculture, at speed and scale, to restore the ecosystems that are vital for nature, society and the global economy to thrive. We are proud to launch our Sustainable agriculture programs in Africa and Thailand in recent years as we expanded to +125,000 Organic agriculture Ha around the globe benefitting over half a million community members. These practices are building farm resilience and ultimately supporting a global food system that can sustainably support a growing population.

Our preliminary double materiality assessment this year confirmed that the Nature Bio Foods programme addresses the ESG risks and opportunities that are most material to the business financially, as well as the areas where we have material impacts on people and the environment and how these are concentrated along the steps of our value chain. The actions we are taking to deliver on our focus areas help us mitigate risks and capture opportunities, including the generation of new business.



Rohan Grover  
(CEO)

# MESSAGE FROM THE CHAIRMAN

**Dear Stakeholders,**

We are pleased to share our ongoing Sustainability Initiatives, which highlight our commitment to environmental and social responsibility. Our journey towards growth in the organic sector is not just about financial success but also about building a relationship of trust with our Customers and farmers. We are proud to share that the financial growth we have experienced in the organic sector, along with our continuous efforts toward social and environmental development, are guiding us toward the achievement of our long-term goals. Our aim is to empower and transform the farming community, contributing to a healthier, more sustainable future.

Our work goes beyond producing organic food—it's about creating lasting change by supporting farmers, protecting the environment, and meeting the growing demand for authentic, sustainably produced products. We are proud to see the positive impact our efforts have had on the socio-economic well-being of the farmers we work with, as well as our ongoing work in preserving nature for future generations.

We also believe that the principles of fair trade are essential to creating a more sustainable and inclusive food system. By ensuring that all stakeholders in the supply chain—from farmers to consumers—benefit, we are fostering an environment of shared growth and mutual respect. Our motto, "Act, Transform, Inspire", has gained even greater significance as we continue to navigate the challenges of our rapidly changing world.

As we look ahead, our vision remains steadfast:

to continue leading the way in organic agriculture and sustainability. We are dedicated to scaling up our initiatives, expanding our impact, and exploring innovative solutions to further enhance our environmental stewardship. By integrating advanced technologies and sustainable practices, we aim to reduce our carbon footprint and promote biodiversity. Our focus is not just on growth but on responsible growth, ensuring that our progress contributes to a balanced ecosystem and a thriving agricultural community. We invite all our stakeholders to join us on this transformative journey towards a more sustainable world.

Through this report, we aim to keep our partners and stakeholders informed about our ongoing initiatives and the steps we are taking to help shape a more sustainable and equitable future.

*V K Arora*



V K Arora  
(Chairman)



# STRONGER TOGETHER FOR CHANGE



Transforming the Organic  
Landscape Together

Nature Bio Foods takes pride in fostering global collaborations with esteemed stakeholders and eminent personalities. Together, we have united for revolutionary changes in advancing the goals of the organic industry. This collective effort drives positive innovations that contribute to a nature-positive approach, creating a better world to live in. Our partnerships are rooted in a shared commitment to sustainability, collaboration, and innovation, helping to shape a healthier and more harmonious future for the planet.



# SUSTAINABILITY ACROSS OUR VALUE CHAIN

We are turning our priorities into action by implementing sustainability initiatives across our value chain, working with farmers, customers, communities and partners to make lasting and tangible difference upwards and onwards.

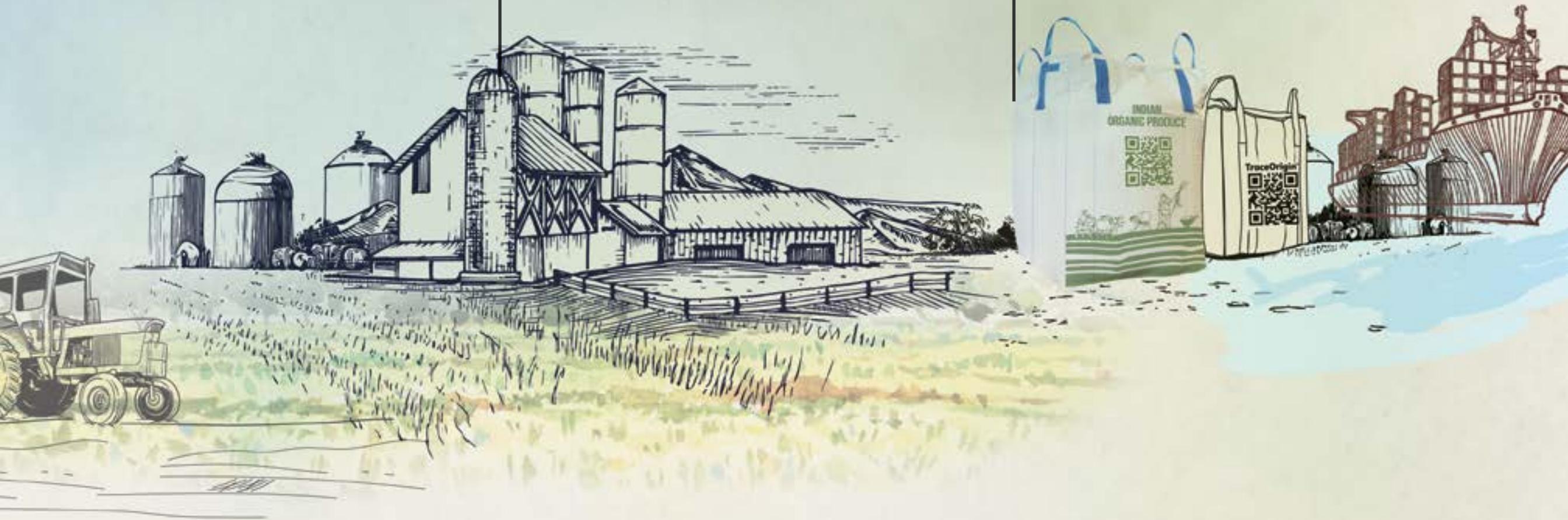
**In farms and  
communities**

**For our people**



**In our  
processing unit**

**For our costumers  
and consumers**







# Up

## Connecting People To Organics

As pioneers in the industry since 1993, Nature Bio Foods has been at the forefront of India's organic movement, dedicated to connecting people with healthier, sustainable food. We have set high standards for quality and innovation, ensuring long-term solutions for the global organic supply chain.

With Upward and Onward as our guiding theme this year, we are committed to scaling our practices, expanding our reach and delivering organic products that benefit both people and the planet.

# *Introduction*

# ABOUT NATURE BIO FOODS

Nature Bio Foods, is a recognized leader in India's organic ingredient industry. As part of LT Foods, a globally renowned rice-based food company known for its iconic brands Daawat and Royal Basmati, we have built a reputation for excellence and innovation. With a steadfast commitment to sustainable farming, we manage over 125,000 hectares of land under organic certification, cultivating high-quality organic products that are trusted by consumers worldwide.

Our success is rooted in a deep commitment to the farming community and a dedication to upholding the highest standards in quality control. By ensuring sustainable farming practices, we support our farmers not only through technical expertise but also through initiatives that foster environmental, social and economic empowerment. These include fair-market wages, access to clean water, educational programs, infrastructure development and our carbon-neutral program, all designed to focus on making sustainable products, sustainable lives, and a sustainable environment through sustainable governance.

At Nature Bio Foods, we see farms as hubs of opportunity, and shared purpose. Our approach to sustainability goes beyond environmental stewardship—we aim to drive economic and social stability for farmers, fostering long-term relationships built on trust and mutual growth. Our comprehensive programs focus on improving both the livelihoods of farmers and the health of the planet, ensuring that our business benefits both people and the environment.

Nature Bio Foods has grown into one of the most respected names in organic agriculture, offering a diverse range of 100% organic products, including rice, pulses, spices, cereals, nuts, oilseeds sweeteners and superfoods. Our vertically integrated supply chain spans every aspect of the organic journey—from farm production and community development to manufacturing, packaging and marketing. This holistic approach ensures that we maintain the highest quality standards at every step of the process.

With 90% of our business driven by export sales, we have established a strong presence in key international markets, including Europe, Africa and the USA, through local subsidiaries. Our global reach reflects our commitment to delivering premium organic ingredients that meet the growing demand for healthier, sustainable food choices worldwide.

At Nature Bio Foods, we believe that true growth is measured by the impact we have on the lives of the people we serve and the environment we protect. Our commitment to sustainability drives our business strategy, guiding us towards a future where we contribute to healthier communities and a more sustainable planet. As we continue to grow, our aim is to become a global leader in the organic foods sector—a company that consistently delivers value to stakeholders, promotes environmental sustainability and positively impacts the lives of millions. From our strong foundation, we are confident in our ability to achieve this vision, building a lasting legacy as a responsible, innovative, and impactful global speciality foods company.



# OUR GUIDING PHILOSOPHY



To lead the organic ingredient supply chain with a strong focus on sustainability and the finest processing output.



Global leaders in delivering authentic organic ingredients to the world of consumers by practising sustainable techniques of supply and production that secure a growing future for all the members.



The 30-years-old legacy has only seen the passion grow, leading to deeply rooted connections with more than 96,000 farming families.

VISION MISSION LEGACY



# NATURE BIO FOODS' JOURNEY

The first organic seed of organic Basmati was sown, marking the beginning of LT Foods' legacy of successful organic exports.

1993

The first shipment of organic Basmati rice was exported to Europe.

1996

Nature Bio Foods was incorporated.

1997

The rice portfolio was expanded with the addition of new varieties of long-grain & medium grains.

2002

The Nature Bio Foods Uttaranchal farming group was certified Fairtrade, initiating the development of one of the largest Organic Fairtrade bases.

2011

Nature Bio Foods received NPOP certification from the Directorate of Plant Protection, Quarantine and Storage, enabling rice exports to the USA.

2012

The first organic Cashews and Flaxseeds were exported to Europe.

2013

Nature Bio Foods received Bio Suisse and Naturland certifications for its projects in Uttarakhand, the first in India.

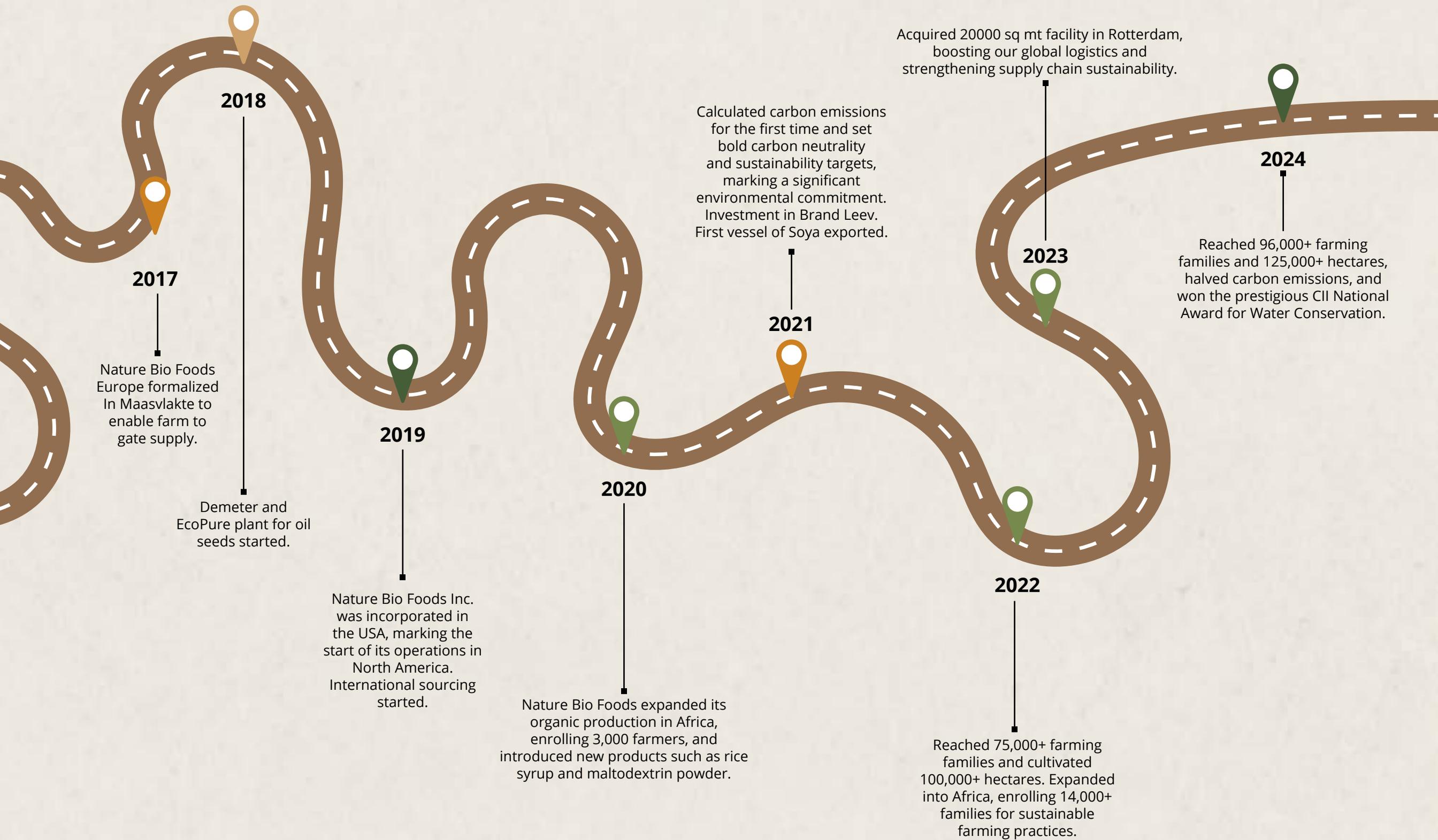
2014

Nature Bio Foods ventured into consumer brands with ECOLIFE in the USA and Asia.

2015

Nature Bio Foods made significant investments in a CO2 pressure treatment facility for rice milling, the first in India. A State of the art Soya Processing Plant was established.

2016



# Our Business at a Glance 2025

**30**  
**years+**

of organic business in 30 countries and an ever-expanding partner base



**96,000+**  
farmers across India & Africa  
**125,000 Ha+**  
area under organic certification



**150,000MT+**  
of grain processing capacity at six state-of-the-art facilities.

## Our Engagement

**500,000+**  
lives Impacted



**1349**  
Employees  
(Permanent & Contractual)



## Five key highlights of our growth journey:

**18.32%**

10 years CAGR (Compound Annual Growth Rate) for sales

**17.48%**

10 years CAGR (Compound Annual Growth Rate) for EBITDA

**19.57%**

growth in Rice business as compared to last year

**2045**

NBF advances carbon neutral target to 2045

**\$4,000,000+**

capital investment in last 2 years ( FY 23, FY 24)

## Five key highlights of sustainable impact:



**\$1,000,000+**  
spent for farmer advisory in last FY



**\$2,500,000+**  
donated for the community welfare over the last 3 years via our non-profit organisation



**15,000,000 Ltr/Kgs**  
of synthetic pesticides and chemical fertilizer prevented from being used



**\$1,000,000+**  
Fairtrade premium contributed in last 5 years



**+9000**  
farmers under Fairtrade certification (Flo-cert)

Managing  
**India's largest  
Fairtrade**  
certified Rice projects

Managing  
**India's oldest  
Naturland**  
certified Rice project

Managing  
**India's largest  
Demeter** certified  
Biodynamic Rice project

## 60% share in organic Rice export from India to the World

**73%**  
share of organic Rice export  
to Europe from India



**38%**  
share in total EU organic  
rice import

## 20 CO<sub>2</sub> Tanks

With designed solutions for  
CO<sub>2</sub> recovery. 16 CO<sub>2</sub> Pressure  
tanks in India and 4 in Netherlands



**20000 m<sup>2</sup>**  
facility expansion at  
Maasvlakte, Strategically located  
near the port of Rotterdam. Our  
latest significant milestone

## 20% share in total organic exports from India (Organic Dry grains and cereals)



**245+**  
annual audits for  
NOP, NPOP,  
Bio Suisse, Naturland,  
Fairtrade etc. for  
ensuring compliance  
with global organic  
standards



**80%**  
of rice ingredients  
supplying directly  
to industries and  
20% to traders  
fostering a  
sustainable  
supply chain



**43%**  
share in  
organic oil  
seeds export  
from India  
including  
flaxseeds and  
sesame seeds



**78%**  
share in  
organic rice  
syrup export  
from India



**50%**  
share in organic  
flour export  
from India in  
FY-2023-24



\*In many cases, average of last 3 years is taken into account

# VRIDDHI-VEDA: CELEBRATING 30 YEARS OF GLOBAL LEADERSHIP IN ORGANIC AGRICULTURE





On the occasion of 30yrs of excellence in the organic industry, we celebrated a legacy rooted in organic brilliance and our role as a global leader in shaping the future of organic agriculture. The Vriddhi-Veda event, held to honor this remarkable milestone, brought together industry leaders, experts, and pioneers from across the world to reflect on NBF's extraordinary journey, exchange ideas, and set the course for the next phase of growth. This gathering of minds underscored the collaborative spirit that has propelled NBF's success and growth over three decades. The name "Vriddhi-Veda" symbolizes both growth (Vriddhi) and tradition (Veda), reflecting NBF's dedication to blending sustainable innovation with time-honoured organic practices. The event highlighted NBF's unwavering commitment to advancing regenerative organic agriculture, circular economy solutions, and sustainable practices that are revolutionizing the global organic landscape. As a company that has partnered with 96,000 farmers across continents, NBF continues to lead by example,

pioneering a future where sustainability, organic farming, and global prosperity go hand in hand. The event was a true celebration of NBF's journey and its impact on the global organic movement. Stakeholders gathered in a vibrant atmosphere to celebrate not just NBF's 30 years of excellence, but also the future of sustainable agriculture. The evening featured engaging panel discussions with industry leaders, offering insights into the evolution of organic farming and the road ahead. Thought-provoking conversations on regenerative agriculture, sustainable innovation, and the importance of collaboration underscored the event's focus on the collective responsibility to drive positive environmental and societal change. The discussions sparked new ideas and partnerships, with everyone united in their commitment to nurturing a sustainable future for the next generations.

# FOSTERING THE GROWTH OF ORGANIC IN EUROPE

Nature Bio Foods Europe has witnessed remarkable growth over the last five years, marked by our latest significant milestone—a 20,000 m<sup>2</sup> facility expansion at Maasvlakte, strategically located near the Port of Rotterdam. This development aligns with our vision for sustainability and operational efficiency, making logistics seamless while minimizing unnecessary material movement.

The Facility was inaugurated by City mayer of Rotterdam  
**Mr Ahmed Aboutaleb**

## Why Maasvlakte

The Port of Rotterdam, one of Europe's largest, handles over 30% of the organic ingredients imported across the European Union. Our proximity to this hub not only reduces the carbon footprint associated with logistics but also optimizes costs, enhancing the affordability and accessibility of organic goods throughout Europe.

## Enhanced Warehousing and Storage

This new facility significantly boosts our warehousing capabilities, offering space for up to 15,000 pallets of finished goods. This expansion will allow us to manage increased demand while ensuring a consistent supply of high-quality organic products.

## Investments in Advanced Technology

Our commitment to innovation is unwavering. As part of this expansion, we plan to introduce:

1. Pressure CO<sub>2</sub> Treatment: Advanced pressure chambers with high CO<sub>2</sub> recovery efficiency to effectively control infestations while maintaining sustainability.
2. State-of-the-Art Cleaning Lines: Dedicated cleaning systems for rice, grains, and superfoods, enabling us to source farm-grade materials globally and process them efficiently within the Netherlands to cater to 100,000 MT per annum cleaning.
3. Future Packaging Capabilities: To meet the growing demand for organic products, we aim to establish in-house packaging solutions that complement our sustainable practices.

## Growth in Team and Workspace

To accommodate our expanding team, representing multiple nationalities and expertise, we are also building a new office space at this location. This modern workspace, set to open in 2025, will foster collaboration and support our diverse workforce as we continue to grow in the European market. Today NBF Europe has 8 Nationalities with a total strength of 85 people.

## Enhancing Employee Connectivity

Recognizing the Port of Rotterdam as a logistics haven, Nature Bio Foods has collaborated with the City of Rotterdam and the Port of Rotterdam offices to introduce a dedicated hopper bus service for our employees. This daily bus service ensures convenient and eco-friendly transportation for our team. To support this initiative, the Port of Rotterdam has established a dedicated bus stop exclusively for the Nature Bio Foods team.

## A Vision for the Future

With this expansion, Nature Bio Foods Europe strengthens its position as a leader in organic products while staying true to our sustainability values. By leveraging strategic location, advanced technologies, and a global sourcing network, we are better equipped to meet the evolving needs of our customers and contribute to a more sustainable future.





# NATURE BIO FOODS INVESTMENTS IN LEEV : PIONEERING ORGANIC GROWTH AND GLOBAL EXPANSION

For over 30 years, Nature BioFoods (NBF) has proudly stood as the largest exporter of organic products from India. We held and even today hold the highest share in Indian organic exports within the categories we specialize in, reflecting our leadership and commitment to sustainability.

To expand our global footprint, we have established distribution hubs in Europe and the US, allowing us to connect directly with leading industries and brands. This strategic move ensures that the exceptional work of our farmers in India and far beyond, reaches international markets efficiently and sustainably.

## Investing in the Future: Brand Leev

To further strengthen our position, NBF has invested in the brand Leev in The Netherlands. With its robust presence and distribution across the Benelux market, Leev provides NBF with a competitive edge in the processed food category.



This partnership is mutually beneficial:

- For Leev: Access to NBF's extensive organic supply chain, rooted in the hard work of Indian farmers, ensuring a consistent flow of high-quality organic raw materials.
- For NBF: An opportunity to leverage the growing and innovative trends in the organic industry, further diversifying our offerings and define our future strategies.

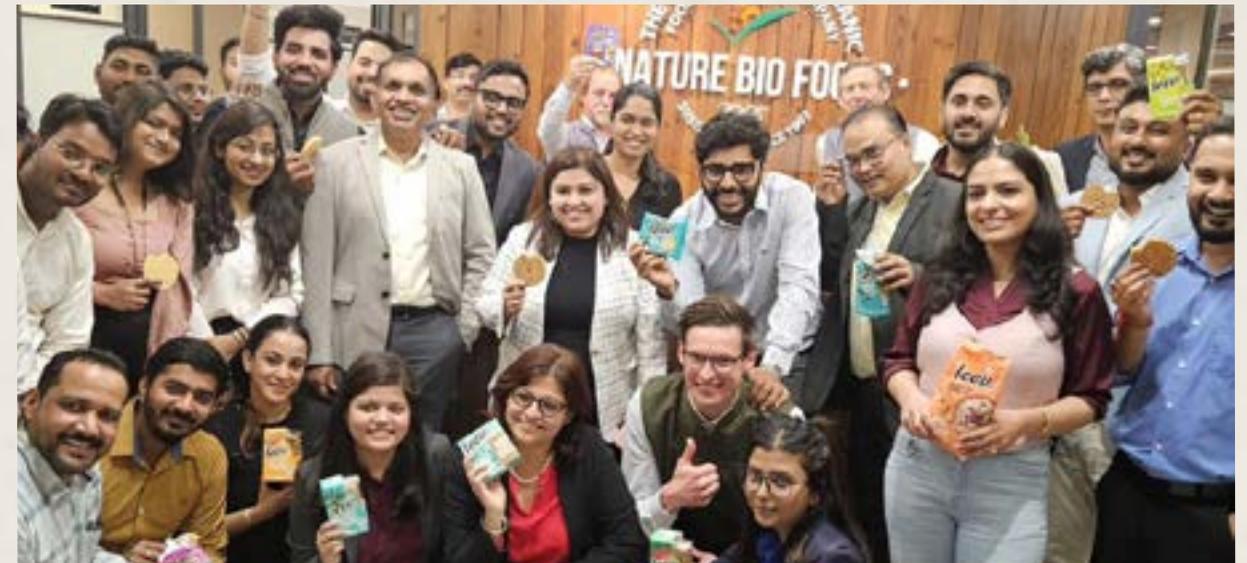
## Driving Organic Innovation

The involvement in Leev reflects our shared vision of innovation, sustainability, and excellence. Together, we aim to meet the evolving demands of the organic market while championing the efforts of our farmer partners.

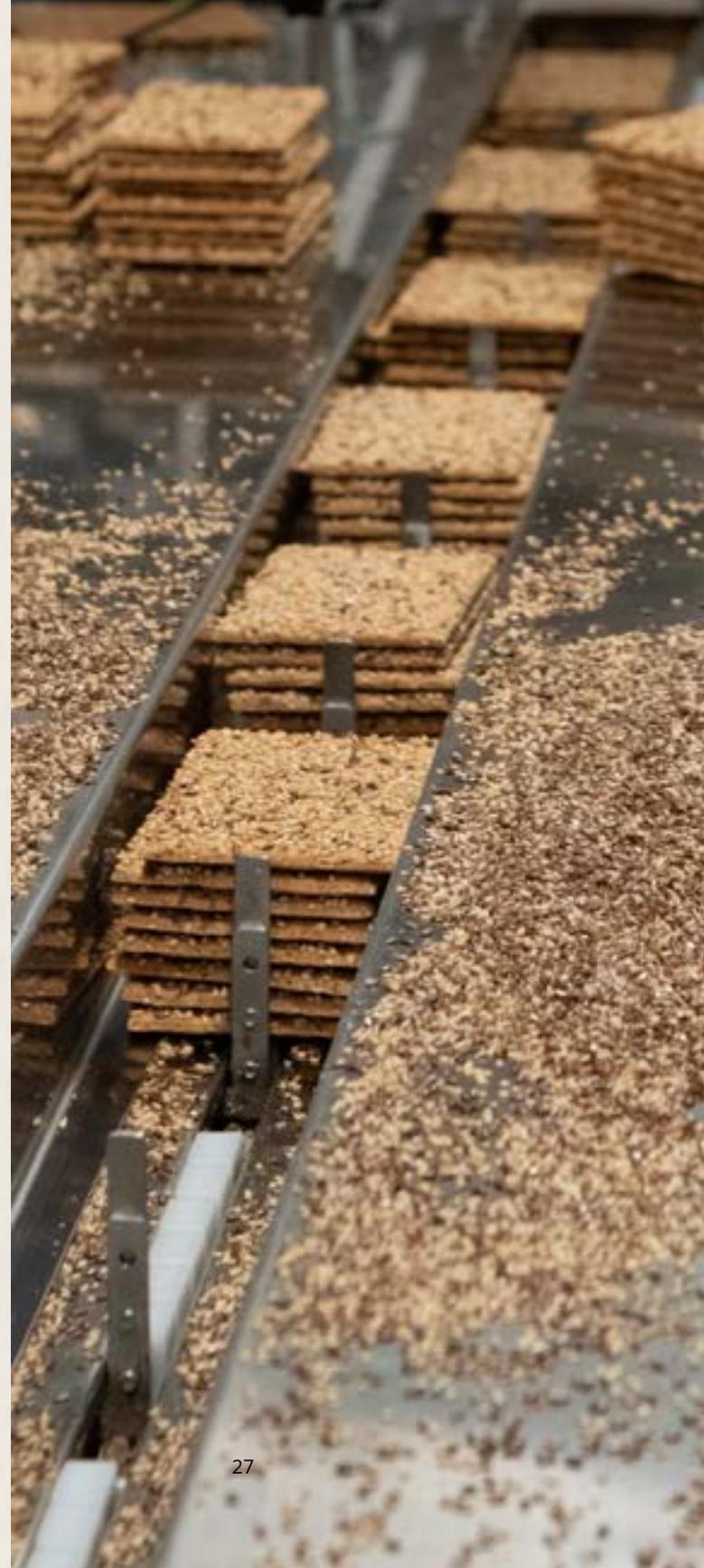
## Our Shareholders of Leev: Supporting Our Vision

The accompanying image highlights the shareholders of NBF, the driving force behind our global initiatives and long-term vision for sustainable growth.

Nature Bio Foods remains committed to promoting sustainable farming practices, connecting global markets, and delivering value to our partners, customers, and stakeholders.



**leevo**<sup>®</sup> simply  
tasty  
organics



# FOSTERING THE GROWTH OF ORGANIC IN UGANDA

## UGANDA



Certifications,  
NOP,EU



**5**  
Years of Organic  
Farming

**+20,000 MT**  
Per Annum Processing  
Unit Capacity



**20140 Ha**  
Of Certified Organic  
Farmland

**14720**  
Farming Families  
Associated



**56**  
Company Workers  
Permanent/ Contractual

**3**  
Warehouses





## Nature Bio Foods Organic Footprint in Africa with Strategic Investment in Bonne Nature

The facility in Uganda signifies the company's proactive approach to diversification and risk management, mirroring the successful Indian model in various geographic locations.

NBF's entry into Uganda is a pivotal step in their mission to promote the organic movement across all continents. Local processing of organic ingredients ensures consistent delivery to customers and enhances growth opportunities in Africa. The facility will focus on the procurement and processing of organic Soya meal, expanding NBF's product range to include organic Chia Seeds, Sesame Seeds, and Sorghum.

With a significant capital investment, NBF anticipates substantial returns, targeting a revenue milestone of €15 million in the next 3-4 years. The company is also committed to supporting local communities by creating job opportunities. Bonne Nature, NBF's subsidiary, aims to increase its workforce from the current 56 employees to 100 in the next few years.

Nature Bio Foods Europe has a history of promoting collaboration and collective growth. The company is dedicated to nurturing organic agriculture and aims to unite farmers, local communities, and institutions across Africa. Key initiatives include capacity-building, marketing support for African organic products, development of organic standards, and raising awareness about organic agriculture. Through its subsidiary, Bonne Nature, NBF collaborates with small family farmers, providing training in organic and biodynamic practices. The company supports farmers by acquiring necessary organic certifications, fostering a symbiotic relationship where farmers receive sustainable incomes and contribute to environmental preservation.

NBF's efforts extend to connecting African farmers to global markets, promoting sustainable rural employment and contributing to climate and soil preservation. As NBF celebrates Africa and embraces organic goodness, it remains committed to sharing the benefits of organic produce with consumers worldwide. Nature Bio Foods Europe stands as a strong force in shaping a greener and healthier future while upholding the principles of organic agriculture.

## FOSTERING THE GROWTH OF ORGANIC IN THE AMERICAS

NBF Inc builds upon the Group's strong supply chain strengths through geographically & strategically established distribution hubs in the Americas.

Food and Feed Non Gmo and Organic ingredients offerings aim to revolutionize the largest organic food market by creating an effective supply chain, developing a platform offering a bouquet of quality organic food products, sourcing for the organic hot-spot of the world & delivering to the corners of the Americas.

Having five warehousing facilities along with strong connects with transporters for road, Big Bags and small bags transportation . Through NBF Inc, currently we are managing 10000 MT+ of organic products. We are adding more products to make our base stronger in the country. More people are looking for organic products now and that is what we are trying to leverage. Nature Bio Foods is strengthening its products portfolio and is solidifying its presence across the United States of America.

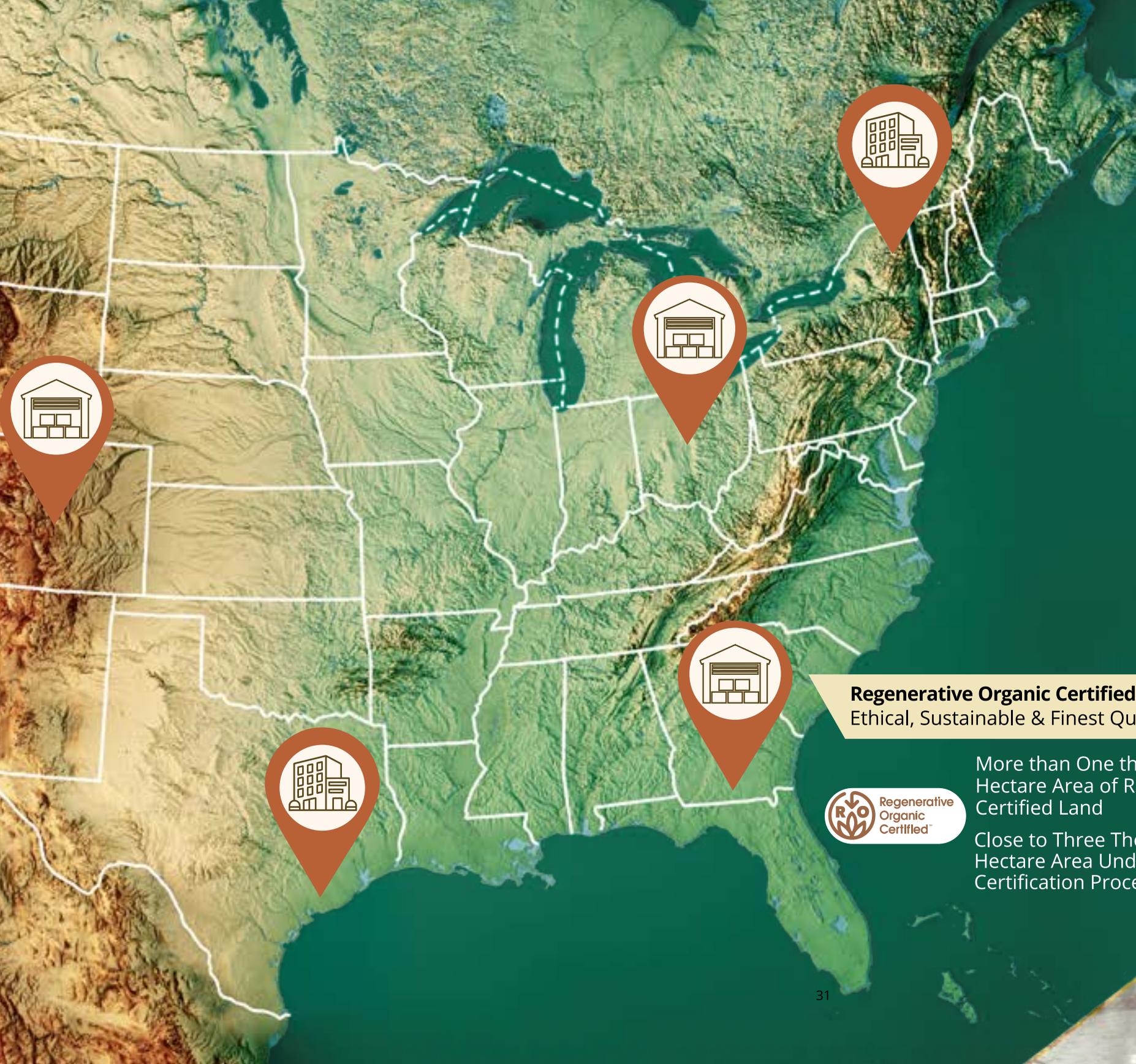


### Strong Base of NOP Certified Projects



35000+ NOP Certified Farmers  
49000+ Ha. Area





Proud member of:

*Organic*  
Trade Association

Canada  
*Organic*   
Trade Association  
*Biologique*  
du Canada



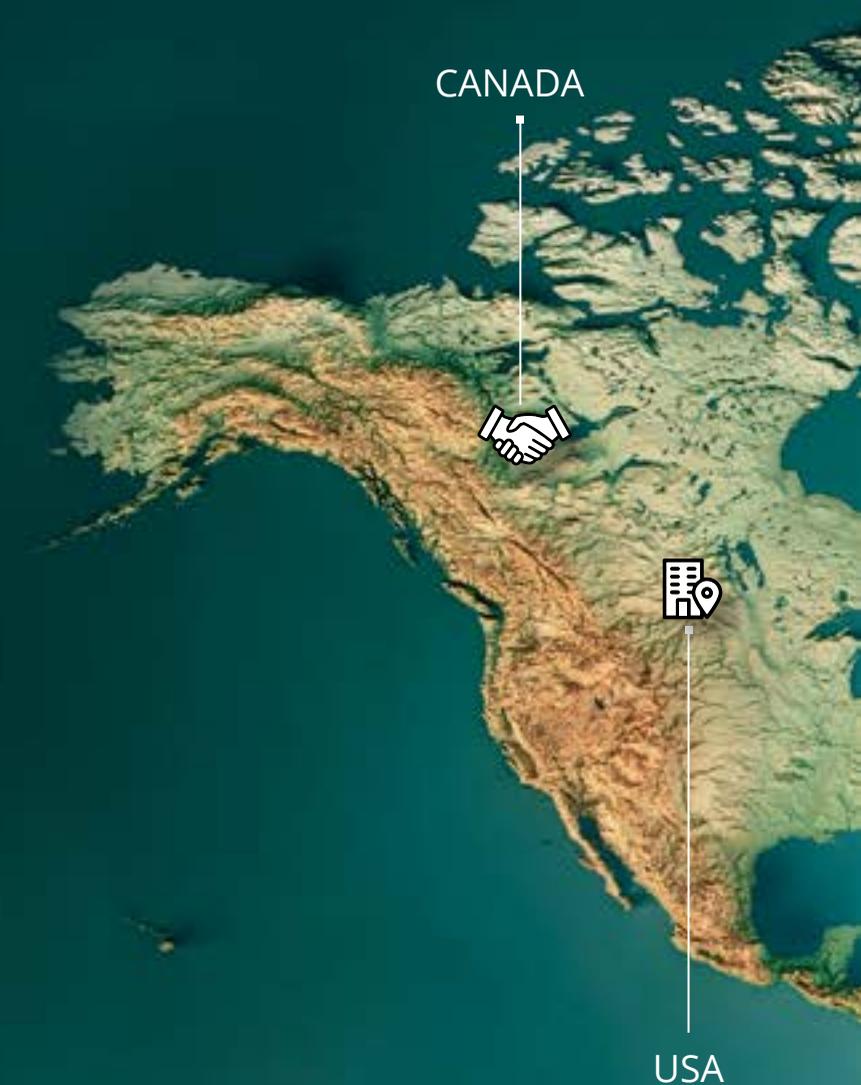
**Regenerative Organic Certified Products**  
Ethical, Sustainable & Finest Quality



More than One thousand  
Hectare Area of ROC  
Certified Land

Close to Three Thousand  
Hectare Area Under  
Certification Process

*Transcending boundaries, spanning continents,  
connecting cultures, Nature Bio Foods crafts a  
world of sustainable food-ingredient solutions,  
growing from local roots to global reach just  
when you need us, wherever you need us.*



**Bio Assure: Streamlining Compliance, Ensuring Quality**

Bio Assure, our proprietary software, guarantees that every supplier meets stringent organic certification standards, ensuring the integrity and quality of your products through enhanced supplier collaboration and streamlined compliance.



Offices Worldwide



Sourcing Partners



Countries We Export To



Farming India And Uganda



SOUTH AMERICA



ARGENTINA

TOGO

UGANDA

MOZAMBIQUE

ISRAEL

INDIA

THAILAND

NETHERLANDS

FRANCE

ITALY

GERMANY

EASTERN EUROPE

TURKEY

# STRONG CONNECT WITH THE FARMERS



These powerful images highlight our deep-rooted relationship with farming communities, a testament to years of unwavering support, shared successes, and mutual growth. Our commitment ensures that farmers thrive, not just survive.



Pioneering the Organic Revolution, capturing the essence of NBF's aim to bring an organic revolution to India, transforming lives and landscapes.

It's more than just investment—it's about nurturing a profound bond with farmers and fostering their growth.



Social mobilization is key in transforming farmers into major stakeholders, ensuring their active participation and growth.



Our initiatives focus on enabling farmers to attain financial sustainability and thrive in their communities.

we help farmers increase their profitability, ensuring long-term sustainability and resilience in their farming practices. This approach empowers farmers to reinvest in their future.





We are dedicated to promoting fair trade principles and environmental stewardship, ensuring that farmers receive equitable compensation while nurturing the planet through sustainable agricultural practices. Every effort contributes to a healthier ecosystem.



Our projects are designed to foster socio-economic development, uplifting entire communities through sustainable practices.

Boosting Crop Productivity for a Brighter Future, Improving crop productivity ensure's a stable and prosperous future for farmers and their families.



Open dialogue with our farming partners strengthens trust and enhances collaborative efforts.



These moments reflect our commitment to building a sustainable future with and for our farmers.

Increased farmer income directly leads to happier, more prosperous communities, creating a ripple effect that enhances the well-being and stability of entire regions. This progress strengthens the backbone of our agricultural future.





GLOBAL  
STANDARDS,  
LOCAL PRESENCE  
IN EU & USA

HECTARES OF  
ORGANIC LAND

ORGANIC FARMING  
FAMILIES

ORGANIC GRAIN  
PROCESSING PA

MAERSK

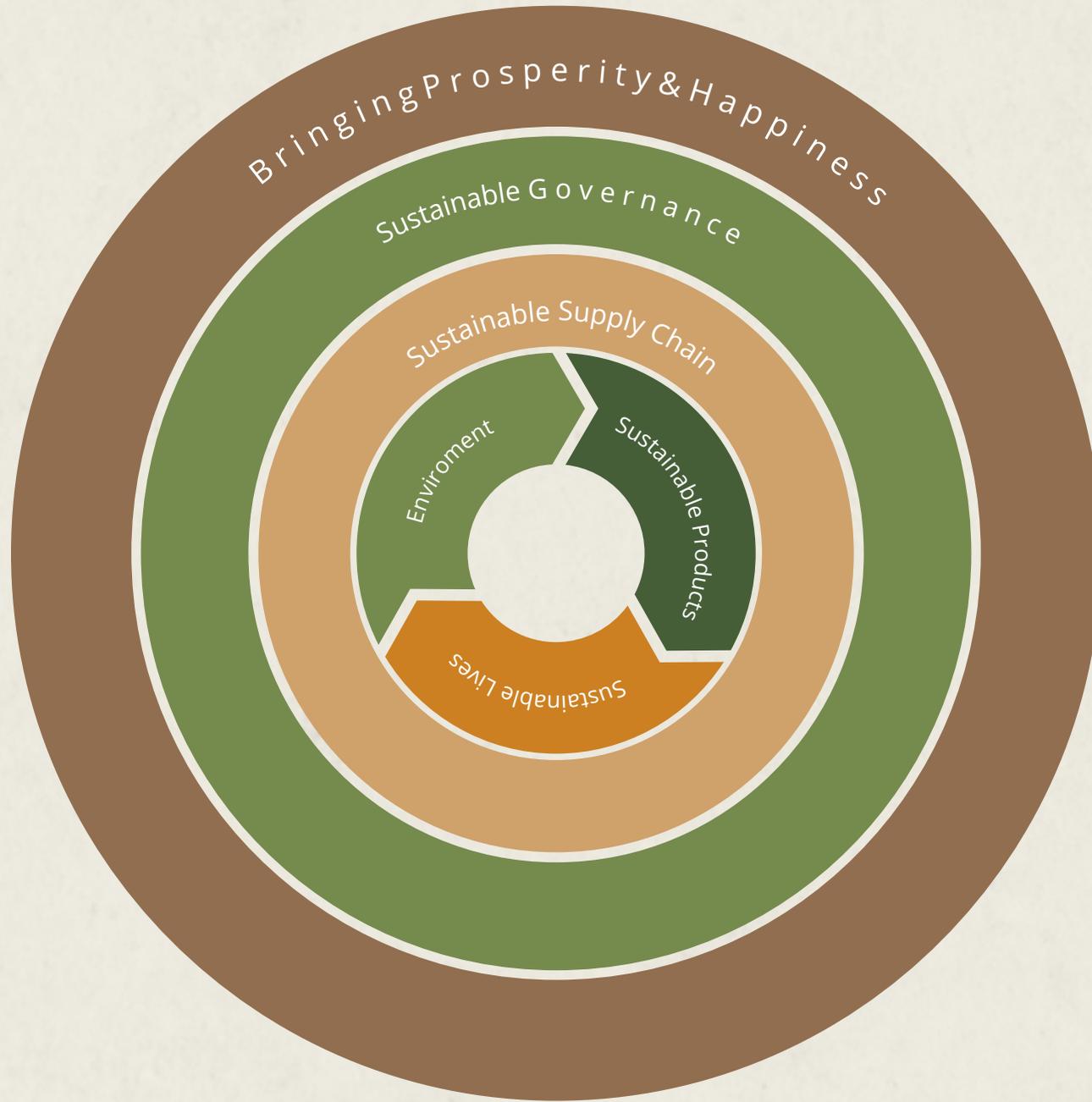


# ON 7 Up

At Nature Bio Foods, we believe in a holistic approach to sustainability, positively impacting society, communities and the environment. As India's Pioneer of organic products, we are dedicated to growing organic food and ingredients that contribute to a healthier environment and foster fair trade, helping farming communities thrive for generations to come.

*Sustainability at Nature Bio Foods*

# A THOUGHT THAT CONNECTS US



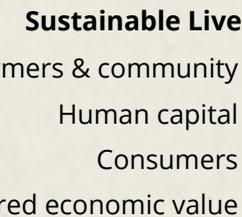
# A LEGACY OF CARE

Our sustainability work is focused on the areas that are most relevant to our business and where we can have the biggest impact - our products, our supply chain, people's lives, environment and governance.



## Sustainable Products

- Making the right products in the right way
- Organic integrity
- Safety & compliances
- Farm to folk supply chain



## Sustainable Lives

- Farmers & community
- Human capital
- Consumers
- Shared economic value



## Sustainable Environment

- Climate smart practices
- Climate change mitigation
- Energy conservation
- Carbon neutrality



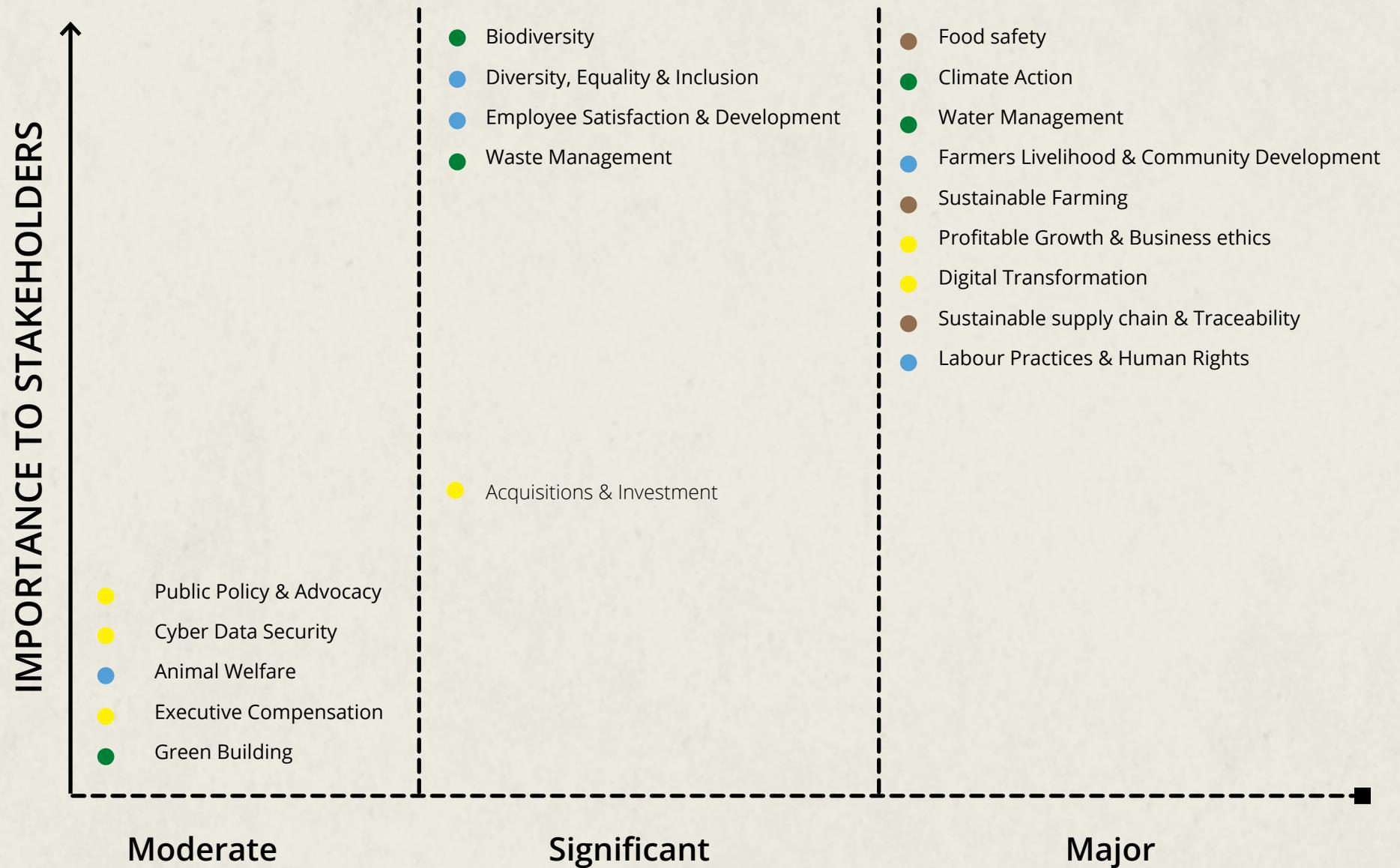
## Sustainable Governance

- Internal audit control systems
- Risk management
- Corporate commitments
- Integrity, inclusivity & innovation

# SUSTAINABILITY MATERIALITY

We tailor our activities based on the results of the materiality assessment, aiming to address the issues identified as being most material to our business and stakeholders. These issues should not be viewed in isolation – they are increasingly interconnected and can often impact each other.

That is why we are moving toward a more integrated, holistic approach to managing sustainability, developing ambitious goals to advance the health of our planet, drive societal progress and support an equitable and healthy food system. NBF is monitoring measures as well as discussing the progress, and new initiatives for each materiality. Nature Bio Foods this year have gain an understanding of and is prepared to act on the sustainability reporting standards prescribed by the European Union (EU), Corporate Sustainability Reporting Directive (CSRD). Further, We will continue to review our material topics and the process of identifying them on an ongoing basis, informed by the changing demands of society and needs of our stakeholders



## IMPACT ON NATURE BIO FOODS

- Sustainable products
- Sustainable Lives
- Sustainable Green
- Sustainable Governance

# STAKEHOLDER ANALYSIS MATRIX

	OUR PEOPLE	CLIENTS	SUPPLIERS	CAPITAL PROVIDERS	LOCAL COMMUNITIES	REGULATIONS
COMMUNICATION	<ul style="list-style-type: none"> <li>• Daily activities</li> <li>• Involvement in cross-functional teams</li> <li>• Employee training</li> <li>• Annual performance reviews</li> <li>• Intranet channel</li> <li>• Newsletters</li> <li>• Teambuilding's, company events</li> <li>• Employee surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Contracts</li> <li>• Negotiations</li> <li>• Exhibitions</li> <li>• Media</li> <li>• Social networks</li> <li>• Customer line</li> <li>• Focus groups</li> <li>• Meetings</li> <li>• Consultations</li> <li>• Quality control</li> </ul>	<ul style="list-style-type: none"> <li>• Contracts</li> <li>• Meetings &amp; negotiations</li> <li>• Exhibitions</li> <li>• Media</li> <li>• Social networks</li> <li>• Quality control</li> <li>• Supplier company visits</li> </ul>	<ul style="list-style-type: none"> <li>• Financial reports</li> <li>• Webinars</li> <li>• Shareholder meetings</li> <li>• Credit agreements</li> <li>• Public announcements</li> <li>• Business plans</li> <li>• Media</li> </ul>	<ul style="list-style-type: none"> <li>• Employment relations</li> <li>• Meetings</li> <li>• Direct chat</li> <li>• Socio economic Support</li> <li>• Financial support</li> <li>• Media</li> <li>• Social media</li> </ul>	<ul style="list-style-type: none"> <li>• Regular reports</li> <li>• Cooperation with Government</li> <li>• Visits to objects</li> <li>• Activities in associations</li> <li>• Subsidies</li> </ul>
KEY EXPECTATIONS	<ul style="list-style-type: none"> <li>• Honest treatment</li> <li>• Stability</li> <li>• Consistent career development</li> <li>• Occupational safety</li> <li>• Personal development</li> <li>• Fair and transparent salary</li> <li>• Participation in the decision-making process</li> <li>• Management of adverse effects</li> <li>• Good reputation</li> </ul>	<ul style="list-style-type: none"> <li>• Quality</li> <li>• Timely execution of contracts</li> <li>• Reliable supply</li> <li>• Flexibility</li> <li>• Traceability</li> <li>• Good reputation</li> <li>• Reducing air pollution &amp; CO2 emissions</li> <li>• Managing negative impacts</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with standards</li> <li>• Business continuity</li> <li>• Execution of contractual terms</li> </ul>	<ul style="list-style-type: none"> <li>• Financial return</li> <li>• Operational efficiency</li> <li>• Transparency</li> <li>• Risk management</li> <li>• Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Employment opportunities</li> <li>• Economic inclusion</li> <li>• Positive economic effects</li> <li>• Supporting local communities</li> <li>• Accessibility of services</li> <li>• Sustainable business practices</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance</li> <li>• Product safety</li> <li>• Timely reports</li> </ul>
OUR APPROACH	<ul style="list-style-type: none"> <li>• Promoting the exchange of employees' experiences and ideas within the Group</li> <li>• Occupational safety and health</li> <li>• Promoting employee inclusion and the sense of pride in working with us</li> <li>• Adequately addressing issues and questions raised</li> </ul>	<ul style="list-style-type: none"> <li>• Only high-quality and nutritious food products</li> <li>• Communication and proactive disclosure of social and environmental impacts of activities, purchase practices, and overall Group's efforts</li> <li>• Ambitious yet realistic sustainability agenda</li> <li>• Focusing on solving occurring client problems swiftly</li> </ul>	<ul style="list-style-type: none"> <li>• Starting to consistently assess, communicate and promote social and environmental action by suppliers.</li> <li>• Reducing negative impacts throughout the supply chain</li> <li>• Fulfilling contractual terms in a timely and honest manner</li> <li>• Where relevant, striving to meet the standards set by suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Generating financial returns in the most transparent way</li> <li>• Applying innovations and constantly looking for ways to reduce our negative effects on the environment</li> <li>• Consistent reporting on non-financial results</li> <li>• Ensuring the highest standards of compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Social inclusiveness</li> <li>• Commitment to economically stressed communities</li> <li>• Financial support</li> <li>• Good neighbour" approach</li> </ul>	<ul style="list-style-type: none"> <li>• Zero tolerance for breaches</li> <li>• Transparent and timely reporting</li> <li>• Promotion of long-term cooperation</li> <li>• Remaining a reliable and respected social partner</li> </ul>

# PROCESSES & RESULTS OF MATERIALITY ASSESSMENT



Preliminary Identification of Sustainability Material Issues.



Identification of Impacts, Risks & Opportunities.



Assessment of Impact of Material Issues by Stakeholders.



Prioritisation of Material Issues significant to Nature Bio Foods group and stakeholders.



Validation of results, communication and integration into the sustainability strategy.



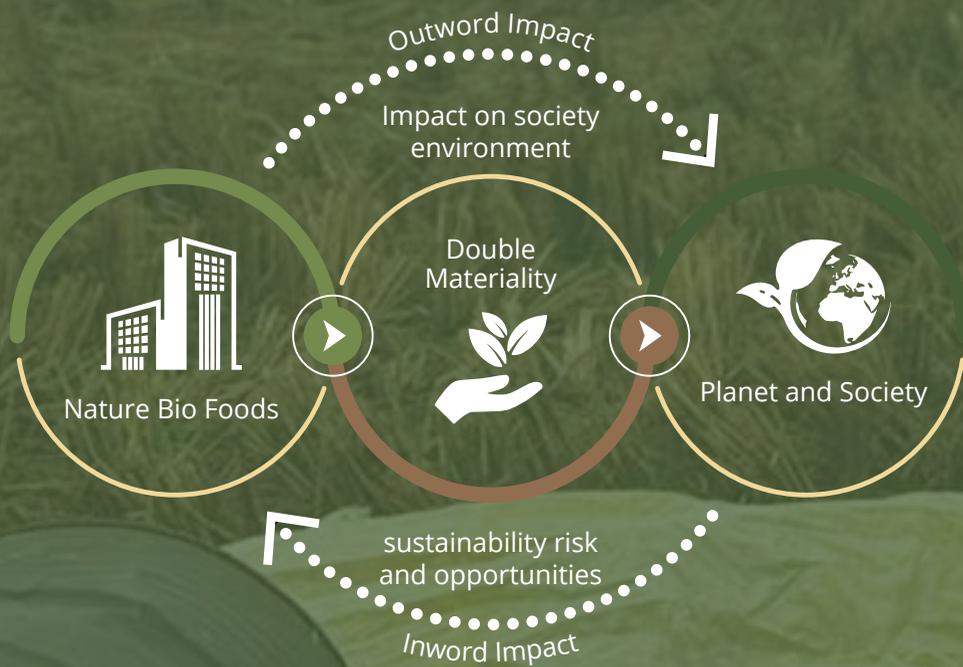
# DOUBLE MATERIALITY, CSRD

Nature Bio Foods has conducted its double materiality assessment in line with the European Sustainability Reporting Standards (ESRS) and in accordance with the universal standards.

We have built upon our approach to be consistent with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS).

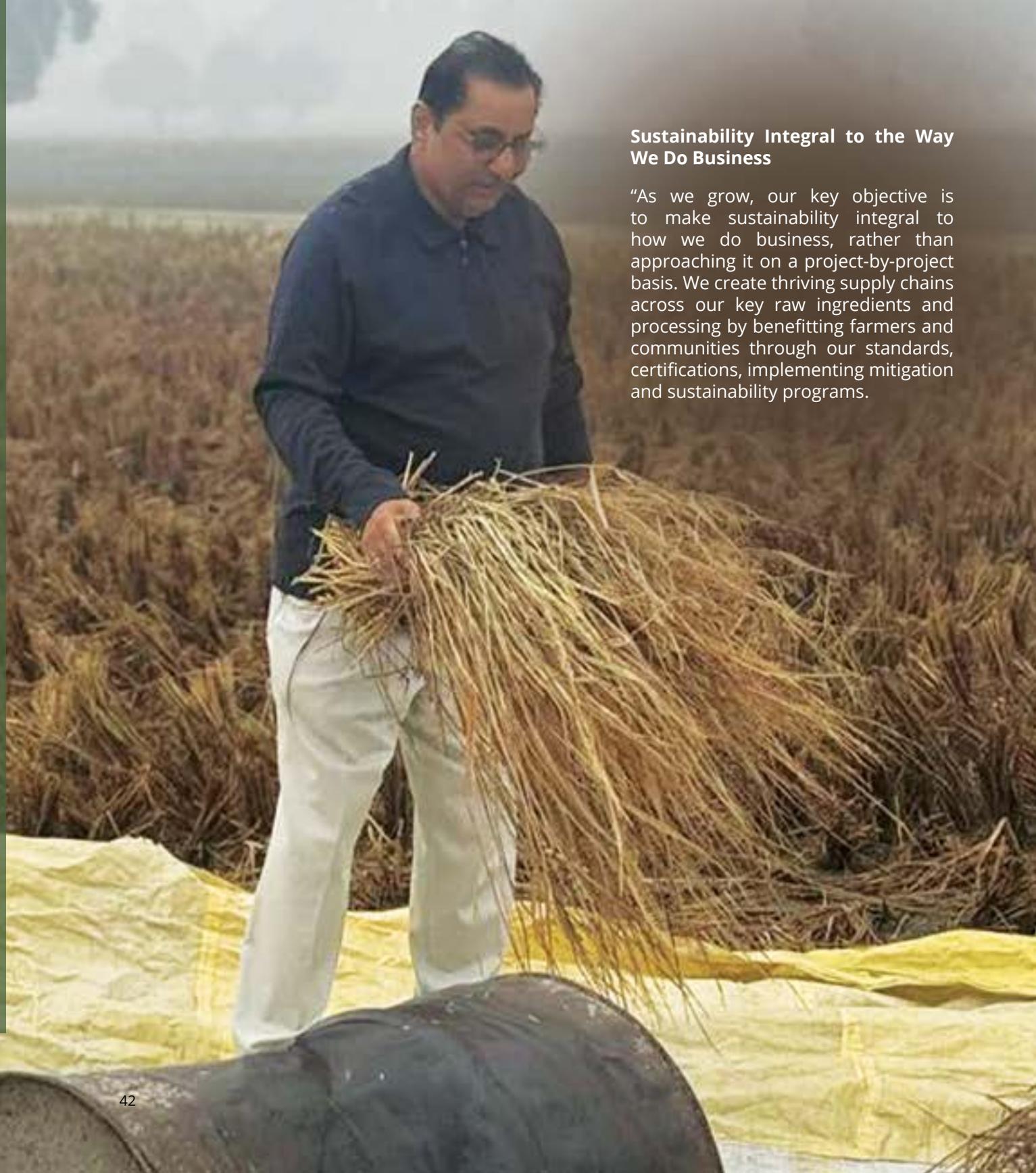
The double materiality assessment

is a cornerstone of the ESRS (European Sustainability Reporting Standards) framework, guiding organisations to identify sustainability issues that are most relevant to the company's financial performance and its impact on society and the environment. Here's a detailed process for conducting a double materiality assessment as per ESRS:



## Sustainability Integral to the Way We Do Business

“As we grow, our key objective is to make sustainability integral to how we do business, rather than approaching it on a project-by-project basis. We create thriving supply chains across our key raw ingredients and processing by benefitting farmers and communities through our standards, certifications, implementing mitigation and sustainability programs.



<b>1. Understanding Double Materiality</b>	<b>4. Stakeholder Engagement</b>	<b>6. Validation and Review</b>
<p>Double materiality has two perspectives:</p> <ul style="list-style-type: none"> <li>Financial Materiality: Evaluates how sustainability issues affect the company's financial performance, position and resilience.</li> <li>Impact Materiality: Considers how the company's operations, products, and services impact the environment, society and broader stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Gather Input from Stakeholders: Conduct interviews, surveys, or workshops with internal (e.g., employees, executives) and external stakeholders (e.g., NGOs, local communities).</li> <li>Consider Stakeholder Perspectives: Include concerns related to environmental impacts, human rights, community welfare, and regulatory compliance.</li> </ul>	<ul style="list-style-type: none"> <li>Internal Validation: Present findings to senior management and ensure alignment with the company's strategic priorities.</li> </ul>
<b>2. Preparation</b>	<b>5. Conducting the Double Materiality Assessment</b>	<b>7. Disclosure of Results</b>
<ul style="list-style-type: none"> <li>Form a Cross-Functional Team: Includes representatives from sustainability, finance, legal, risk management and operations.</li> <li>Define Scope and Boundaries: Decide which business units, geographies, and value chain segments (upstream and downstream) to include in the assessment.</li> <li>Stakeholder Identification: Map key stakeholders, such as investors, employees, customers, regulators, and communities.</li> </ul>	<ul style="list-style-type: none"> <li>Gather Input from Stakeholders: Conduct interviews, surveys, or workshops with internal (e.g., employees, executives) and external stakeholders (e.g., NGOs, local communities).</li> <li>Consider Stakeholder Perspectives: Include concerns related to environmental impacts, human rights, community welfare, and regulatory compliance.</li> </ul>	<ul style="list-style-type: none"> <li>Materiality Map: Create a materiality map showing the relative importance of each topic from both financial and impact perspectives.</li> <li>Integration into Reporting: Incorporate findings into sustainability and integrated reports as required by ESRS.</li> </ul>
<b>3. Identification of Relevant Topics</b>	<b>5. Conducting the Double Materiality Assessment</b>	<b>8. Continuous Improvement</b>
<ul style="list-style-type: none"> <li>Review Standards and Frameworks: Refer to ESRS guidelines and complementary frameworks</li> <li>Sector-Specific Guidance: Identify issues relevant to the company's industry (e.g., emissions for manufacturing, human rights for retail).</li> <li>Regulatory and Market Trends: Analyse trends, including upcoming regulations, industry benchmarks, and investor expectations.</li> </ul>	<ul style="list-style-type: none"> <li>Impact Materiality Analysis: Assess the scale, scope, and likelihood of the company's impacts on people, the environment, and other external factors.</li> <li>Financial Materiality Analysis: Evaluate the financial implications of sustainability topics, such as risks from regulatory changes, market dynamics, and operational dependencies (e.g., water scarcity or labour shortages).</li> <li>Prioritise Topics: Rate topics based on their significance in both dimensions using scoring or a heatmap approach.</li> </ul>	<ul style="list-style-type: none"> <li>Regular Updates: Reassess material topics annually or in response to major business or regulatory changes.</li> <li>Stakeholder Feedback: Use stakeholder feedback to refine future assessments and enhance reporting quality.</li> </ul>

Impact Materiality  
Topical Standards (ESRS)

NBF Focus  
Areas

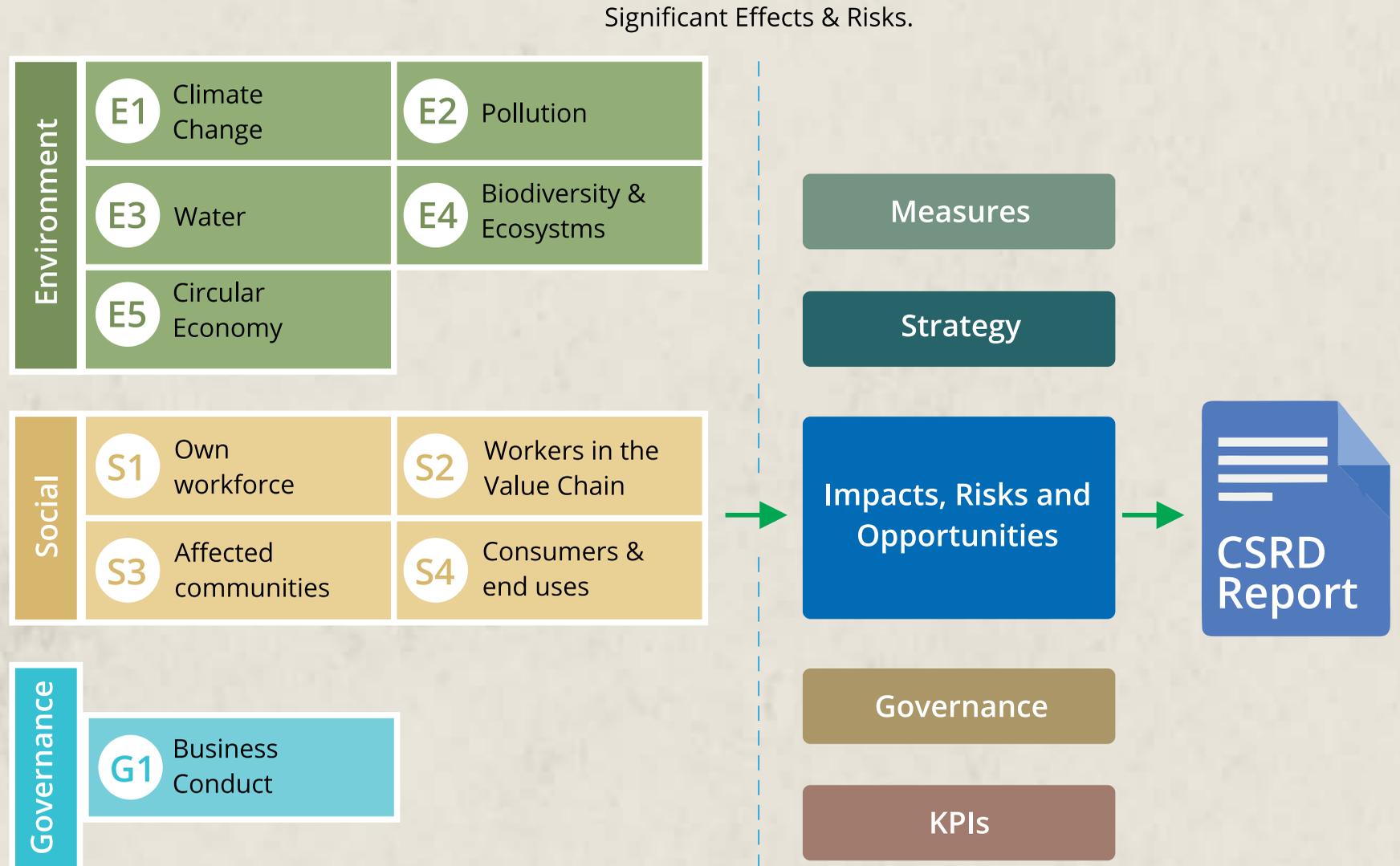
Financial Materiality  
Topical Standards



# CONNECTING RISK & OPPORTUNITY MANAGEMENT



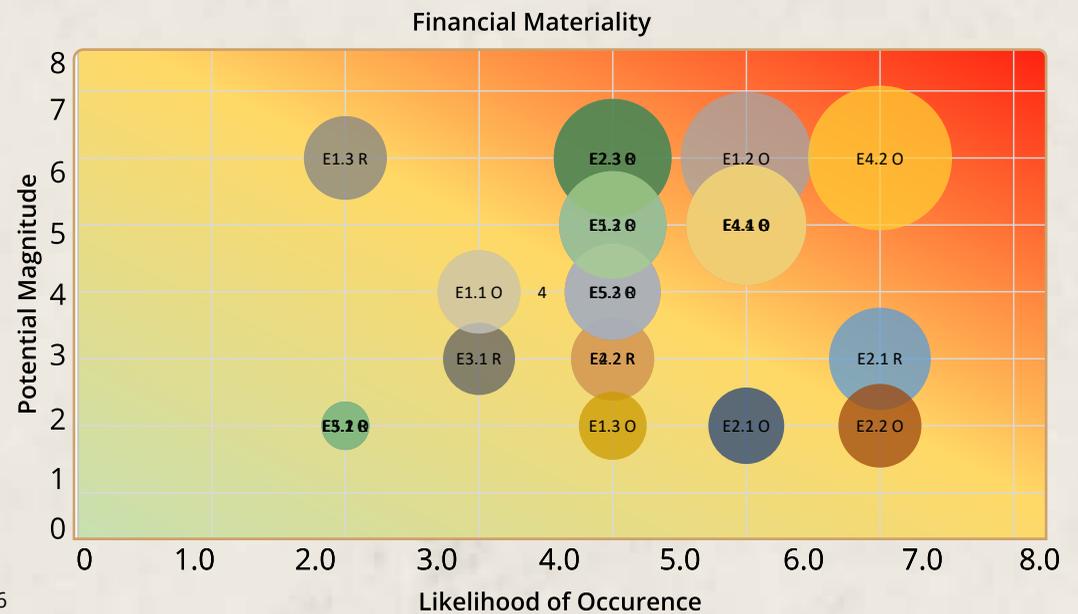
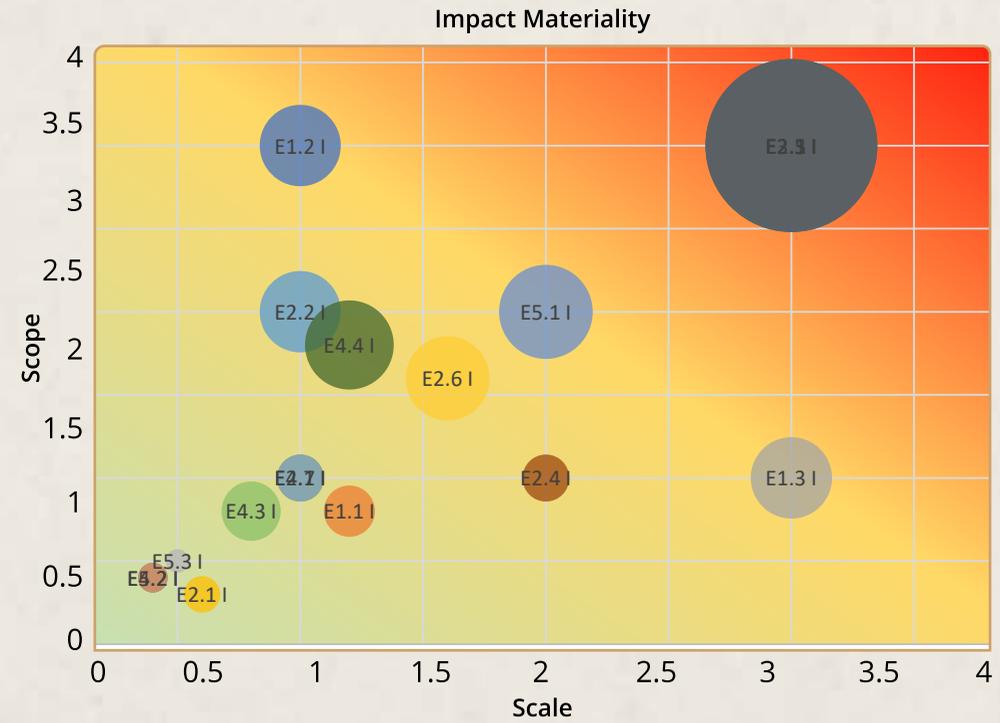
We believe connecting risk & opportunity management to the materiality assessment is crucial.



ESG topics play an important role in understanding risks & opportunities which may have a significant impact from a financial perspective and are extremely important as we continue to grow, particularly when we consider our top priority topics.

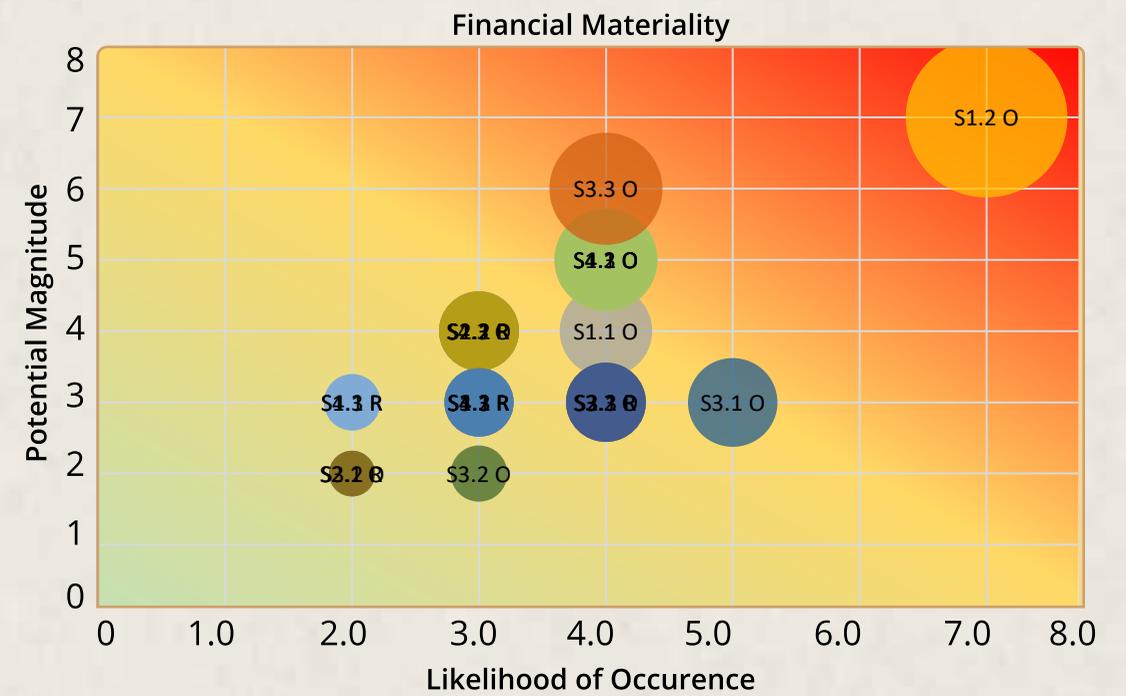
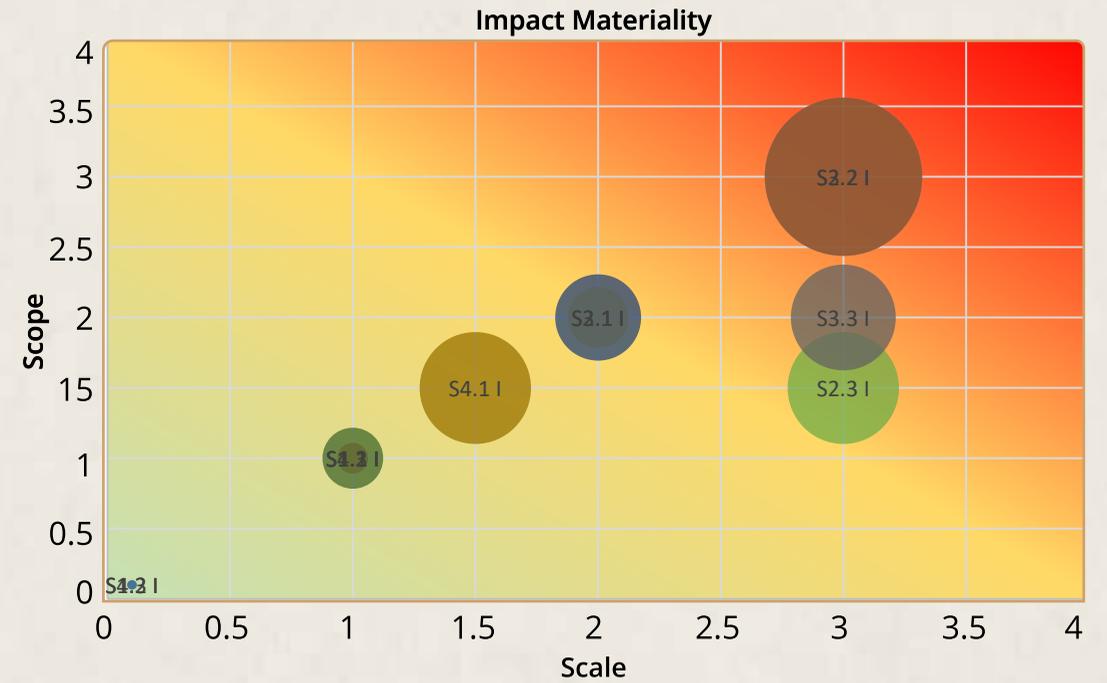
# DOUBLE MATERIALITY ASSESSMENT

ESRS	Impacts	Materiality	Risks	Materiality	Opportunities	Materiality
<b>ENVIRONMENTAL</b>						
ESRS S1						
	S1.1 I	no	S1.1 R	no	S1.1 O	no
	S1.2 I	no	S1.2 R	no	S1.2 O	yes
	S1.3 I	no	S1.3 R	no	S1.3 O	yes
ESRS E2						
	E2.1 I	no	E2.1 R	no	E2.1 O	no
	E2.2 I	yes	E2.2 R	no	E2.2 O	no
	E2.3 I	yes	E2.3 R	yes	E2.3 O	yes
	E2.4 I	yes	E2.4 R	no	E2.4 O	no
	E2.5 I	yes	E2.5 R	no	E2.5 O	no
	E2.6 I	yes	E2.6 R	yes	E2.6 O	no
	E2.7 I	yes	E2.4 R	no	E2.4 O	no
ESRS E3						
	E3.1 I	yes	E3.1 R	no	E3.1 O	no
ESRS E4						
	E4.1 I	yes	E4.1 R	no	E4.1 O	yes
	E4.2 I	no	E4.2 R	no	E4.2 O	yes
	E4.3 I	yes	E4.3 R	no	E4.3 O	yes
	E4.4 I	yes	E4.4 R	no	E4.4 O	yes
ESRS E5						
	E5.1 I	yes	E5.1 R	no	E5.1 O	yes
	E5.2 I	no	E5.2 R	no	E5.2 O	no
	E5.3 I	no	E5.3 R	no	E5.3 O	yes

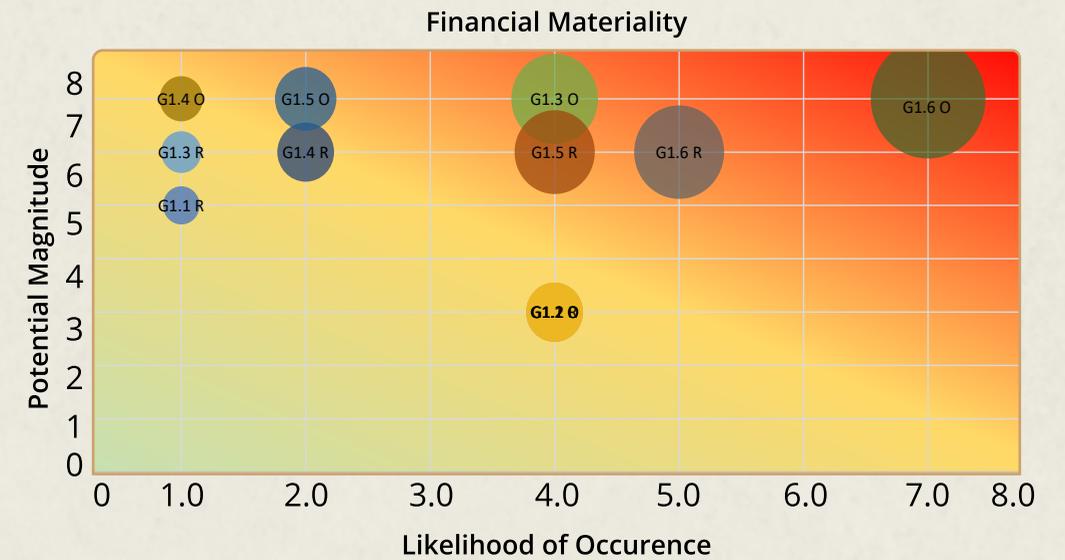
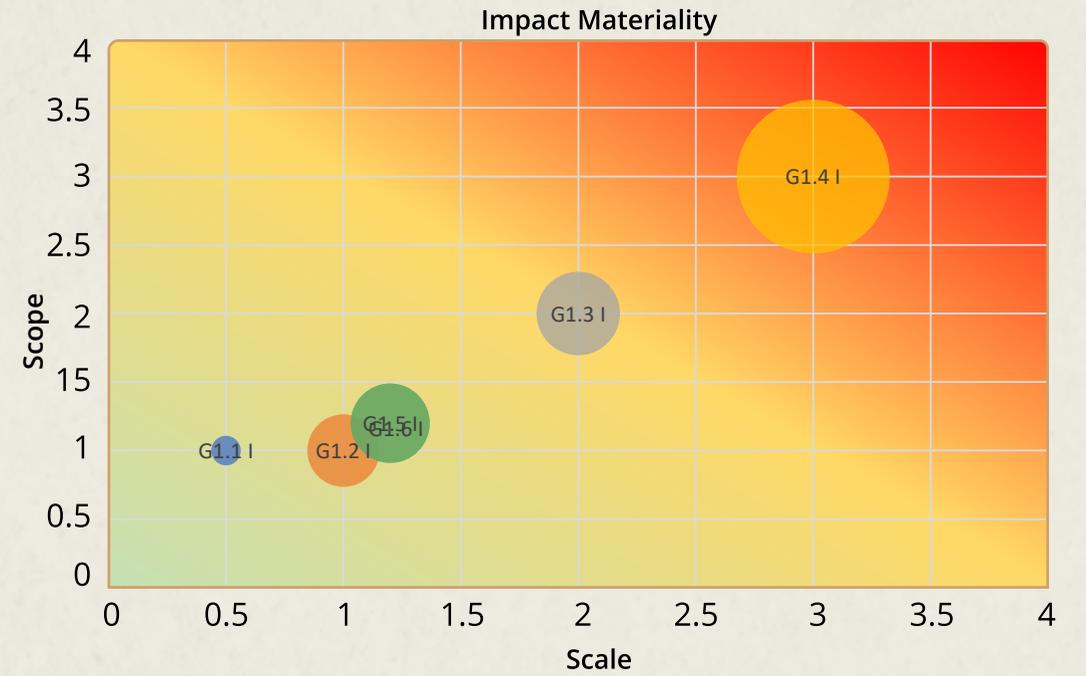


SOCIAL						
ESRS S1						
	S1.1 I	no	S1.1 R	no	S1.1 O	no
	S1.2 I	no	S1.2 R	no	S1.2 O	yes
	S1.3 I	no	S1.3 R	no	S1.3 O	yes
ESRS S2						
	S2.1 I	yes	S2.1 R	no	S2.1 O	no
	S2.2 I	yes	S2.2 R	no	S2.2 O	no
	S2.3 I	yes	S2.3 R	no	S2.3 O	yes
ESRS S3						
	S3.1 I	yes	S3.1 R	no	S3.1 O	no
	S3.2 I	yes	S3.2 R	no	S3.2 O	no
	S3.3 I	yes	S3.3 R	no	S3.3 O	yes
ESRS S4						
	S4.1 I	yes	S4.1 R	no	S4.1 O	yes
	S4.2 I	no	S4.2 R	no	S4.2 O	yes
	S4.3 I	yes	S4.3 R	no	S4.3 O	no

I~Impact , R~ Risk, O~ Opportunity



GOVERNANCE						
ESRS G1						
	G1.1 I	no	G1.1 R	no	G1.1 O	no
	G1.2 I	yes	G1.2 R	no	G1.2 O	no
	G1.3 I	yes	G1.3 R	no	G1.3 O	yes
	G1.4 I	yes	G1.4 R	no	G1.4 O	yes
	G1.5 I	yes	G1.5 R	yes	G1.5 O	yes
	G1.6 I	yes	G1.6 R	yes	G1.6 O	yes



# FINANCIAL THRESHOLDS AND RISK MANAGEMENT

Our approach to financial thresholds align with established risk management processes. While financial quantification was not part of the initial assessment, we plan to incorporate it in future phases. Impact thresholds were used as part of a relative prioritization process during our management workshops.

This holistic approach ensures that we stay on track with our sustainability goals while maintaining transparency and accountability in our operations.

The concept of materiality serves as a filter to determine the most relevant issues for an organization, influencing stakeholders' decision-making. Conducting a materiality assessment

helps in identifying these crucial issues, ensuring alignment with the organization's goals. Materiality plays a pivotal role in setting objectives, targets, and programs within an ESG management framework. It involves assessing both financial and impact materiality, considering factors such as economic value creation and external impacts on communities and the environment. The emergence of double materiality underscores the interconnectedness of internal and external impacts, emphasizing the company's broader sustainability footprint. This concept, gaining prominence in ESG reporting frameworks, combines financial and impact perspectives to provide a comprehensive understanding of sustainability issues.

Level	Description	Threshold Range
Negligible	Insignificant financial impact. Easily absorbed without operational disruption.	< 1 % of annual revenue or assets.
Moderate	Manageable financial impact. May require mitigation but does not threaten financial stability.	2 % - 3% of annual revenue or assets.
Significant	Noticeable financial impact. Requires strategic response and resource allocation.	3% - 5% of annual revenue or assets.
Major	Severe financial impact. Could threaten profitability.	> 5% of annual revenue or assets.





An aerial photograph showing a pond on the left, a road, and some buildings. The text 'On the Up' is overlaid in large white letters.

# On the Up

Nature Bio Foods is dedicated to fostering a holistic, sustainable environment through a variety of initiatives aimed at promoting ecological balance and long-term well-being. By prioritizing organic farming, reducing chemical use, conserving water resources, and supporting biodiversity, NBF ensures that its practices align with nature's rhythms.

*Sustainable Environment*

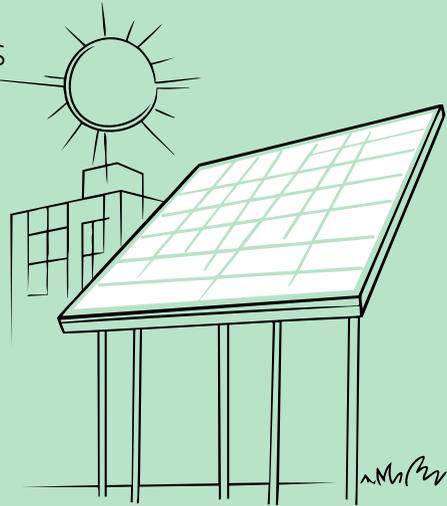
# OUR COMMITMENTS – 2030

	Our Commitments – 2030	Baseline year 2021	Current Status	Score Card	SDG Goals
	Achieve 10,000+ Acres under Land Laser Levelling, DSR, SRI.	+3200 Acres	+10000		
	1,000+ Solar Street Lights.	+700	+1800		
	Renovation and Construction of 100 Ponds and Stop Dams	15 Ponds and Stop Dams	33 Ponds and Stop Dams		
	Convert conventional farmland to organic -120000 Ha	+80000 Ha	+125000 Ha		
	1 million trees to be planted.	+100000	+120000		
	Reduce 50% emissions (Scope 1 & 2 by 2025): India Operations.	24164 Tco <sub>2</sub>	11759 Tco <sub>2</sub>		

	<p>Reduce electricity consumption emissions by 50% through adoption of renewable energy sources.</p>	<p>6025 Tco<sub>2</sub></p>	<p>7759 Tco<sub>2</sub></p>		
	<p>Achieve 5000+ acres under “Carbon Credit” initiatives – Farming Projects.</p>	<p>1451 Acres registered</p>	<p>+3000 Acres under process</p>		
	<p>Eliminating the use of single use plastic.</p>	<p>0%</p>	<p>100%</p>		
	<p>To become Carbon Neutral – Scope 1 &amp; 2: 2030, Scope 3: 2045.</p>	<p>Progress measured &amp; on track</p>			
	<p>15 million+ liters/kgs of synthetic pesticides and chemical fertilizers to be prevented from being used.</p>	<p>+10 million+ liters/kgs</p>	<p>15 million+ liters/kgs</p>		
	<p>Warehouse Operations – Process improvements, &amp; automation, logistics, cost optimization through price discoveries, vehicle utilization improvement, etc.</p>	<p>Initiative started</p>	<p>In progress</p>		

# GO CLEAN WITH GREEN

**+1800** Solar Street Lights installed in Rural villages

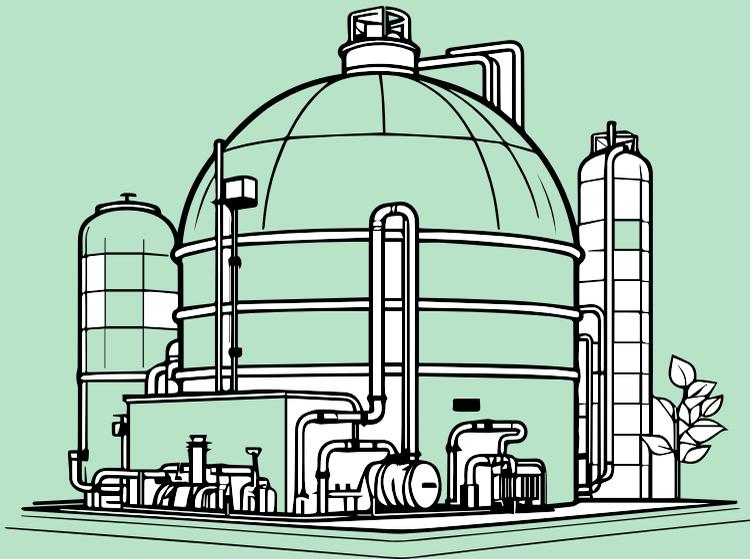


**+70** Villages Covered  
**+40000** beneficiaries  
**+5000** solar lamps/torch & Energy efficient pressure cookers provided to the community members

**+120000** trees planted

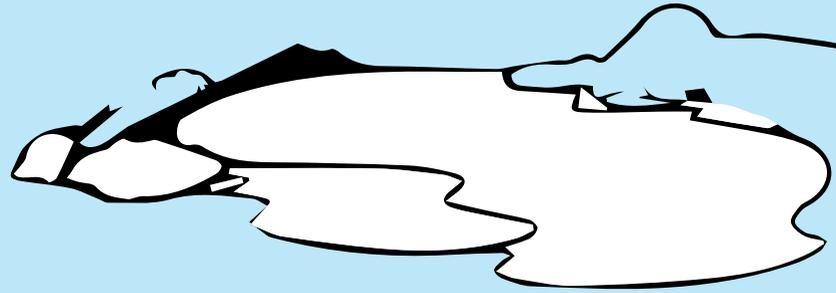


**+400** Biogas household units constructed.





# EVERY DROP MATTERS



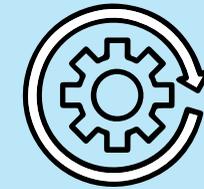
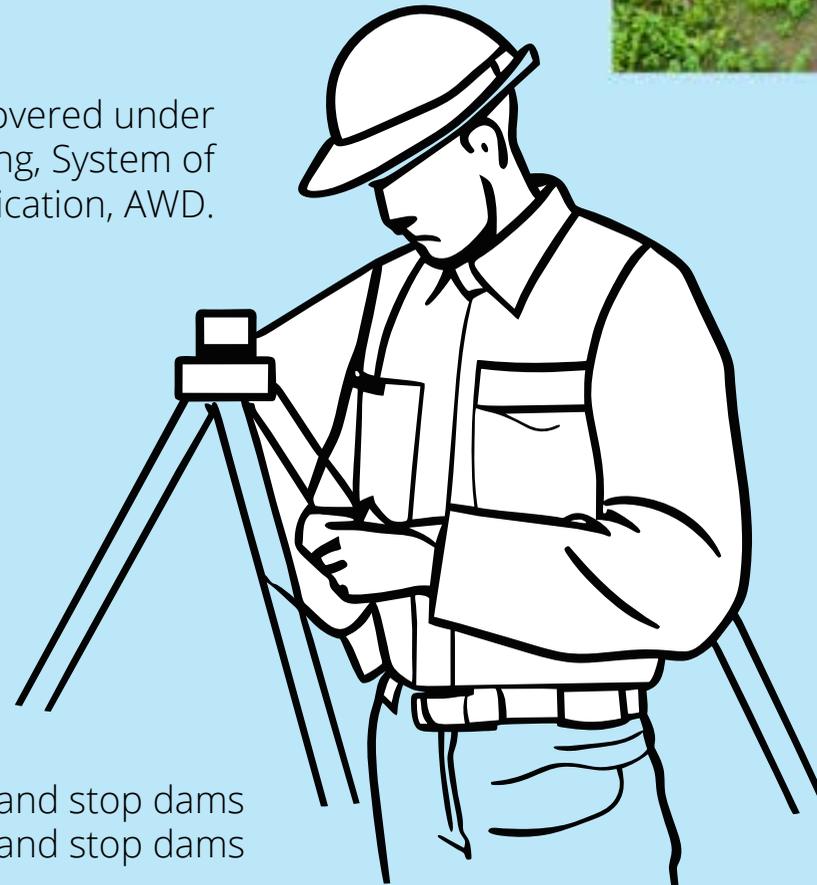
**+33** Ponds & Stop Dams Constructed



**+10000** Acres covered under Land Laser Levelling, System of rice intensification, AWD.



**+4725** to **6075** million ltrs of water saved.



2021: **14** Ponds and stop dams  
2024: **33** Ponds and stop dams





*Nature Bio Foods  
boosts CO<sub>2</sub> recovery  
with designed solution*

# CO<sub>2</sub> RECOVERY ENABLED BY HIGH PRESSURE

Nature Bio Foods uses CO<sub>2</sub> pressure treatment to eliminate insects in their production process in order to guarantee product quality while complying with organic food standards. Using the designed solution, more than 80% of the CO<sub>2</sub> is recovered and reused.

## Without recovery system

CO<sub>2</sub> consumption per kg Basmati Rice: 60,3gram CO<sub>2</sub> per kg

Power consumption per year ca. 159,150 Kwh for Vaporizing of 1,591,50 ton

## Through CO<sub>2</sub> Recovery system Installed by Nature Bio Foods

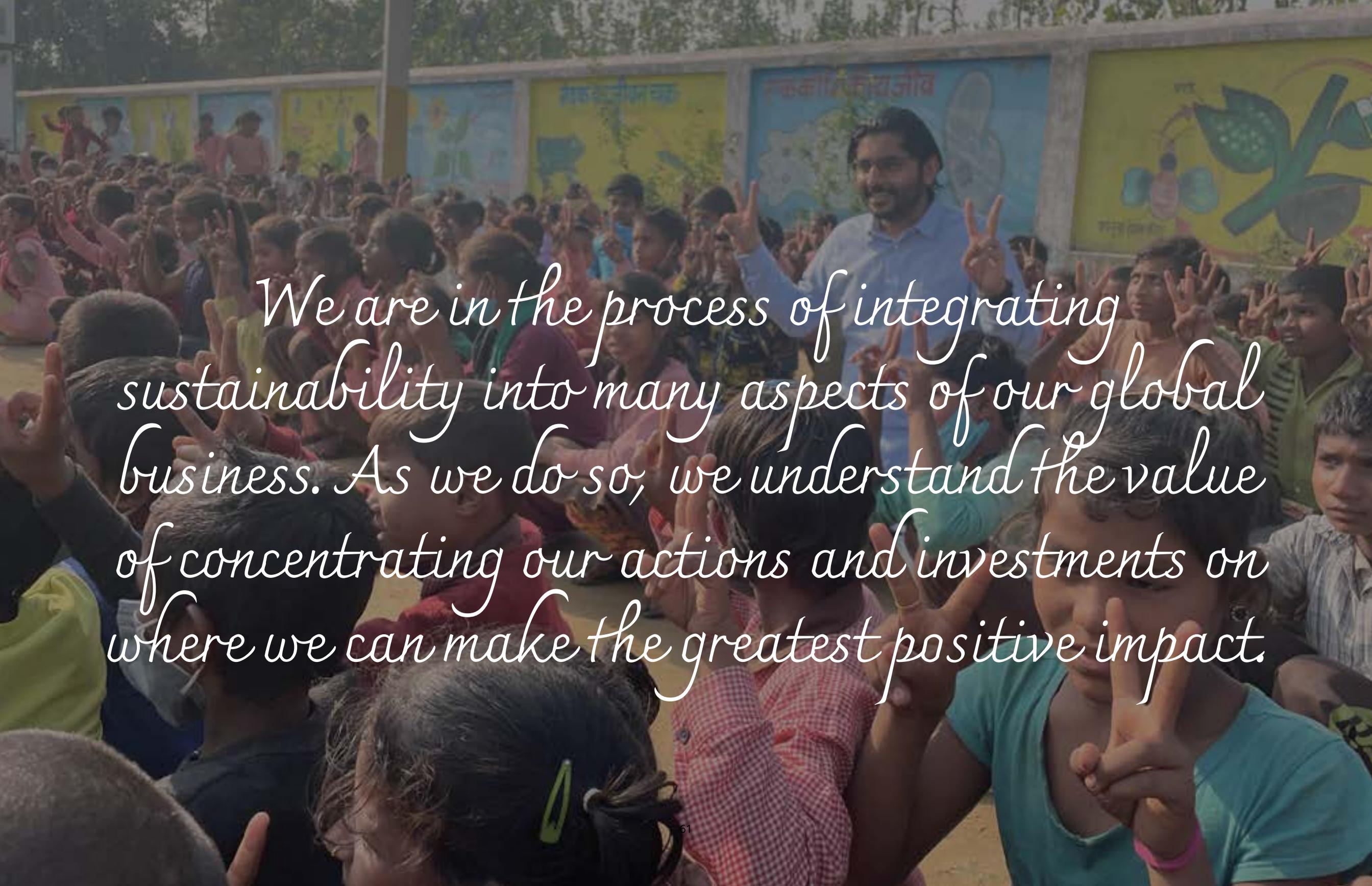
Reducing the carbon footprint by 85%

CO<sub>2</sub> consumption per kg Basmati Rice: 8.8 gram CO<sub>2</sub> per kg

Power consumption per year ca. 23,300 Kwh for Vaporizing of 233,000 ton

CO <sub>2</sub> disinfestation	CO <sub>2</sub> -disinfestation - 11-pallets-TANDEM-system
Cylindrical length	13.000 mm
Diameter	2.200 mm
Operation pressure	15 bar
Volume CO <sub>2</sub> -system (each tank)	49,39 m <sup>3</sup>
Total pallets per batch	11 pallets
Total weight per pallet	ca. 1.200 kg per pallet
Total batches per year	2000 batches (yearly production: 4 charges/day per x 2 units x 5 days x 50 weeks)
Total kg per batch	13.200 kg per batch
Total capacity per year	26.400.000 kg per year
Specific weight of rice	ca. 0,75 kg per liter
Specific bulk density of rice	ca. 75 % per m <sup>3</sup>

		NATURE BIO FOODS
Energy costs /CO <sub>2</sub> / total	without recovery system and without replacement body system	with recovery system include replacement body system
Year requires CO <sub>2</sub> annual	1.591,50 to	233,00 to
Consumption CO <sub>2</sub> per batch	795,75 kg	116,50 kg
Consumption CO <sub>2</sub> per kg	0,050 kg	0,010 kg
Consumption CO <sub>2</sub> per kg produced rice	60,3 gram	8,8 gram
Electricity consumption per year		
Vacuum pump installed motor power = 6,6 kw/h		
running time/charge = 2 x 18 min. = 3,96 kw/charge		7920 kw
Air turbine (approx.) installed motor power = 5 kw/h		
Air displacer Atm. into CO <sub>2</sub> = 2 x 45 min. x 2000 =	15,000 kw	
Heater for air turbine (approx.) installed Power = 30 kw/h	45,000 kw	
Temperature range -20° to +50°C = 1 x45 min. x 2000		
Recovery compressor installed motor power = 30 kw/h		
running time/charge = 2 x 40 min. = 40 kw/charge		80,000 kw
Water bath vaporizer (Energy cost = 10% of consumption		
Without recovery 1,591,500 kg x 0,1 = 159.150 kw/pa		
Nature Bio Foods 233,000 kg x 0,1 = 23,300 kw/pa	159,150 kw	
Nature Bio Foods 233,000 kg x 0,1 = 23,300 kw/pa		23,300 kw
Total electricity consumption (per annum)	219,150 kw	110,920 kw



*We are in the process of integrating sustainability into many aspects of our global business. As we do so, we understand the value of concentrating our actions and investments on where we can make the greatest positive impact.*

# GHG ACCOUNTING METHODOLOGY

We adhere to the Greenhouse Gas Protocol, World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) standards, the globally recognized accounting framework for GHG emissions. This ensures consistency, accuracy, and comparability with other organizations.

## Scope of Emissions

Our GHG accounting encompasses the following scopes:

**Scope:1** Direct emissions from owned controlled sources, such as fuel combustion in company vehicles or on-site boilers.

**Scope:2** Indirect emissions from the generation of purchased electricity, heat, or steam consumed by the organization.

**Scope:3** All other indirect emissions that occur in the organization's value chain, including upstream and downstream activities, travel or waste disposal.

## Data Collection and Calculation

We employ a combination of methods to collect and calculate our GHG emissions, including:

**Meter readings:** For energy consumption data.

**Fuel usage records:** For fuel-related emissions.

**Supplier data:** For purchased electricity and heat data.

**Activity-based data:** For emissions from specific activities, such as travel or waste disposal.

## Emissions Reduction Initiatives

To achieve our targets, we have implemented a range of initiatives, including:

**Energy efficiency measures:** Upgrading lighting, equipment, and building insulation.

**Renewable energy procurement:** Increasing the use of renewable energy sources, such as solar and wind power.

**Sustainable transportation:** Promoting the use of public transportation, carpooling, and electric vehicles.

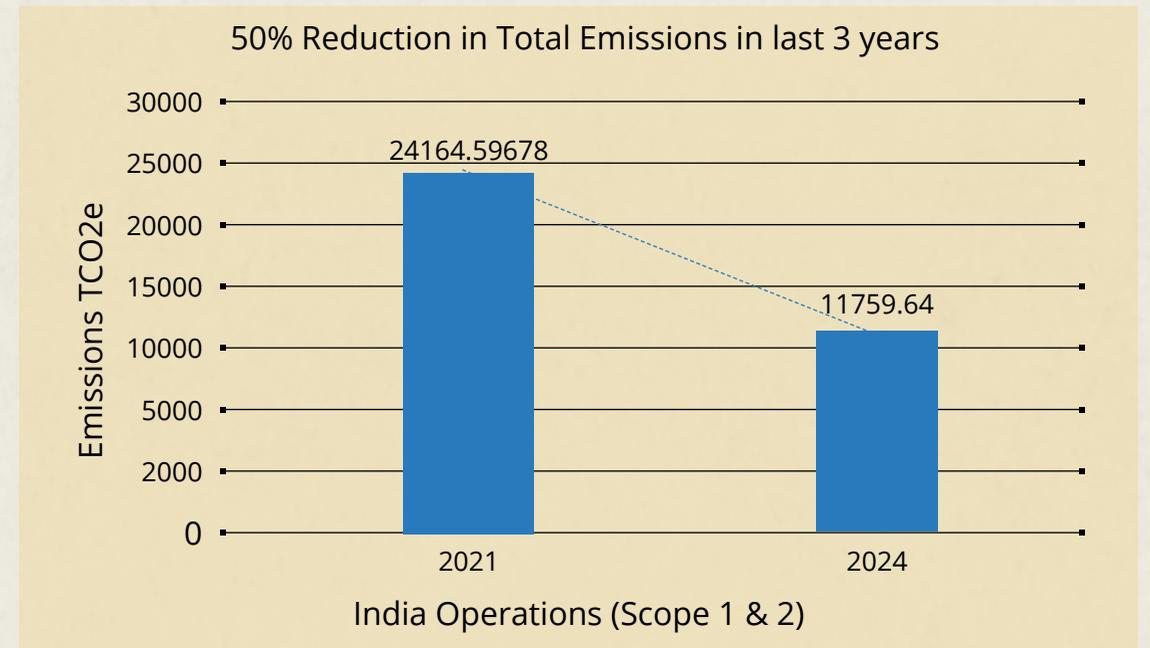
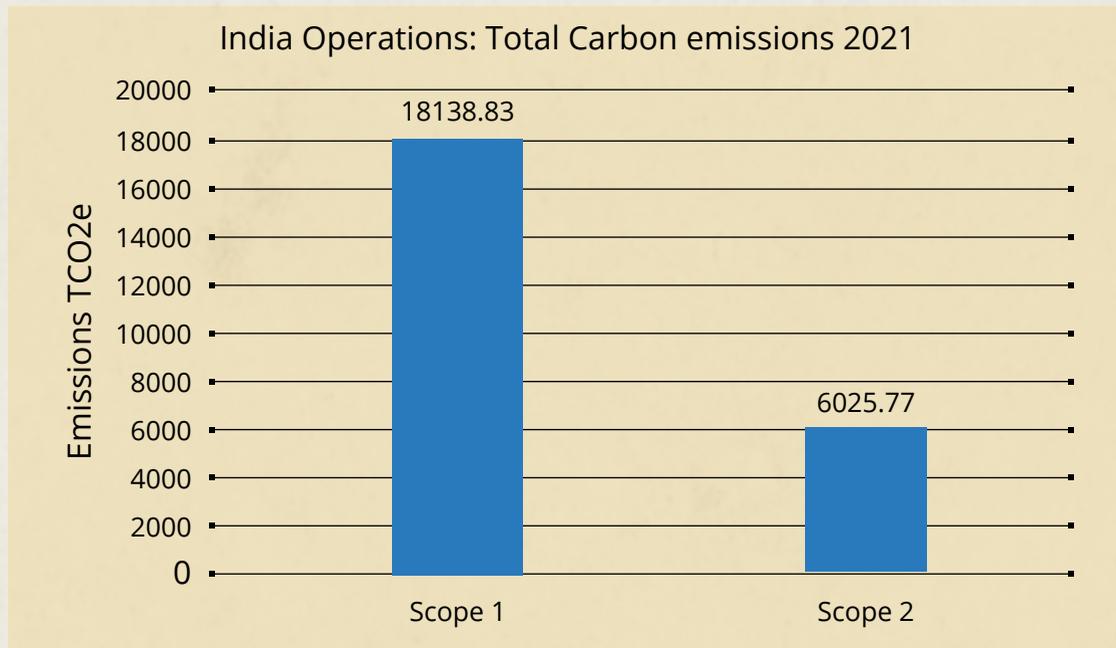
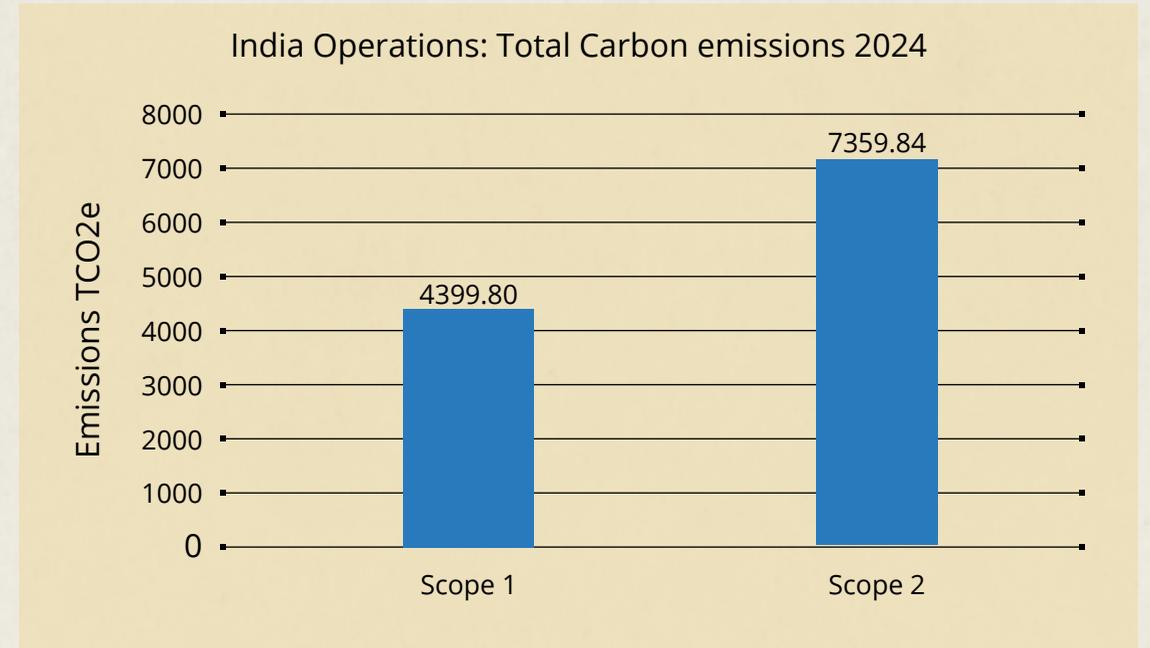
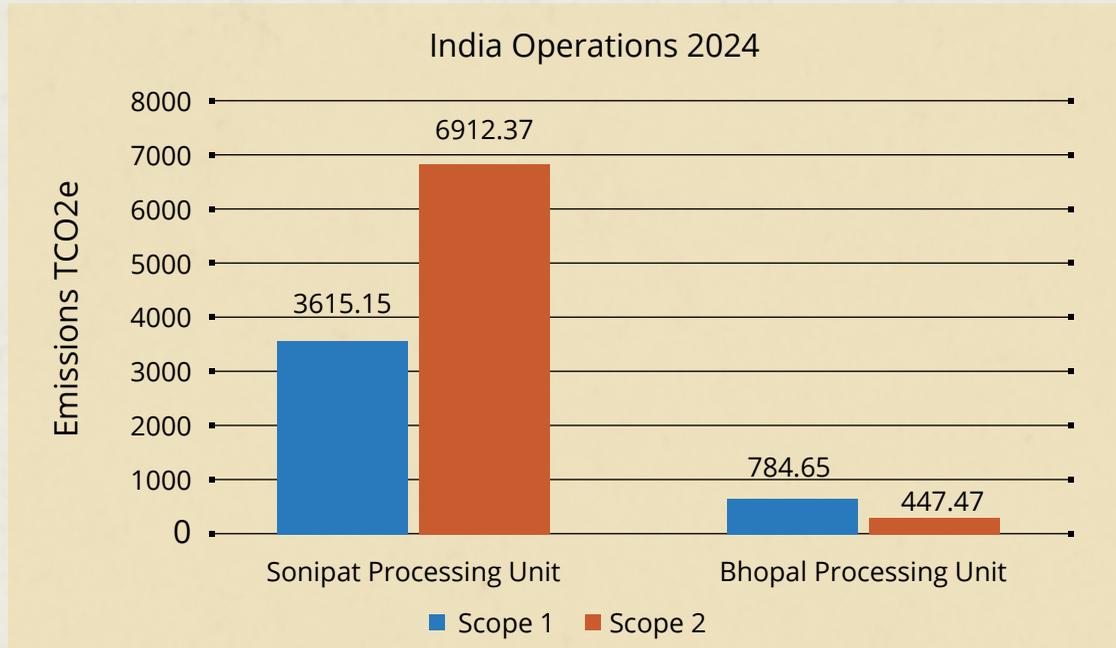
**Waste reduction and recycling:** Implementing waste reduction programs and increasing recycling rates.

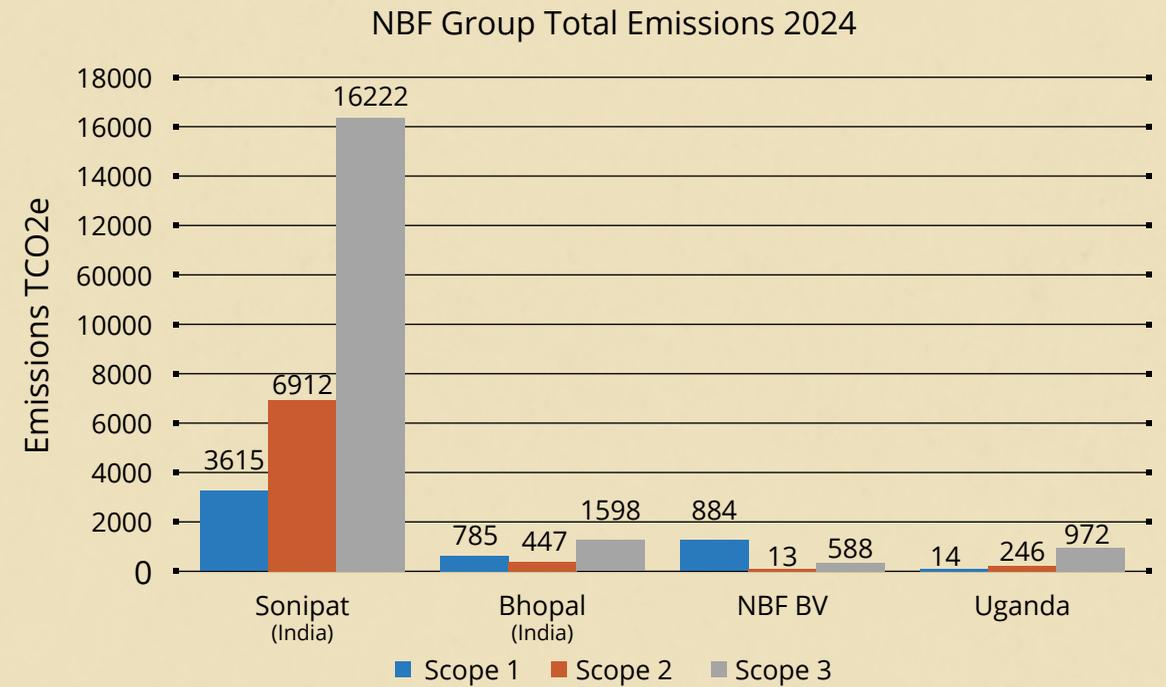
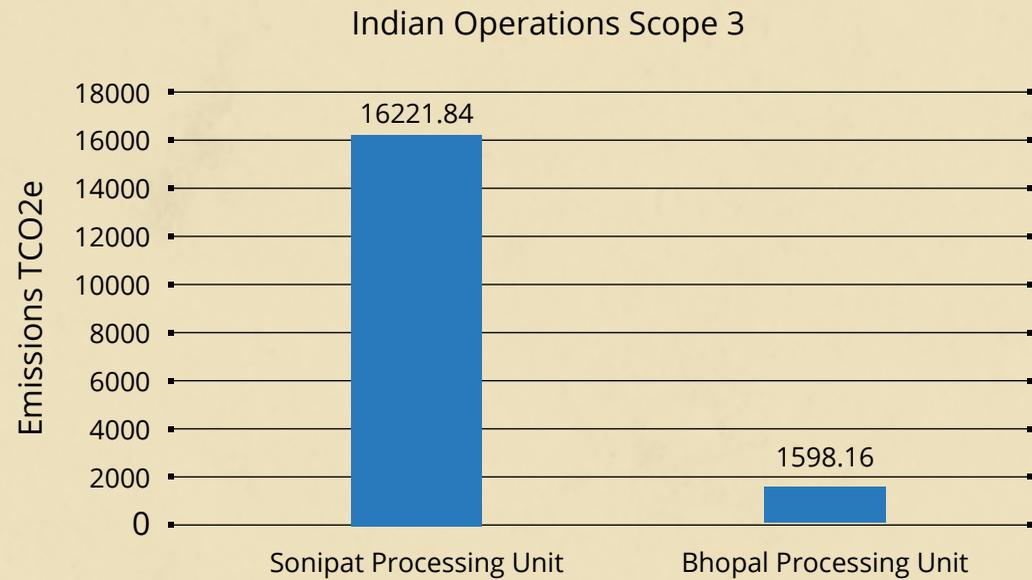
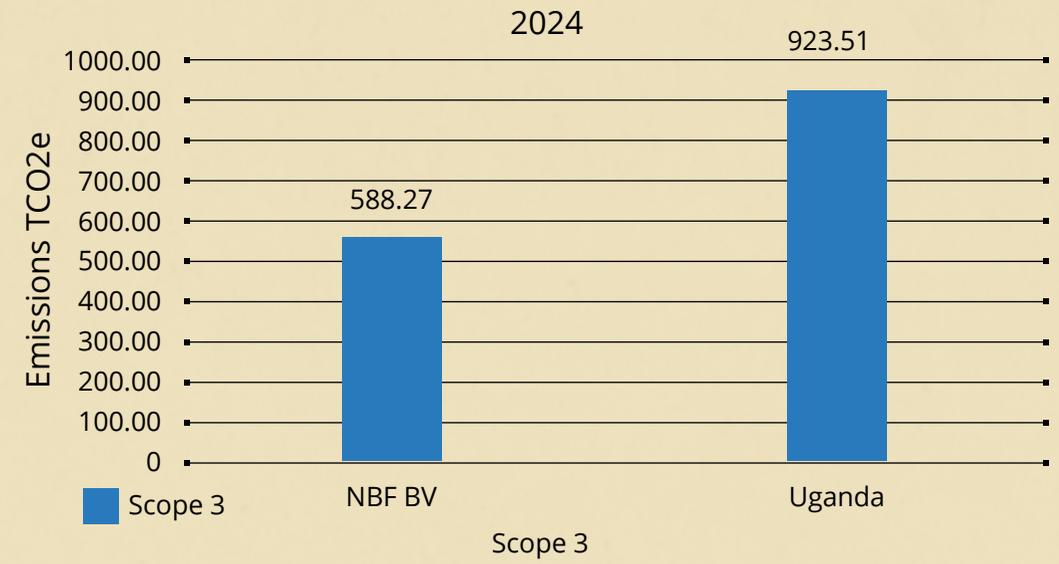
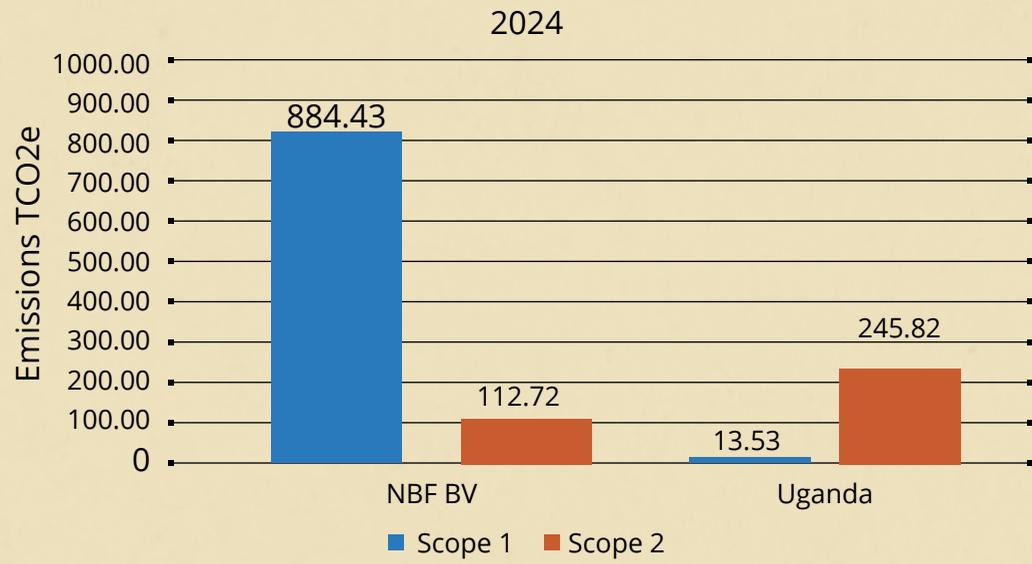
**Supply chain engagement:** Collaborating with suppliers to reduce their environmental impact.

## Reporting and Verification

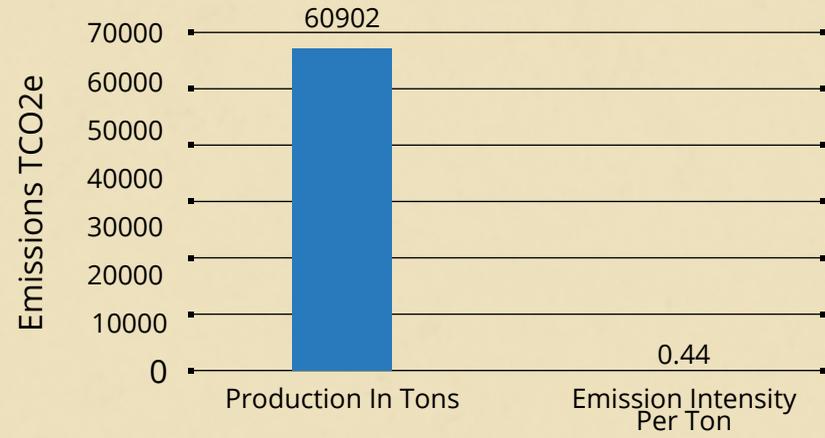
Our GHG emissions data is internally verified to ensure accuracy and credibility. We report our emissions data annually in accordance with the Global Reporting standards. Though the emissions from farming operations which are managed by our farmers are not covered under scope 3 boundary of NBF but Nature Bio Foods emphasizes going beyond compliance to embrace sustainability as a core value and looking forward to voluntarily measure and report farming emissions from next year onwards.





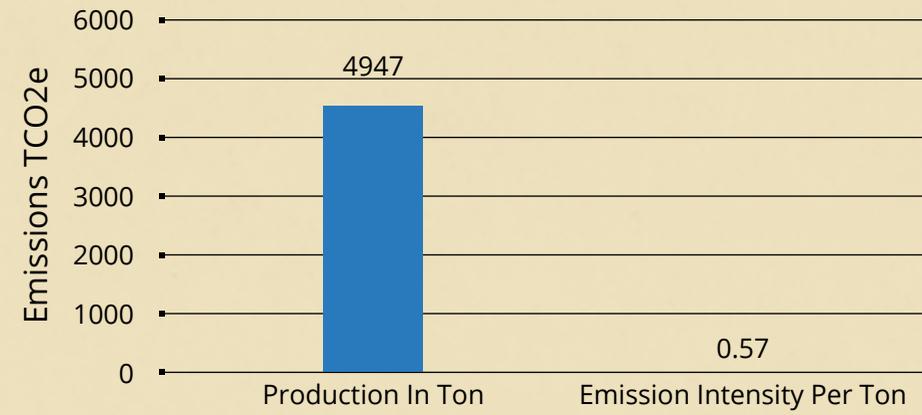


### Sonipat Processing Unit



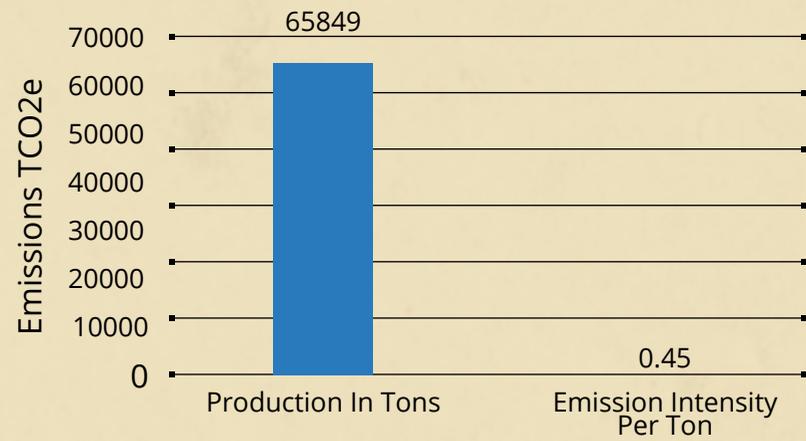
\* Emission Intensity per ton Considering Scope 1,2 & 3

### Bhopal Processing Unit



\* Emission Intensity per ton Considering Scope 1,2 & 3

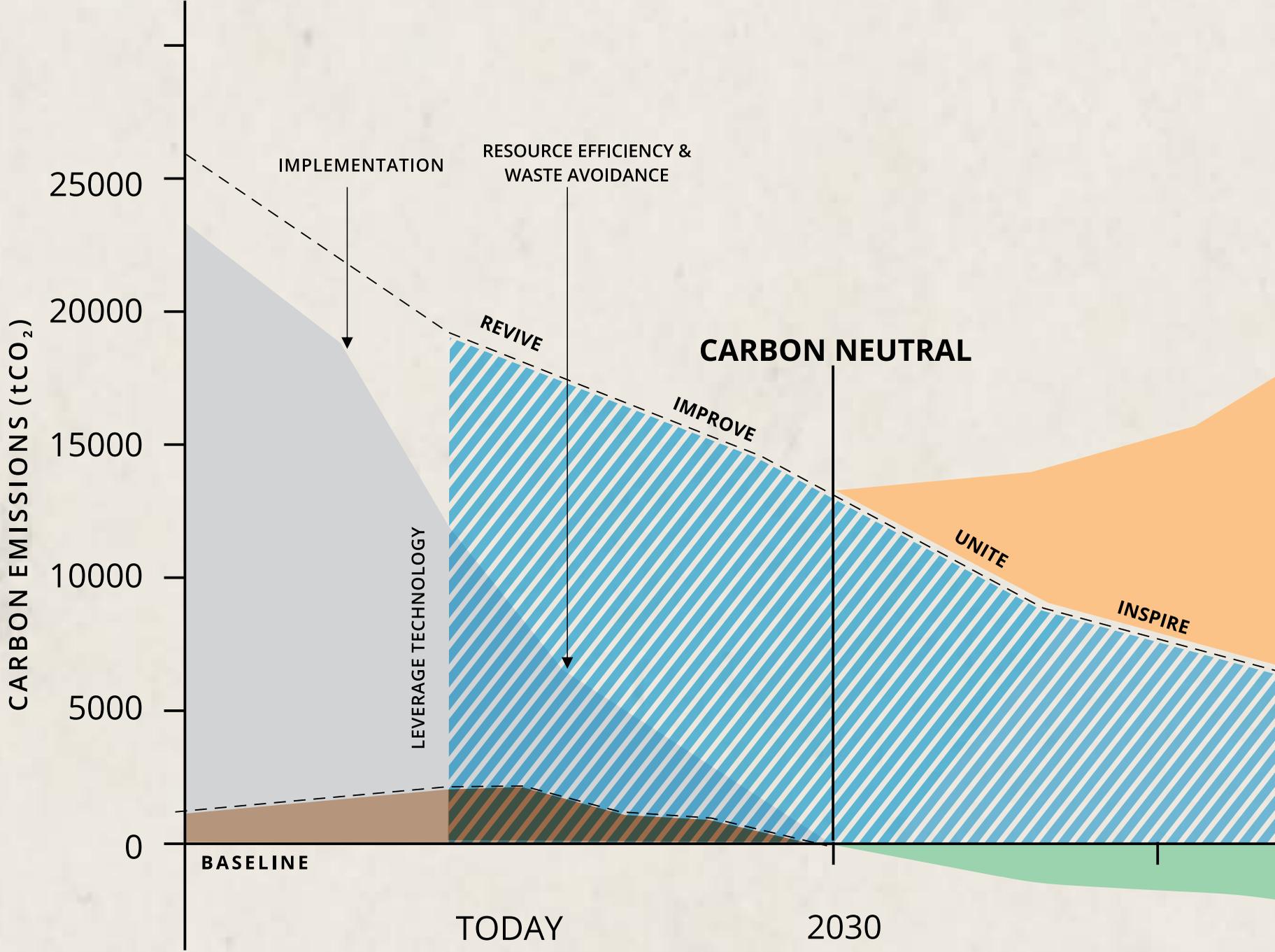
### Total Carbon Emission Intensity of India Operations



\* Emission Intensity per ton Considering Scope 1,2 & 3

# Progress & Roadmap

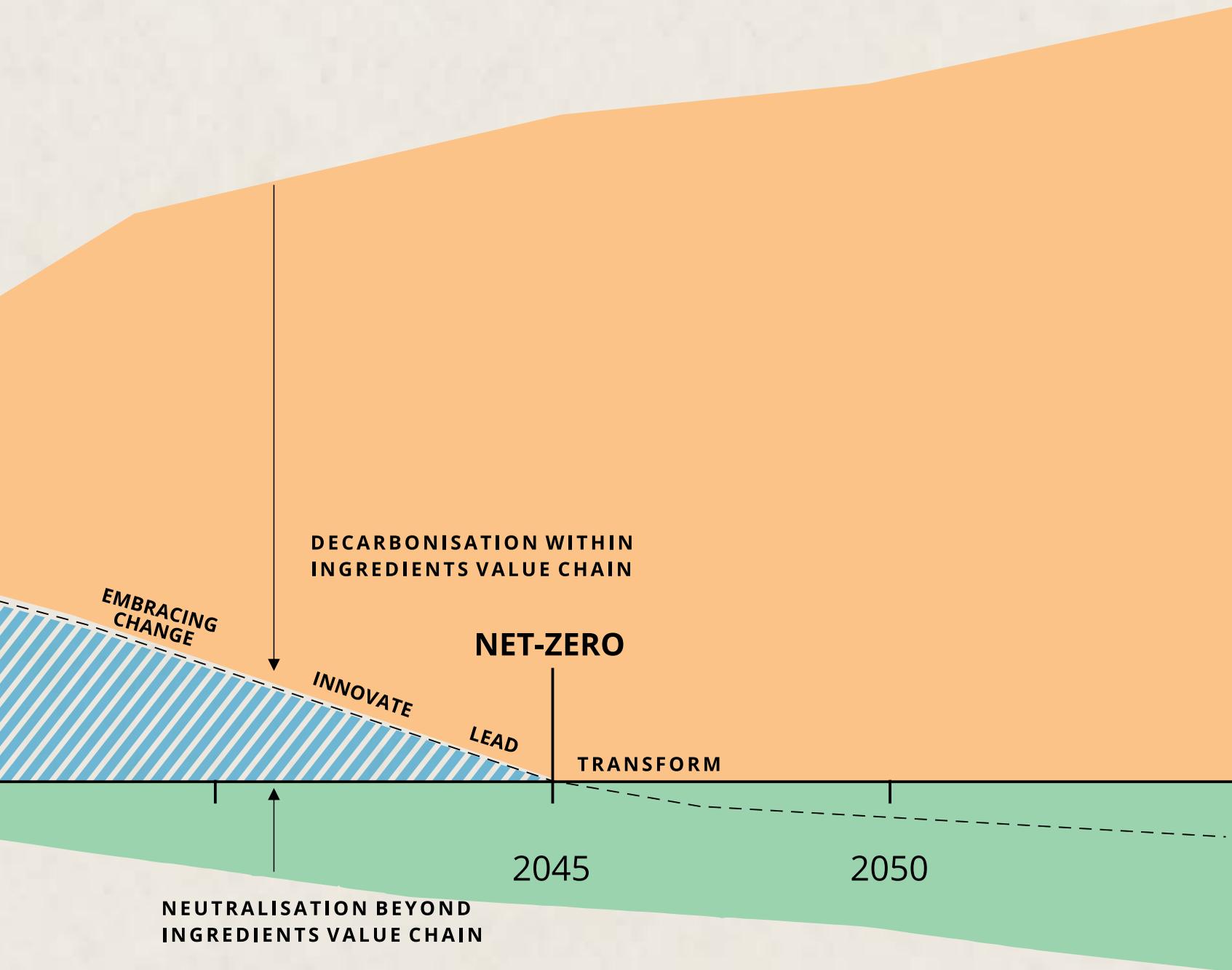
Taking ownership of our Net Zero Journey



# Carbon Neutrality

SCOPE 1 & 2 : 2030

SCOPE 3 : 2045



- SCOPE 1 & 2 INDIA OPERATIONS
- SCOPE 1 & 2 AFRICA & NETHERLANDS
- ▨ SCOPE 3 GLOBAL NET EMISSIONS
- OFFSET VIA CARBON AVOIDANCE PROJECTS AND CARBON CREDITS
- BUSINESS AS USUAL EMISSIONS

# Carbon Neutrality Roadmap

GHG Emissions Accounting  
**\* Scope 1 & 2 India operations**

**2022**

GHG Emissions Accounting  
**\*\* Scope 1 & 2 Netherlands & Africa operations - Baseline**

GHG Emissions Accounting  
**\*\*\* Scope 3, Double Materiality (CSRD) - Baseline**

**2024**

**Target : 50% Reduction**  
in Scope 1 & 2 emissions  
by 2025 \* India Operations

**✓ Target Achieved**

**2025**

ISO 14064  
GHG PROTOCOL  
WRI/WBC SD







# Go Up

Our commitment to the communities where we live and work is the foundation of our values. We focus on creating meaningful, long-term programs that empower individuals and inspire positive transformation. Our goal is to build stronger, more vibrant communities where everyone has the opportunity to thrive.

*Sustainable Lives*

# OUR COMMITMENTS 2030

	Our Commitments – 2030	Baseline year 2021	Current Status	Score Card	SDG Goals
	Covering +1,00,000 beneficiaries under Safe & Clean Drinking Water Initiative.	+20,000 Beneficiaries	+31,000 Beneficiaries		
	+20,000 students to be covered under Education Program.	+3500 Students	+10,000 Students		
	+100 schools to be adopted for Infrastructure improvement & Learning.	19 School adopted	50 School adopted		
	1,00,000+ farmers' lives to be impacted through sustainable agricultural practices and trainings.	74,000 Farmers Engaged	96,000 Farmers Engaged		
	90% employee retention rate to be achieved.	87%	85%		
	48 hours training to be provided to each employee per year.	16 hours	19 hours		

	<p>100+ villages to be covered under Development of Rural Infrastructure Program – like roads, drainage, community center, tube wells, etc.</p>	<p>15 Village</p>	<p>45 Village</p>		
	<p>Develop 15+ organic schools and training centers.</p>	<p>2</p>	<p>7</p>		
	<p>Covering over 10,000 farmers through agriculture service center, farm machineries, bio-inputs, compost, seeds and under additional income – livelihood interventions.</p>	<p>+6500 farmers</p>	<p>+ 10,000</p>		
	<p>Target to cover +100000 beneficiaries under health program</p>	<p>+5000 Beneficiaries</p>	<p>+ 28,000</p>		
	<p>2% profit contribution towards CSR each year</p>	<p>100%</p>	<p>100%</p>		
	<p>Achieve 0 employee &amp; contractor fatalities</p>	<p>100%</p>	<p>100%</p>		
	<p>Achieve +150000 volunteer hours (Employee engagement)</p>	<p>+1000 volunteer hours</p>	<p>+19000volunteer hours</p>		

# CLEAN DRINKING WATER FOR EVERYONE



Providing access to **+40 Million** ltrs of water annually.

Beneficiaries: **+31000**

**2021:** 18000 beneficiaries

**2024 :** +30000 beneficiaries

**Target by 2030:** 100000 beneficiaries



Household water filter : **+3500** units distributed.

Community water Filters and Handpumps : **+ 30** Units installed.



Community RO in Schools: **+20** units distributed.





# PROMOTING EDUCATION

Schools Adopted: **50**

Covering **+10025** Students

Target by 2030: **100** Schools

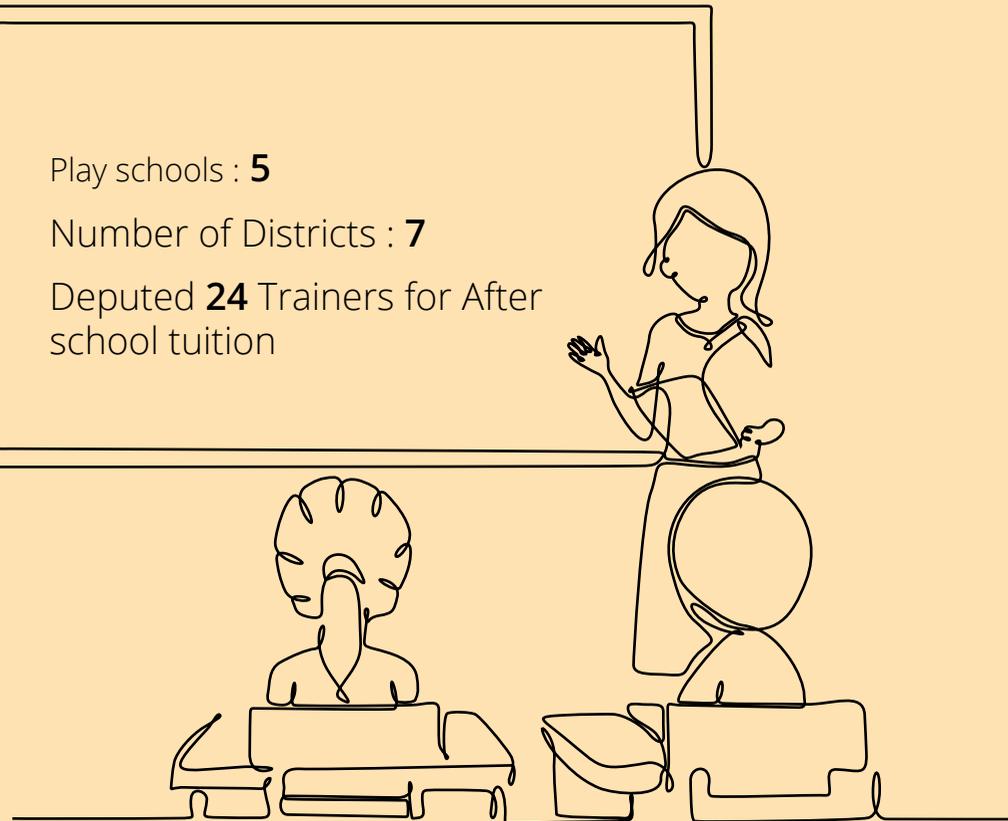
Number of Computer training centres established : **28**



Play schools : **5**

Number of Districts : **7**

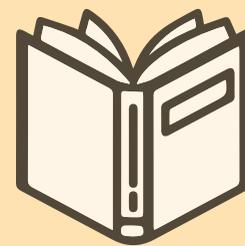
Deputed **24** Trainers for After school tuition



2021: **18** Schools

2024 : **50** Schools





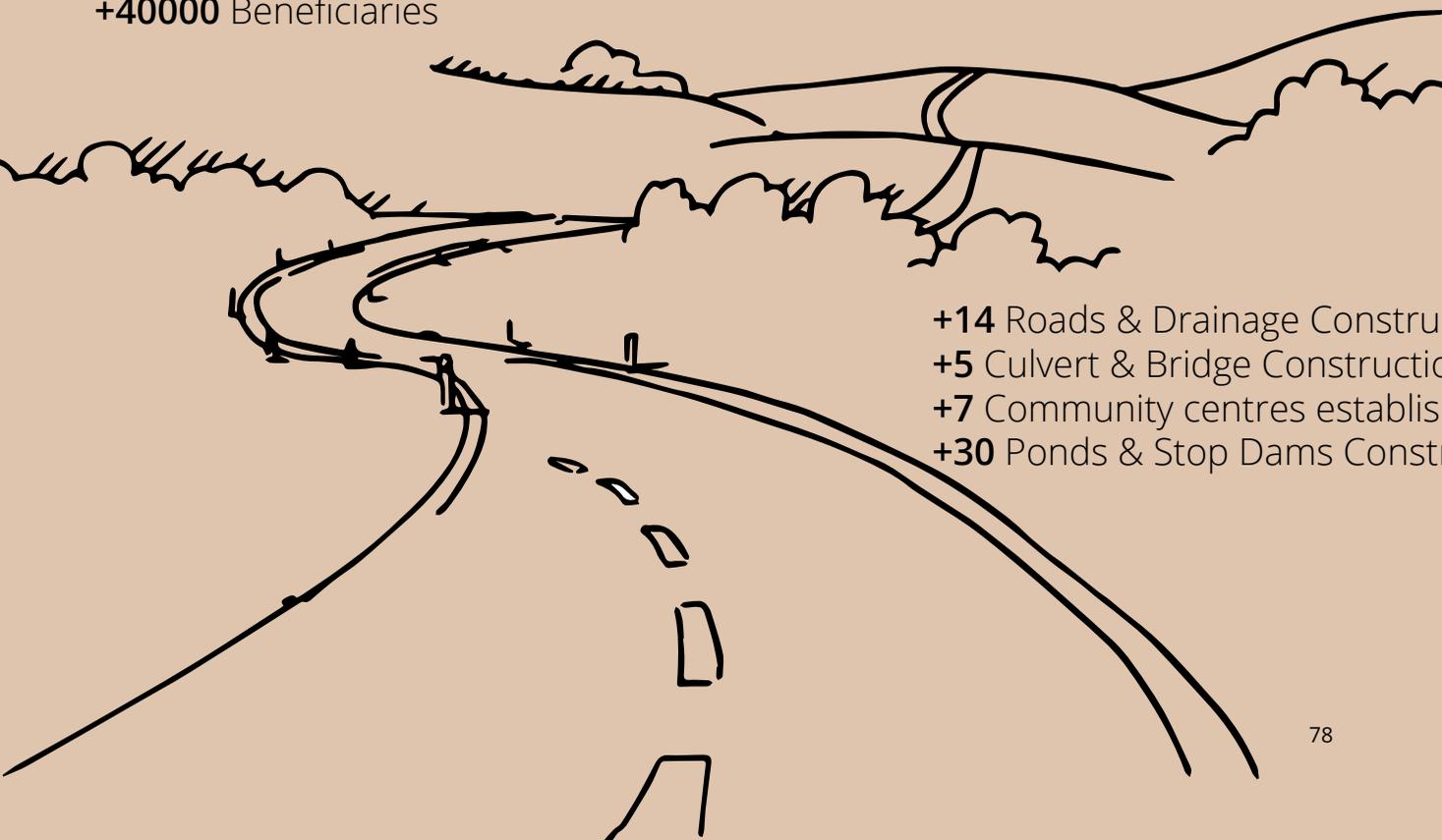
# RURAL INFRASTRUCTURE DEVELOPMENT

## CONSTRUCTING A PATH FORWARD



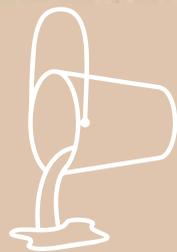
+ 40 Villages Covered  
+40000 Beneficiaries

2021-+ 30 Villages,  
2024- + 40 Villages,  
Target by 2030 : 100 Villages



+14 Roads & Drainage Construction  
+5 Culvert & Bridge Construction  
+7 Community centres established  
+30 Ponds & Stop Dams Constructed



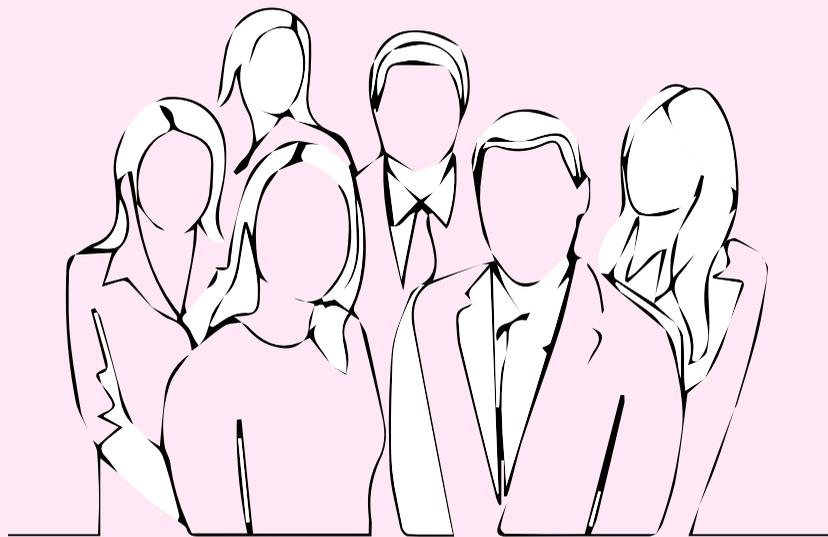


# HEALTH & HYGIENE FOR EVERYONE HEALTH DIGNITY & EMPOWERMENT

**+900** Training Programs conducted  
**+350000** sanitary pads distributed

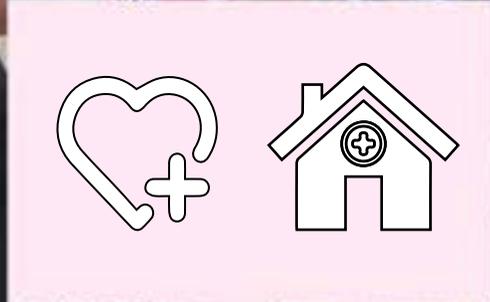


**+10** Mega Health Camps organized  
**+ 8** Districts covered.  
**+50** Villages Covered



2021 – **500** beneficiaries  
2024: **+28000** beneficiaries  
2030: **100000** beneficiaries.





# GENERATING LIVELIHOODS

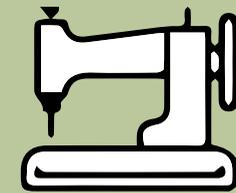
## SKILL UP TO MOVE AHEAD

**+3000** beneficiaries under additional income generation program through Goat rearing, nursing course, Electrician work, sewing & stitching, beautician course & scholarships to pursue higher education



**+ 19.93 %** of increase in Basmati Rice yield per Ha  
**+ 14.21 %** of increase in Non Basmati Rice yield per Ha  
**11.14 %** of increase in Soybean Yield per Ha

**\*Compared with baseline year.**

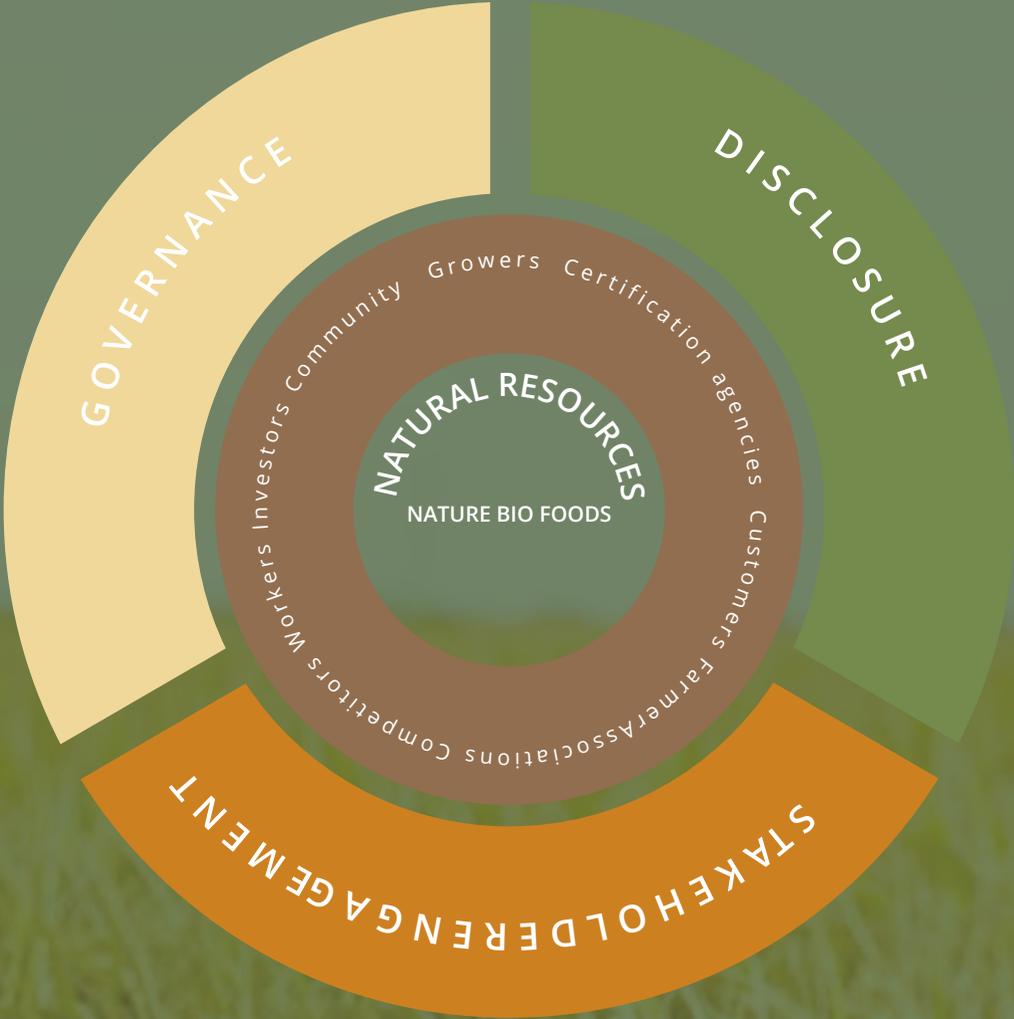




# TRUST IS THE FOUNDATION OF SUSTAINABLE DEVELOPMENT

Trustworthy relation between the organization and its stakeholders is the key to sustaining today's competitive business environment. We are

investing in creating an ecosystem that secures our input, safeguards farmers' interests, and enhances farm yield.



# UNIFIED IN PURPOSE, AMBITIOUS IN ACTION

At Nature Bio Foods, our employees are family. We apply our Purpose and Core Values to create a safe, engaging and diverse workplace, enabling our people to be their very best. We empower and encourage all our employees to tackle challenges head-on, push limits and have fun while creating products that inspire a healthier and more compassionate world.

## TRAINING & DEVELOPMENT

We designed and implemented comprehensive employee engagement and development programs to foster a conducive work environment and consistently provide professional and personal development opportunities to ensure growth, development and well-being of our workforce.

## SAFETY

We continuously invest in the safety and health of our FLMs as we believe that people are our most significant assets, and their well-being is first on our priority list. Additionally, we have introduced SOPs common to many industries but not usually seen in India's organic facilities. Like the work permit system, use of industry-grade Personal Protection Equipment like safety shoes and masks. We also iterated our focus on safety to everyone in the production

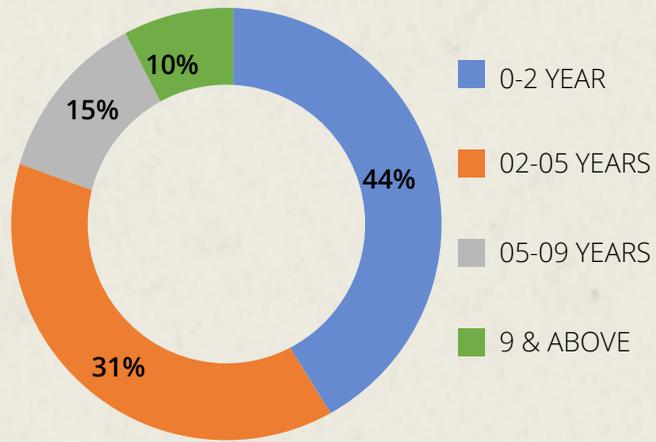
line by starting a series of weekly safety meets to take stock of on-ground situations and address them promptly.

## SAFETY & EMERGENCY PREPAREDNESS

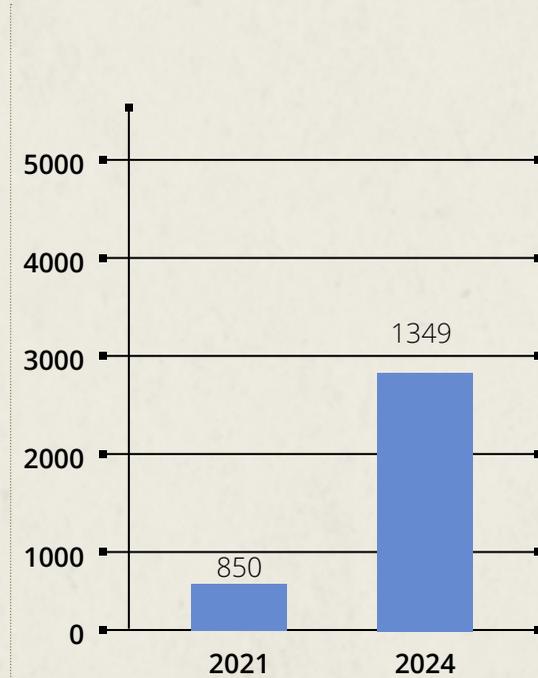
The only way to bring about a lasting impact on our safety performance is to root our hazards at the bud. A comprehensive safety management plan has been implemented at Nature Bio Foods, which incorporates best practices to address all key enablers of safety excellence: policies & processes, infrastructure management, awareness & training, implementation and audit, emergency preparedness.



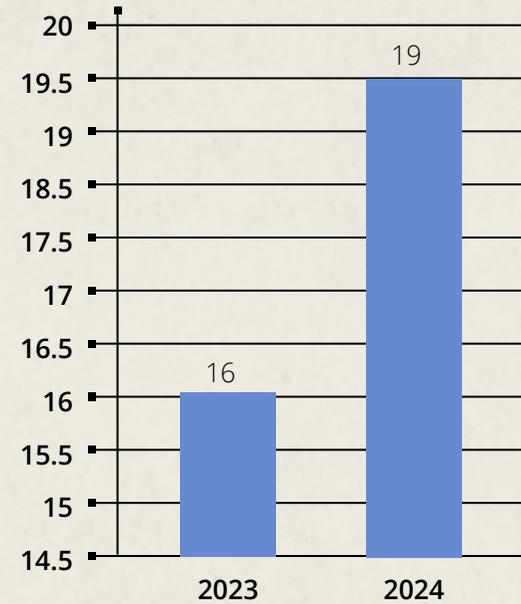
# DEVELOPING OUR WORKFORCE



Employee Longevity



Manpower Chart



Training



Fatality

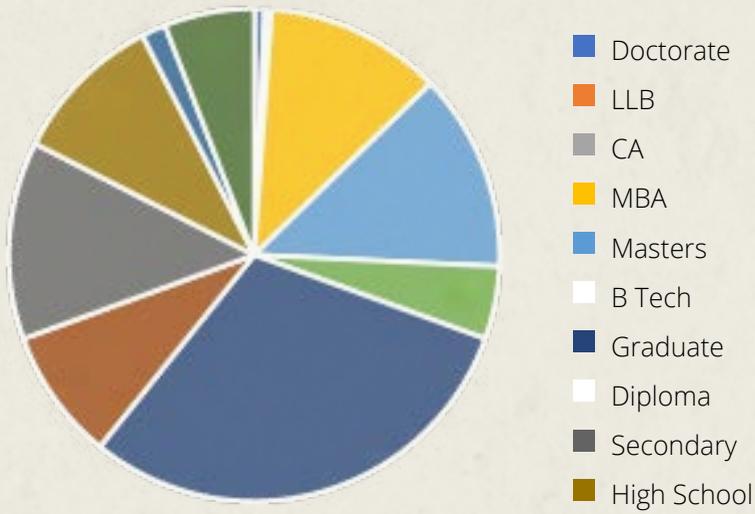
# EMPLOYEE WELLNESS

Provide growth and development opportunities for our employees to help fuel the power of the collective group.

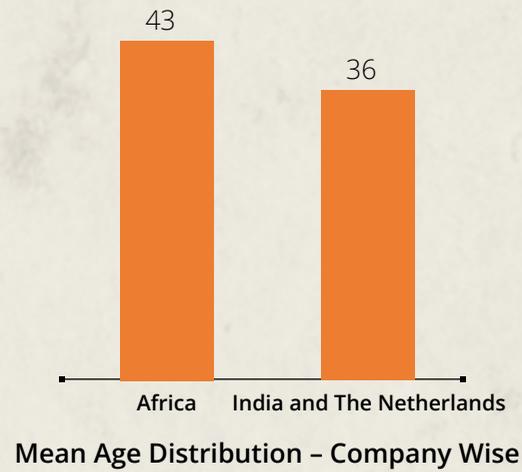
Create strategies and programs that elevate the importance of diversity and inclusion with a continued focus on employee safety and well-being.

Continue to encourage employee-led community give back and employee driven sustainability initiatives.

Nature Bio Foods Volunteer program offers paid time off for employees to volunteer with community programs: 48 hrs.



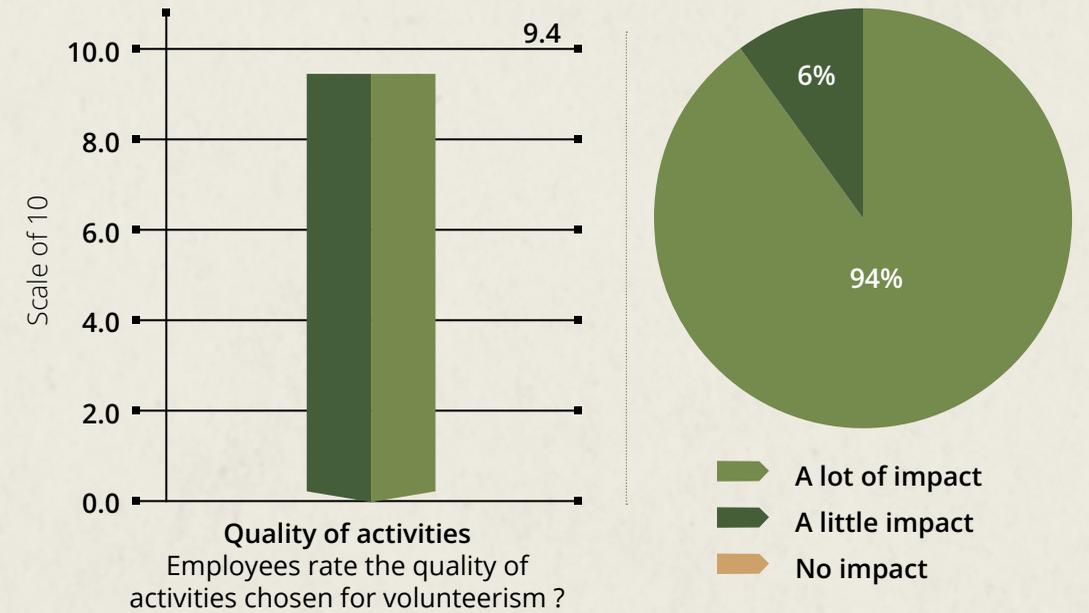
Educational Background Overview - NBF



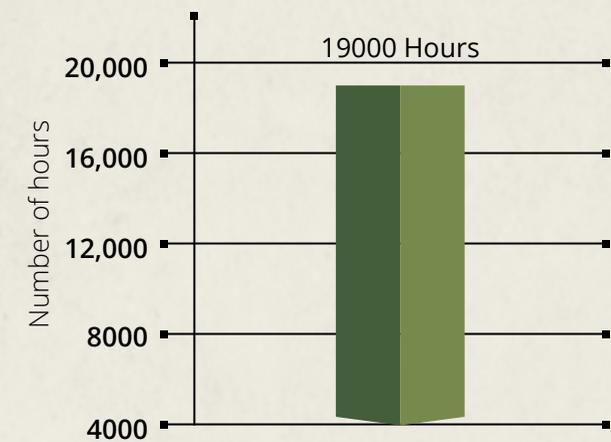
Mean Age Distribution - Company Wise

## THE CHANGE MAKERS INITIATIVE

Employees Volunteering program to support causes close to the hearts and giving back to the community in need.



Total volunteer hours contributed by NBF employees.



# HUMAN RIGHTS FRAMEWORK

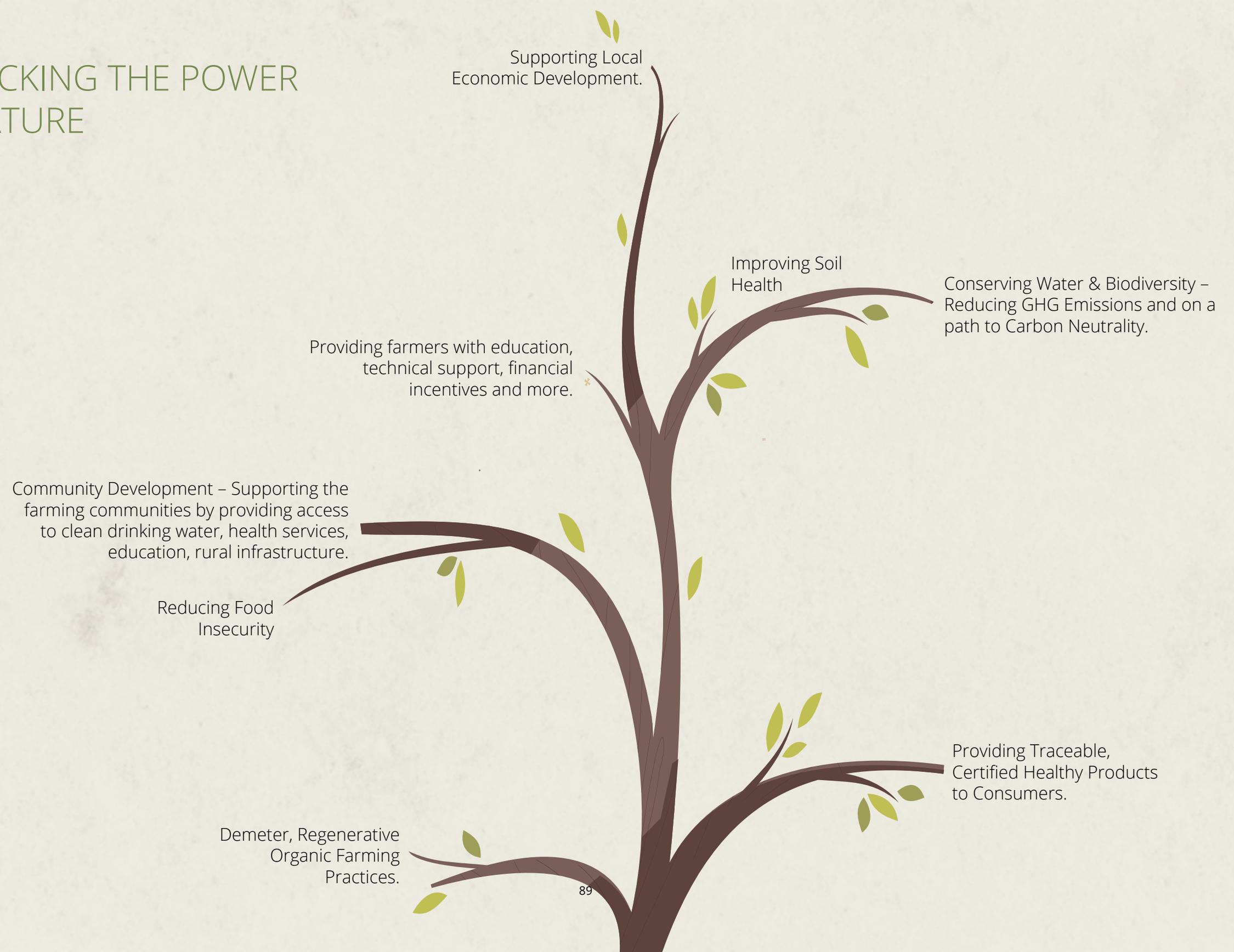
Nature Bio Foods Human Rights Framework & Roadmap places due diligence at the heart of our approach and identifies five key enablers for our work in this area.

raise awareness of human rights risk, promote best practices and empower people across our operations and within our supply chain.

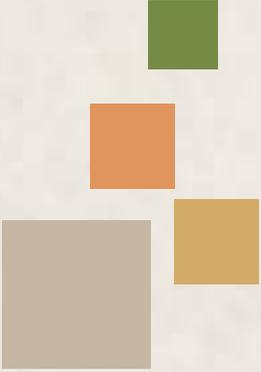
"We aim to use our scale, experiences and resources to



# UNLOCKING THE POWER OF NATURE







# UNIFIED FOR ONE GOAL

Building a Better World Through Collective Effort



At NBF, we are a team united by a shared sense of purpose and a commitment to innovation. We work hand-in-hand with high motivation and a positive mindset, driving revolutionary change in the world. We believe in the power of collaboration, where ideas flow freely, and creativity thrives. Working together, we foster an environment of fun, happiness, and mutual respect, which fuels our passion for bringing new, impactful innovations to life. Through this collective energy, we continue to make a difference, ensuring a sustainable and better world for all.



## “ RAJ KUMARI PATEL

Raj Kumari Patel's dream of becoming a nursing officer seemed impossible. She had always dreamed of improving her family's circumstances through her work, but financial struggles weighed heavily on her. At times, she thought that this dream would remain just that—a dream. Her family, too, was unable to offer any support due to their own financial constraints, and she found herself feeling helpless.

In her moment of despair, the **Nature Bio Foods** extended a lifeline. They offered financial assistance and career counselling, which helped her continue her nursing education, and their unwavering support gave her hope. With their help, Raj Kumari could focus on her studies, dedicating herself fully to her dream.

Today, she is a **Nursing Officer at King George Medical University** with an annual package of ₹12,00,000. She knows that without the company support, she could never have imagined such a future.

Raj Kumari's heartfelt gratitude is evident when she says that **Nature Bio Foods** was her “angel,” and she prays for their continued health and happiness, as she can never repay their kindness.

---

**Raj Kumari Patel's Journey to  
Becoming a Nursing Officer**





## DEENDAYAL



Growing up in the rural village, Deendayal had one dream: to become a doctor and bring better healthcare to his community. He had seen many of his relatives suffer because of the lack of medical resources, and it deeply affected him. Coming from a family of farmer, he knew the financial burden of medical school would be overwhelming. Despite his passion, his dreams felt out of reach.

When he thought all hope was lost, **Nature Bio Foods** came to his aid. Recognizing his determination and potential, they provided the financial assistance he so desperately needed. Without their support, Deendayal would have never imagined that he could pursue medical studies.

Empowered by the company's belief in him, Deendayal worked relentlessly, excelling in his studies. Now, as he nears the completion of his MBBS degree, he is ready to return to his district as **Dr. Deendayal**, equipped with the skills and knowledge to make a significant difference in the health of his village.

**His journey is a testament to how dreams can come true with the right support.**

---

**Deendayal's Journey to  
Becoming a Doctor**





## Smt HEERA



Smt Heera Patel lived in the village of **Madhya Pradesh** with her family, struggling to make ends meet. As a housewife with no formal skills or income, her future seemed uncertain. Every day was a battle, and she often felt trapped in the cycle of poverty, unsure of how to change her situation. But things took a turn when **Nature Bio Foods** stepped in, offering her the opportunity to transform her life.

The company provided her with **training and equipment** that enabled her to develop new skills. Heera Patel learned the art of running a small business, and with the equipment provided, she could offer services to her community. It wasn't easy at first; she faced skepticism from others who couldn't understand her ambition. But with hard work and perseverance, Heera established herself as a trusted entrepreneur.

Today, Heera earns over 15,000 a month, and her success has made her an inspiration to other women in her village. She now trains other women, helping them gain financial independence.'

**Heera's story proves that with the right support, anyone, no matter how poor, can break free from hardship and build a better future.**

---

**Smt Heera Patel's'  
Empowering Journey**





## SHIV PRASAD PATEL



At 38, **Shiv Prasad Patel** was a dedicated farmer from the village of **Tapariyan**, Madhya Pradesh. Like many others in his community, he initially followed conventional farming practices, relying on fertilizers and pesticides. Despite his hard work, he faced difficulties with declining soil health and water scarcity. His small plot of land seemed to yield less and less each year, and he began to question whether agriculture was still viable for someone like him.

That's when he connected with the team from Nature Bio Foods, who suggested organic farming as a potential solution. They offered technical support and guidance, and Shiv Prasad made the bold decision to shift to integrated organic farming. It was a big change, and at first, he was unsure if it would work. But slowly, he began to see the results: higher yields, healthier soil, and a more efficient use of water.

Today, Shiv Prasad confidently practices organic farming methods like IPM, INM, and creates his own organic manure and bio-pesticides using local materials like cow dung and urine.

**The transformation has been remarkable, and he is now a proud, progressive farmer.**

---

**Shiv Prasad Patel's Transformation  
to Organic Farming**





## ANAND PANDEY



**Anand Pandey**, a dedicated farmer from Uttar Pradesh, faced many challenges in his pursuit of increased productivity. With **30 patches of land** to irrigate, he spent nearly 70 hours each week on irrigation, a labor-intensive task that drained both his time and energy. Despite his efforts, his farm's productivity remained low, and he was growing weary of the repetitive cycle of hard work without significant returns.

That's when **Nature Bio Foods** introduced him to the **Land Laser Levelling** technique, which revolutionized his farming practices. This technique drastically reduced the time spent on irrigation, saving him around **40 hours of irrigation time per hectare**. The efficiency and precision of the laser levelling method allowed water to be distributed evenly, reducing wastage and improving the health of his crops.

Along with the time savings, Anand experienced a **10% increase in yield**. The grains were not only more abundant but shinier and healthier too. By integrating **organic farming practices**, Anand was able to make his farming more sustainable and profitable.

**Thanks to Nature Bio Foods, Anand now enjoys the rewards of his hard work, with a more productive farm and a more efficient use of his time.**

---

**Anand Pandey's Journey to  
Enhanced Productivity**





## Smt MAMTA GUPTA



When **Mamta Gupta** first became the Principal of Ginti Government **School**, Uttarakhand, the school faced numerous challenges. With fewer than **20 students**, the school lacked basic infrastructure. The classrooms were dilapidated, and there was no access to clean drinking water or proper sanitation facilities. The students had little hope for a bright future, and Mamta often felt overwhelmed by the poor conditions.

That all changed when **Nature Bio Foods** stepped in to help. They provided a comprehensive solution, improving the school's infrastructure and providing essential amenities. With the introduction of a **computer lab**, clean toilets, and safe drinking water, the school environment transformed. The students now had the tools they needed to learn and thrive, and the teachers had a much-needed boost in morale.

Thanks to Nature Bio Foods, **Ginti School** now has over **250 students** enrolled. The community has seen a tremendous shift in attitudes toward education, with more children eager to learn.

**Mamta Gupta is immensely grateful for the company's support, which made her vision of a better school a reality and gave the children of Ramnagar the opportunity to dream bigger.**

---

Smt Mamta Gupta Journey to  
School Transformation





## LAXMI



Laxmi, a young girl from a rural village in **Madhya Pradesh**, had always struggled with menstrual hygiene. Growing up in a traditional household, she was unaware of the importance of proper menstrual care. For years, she used unhygienic methods, which led to infections and health complications.

Her life began to change when the **Nature Bio Foods** came to her village. The company conducted workshops on menstrual hygiene, educating women on the use of sanitary pads and the importance of maintaining cleanliness during menstruation. Laxmi was among the many women who attended the sessions and learned the value of using sanitary pads for a safer, healthier menstrual cycle.

The **Nature Bio Foods** not only educated Laxmi but also distributed sanitary pads, ensuring every woman had access to them. With this simple yet transformative act, Laxmi's health improved drastically. She no longer suffered from infections and felt more confident in herself.

Today, Laxmi is not just a girl living in better health but a mentor in her village, teaching others about menstrual hygiene.

**She is deeply thankful to Nature Bio Foods for empowering her and many other women to lead healthier, happier lives.**

---

**Laxmi's Empowerment Through  
Menstrual Hygiene Education**





## Smt GAINDA



Gainda Sahu, a household women, was going through tough times. Her family lived in poverty, and despite his hard work in the fields, there was barely enough to feed his children. With no additional source of income, Gainda felt helpless as his family struggled to meet basic needs.

One day, the **Nature Bio Foods** visited her village and offered a life-changing solution—goat rearing. They provided her pair of goats, along with training on how to care for them and use their milk. The impact was immediate. Gainda's children, who had often gone to bed hungry, now had enough milk to drink, bringing them nourishment and filling their stomachs.

But the benefits didn't end there. The goats began to produce offspring, and Gainda was able to sell the young goats for a steady income. This provided his family with much-needed financial stability, allowing them to meet their daily needs and improve their living conditions.

**Today, Gainda's family is thriving. With the support of Nature Bio Foods, Gainda's has not only been able to feed his children but also provide them with a future full of hope.**

---

**Smt Gainda's Journey from Struggles to  
Success Through Goat Rearing**



# MAX HAVELAAR FRANCE

## IMPACT ASSESMENT STUDAY OBSERVATIONS

### IN ONE OF OUR PROJECT

**Individuals  
questionnaires**

**198**

**99 target farmers:**

99 interviews with farmers part of the contact production project. They are producing organic basmati rice and selling to Nature Bio Foods on Fairtrade terms

**99 control farmers:**

99 interviews with farmers producing organic basmati rice and selling it to Nature Bio Foods

**#Focus Groups**

**2**

**#People met**

**35**

**1 focus group  
with teenagers**

**23** teens  
interviewed

**1 focus group  
with farmers**

**6** PEB members  
**6** lead farmers



**7**

**Videos recorded of  
organic farmer**

**# qualitative  
interviewers**

**2**

**1** interview with a  
woman of the PEB

**1** interview with a  
woman lead  
farmer





## POSITIVE IMPACTS



### LIVING CONDITIONS

- Brighter diversity in sources of income
- Higher impression to have good living condition
- Better access to facilities at home



### HEALTH

- Health: Higher impression to be in better shape
- Higher accessibility to health facilities
- Higher capacity to afford health facilities



### EDUCATION

- Higher schooling rate for compulsory school (6-14)
- Higher schooling rate for facultative school (above 15)



### FINANCIAL SITUATION

- Financial situation: Less loans
- Better capacity to repay debts
- Better capacity to save money
- Better confidence to future economic situations



### BUSINESS SITUATION

- Paid more quickly
- Better/More knowledge about buyers
- Better/ More knowledge about business conditions
- Better/More capacity to negotiate the price



### PROFESSION

- Higher proudness of being farmers



### GENDER EQUITY

- Higher consciousness towards gender equity
- Higher willingness to have women as representative



### SUSTAINABILITY

- More aware of climate change
- More use of water -efficient practices
- Less use of energy
- More use of renewable energy sources

## IMPACT ASSESMENT STUDAY OBSERVATIONS IN ONE OF OUR PROJECT

### Excutive Summary-Site Visit review & SDG Alignment

S.No.	Evaluation criteria	Evaluation Factor	Performance Rating
1.	Relevance	Alignment with Objectives	
		Stakeholder Involvement	
		Target Population Needs	
2.	Effectiveness	Goal Achievement	
		Positive Impact Measurement	
		Innovations and Best Practices	
3.	Efficiency	Resource Utilization	
		Timely Delivery	
		Workflow Optimization	
4.	Sustainability	Long-Term Impact	
		Community Engagement and Empowerment	
		Financial and Environmental Sustainability	



Significant performance



Moderate performance



Immediate attention





### Promoting Education

Due to various interventions by the company including adoption of schools for improvement in infrastructure - Classrooms, toilets, clean water facility, Desk benches, libraries, teacher training programs, computer labs,

-The enrolment rate/ attendance soared from 50% to an impressive 90% post interventions, indicating a significant improvement in attracting students to the school and increasing their learning levels.

### Water Conservation

Before the intervention farmers faced difficulty in irrigating their lands due to low water levels. During FGD, it was reported that with the construction of check dams, there has been an approximate increase of about ten feet in the water level in the near vicinity and about four to five feet rise in water level in the surrounding area which had enhanced the production area and the productivity. It also found that the quality material has been used during the construction work.



### Health

Positive health outcomes and reduction in illness is found in 95% of the Clean drinking water program beneficiaries. Wherein 92% of the beneficiaries acknowledged positive behavioral changes related to sanitation and hygiene practices due to availability of Clean water and sanitation drives. Following the intervention, the figure surged impressively to 96% (time spent in collecting water-less than 30 minutes a day), denoting a notable enhancement in efficiency. There is a Decrease in Health ailments by 71% due to Menstrual hygiene program.

### Road Construction

The construction of road patch and drainage under the intervention, involved villagers by giving them opportunity to earn livelihood. Villagers based on their consent and skills were involved as labors and masons in the construction process. This helped them earn money basis their contribution. Also, few villagers participated as a volunteer. This brought in a two-fold perspective of community involvement and livelihood enhancement.



### Agriculture

Post intervention, 100% of respondents signifies a noteworthy departure from traditional chemical-centric approaches toward a more sustainable and eco-friendly method of farming and there is 18% increase in the income due to increased yield and reduction in losses.

### Solar Lights

With the installation of the solar streetlights, villagers easily identify if an unknown people pass by. Since then, no instances of theft have been reported. Few streetlights even possess the chain lock that has tightened the security system. Female villagers experienced an increased safety during night due to streetlights. Solar lights in school grounds allow children to play and enjoy sports like volleyball with strengthened security.





# SUCCESS, UNITY AND EXCELLENCE

A Celebration of Camaraderie, Innovation,  
and a Bright Future



We celebrate the incredible journey we've embarked on together. This reflects our collective achievements, the strength of our united team, and our shared vision for the future. From welcoming new members to recognizing outstanding contributions and sharing valuable feedback, every moment showcased the spirit of collaboration and growth. A special highlight was the camaraderie and enthusiasm everyone brought to this celebration, reinforcing our pride in being part of this remarkable journey. Here's to many more years of success and innovation together!





# an up

Nature Bio Foods is more than just a food company— we are a force for environmental good, focused on the growth and production of organic products that support a healthier world. Our team is united by a shared passion for the causes we believe in, working together to give back to the global community. We are passionate guardians of organic, ethical and high-quality products, striving to create products that are safe for consumers and benefit the planet for generations to come.

*Sustainable Products*

# OUR PRODUCT RANGE

Trusted organic food and ingredients

We have been strengthening our organic portfolio with new and innovative products for more than 3 decades and we capitalize on growing consumer interests and improve awareness about the phenomenal benefits of organic food. One of Nature Bio Foods main strengths is the ability to supply a wide range and large quantities of organic products and ensure the control and traceability of production chain from field to packaging.

In addition to our extensive product line, we continuously innovate by introducing new categories and expanding into diverse organic markets. Our commitment to sustainability and organic farming practices enables us to offer products that meet the highest standards of quality and environmental responsibility. We work closely with farmers to ensure that every product is cultivated using eco-friendly methods, which not only preserves the natural ecosystem but also provides our consumers with healthier, chemical-free food options. By broadening our product range, we aim to cater to the evolving needs of health-conscious consumers and support the global movement towards organic living.

Our dedication to quality extends beyond production; it encompasses every aspect of our supply chain. We implement rigorous quality control measures at every stage, from sourcing raw materials to the final packaging, ensuring that our products maintain their integrity and meet international organic standards. Our transparency in operations builds trust with consumers, who can trace the journey of their food from farm to table.



**Organic Vital  
Wheat Gluten**



**ORGANIC FLOUR**  
Rice Flour, Wheat Flour



**ORGANIC SWEETENERS**  
Rice Syrups, Sugar

**DELIVERING  
TO THE DOORS OF  
OUR CUSTOMERS**





**ORGANIC RICE**

Traditional Basmati, Long Grain, Medium Grain, Round Grain, Short Grain, Red Rice, Black Rice, Broken Rice



**ORGANIC PELLETS & CRISPIES**

Rice Pellets, Lentil Pellets



**ORGANIC PROTEIN**

Rice Protein



**ORGANIC MILLETS**

Amaranth, Quinoa, Finger Millet, Foxtail, Pearl, Sorghum



**ORGANIC PULSES**

Red Lentils, Chickpea (Kabuli/ Desi), Yellow Lentil, Black Lentil, Pigeon Pea, Red Kidney Beans



**ORGANIC SUPER FOOD INGREDIENTS**

Brown Flaxseed Broken, Natural Sesame, Black Sesame, Soybean, Chia Seeds



**ARABICA COFFEE**



**ORGANIC SPICES & CONDIMENTS**

Coriander, Red Chilli, Turmeric, Cumin, Black Pepper



**ORGANIC NUTS**

Cashew Nuts



**ORGANIC OIL SEEDS**

Flaxseed, Sesame, Mustard

# NURTURING PRODUCTS WITH PURPOSE

Nature Bio Foods Initiatives seeks to grow responsible products through carefully controlled application of water and use of biofertilizers; thereby, dramatically reducing the environment footprint of farming.



# ORGANIC INTEGRITY



# SAFETY & COMPLIANCES

Organic certification , Food Safety and compliances is a crucial process at Nature Bio Foods that verifies whether agricultural products are produced and processed in accordance with specific organic standards. These standards are designed to promote environmentally sustainable farming practices, protect biodiversity, and ensure the quality and safety of the products. The certification process is governed by various reputed regulatory bodies that enforce strict guidelines on how organic crops should be raised and processed. Organic certification and Food safety compliances are vital component of the agricultural landscape, ensuring that products meet stringent standards designed to promote sustainability and consumer trust. By understanding the process, challenges, and future trends, Nature Bio Foods is navigating the complexities of organic certification effectively and contributing to a healthier planet.

We believe, as the organic sector evolves, it will be essential for stakeholders—farmers, consumers, and regulatory bodies—to collaborate in maintaining the integrity of organic certification. This synergy will ensure that organic practices continue to benefit both the environment and public health.



# TRACEORIGIN® : THE NEXT GENERATION OF TRANSPARENCY IN ORGANIC TRACEABILITY

**KNOW YOUR FARMS,  
KNOW YOUR FARMERS  
WITH**

**Trace  
Origin** 



Since the inception of TraceOrigin, we've empowered consumers to trace the end-to-end journey of our products using just a QR code or lot number. This innovation provided unprecedented visibility into our 100% organic production process, from plantation to packaging. Last year, TraceOrigin 2.0 elevated this experience with an immersive VR solution, bringing users directly into the world of organic farming and production.

Now, in 2025, TraceOrigin 3.0 takes another significant leap forward. With the introduction of Private Label Packaging Trace Origin, we extend our platform's capabilities to private label brands, allowing them to offer their customers full traceability of their products, enhancing trust and confidence.



Here's what's new with TraceOrigin 3.0:

**Empowering Private Label Brands:** We now provide traceability solutions tailored for private label brands, enabling them to showcase the journey of their products from farm to shelf. By integrating our system, these brands can offer the same level of transparency that Nature Bio Foods has championed, reinforcing their commitment to quality and sustainability.

**Enhanced Transparency for Consumers:** Customers can scan a QR code or enter a lot number to access detailed information about their product's journey. This includes everything from the origin of the ingredients to the practices used in their cultivation and processing. This feature fosters a deeper connection between consumers and the food they consume, building trust through openness.

**Strengthening Partnerships:** By extending TraceOrigin to private labels, we strengthen our partnerships within the industry, fostering a collaborative environment where transparency and sustainability are the norms.

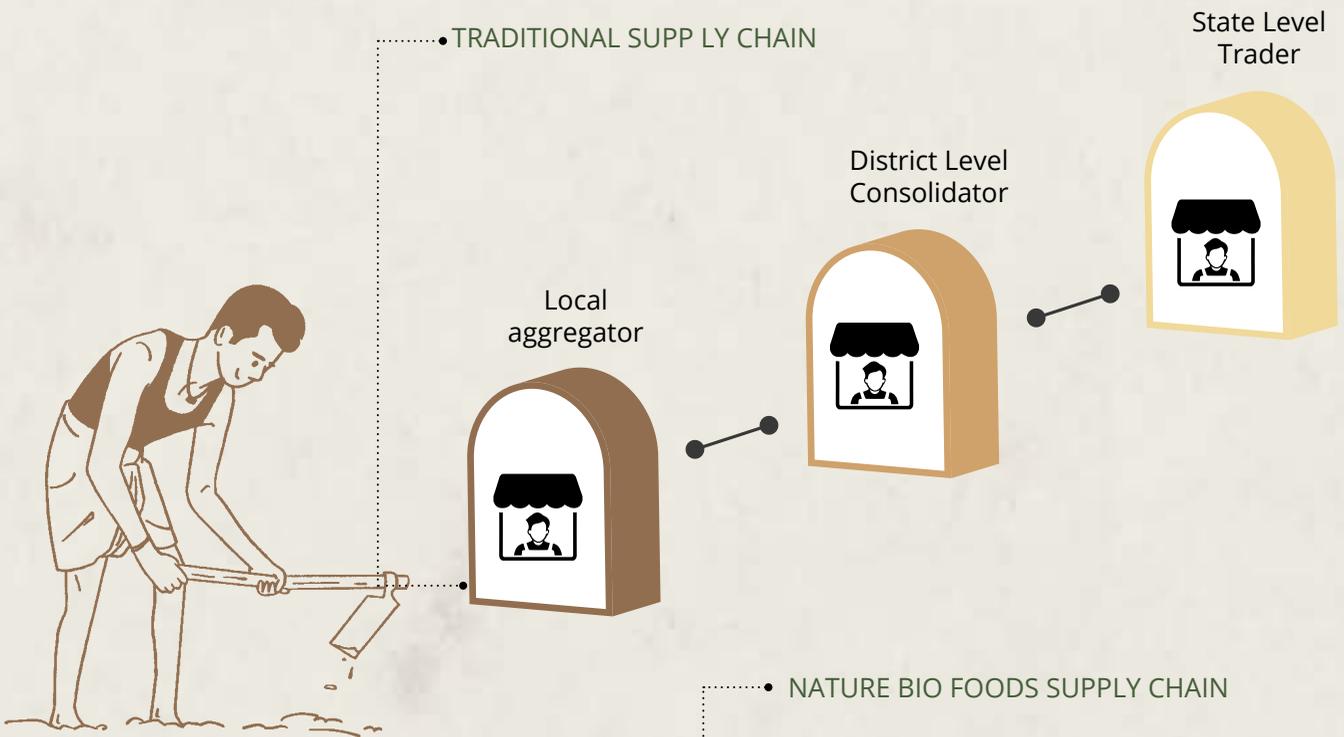
**Commitment to Sustainability:** TraceOrigin 3.0 continues to highlight our dedication to ethical and environmentally responsible practices. By enabling private label brands to participate, we amplify our impact, promoting sustainable agriculture and responsible production on a larger scale.

A woman wearing a red headscarf and a patterned sari is smiling while holding a large bundle of harvested crops, possibly wheat or rice, in a field. The background is a vast, golden field under a clear sky.

*Transforming Food and Agriculture through  
sustainable farming practices, enhanced  
food security and better environment.*

# SUSTAINABLE AGRICULTURAL DEVELOPMENT

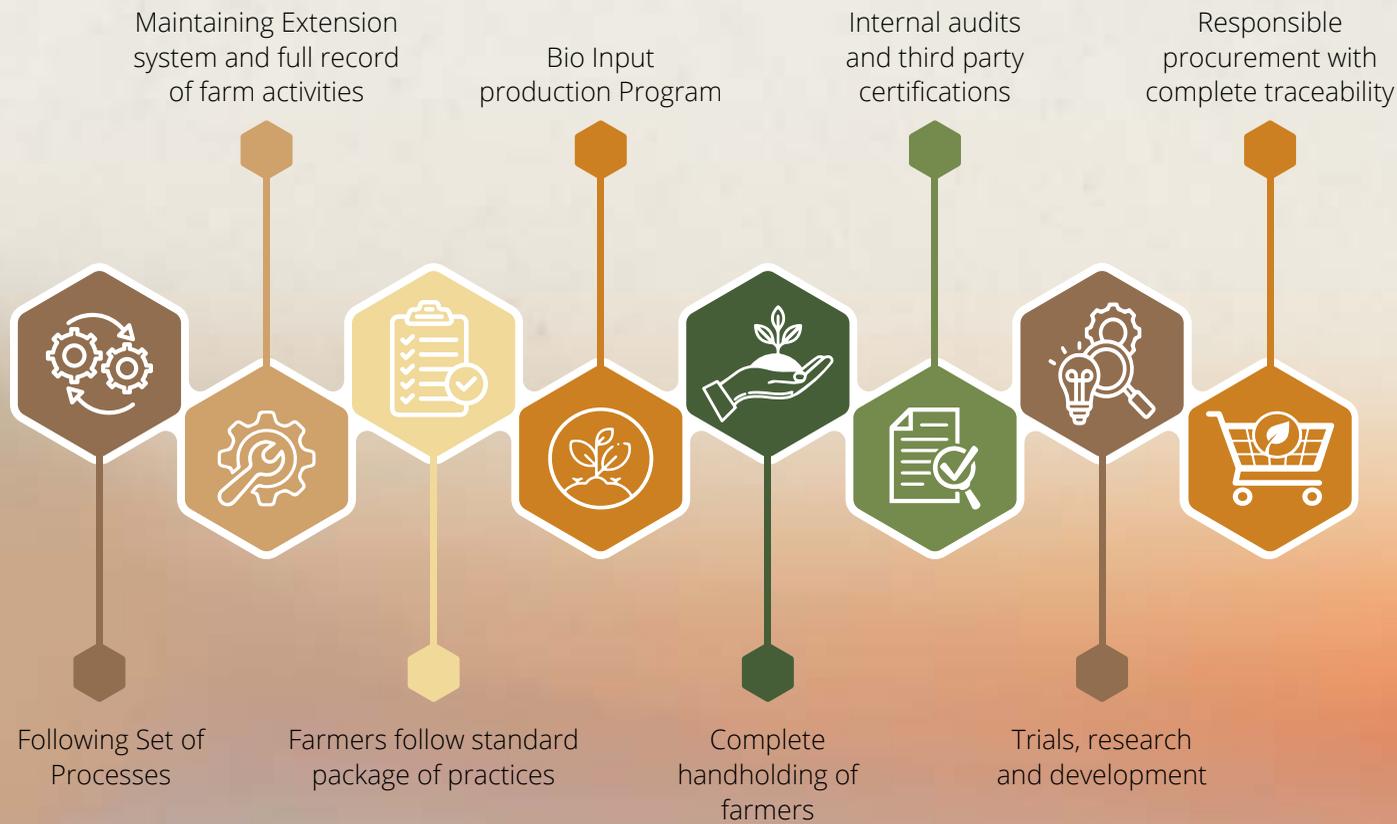
• TRADITIONAL SUPPLY CHAIN



• NATURE BIO FOODS SUPPLY CHAIN



# TRANSFORMING THE AGRICULTURAL SECTOR FOR A HEALTHY, INCLUSIVE AND SUSTAINABLE FUTURE



Nature Bio Foods is transforming Food & Agriculture through sustainable farming practices, enhanced food security & better environment. Each of our projects directly support farmers and other actors to be able to produce quality organic products. By supporting and promoting sustainable agriculture, we are advancing food and nutrition security, prosperity, climate resilience, and gender equality.

We believe strongly in the power of collective insight and leadership in achieving our shared goals, and it is rewarding to see positive outcomes from our collaborations. Feeding people adequately now is an opportunity to shape tomorrow's growth trajectory, prioritizing health, and enabling the next generation of on- and off-farm entrepreneurs. By Promoting a more enabling market environment for smallholders, we are helping them to provide fair and transparent prices that adequately remunerate smallholders' work and investments. Through diversification, Nature Bio Foods is contributing to soil health and biodiversity conservation, essential to a nation's future food production as the natural resource base and ecosystem services are the foundation of all food and agricultural systems.



# KEY FEATURES OF SMALL FARMER GROUP CERTIFICATION



# FAIR TRADE PROJECTS



Nature Bio Foods is India's largest producer of FairTrade Certified Basmati and Non-Basmati

Fair Trade Projects	FLO ID	Total Farmers	Area in Ha
Ramnagar Project, Uttarakhand	FLO_ID_27596	1137	1338
Kotwa Project, Uttar Pradesh	FLO_ID_29330	408	620
Nanpara Project, Uttar Pradesh	FLO_ID_33987	905	493
Balrampur Project, Uttar Pradesh	FLO_ID_39073	691	835
Kalan Project, Uttar Pradesh	FLO_ID_39169	881	877
Jammu Project, Jammu & Kashmir	FLO_ID_39170	1250	998
Maa Bhagwati Farmer Producer Company, Odisha	FLO_ID_43686	810	500
Dalanda Project, Madhya Pradesh	In Process	3137	1987
<b>TOTAL</b>		<b>9218</b>	<b>7648</b>

Nature Bio Foods being a certified FairTrade company believes in empowering its farmers by offering them economic stability

# REGENERATIVE ORGANIC CERTIFIED

Nature Bio Foods started journey towards Regenerative Organic Agriculture in June-2021. We became ROA member in October 2021. We are now Certified for Bronze Level.

A certification in not only organic agriculture, but regenerative organic agriculture includes a much-needed emphasis on farming practices that benefit planetary well-being in addition to human health. Regenerative agriculture is about more than soil; it mean healthier food, more biodiverse ecosystem, cleaner air and water, and better treatment for workers and animals.

It is based on three pillars: a high

standard of land management that focuses directly on practices that help sequester carbon in soil, the welfare of farm animals, and fairness for farm workers. While organic farming seeks to do no harm to the earth and the species that live here, regenerative organic takes it one step further, by intentionally replenishing the resources that we use.



India's 1st Regenerative Organic (ROC) Rice Shipment to Europe



ROC Data		
Regional_Office	Farmer	Area
Jammu	500	600
UP	500	557
MP (under certification process)	1987	2924

A large pile of dark, irregularly shaped soil samples, possibly soil aggregates or clumps, is shown against a red background. The soil appears moist and crumbly. The text is overlaid in a white, cursive font.

*Healing and Revitalizing the  
Earth through Biodynamics Farming.*

# CULTIVATING A SUSTAINABLE FUTURE: EMBRACING BIODYNAMIC AGRICULTURE WITH NATURE BIO FOODS

A century ago, Dr. Rudolf Steiner embarked on a transformative journey, delivering a series of lectures that laid the foundation for Biodynamic agriculture. Beyond the theories, the essence of Biodynamic farming is a call to understand, respect, and work in harmony with the interconnected web of life on our planet. As we delve into the principles that guide Biodynamic practices, we uncover a profound approach that goes beyond conventional agriculture. At the heart of Biodynamic agriculture is a holistic understanding of the relationships between soil, plants, animals, and cosmic forces. It challenges the prevailing mindset that views plants as mere production units and shifts towards a perspective that embraces the vitality of the entire ecosystem. This paradigm shift involves recognizing the importance of planting times, the purpose of cultivation, and the impact of cosmic influences on agricultural practices. The significance of Biodynamic agriculture becomes evident when we consider the state of modern farming. Chemical poisons, mono-cropping, and tillage practices have not only depleted the soil but also disrupted the delicate balance of the ecosystem. Rudolf Steiner's teachings prompt us to question these practices and explore alternatives that prioritize the health of the soil, plants, and ultimately, the consumers. In the pursuit of sustainable agriculture, Biodynamic practices extend beyond the absence of synthetic chemicals. They emphasize the creation of resilient farm organisms that produce vital foods while respecting the unique characteristics of each farm. The focus is on individuality – understanding the intricacies of the land, fostering a connection with the forces that shape it, and working towards a self-sufficient agricultural system.

Enter Nature Bio Foods, an exemplar in the face of Biodynamic agriculture. In a world where agricultural practices are often driven by shortcuts and quick fixes, Nature Bio Foods stands out as a beacon of sustainable farming. By adhering to the principles of Biodynamic agriculture, they are not only producing vital foods but also advocating for a paradigm shift in the way we approach farming. Nature Bio Foods, echoing Rudolf Steiner's legacy, places a strong emphasis on understanding the individuality of each farm. Their commitment to respecting the formative forces, digestive impulses, and cosmic influences in agriculture reflects a holistic approach to farming. By practicing Biodynamic farming religiously, they contribute to the dissemination of the essence of 'vital foods,' rooted in the philosophy of love for all creatures. As we stand at the crossroads of agricultural practices, the wisdom of Rudolf Steiner and the commitment of entities like Nature Bio Foods serve as guiding lights. Biodynamic agriculture is not just a theory; it's a living, evolving philosophy that beckons us to rethink our relationship with the land and embrace a sustainable, regenerative future.



# SOIL ENRICHMENT

We at Nature Bio Foods have setup mini soil testing labs at various project locations to help the associated farming families. Currently the soil testing labs established are well equipped to test below 14 Parameters

Available Organic Carbon (OC)	Available Nitrogen (N)
Available Phosphorus (P)	Available Potassium (K)
Available Zinc (Zn)	Available Sulphur (S)
Available Boron (B)	Available Copper (Cu)
Available Iron (Fe)	Available Manganese (Mn)
Electrical Conductivity (EC)	PH
Lime requirement test for Acidic Soil	Gypsum requirement test for alkaline soil

Nature Bio Foods is following **practices that influence the amount of organic matter.**

Enriching the soil while keeping the pH of the soil in balance (Testing Soil PH in our soil testing labs installed at various projects).

Improving the soil's drainage while allowing it to hold onto water for a longer period of time.

Managing soil fertility by using farmyard manure.

Microbes used : Azotobacter, Azospirillum and Phosphobacteria

**Plant growth regulators :-Panchagavya, Amirthakaraisal**

**Commonly used green manure plants-daincha (Sesbania cannabina), speciosa, Neem seed cake**

Pheromone Trap



# SUSTAINABLE PRODUCTS & SUPPLY CHAIN

	Our Commitments – 2030	Baseline year 2021	Current Status	Score Card	SDG Goals
	Convert Conventional farmland to organic, taking it to over 120,000 HA area.	<b>+80,000 Ha</b>	<b>125,000 Ha</b>		
	30% increase in the area under Bio Suisse, Naturland, JAS, NOP.	<b>+30,000 Ha</b>	<b>+41000 Ha</b>		
	50% increase in the area under Biodynamics and Demeter Certification.	<b>+1000 Ha</b>	<b>+1000 Ha</b>		
	5000+ Ha area under Regenerative organic.	<b>NIL</b>	<b>+4000 Ha</b>		
	Achieve enrollment of 10,000+ farmers under Fairtrade Certification.	<b>+6500</b>	<b>+9000</b>		
	Expansion of organic production in Africa, Thailand & enroll +20,000 Farmers	<b>3000</b>	<b>+14000</b>		

# BUILDING A SUSTAINABLE SUPPLY CHAIN

With our sustainable farm-to-fork business model & best industry practices, we constantly engage with our stakeholder groups and enable them to grow & prosper in tandem with us.

## SUSTAINABLE LIVES

Socio-economic & environmental development of the community in which we operate.



### FARMING

Robust backward integration through partnerships with farmers under sustainable production programs.

Protecting Human Rights/ No Child Labour

Biodiversity Enhancement

Climate Smart Agricultural Practices



### PROCUREMENT

Strong quality control, with complete traceability.

Purchasing from Farmer Door

Organic & Fairtrade Premium

Fair Price



### PROCESSING

State of the art processing & packaging facilities in India, Europe & the USA.

Pressure Treatment

Colour Sorters

X-Ray Scanners



### SUSTAINABLE PRODUCTS

Purity & Richness of nature in our products.

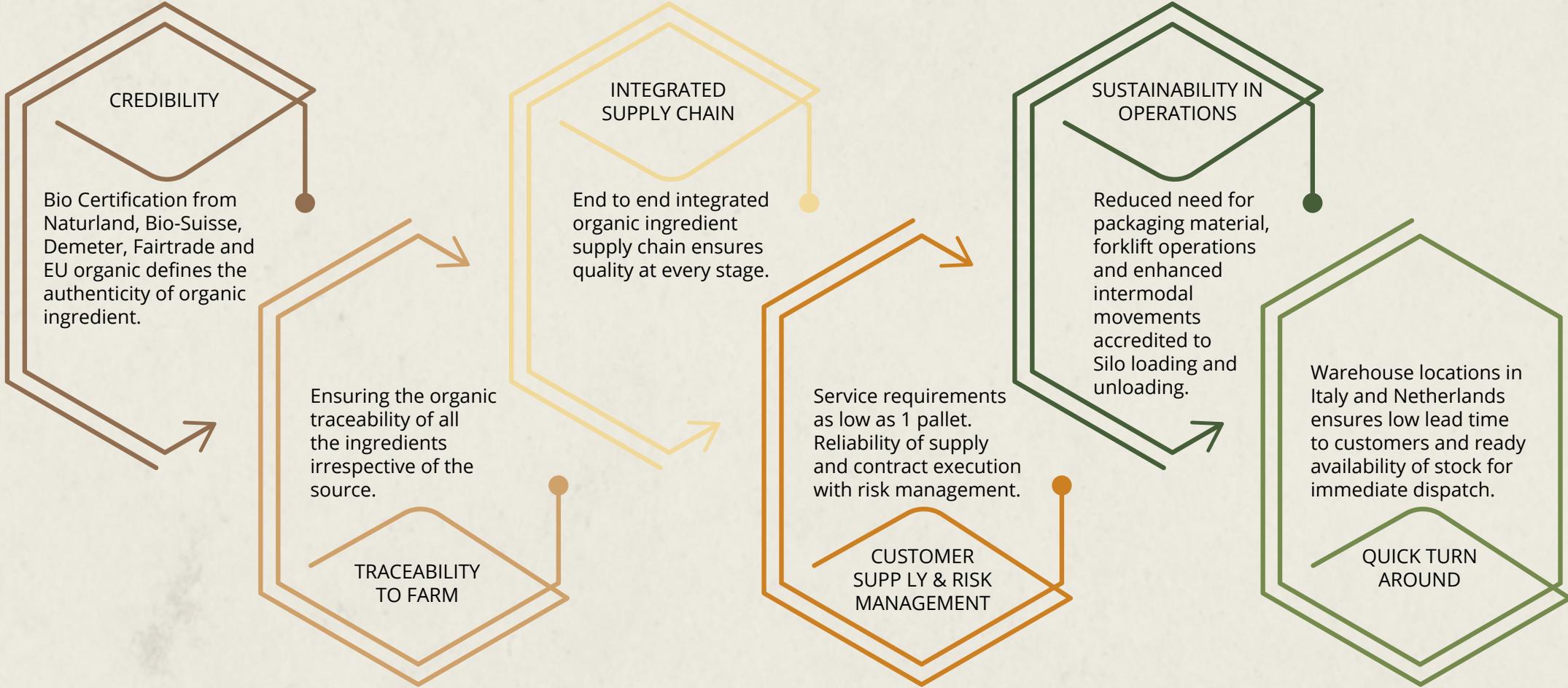
Safety & Compliance

Quality Assurance

Organic Certification



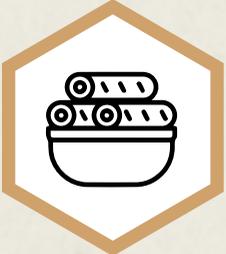
# STRENGTHENING THE INGREDIENT SOURCING



**Where our rice gets used.**



Pasta



Rice cakes



Bakery



Milk



Bars



Breakfast cereals



Hotels/ HORECA

# INTEGRATED & TRACEABLE

We are deeply involved at every stage of our supply chains - from sowing till the product reach to customers - which means we give you more value, more control and greater reliability.

With Superior supply chain visibility, we can offer increasing traceability right back to the farming community or farm/ The traceability is maintained to keep the quality in check by using it to access systems, anywhere, anytime, by all authorized stakeholders. The traceability ensures compliance standards as no document can be issued without going through the traceability software and the inbuilt checks in the system to make sure that the succeeding step can be carried out only if the preceding steps were successfully complied with. The result of every activity in the system is recorded and made available for next user in the supply chain, resulting in complete transparency.

we at Nature Bio Foods take initiatives to set up traceability mechanism in our organic products, as the transparency & traceability practice is gaining more and more importance due to the growing awareness in the international market, especially in the major markets of developed countries. It helps to establish clear linkages between the stake-holders through 'farm-to-Consumers' monitoring to ensure implementation of appropriate pre-harvest & post-harvest practices, processing and ensuring quality & food safety.



All produce from Nature Bio Foods comes with a promise of 100% traceability, to help trace the origin of every single piece of grain and live up to the promise of providing authentic organic food ingredients.

Nature Bio Foods is committed to growing 100% certified organic food ingredients, using a sustainability-focused approach.



# CREATING SHARED VALUE

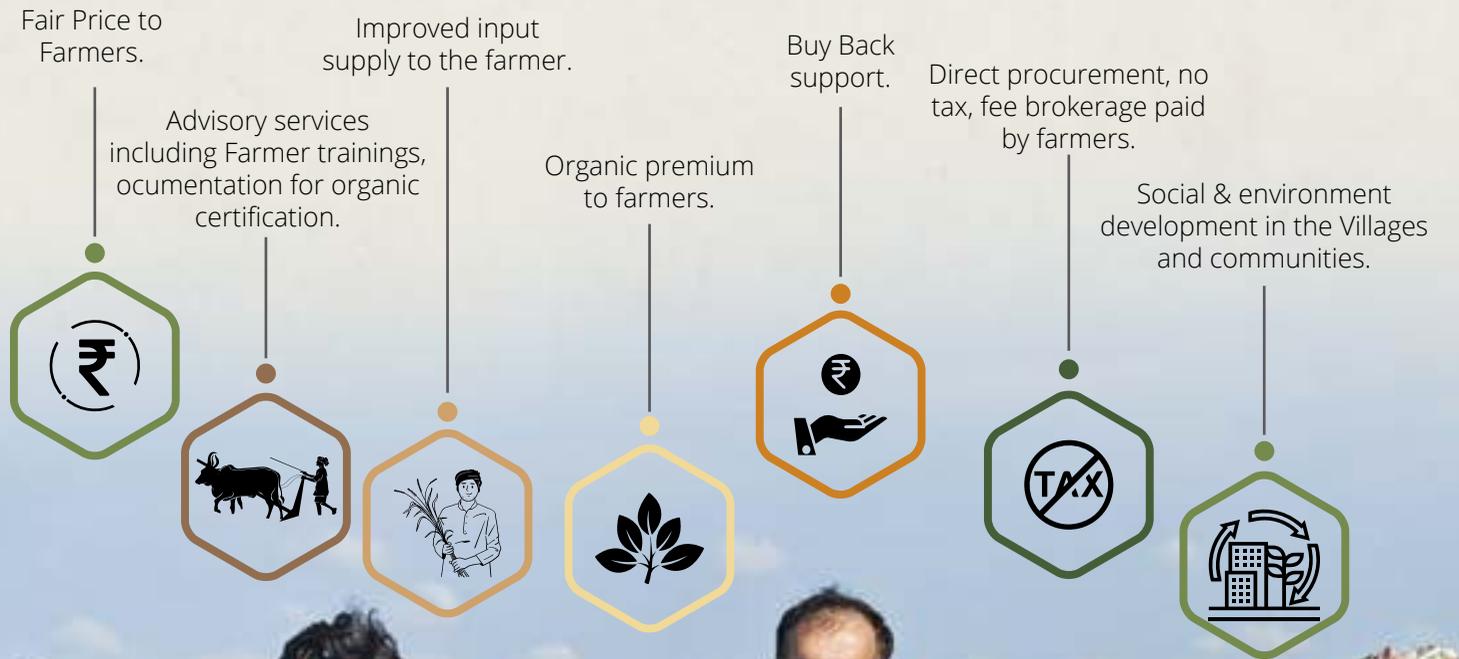
In a world that has changed beyond recognition in last few years, Creating Shared Value has never been more important. That's why Nature Bio Foods continues to inspire people to live healthier lives, to support our communities and to protect the planet. The work of Nature Bio Foods is aimed at supporting sustainable development in all three areas ECONOMIC, SOCIAL AND ENVIRONMENTAL. For us it has been crucial to align our strategy with sustainability, reflecting the CREATION OF SHARED VALUE, in our policies and practice. We seek a mutually beneficial relationship with our stakeholders and with the environment which minimizes potentially negative impacts and enhances the positive impacts of our activity.

Our belief in the long term is only by creating value, for both our shareholders and for the society. We are committed to the development of thriving and resilient communities, and on stewarding the planet's natural resources for future generations, with a particular focus on water.

At Nature Bio Foods, creating shared value addresses the undeniable linkages between societal

development and environmental preservation. Through tailored activities targeting disparate community needs and challenges, the company has created a portfolio of highly innovative solutions that are modernising entire communities, while also delivering measurable benefits to the environment.

In line with our commitment to creating shared value, Nature Bio Foods has implemented various programs that uplift the communities we engage with while ensuring long-term environmental sustainability. By fostering partnerships with local farmers, we provide them with access to essential resources, technical know-how, and sustainable agricultural practices. These initiatives increase their productivity and income while preserving biodiversity and soil health. Our efforts extend beyond agriculture, as we invest in community infrastructure, education, and healthcare, further strengthening the socio-economic fabric of the regions we operate in. Through these multifaceted approaches, we aim to build a sustainable future that benefits both people and the planet.



# KPMG assessment observations in one of our project

## ASSOCIATION OF THE BENEFICIARIES WITH THE PROJECT

A major segment of covered farmers has been associated with basmati production since the inception of this project, i.e., 2011 onwards. In Uttar Pradesh, 99.66% of the farmers were informed about the 'Basmati' initiative directly through the NBF members and only 0.03% of population had joined the initiative after getting informed through other beneficiaries. In Uttarakhand, 80% of the farmers were informed about the project through the NBF members, and the rest came to know about it through word-of-mouth. This reflects NBFs strong on-ground presence amidst farmers.

### Key observations

- Low Input Cost

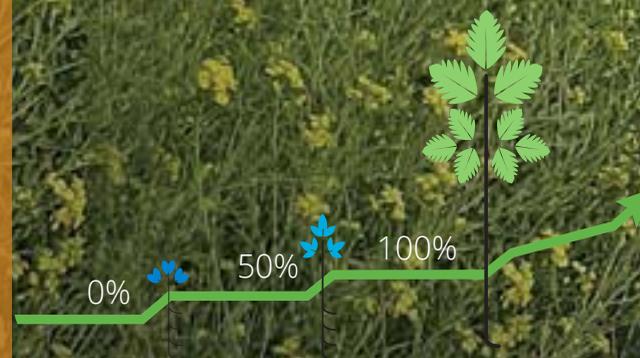
While interacting with the respondents, it is established that due to the application of mix-method of farming techniques (traditional and modern) the input cost has become minimal. Most of the agricultural inputs are prepared at their own farms. There is no cost involved for the purchase of fertilizers or pesticides and self produced farm inputs are enough to sustain the crop cycle. For the HHs with bio-gas systems installed, the slurry is being used as supplement for the land which is also found to have reduced the growth of weeds.

- Seeds Supply

The farmers from the state of UP are seen to prefer their own supply of the rice seeds. Whereas in Uttarakhand, around 55 % of the respondents prefer the seeds supplied by NBF as their primary source. The rest 45% relies on their self-prepared rice seeds. During the FGD, it was mentioned by the farmers that the seeds provided by NBF are of better quality and are affordable.

- Assistance through Agri-Service Centres

ttcenters have been pivotal in enabling the beneficiaries for efficient operations, maximizing the profits, reduction in the input costs and making them self-reliant for the farm inputs. Such diversified operation being run and well-maintained by the beneficiaries themselves, generates a sense of responsibility and ownership among the farming community. The smooth functioning of ASC and its impact is well acknowledged by the beneficiaries as per the FGD.



The procurement facility provided by the project saves time, cost, commission charge of the beneficiaries. The transport facility has been a value addition for the farmers of Betalghat region (Uttarakhand) due to poor connectivity owing to the tough terrains. Additionally, digital weighing system has made the entire process more efficient and transparent.

Beneficiaries' satisfaction level of sales and payment channel				
UTTARAKHAND				
Not Satisfied	Slightly Satisfied	Moderately Satisfied	Very Satisfied	Completely Satisfied
0%	0%	2%	9%	89%
UTTAR PRADESH				
Not Satisfied	Slightly Satisfied	Moderately Satisfied	Very Satisfied	Completely Satisfied
0%	0%	2%	3%	97%

# UTILIZATION OF BIOGAS PLANTS IN THE HOUSEHOLDS OF THE PROJECT GEOGRAPHY

Nearly 50% and 46.7% of the respondents in UP and Uttarakhand respectively, reported the presence and usage of the biogas plant. 5.83% of the established bio-gas plants were found non-functional due to clogging issues. The usage of biogas is said to have reduced the cost of the cooking by ≈50%, by eliminating the purchase of LPG cylinders. Moreover, this has also saved a lot of time of the members of the HH, who usually are women, which was earlier spent while fetching the firewood. Respondents who reported the absence of bio-gas system are now willing to install the system after witnessing cost reduction and health benefits. It is also seen that the farmers had raised the requirement for the biogas system purchase through the FT Premium. Only a handful showed disinterest in getting the system installed due to lack of suitable space in their HH in Uttarakhand. The slurry produced from the system is being used as supplement for the land which is also found to have reduced the growth of weeds. This shows the effectiveness of biogas for the farmers.

## Quality of advisory services provided to the beneficiaries

The advisory service caters the need of the beneficiaries by giving inputs related to the usage of machinery, pest control methods, manure management, etc. The advisory services are being imparted through TLM materials, in person and telephonic consultation. Telephonic consultation played a significant role in providing advisory services during the government led successive lockdowns. The information dissemination mechanism is designed in such a manner that farmers also receive information about sudden change in weather conditions and the mitigation measures related to it. Additionally, customized solutions for individual farmers and selected geography are being provided as per the need.

## Beneficiaries' satisfaction level of advisory services

Satisfaction level of the farmers regarding the advisory services is observed to be high in both the states as shown in the above table.

Uttarakhand				
Not Satisfied	Slightly Satisfied	Moderately Satisfied	Very Satisfied	Completely Satisfied
0%	2%	5%	10%	83%

Uttar Pradesh				
Not Satisfied	Slightly Satisfied	Moderately Satisfied	Very Satisfied	Completely Satisfied
0%	0%	0%	10%	90%

# TRAINING AND EXTENSION

The farmers receive multiple trainings each year related to the organic farming process, including skill trainings of youth and women on latest farm mechanization. Farmer Beneficiaries also receive off site trainings at research centers across India on latest agriculture practices. Since the project initiation, the focus has been on training the farmers to make them self-reliant. This has been attributed by the capacity building of the recipients making them lead farmers, who in turn train other farmers. A farm school is currently being established in the Intervention blocks of Uttarakhand with the help of the FT Premium amount. This shall serve the local farmers as a pilot testing ground for the cultivation of new varieties of rice seeds.

One major concern of farmers post harvesting of a crop is to transport it to the local market, locally known

as 'Mandi'. This involves a certain time and cost for the farmers which at times led the farmers to sell their produce locally or to the 'Banjara' at a non-negotiable price. 'Banjara' is the term used for middleman, who collects Agri-produce from farmers locally and then sells it to wholesalers in the region.

However, in case of Basmati the time and cost involved for pickup of grains is almost negligible. Only 7.5% of the population reported to have some cost involved which amounted to an average of INR=500 per crop cycle. This provision of logistical support is one of the key features that makes the 'Organic Basmati Rice' project unique.

## Logistical Support: Ease of transport

Transport Facility



Time Saving



Cost Saving



Transparency

UTTARAKHAND	UTTAR PRADESH
The average rice yield for the farmers of this region stood at 28.14 Q/Ha. All the organic basmati rice produce is being sold to Nature Bio Foods and the farmers are satisfied with the procurement process by Nature Bio Foods. The average yield production of basmati rice is increased from 24Q/Ha to 28Q/Ha in the last season.	The average rice yield of the project farms in UP is 33.98 Q/Ha. All farmers are selling the entire rice produce to Nature Bio Foods, post keeping a minimum amount for family consumption. The rates received by the farmers for the basmati produce are almost double at the rates being paid in the local market.



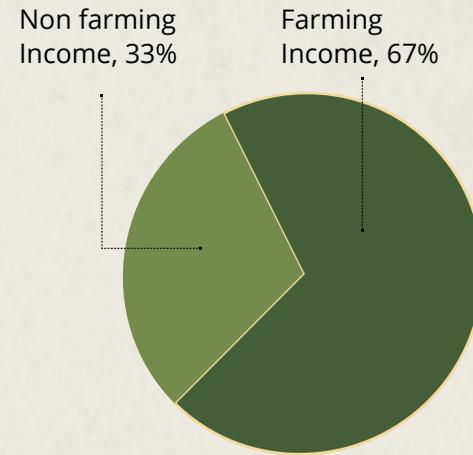
# INCOME

## Income generation through 'Basmati' Rice Cultivation

The farmers receive multiple trainings each year related to the organic farming processes, including skill trainings of youth and women on latest farm mechanization. Farmer Beneficiaries also receive off site trainings at research centers across India on latest agriculture practices.

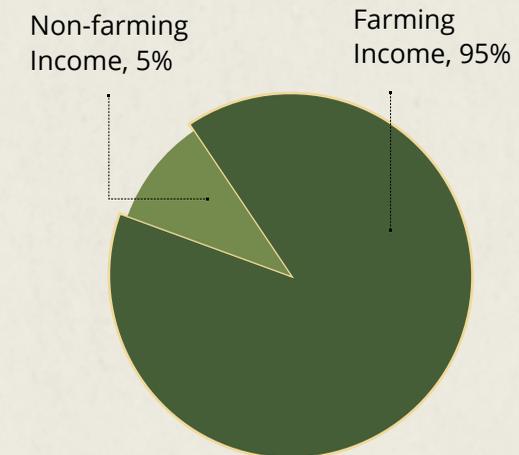
The average income generated through the basmati rice production, contributed to about 44.5% and 51.41% of the total HH income in Uttarakhand and Uttar Pradesh respectively. The average income is calculated based on the value provided by the respondents.

### Change in income and expenditure pattern of the beneficiaries.



Basmati Income, 44.5% of HH

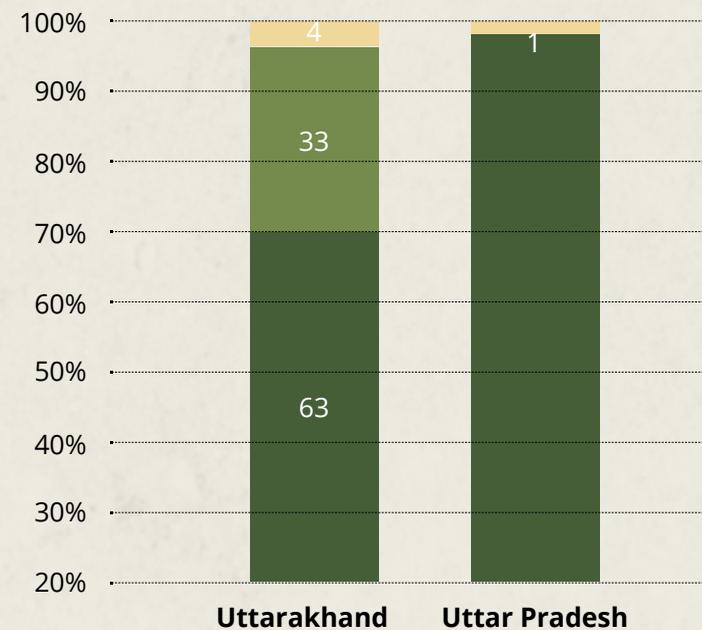
➤ Farming Income    ➤ Basmati Income



Basmati Income, 51.41% of

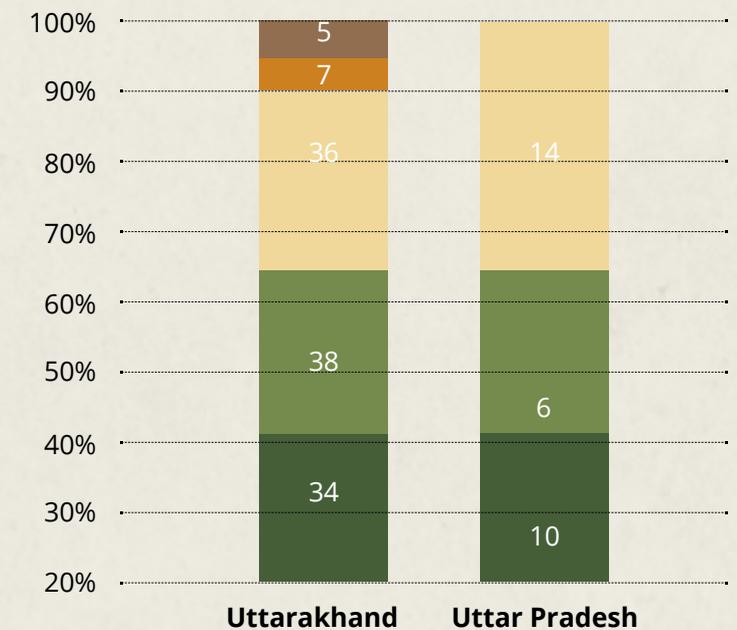
➤ Farming Income    ➤ Basmati Income

### Income share of 'Basmati' rice in Uttarakhand



➤ Major +ve Change    ➤ Slight +ve Change    ➤ Same as before

### Income share of 'Basmati' rice in Uttar Pradesh



➤ Upto 10 %    ➤ (10-20) %    ➤ Above 30 %

➤ Same as before    ➤ Don't know

Change in income <sup>132</sup>

Change in expenditure

The organic rice project has impacted the beneficiaries by gradually shifting the economic trends within their HHs, through change in their overall income. Around 63% of the target sample in Uttarakhand reported that the project had resulted in major income increase for their household and 32.50% of the respondents have observed slight income increase. A mere 4.17% of the sample felt that the project hasn't impacted their income level.

From the same sample in Uttarakhand, 30% of the farmers felt that their expenditure has increased by over 30% as compared to the pre-intervention phase, 31.67% felt the expenditure increase somewhere between (10-20) % and 28.33% felt that the expenditure has increased up-to 10%. The rest of the sample is unsure about the expenditure level or felt that the expenditure is at the same level as before.

Almost 100% of the sample respondents in Uttar Pradesh reported that the 'Organic Rice Farming project, has led to a major positive shift in the income generation. This increased income resulted in the ability to increased expenditure as well. From the sample population in Uttar Pradesh, 46.66% of the respondents felt expenditure increase to be above 30% compared to the pre-intervention farming. 33.33% of the respondents felt the expenditure to be up-to 10% and the remaining 20% respondents

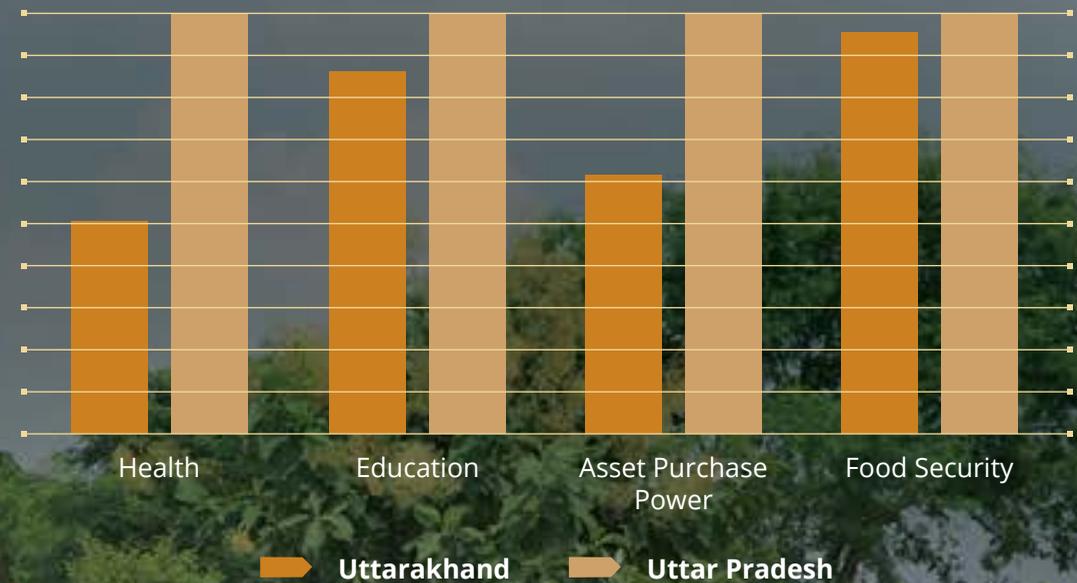
felt the expenditure increase to be between 10-30 percent.

The enhanced income in Uttar Pradesh has enabled the farming community to avail better services and boost the standard of living by accessibility and affordability of services. Among the total respondents, 83.33 % have used the enhanced income to avail better health facilities, 96.66% have utilized the additional income for education of the younger generation, 80% respondents feel that it has strengthened their asset buying capacity, 73.33% claims to have a better sense of food security.

In Uttarakhand, 80% of the sample felt that the income enhancement benefitted in the education of the younger generation in the household and the affordability of quality education has now improved.

A better sense of food security is acknowledged by 70% of the sample post the organic farming intervention. Around 46% of the sample felt improvement in healthcare accessibility, 50% of the sample felt improvement in asset purchase power.

### Impact of enhanced income

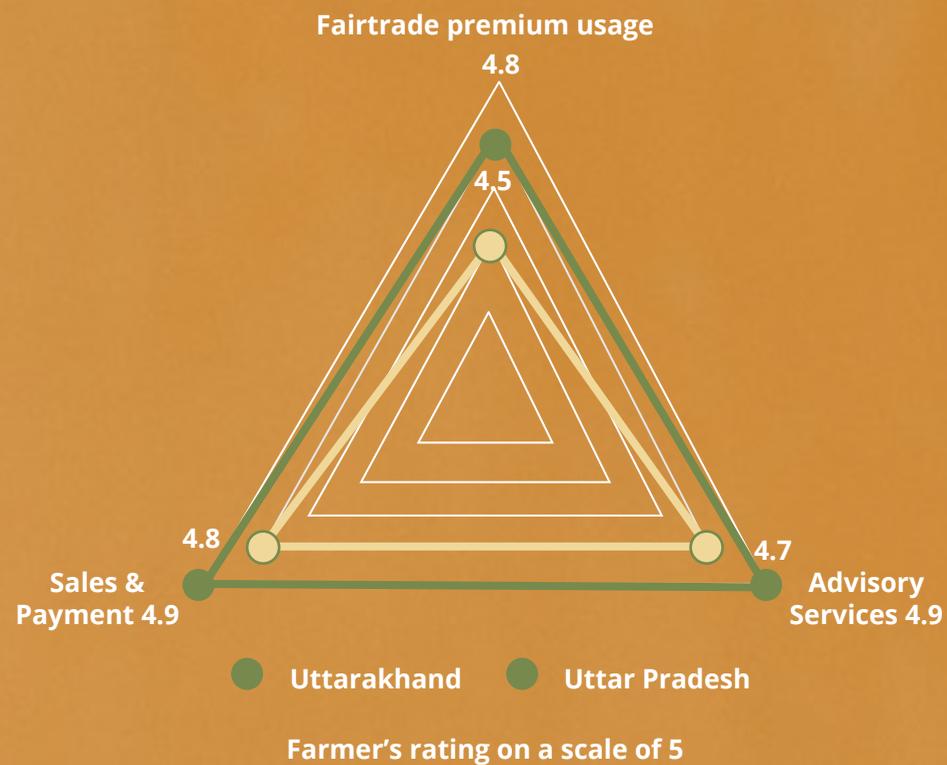


# SATISFACTION LEVEL OF THE BENEFICIARIES

The survey consisted of gathering satisfaction levels of the beneficiaries on various services provided by the project since its inception. The data was captured on a 1-5 rating scale based on the farmers response.

Satisfaction level of the beneficiaries was captured on the following categories:

- a) Satisfaction level of the Advisory Services
- b) Satisfactory level of the process and timing of Sales and Payments
- c) Satisfactory level of the usage of FT Premium



# CONCLUSION

This evaluative study is conducted broadly to gauge the overall impacts on the Fair trade Project, governance structure at place, operations of the value chain, business management and satisfaction level of the key beneficiaries.

Through scientific methodology for evaluating the project, it has been proven that the project has been pivotal in creating palpable direct and indirect positive impacts on the income enhancement, quality of the soil, reducing the input cost and overall socioeconomic development of the communities where it has been established and running. The project has been successful in establishing a resilient, efficient and sustainable value chain with proper

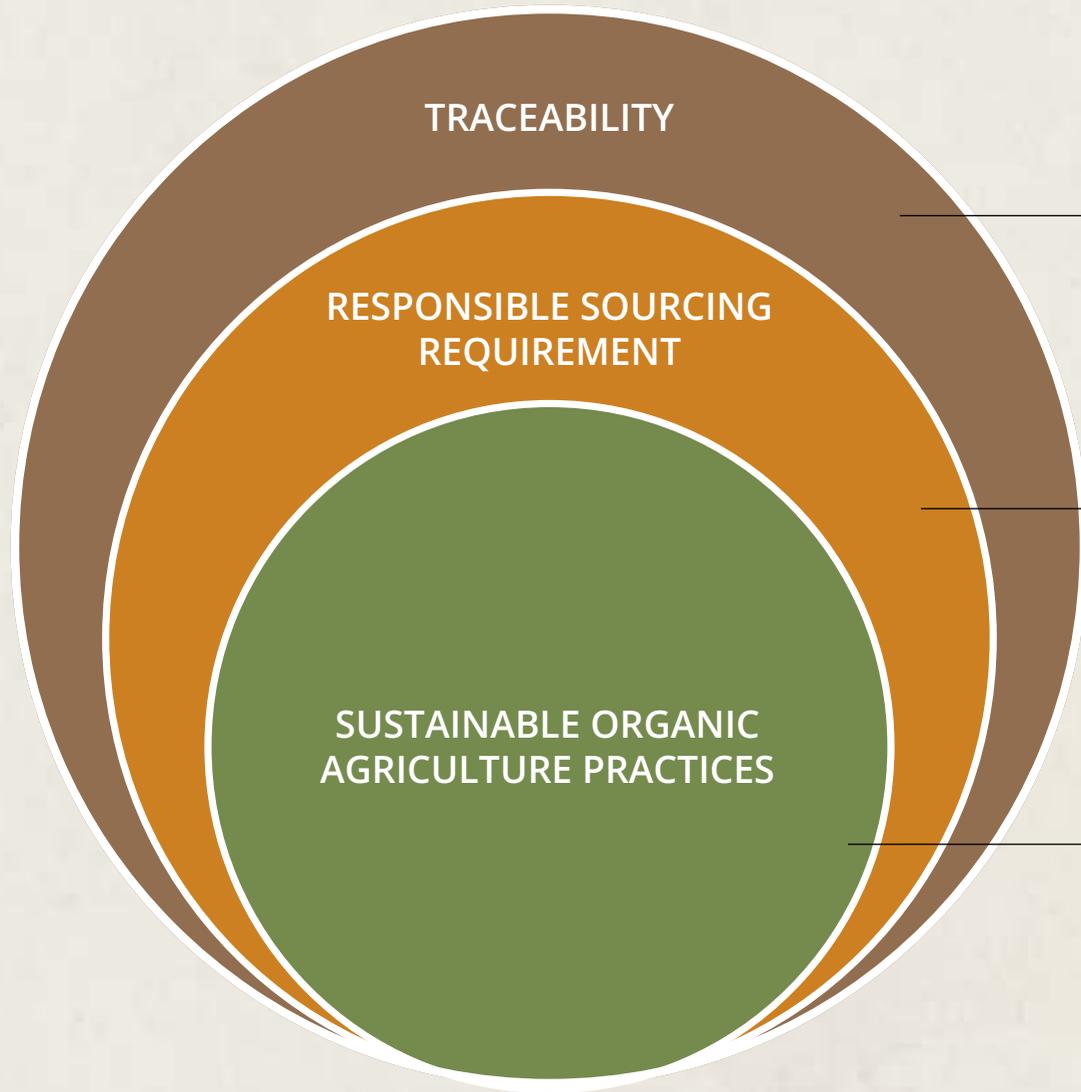
Forward and backward linkages. Through a robust decentralized governance structure, the project has been effectively managing a large pool of farmers, distributing the benefits in the form of premium after consultation with the beneficiaries, creating awareness and providing machine support. It has been

found out that all the partners and stakeholder work in tandem to deliver benefit to the last farmer. WEP has been proven instrumental in creating water stewardship amongst the community and has been working diligently on efficient use of water and availability through awareness programs involving key community stakeholders/beneficiaries and leveraging government policies through Gram Sabha and PRI members.

## GOOD PRACTICES

1	Self-sufficiency of agricultural inputs of the households
2	Promoting youth to take up agriculture through skill building trainings
3	Increased capacity of farmers to negotiate on areas such as pricing and availability of machinery
4	Enhanced rice production in terms of increased yields per hectare as compared to initial phase of the project
5	The Basmati Rice Value chain serves as a market linkage mechanism for marginal farmers of remote regions
6	Effective communication and knowledge sharing of inputs, technology, fertilizer, and disease management
7	Value addition through complementary projects and value chain partnerships such as WAPRO and biogas
8	Reconfigured practices of the business management and institutional changes of the value chain ensures sustainability of the project
9	Awareness and inclusion of efficient water management techniques such as Direct Seeded Rice (DSR), System of Rice Intensification (SRI) and Alternate Wetting and Drying (AWD) by the beneficiaries post the second phase of the project
10	Procurement process at micro level (village level) has proven to be the most effective practice for the beneficiaries. Electronic weighing machine ensures a fair and transparent procurement process.

# NBF RESPONSIBLE SOURCING AT A GLANCE



Identifying the traceability of materials purchased by NBF back to their origin.

Fostering the implementation of our responsible sourcing standard at the origin of our ingredients.

Implementing sustainable organic certified agricultural practices at the origin of our ingredients.

Management Systems exist in order to recall all projects, locations, ICS. linked with raw material delivery to Nature Bio Foods.

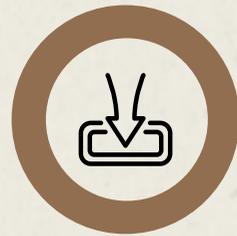
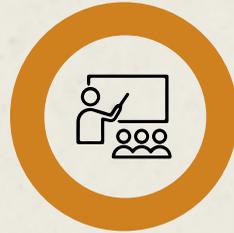


# SUPPLY CHAIN - FARMING FIRST



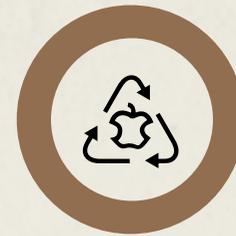
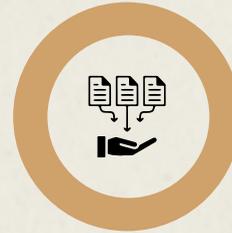
Problem Identification

Training & Solution



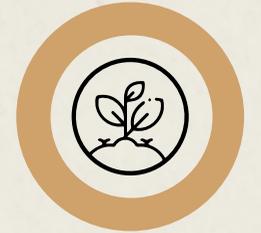
Input Application

Data Collection at each stage



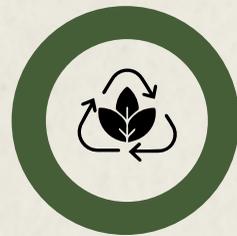
Compost

Bioinputs



Harvest Advisory

Pre-harvest Sampling



Harvest Monitoring

Manual Threshing



Farmer Doorstep Procurement

Logistic & Dispatch with tagging for complete traceability







ON  
UP

It is a reflection of our culture, our policies, our relationship with stakeholders and our commitment to values. We believe that our company shall go beyond adherence to the regulatory framework and accordingly, we always seek to ensure that our performance is driven by integrity.

*Sustainable Governance*

# STRONG CORPORATE GOVERNANCE

The two fundamental principles of Corporate Governance—transparency and accountability—are central to our business operations, ensuring fairness for all stakeholders, including customers, investors, bankers, and society at large. At Nature Bio Foods, we believe that long-term success hinges on our ability to continually create value not only for our stakeholders but also for the broader community.

Our approach to enhancing shared value is driven by a strong set of principles and values established by our Board of Directors. The Board is composed of a diverse blend of knowledge, expertise, professionalism, and experience, fostering a wide-ranging perspective on decision-making. To uphold these principles, we have implemented systems and practices that ensure the company's affairs are managed with accountability, transparency and fairness across all transactions.

Our objective is to meet the expectations of our stakeholders while fulfilling our social responsibilities to the best of our abilities. Nature Bio Foods is deeply committed to the highest standards of ethics and integrity, and we uphold this commitment through our Code of Conduct. This code is built on the core belief that business should be conducted with the utmost principle and integrity.

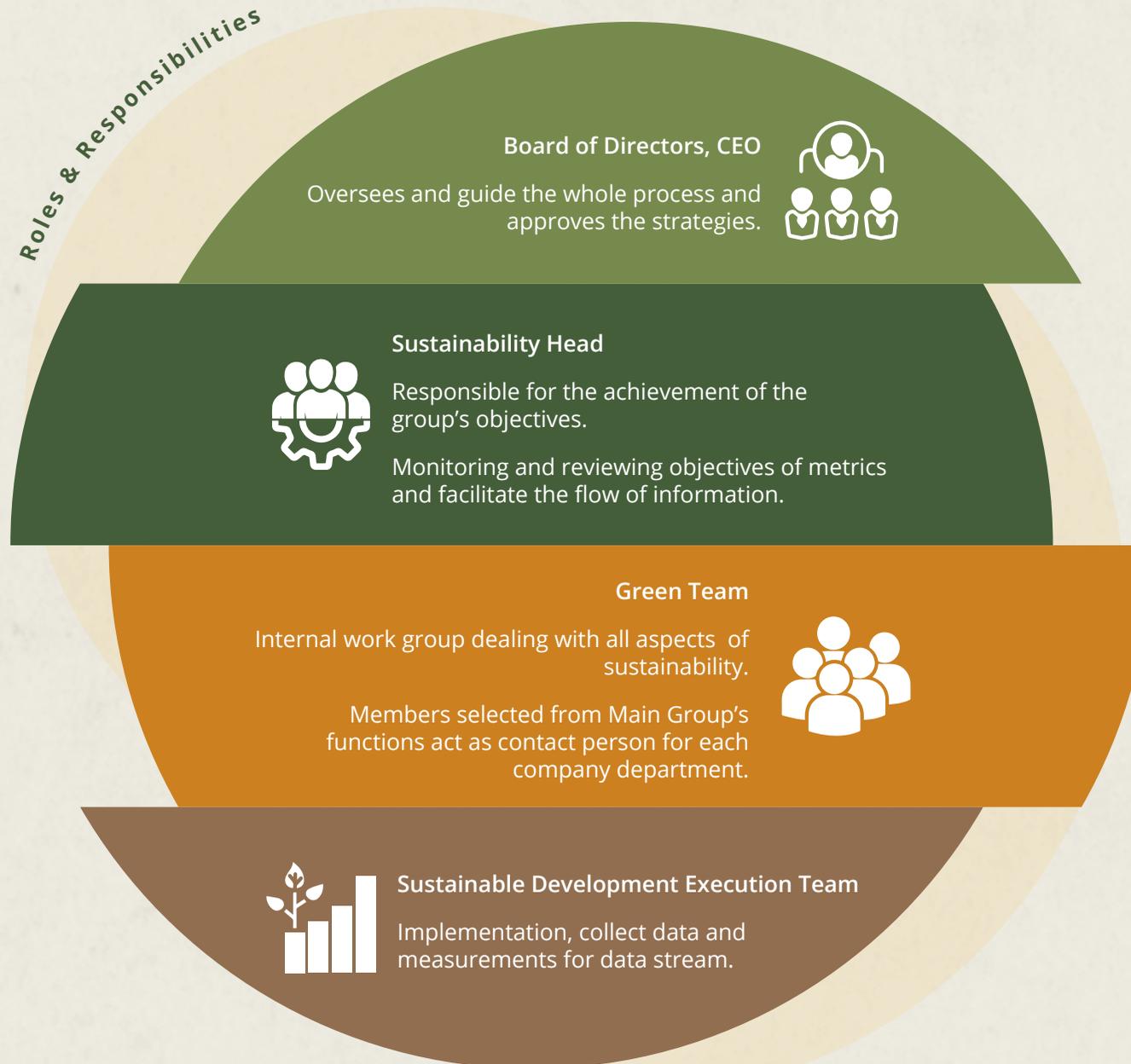
It creates an ecosystem that fosters positive engagement for the company's members and associates, providing clear guidelines for all employees and stakeholders to follow.

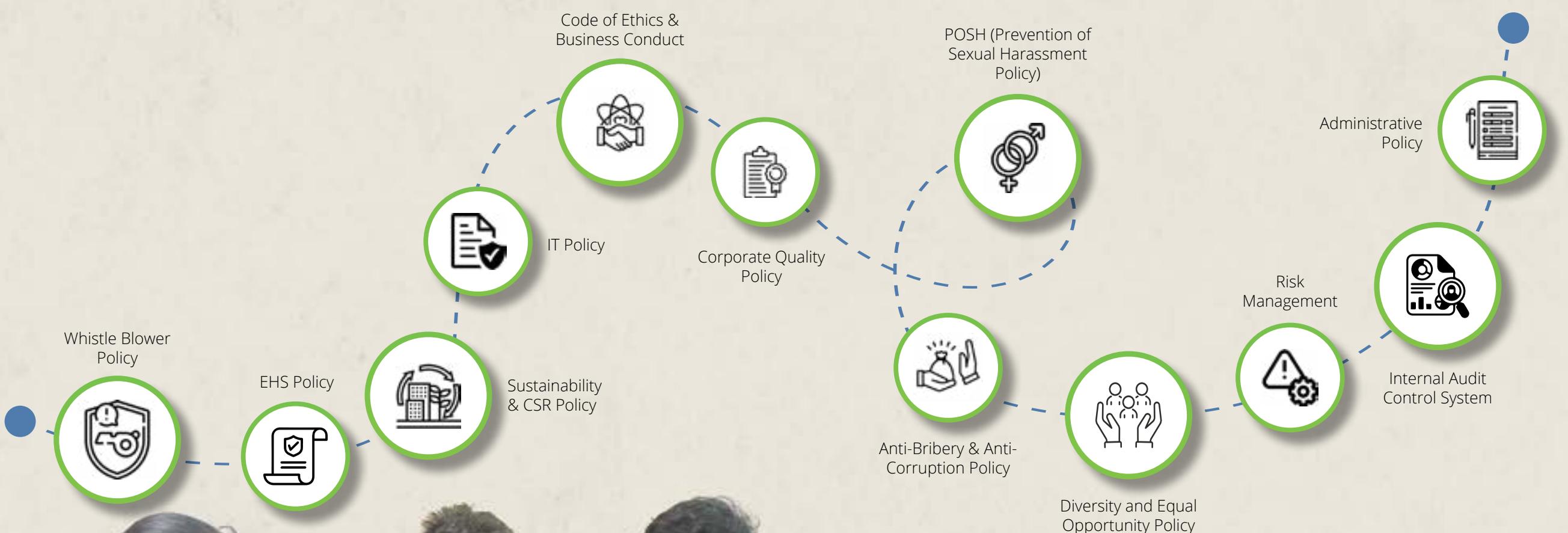
Nature Bio Foods acknowledges that risk is an inherent component of business sustainability. Every business faces risks and our operations are no different. Our operations are exposed to a range of risks that are beyond our control, including unpredictable weather patterns, irrigation challenges, changes in crop cycles, fluctuations in raw material availability, pesticide use by farmers, pest infestations and cost variability, among others.

To address these challenges, the company takes a proactive approach to risk management. We actively assess and monitor risks across our business, implementing appropriate mitigation measures to ensure continued sustainability and resilience. For each product category, we have identified specific risks, developed an in-depth understanding of their potential impact and created targeted response strategies. These risk management practices cover the entire value chain, from sourcing to final delivery, enabling us to respond effectively to potential disruptions and maintain steady performance.



# SUSTAINABILITY GOVERNANCE FRAMEWORK





# INTERNAL AUDIT CONTROL SYSTEMS

Nature Bio Foods has a comprehensive and well-defined system of internal controls and procedures, tailored to the scale and nature of its operations. To ensure compliance and operational efficiency, we conduct regular internal audits across our facilities, operations and stockyards, confirming that all processes are rigorously followed.

The Management Committee thoroughly reviews the internal audit reports to evaluate the effectiveness of the company's internal control systems. Based on these assessments, the Committee recommends improvements to the company's business processes, systems and internal controls.

Our annual internal audit plans are developed by the internal audit team in collaboration with management. To further strengthen our internal control environment, we have implemented SAP, the world's leading ERP system, to automate processes and monitor performance effectively.



# POLICIES AND GOVERNANCE

Nature Bio Foods has established all-encompassing set of governance policies that support our governance framework, ensures integrity, transparency and accountability across all levels at the organization.

**These policies help us navigate our organization with external and internal risks.**

We recognize that sustainability is effective only if strongly integrated into organization and management systems. In 2021, we introduced a new structure to promote sustainable business activities, from Board oversight to strategic planning to implementation and reporting. The Board of Directors is responsible for the overall corporate governance at Nature Bio Foods, which includes oversight of sustainability and corporate responsibility. As part of its role, the Board is responsible for enhancing the long-term value of Nature Bio Foods for stakeholders.



## Operational Approach to Managing Sustainability

In 2024, we established a Sustainability Council to drive sustainability integration across policies, activities, products and services. The Sustainability Council consist of Nature Bio Foods' functional leadership. The Council monitors risks, opportunities and progress and removes barriers to support the integration of sustainability into the business. Nature Bio Foods Sustainability Team drives the implementation of Council decisions and leads or oversees the execution of reporting on sustainability initiatives and programs. Green leaders drive knowledge and best practice sharing throughout the business and provide expert insights into workstreams for the core team, promoting the integration of sustainability into day-to-day practices across Nature Bio Foods.



## Governance Tracing the 'G' of ESG

At Nature Bio Foods, we uphold a deep-rooted commitment to ethical business practices that inspire us to prioritize integrity in every aspect of our operations to deliver the best possible products and the finest experience to our consumers. This dedication forms the foundation of our robust corporate governance framework that ensures long-term sustainability and creates value for all our stakeholders. We understand that earning and sustaining the trust of our consumers, investors, employees, suppliers, and communities requires a governance model grounded in transparency and accountability. These guiding principles are supported by comprehensive policies that inform our decision-making and ensure responsible business conduct at every level.



## Effective Governance Framework

We believe that a strong governance framework is essential for driving sustainable business growth while safeguarding the best interests of all our stakeholders. In keeping with this, we make targeted interventions to cultivate an organizational culture of sound corporate governance that ensures ethical business conduct, regulatory compliance and management oversight. At Nature Bio Foods, the guiding principles set forth by our Board of Directors reinforce our commitment to shared value creation and enable us to operate with a wealth of expertise. A robust governance framework is in place that guarantees transparency, fairness and accountability across all our business interactions and transactions.

# POLICIES

## DATA SECURITY AND PRIVACY

We understand that with rapid digitalization permeating industries worldwide, protective confidential data is a key concern. At Nature Bio Foods, we are dedicated to safeguarding the sensitive information of our customers, personnel and partners through strict compliance with relevant data protection laws. Our Privacy Policy outlines the framework for ensuring data confidentiality, integrity and availability across all business operations. Also, we comply with the General Data Protection Regulation (GDPR), a European Union law that protects the privacy and security of individuals' data. To achieve this, we have implemented advanced security protocols such as encryption, secure data storage and periodic audits. Our people receive regular training to stay informed on best practices, and we ensure that access to sensitive data is controlled based on job functions. We also ensure that third-party vendors meet our stringent data protection standards. This proactive approach reflects our commitment to upholding trust, ensuring privacy, and maintaining compliance with legal and industry requirements.

## RESPONSIBLE MARKETING AND ADVERTISING

Our customer-centric approach extends to how we communicate. We adhere to ethical marketing practices that prioritize transparency, accuracy and customer trust. We ensure that all product information is clear, honest and compliant with regulatory standards, avoiding any misleading claims. Our advertising reflects our commitment to promoting sustainable and healthy choices while respecting cultural

differences and imbuing inclusivity. By maintaining high standards of responsibility in our marketing, we build strong, trust-based relationships with our consumers, ensuring they can make informed, confident choices.

## BUSINESS ETHICS AND INTEGRITY

At Nature Bio Foods, ethical conduct forms the bedrock of our business philosophy, guiding us toward sustainable value creation that directly benefits all our stakeholders. Our comprehensive policies, including the 'Anti-Corruption and Anti-Bribery Policy,' 'Code of Conduct' and 'Code of Ethics and Business Conduct,' uphold the highest standards of integrity, transparency and accountability. These standards are reflected in both professional and personal actions across our organization. Further, we are committed to fair wages, non-discrimination, prohibition of child labor and maintaining a safe, inclusive work environment. Our Human Resources team, along with a robust grievance redressal mechanism, ensures compliance with human rights standards, addressing concerns across our entire value chain and reinforcing our dedication to ethical practices. Our Code of Conduct is firmly grounded in fairness, ethics and exemplary corporate governance. It guides every employee to demonstrate the highest level of personal and professional integrity, navigate conflicts of interest transparently and engage in honest and ethical business relationships. By mandating that all actions are free from fraud and deception, we affirm our steadfast commitment to maintaining ethical business practices.



# SUSTAINABILITY GOVERNANCE

Operate Business in an efficient & financially sustainable manner and creating value for stakeholders.

Reduce green house gas emissions, enhance energy efficiency, promote renewable energy use and reduce waste from our operations.

Ensure good governance , ethics and transparency.

Promote responsible consumption and production.

Promoting and advocating responsible business practices.

Invest in communities towards social interventions.

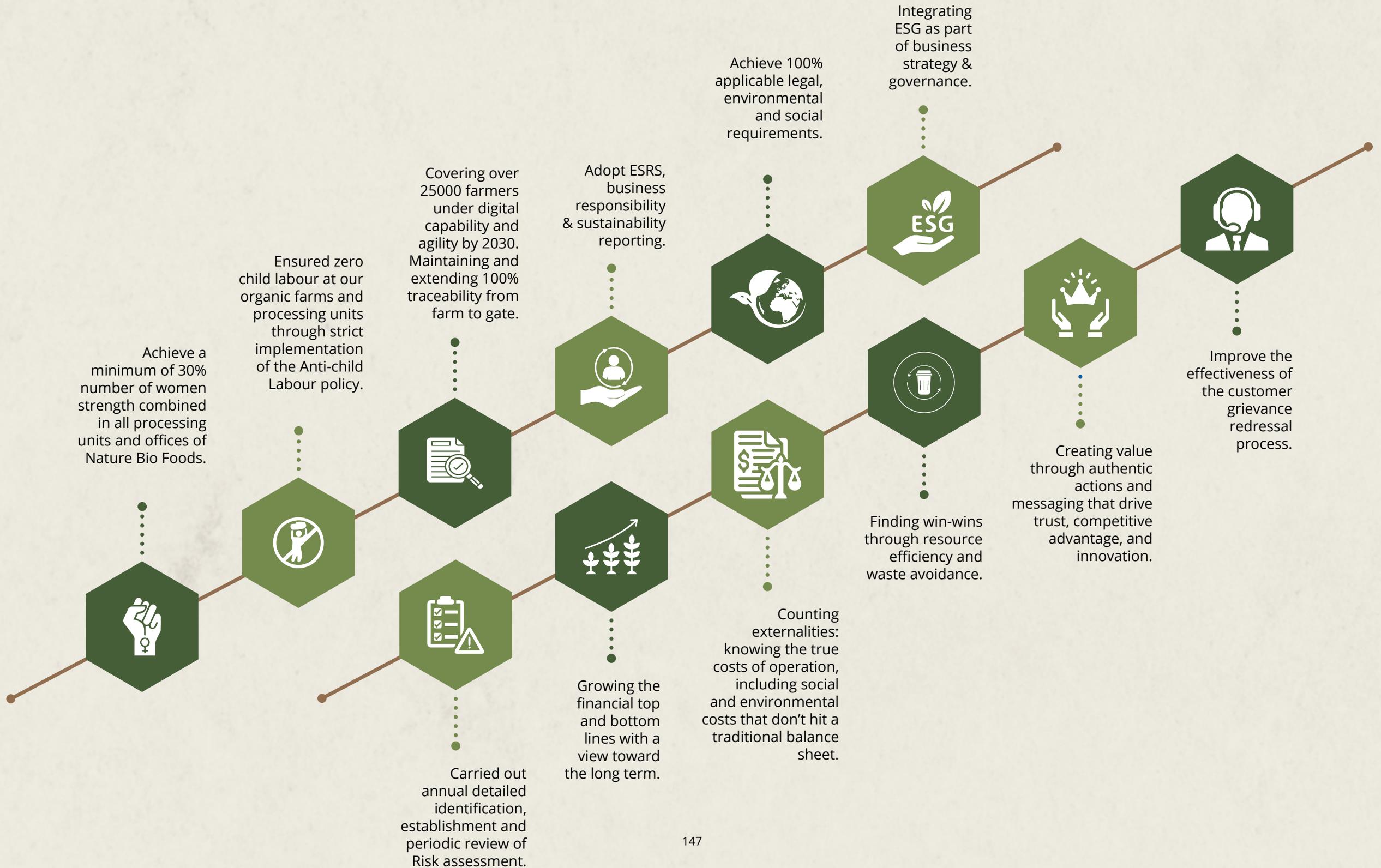
Compliance with all applicable legal, environmental and social requirements.

Develop Sustainability key performance indicators, set definitive targets and establish monitoring mechanism for continual improvement.

Foster Health, safety and well - being of employees.

Integrate sustainability considerations throughout the supply chain.





# DIGITAL TRANSFORMATION

Through integration of digital technology into all areas of a business, fundamentally changing how Nature Bio Foods operate and deliver value to customers. It's also a cultural change that requires Nature Bio Foods to continually challenge the status quo, experiment, and get increase efficiency, accuracy & productivity.

Due to digital transformation and automation, Nature Bio Foods can reduce repetitive processes, simplify workflows,

run quicker, reduce prices, and increase productivity and output. We are talking about automating operations, about people, and business model.

"In the center of it all is leadership and culture that Nature Bio Foods is developing. We also believe that integrated software solutions that enable business process improvement, management and automation will be the key to long-term sustainability.

S.No	Work stream	Projects	Status	Percentage
1	Agriculture	TraceNet Automation Phase-1	Completed	100%
2	Agriculture	TraceNet Automation Part II	Completed	100%
2	Finance	SAC Dashboard Phase-1	Completed	100%
4	Finance	Weighbridge Automation	Completed	100%
5	Finance	Product Costing	Completed	100%
6	Finance	Product Costing NBF BV	Completed	100%
7	Operations	AGRIM (Agriculture Import) Automation	Completed	100%
8	Quality	Incident Management Tool	Completed	100%
9	Quality	Vendor Management System	Completed	100%
10	SCM	Inventory Tagging	Completed	100%



# AUTOMATION & DIGITAL TRANSFORMATION

S.No	Workstream	Projects	Status	Percentage Progress
1	Agri	Project JARVIS - Certification	In Progress	80%
2	CPG	EDI (Electronic Data Interchange) Integration	In Progress	80%
3	Finance	Bank Integration	In Progress	50%
4	SCM	Weighbridge Automation Netherland ,BV	In Progress	30%
5		GoRamp Integaration	In Progress	30%
6	Procurement	SAC (SAP Analytic cloud) Dashboard Phase-1	In Progress	50%
7		SAC (SAP Analytic Cloud) Dashboard Phase-1	In Progress	50%
8	Quality	Project JARVIS - Quality	In Progress	50%
9		SKAL Automation	In Progress	40%
10	Sales	Sales Force CRM (Customer Relationship Management) Tool	In Progress	70%
11	SCM	SUPPLY CHAIN PLANNING Tool	In Progress	20%

S.No	Workstream	Projects	Status	Percentage Progress
1	Finance	SAC Dashboard Phase-2	Not Started	0%
2	Finance	Vendor Invoice Management	Not Started	0%
3	Procurement	Container Tracking Tool	Not Started	0%
4	Procurement	Market Portal	Not Started	0%
5	Procurement	Unloading App	Not Started	0%
6	Procurement	Paddy/Rice Quality Approval Automation	Not Started	0%
7	Quality	Quality Control (BBD-Auto Batch)	Not Started	0%
8	Supply chain Management	OTIF Dashboard	Not Started	0%
9	Sales & CRM	Daily Sales	Not Started	0%
10	Sales & CRM	I-Automation Sales Order	Not Started	0%
11	Sales & CRM	SalesDashboard	Not Started	0%
12	Sales & CRM	Primary Sales	Not Started	0%
13-	Sales & CRM	SO To Invoice	Not Started	0%





# On Up

*Onwards & Upwards*

Working to build a resilient business  
on the path to sustainability.

*"From humble beginnings to 30  
years of growth , Our journey  
onwards & upwards continues  
with gratitude"*







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