



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of Listed Entity	L55101KA2002PLC031224
2.	Name of the Listed Entity	WONDERLA HOLIDAYS LIMITED
3.	Year of Incorporation	November 18, 2002
4.	Registered office address	28 th K.M, Mysore Road, Bengaluru - 562109
5.	Corporate Address	9 th Floor, The Estate, Dickenson Road, Bengaluru - 560042
6.	E-mail	investors@wonderla.com
7.	Telephone	+91 80 37230372
8.	Website	www.wonderla.com
9.	Financial year (FY) for which reporting is being done	April 2023 - March 2024
10.	Name of the Stock Exchange(s) where shares are listed	(i) BSE Limited (ii) National Stock Exchange of India Limited
11.	Paid-up Share Capital	₹ 5,657.34 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR	Srinivasulu Raju Y +91 80 37230372 investors@wonderla.com
13.	Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	On standalone basis
14.	Name of assurance provider	-
15.	Type of assurance obtained	-

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Amusement Parks, Resort & Food services	Amusement Parks, Resort, Restaurants & Retail	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Amusement Parks	93210	96%
2.	Resort	55101	4%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated.

Location	Number of plants	Number of offices	Total
National	6*	2*	8
International	-	-	-

*Note: The Company's businesses and operations are spread across Karnataka, Kerala, and Telangana. The parks and corresponding offices are at the same location except for the corporate office at Bengaluru and Business Development office at Hyderabad. Details of plant locations, including parks and resort owned/operated by the Company, are provided under sections 'Shareholder Information' in Annual report. Additionally, parks in Chennai and Bhubaneswar are presently under construction. Bhubaneswar Park will be operational in the first quarter of the financial year 2024-25.

19. Markets served by the entity.

a. Number of locations

Locations	Number
National (No. of States)	5 States*
International (No. of Countries)	-

* Note: The parks in Chennai and Bhubaneswar are presently under construction and yet to start operations. Bhubaneswar Park will be operational in the first quarter of the financial year 2024-25.

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

Not Applicable as the Company does not export goods or services.

c. Types of customers and beneficiaries.

Wonderla has a wide spectrum of customer base. All the parks are located within proximity to major cities and offer enthralling entertainment to a vast young population wanting to escape the monotony of life. Our Company serves all customers equally because we believe in maintaining a strong relationship with our customers. Our institutional and retail customers access our services, constituting the primary source of revenue for Wonderla.

IV. Employees

20. Details as at the end of Fiscal.

a. Employees and workers (including differently abled).

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	721	662	91.82	59	8.18
2.	Otherthan Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	721	662	91.82	59	8.18
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Otherthan Permanent (G)	1,915	1,405	73.37	510	26.63
6.	Total workers (F + G)	1,915	1,405	73.37	510	26.63

b. Differently abled Employees and workers.

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Otherthan Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D +E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Otherthan Permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women.

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29%
Key Management Personnel	2	-	-

Note: Wonderla has devised a Board Diversity Policy. Consideration and selection of candidates for appointment to the Board are based on merit and includes a review of any candidate's integrity, experience, educational background, industry or related experience and more general experience. Within that overriding emphasis on merit, the Nomination and Remuneration Committee of the Board (the "Committee") seeks to address Board vacancies by actively considering candidates that bring a diversity of background and opinion from amongst those candidates with the appropriate background and industry or related expertise and experience. The Committee's considerations include achieving an appropriate level of diversity having regard to factors such as race, gender, age, nationality, cultural and educational background. The policy may be accessed at <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>.



22. Turnover rate for permanent employees and workers.

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021 -22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.13%	22.03%	12.08%	13.69%	1.5%	15.19%	11%	1%	12%
Permanent Workers	66.99%	33.54%	58.13%	-	-	-	-	-	-

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
-	-	-	-	-

Note: Wonderla has no subsidiaries, holding or associate companies or joint ventures.

VI. CSR Details

- Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- Turnover (in ₹): 50,602.52 Lakhs
- Net worth (in ₹): 1,09,460.35 Lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (principle 1 to 9) under the National Guidelines on Responsible Business Conduct.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	web-link for grievance redress policy)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities****	Yes	-	-	-	-	-	-
Investors (other than shareholders) *	Yes	-	-	-	-	-	-
Shareholders*	Yes	-	-	-	-	-	-
Employees and workers**	Yes	-	-	-	-	-	-
Customers/Consumers***	Yes	-	-	-	-	-	-
Value Chain Partners*****	Yes	-	-	-	-	-	-
Others (Health & Safety)	Yes	-	-	-	-	-	-

Notes:

*Investor/shareholder: The Company has constituted a Stakeholders Relationship Committee to specifically focus on redressal of shareholders'/ investors' complaints and grievances. The Company Secretary acts as one point of contact for all the investor-related concerns/ grievances. The composition of the Stakeholder Relationship Committee is available at: <https://www.wonderla.com/investor-relations/committees.html>

**Employees and workers: The vigil (Whistle Blower) mechanism aims to provide a channel to the directors and employees to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Codes of Conduct or Policy. The Whistle Blower Policy/ Vigil Mechanism is available at: <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>. Also, the grievance redressal mechanism may be accessed at Wonderla's Intranet Portal.

*****Customers/Consumers:** Customers can complain directly at parks to respective authorities. The Company has installed suggestion boxes. Wonderla has implemented Net Promoter Score (NPS) and feedback system at each park. NPS is a feedback system from customers where 10-12 inches tablets are installed at various locations in the park. Customers can rate land and water rides from 1 to 5 and can additionally offer suggestions or lodge complaints by using the said tabs. The company has implemented NPS and feedback system at each park, Investors can approach through website: <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>.

******Communities:** The community members may address their concerns by filling the Inquiry Form available at: <https://www.wonderla.com/contact-us/inquiry-form.html>. Thereafter, the grievances/ concerns are addressed by relevant Departments on a case-to-case basis. Additionally, the CSR Committee monitors the Corporate Social Responsibility Policy of the company from time to time and institutes a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the company.

*******Value Chain Partners:** As per the Supplier Code of Conduct, in the context of Company's business relationship, if any supplier or its employees believe that the terms of the Supplier Code of Conduct are not adhered to, or that the Company is not acting in accordance with its own Code of Conduct, then the Company encourages the Supplier to raise its concerns via the Company stakeholder reporting channels.

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format.

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of Risk, approach to adopt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
Customer Experience	Risk	Any undesirable customer experience could result in loss of customers or even reputational loss.	<p>Our safety regiment includes:</p> <p>Daily safety checks of rides:</p> <ol style="list-style-type: none"> 1. Well defined system in place, where daily inspections of rides is carried out. 2. Safety harness for rides 3. Attendants with two-way radios all over the park. 4. Lifeguards/ Security on duty at rides. 5. Lightning arrester to protect against lightning hazards. 6. Fire extinguishers at every nook and corner of the park. 7. CCTV surveillance throughout the park. 8. Public address system to flash emergency warnings if needed. 9. Fully Equipped first aid facility with doctor plus professional nurses etc., 10. Semi and full automation/ limit switch are enabled to prevent incidents on ride. The safety regiment is available at: https://www.wonderla.com/safety-and-hygiene.html 	<p>Negative</p> <p>Loss of reputation can result in the loss of customer thereby adversely impacting business of the Company.</p>



Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of Risk, approach to adopt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
Energy Efficiency and Energy Management	Opportunity	The Amusement Park Industry is an energy intensive industry. Initiatives for energy management and efficiency help Wonderla better control and optimize its use of energy throughout its operations, which lowers operational costs (through less energy consumption), increases resilience in the event of energy disruptions, and improves the company's capacity to meet regulatory requirements.	<p>Actions are being undertaken to reduce greenhouse gas emissions by investing in reducing carbon footprints and increasing the share of renewable energy. At present, approximately 50 % of company's power requirements are met by company owned and operated i.e. captive solar power plants with excess connected to grid or other power generated from PPA solar power generators. The Company has also developed an Environment, Social and Governance (ESG) Roadmap and has identified potentials projects for reducing carbon footprints in electricity. Wonderla has undertaken various projects on environmental sustainability such as:</p> <p>(a) At Kochi, Wonderla has installed 684 KW Solar Power Plant and Solar Water Heater System for utilities.</p> <p>(b) At Bangalore, Wonderla has installed 50 KW Solar Power Plant Solar Water Heater System for utilities and Solar Water Heater System for Pools.</p> <p>(c) At Hyderabad, Wonderla has installed 800 KW Solar Power Plant and Solar Water Heater System for utilities.</p> <p>(d) At our Resort, Wonderla has installed a Solar Water Heater System for utilities and Solar Water Heater System for Pool.</p>	Positive
Water and Wastewater Management	Risk	<p>Growing populations and erratic monsoons have resulted in water scarcity. National groundwater assessments have classified numerous Indian cities as "critical" or "over-exploited."</p> <p>Wonderla is a water intensive company, the same being used for water rides.</p>	The 4R (Reduce, Recycle, Reuse & Replenish) method is used by Wonderla to ensure efficient water use and water conservation. Water recycling systems have been put in place at all the company's sites to lower freshwater drawdown. All properties under management use rainwater harvesting to replenish groundwater. Additionally, as part of our sustainable water management practices, Wonderla has Rainwater harvesting ponds with a capacity of 100MT/Day and the same are being utilized for our daily consumption needs.	Negative

Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of Risk, approach to adopt or mitigate	Financial Implications of the risk or opportunity (Indicate positive or negative implications)
Procurement and Supply Chain sustainability	Risk	Supply chain disruptions may result from inefficiencies in the system and a significant dependence on a small number of suppliers or vendors in the event of external shocks. By using good relationship management and encouraging ethical procurement/ sourcing techniques, it is possible to maintain strong, long-lasting relationships with suppliers and vendors.	<p>Wonderla procures the products and supplies from reputed manufacturers and suppliers to maintain quality and consistency. The company undertakes adequate steps to ensure safety during transportation and optimizing the logistics to minimize environmental impact. We maintain a long-term relationship with suppliers and robust inventory management practices to ensure a steady supply of raw materials at a competitive cost. To achieve sustainability, we prefer local produce to reduce impacts from GHG emissions. We also practice Green Fuel-Electric vehicle whenever wherever possible.</p> <p>Carpooling and Public transportation bus usage are encouraged offers up to 15% are given for the guests commuting through buses.</p>	Negative
Occupational Health and Safety	Risk	Wonderla is primarily engaged in the business of amusement parks. The business's nature considers health and safety a potential risk to the company's bottom line. The health and safety of its employees, contractors, and customers is its top priority because Occupational Health and Safety (OHS) performance can have a negative impact on productivity.	<p>Wonderla is committed to safeguarding the health and safety of all its employees, visitors and contractors. World class Health Safety Environment management system has been developed throughout all Parks -where "Plan, Do, Check and Act" has been implemented in identifying hazards, mitigation of Risks, training and empowering the people according to the gap analysis through gap audits, safety tours and consultation and participation of all.</p> <p>To meet this commitment and comply with relevant OHS legislation, a Safety and Hygiene Plan (SHP) has been developed to manage the actual and potential hazards associated with normal park operations and any other activities relating to the operations of the functions and entertainment venues within the park precinct. The SHP is the heart of the Risk Management Policy of Wonderla. The Risk Management Policy can be accessed at: https://www.wonderla.com/investor-relations/prospectus-and-policies.html</p>	Negative

Note - The Company has constituted a Risk Management and ESG Committee ("RMEC") to assist the Board of Directors in the effective discharge of its primary responsibilities of identifying principal risks and implementing appropriate systems and risk assessment processes to manage such risks for the Company and to support the Company's ongoing commitment to environmental stewardship, health and safety, corporate social responsibility, corporate governance and sustainability as relevant to the Company.



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes / No) [See Table 1 below]	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://www.wonderla.com/investor-relations/prospectus-and-policies.html								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes / No)	Formalized Policies have been communicated to key internal stakeholders of the Company. There is a review and audit mechanism.								
4.	Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Company is in conformance of international standards and have been accredited with various certifications like: ISO 14001:2015 (Environmental Management System) ISO 45001:2018 (Occupational Health Safety Assessment System)								
5.	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	We shall undertake comprehensive sustainability assessment and consequently, devise an ESG Roadmap focusing on reducing carbon footprint and GHG emissions, improving energy efficiency and water and waste management.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	The Company shall undertake a comprehensive sustainability study and device specific commitments, goals, and targets, following which performance shall be measured.								
Governance, leadership, and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements We are committed to improving energy efficiency and water management. Actions are being undertaken to reduce greenhouse gas emissions by investing in reducing carbon footprints and increasing the share of renewable energy. At present, approximately 50% of the Company's power requirements are met by captive solar power plants with excess connected to grid. Wonderla has undertaken various projects on environmental sustainability such as: (a) At Kochi, installed 684 KW Solar Power Plant and Solar Water Heater System for utilities. (b)At Bangalore, installed 50 KW Solar Power Plant and Solar Water Heater System for utilities and Solar Water Heater System for Pools. (c)At Hyderabad, 800 KW Solar Power Plant and Solar Water Heater System for utilities. (d)At Bangalore Resort, installed a Solar Water Heater System for utilities and Solar Water Heater System for Pool. As part of sustainable water management practices, Wonderla has Rainwater harvesting ponds with a capacity of 100MT/Day and the same are being utilized for our daily consumption needs. Water stewardship and clean energy shall continue to be the pillars and drivers of our sustainability journey.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	Mr. Arun K Chittilappilly, Managing Director								

Sl. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9															
9.	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes. The Risk Management and ESG Committee is responsible for decision making in sustainability related issues. This committee assists the Board in establishing and monitoring the Company's ESG policies and practices and proposes changes as necessary from time to time to respond to ESG recommendations or guidelines from authorities. The committee ensures that the Company has in effect adequate policies and procedures to identify and manage the principal ESG risks.</p> <p>The Risk Management and ESG Committee comprises of four members as enumerated below:</p> <table><tr><th>Name</th><th>Designation</th><th>Category</th></tr><tr><td>Mr. K Ullas Kamath (DIN 00506681)</td><td>Charirman</td><td>Independent Director</td></tr><tr><td>Mr. M. Ramachandran (DIN 07972813)</td><td>Member</td><td>Independent Director</td></tr><tr><td>Mr. Arun K Chittilappilly (DIN 00036185)</td><td>Member</td><td>Executive Director</td></tr><tr><td>Mr. Madan Achutha Padakki (DIN 00213971)</td><td>Member</td><td>Independent Director</td></tr></table> <p>The terms of reference, composition, no. of meetings held, and attendance are incorporated in the corporate governance report which is a part of Annual report.</p>									Name	Designation	Category	Mr. K Ullas Kamath (DIN 00506681)	Charirman	Independent Director	Mr. M. Ramachandran (DIN 07972813)	Member	Independent Director	Mr. Arun K Chittilappilly (DIN 00036185)	Member	Executive Director	Mr. Madan Achutha Padakki (DIN 00213971)	Member	Independent Director
Name	Designation	Category																							
Mr. K Ullas Kamath (DIN 00506681)	Charirman	Independent Director																							
Mr. M. Ramachandran (DIN 07972813)	Member	Independent Director																							
Mr. Arun K Chittilappilly (DIN 00036185)	Member	Executive Director																							
Mr. Madan Achutha Padakki (DIN 00213971)	Member	Independent Director																							

10. Details of Review of NGRBCs by the Company.

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Responsible Business conduct is reviewed through Code of Business Conduct, Environment, Social and Governance engagements by the Risk Management & ESG Committee on regular basis.									<p>The Board of Directors assess CSR initiatives, Sustainability, Risk and Strategic initiatives. The CSR Committee of the Board meets annually to oversee the functioning of CSR activities and implementation of projects.</p> <p>Daily Environment & Safety Performance is monitored through various program for tracking Occupational-Health safety of employees through Parks dedicated Safety Officer /HSE managers & all Rides Safety & Environment Impacts have continuously monitored and improvement actions done on daily basis through Internal Function Team (IFT) Under Vice-President -Engineering.</p>								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with the statutory requirements as applicable and is being reviewed by respective committees on a regular basis.																	



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

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
No	No	No	No	No	No	No	No	No

Policies are currently evaluated internally. The Quality, Safety & Health and Environmental policies are subject to internal and external audits as part of the certification process. We have ISO 14001:2015, ISO 45001:2018 (these audits are conducted by respective authorities annually and FSSAI certificates for food business which will be renewed annually).

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

All Principles are covered
by required policy/policies

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 : Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the principles during the financial year.

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	1	POSH	100
Employees other than Board of Directors and KMPs	4	(i) Prevention of Sexual Harassment. (ii) Employee well-being. (iii) Health & Safety	100
Workers	4	(i) Prevention of Sexual Harassment. (ii) Employee well-being. (iii) Health & Safety	100

Note: The Anti Bribery & Anti-Corruption Policy provides for training of all individuals working at all levels and grades, including directors, senior managers, officers, other employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, interns, seconded staff, casual workers and agency staff, agents, or any other person associated with the Company; and such other persons, including those acting on behalf of the Company, as designated by the Board from time to time.

2. Details of fines / penalties / punishment / award / compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website).

There are no monetary or non-monetary charges against the company or by the directors/ KMPs with any regulators/ law enforcement agencies/ judicial institutions in the Financial Year.

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
Not Applicable	Not applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, it is the Company's policy to conduct its business in an honest and ethical manner. The Company adopts a zero-tolerance approach to bribery and corruption. The Company is committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever it operates and implementing and enforcing effective systems to counter bribery. The Company upholds all laws relevant to countering bribery and corruption in India. The purpose of the Anti-Bribery and Anti-Corruption Policy ("ABAC Policy") is to ensure that the Company sets up adequate procedures to prevent Company's involvement in any activity relating to bribery, facilitation payments or corruption, even where the involvement may be unintentional. This Policy is applicable to all individuals working at all levels and grades, including directors, senior managers, officers, other employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, interns, seconded staff, casual workers and agency staff, agents, or any other person associated with the Company; and such other persons, including those acting on behalf of the Company, as designated by the Board from time to time, (all of the aforesaid being collectively referred to as "Designated Persons"). The policy is available at: <https://www.wonderla.com/investor-relations/prospectus-and-policies.html>



5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption.

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of Complaints with regards to conflict of Interest.

Particulars	FY 2023-24 (Current FY)		FY 2022-23 (Previous FY)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	-	-	-	-

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties / action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflict of interest - Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Number of days of accounts payables	518*	374*

*Net purchases/ Average Account Payables

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-

Parameter	Metrics	FY 2024 (Current Financial Year)	FY 2023 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators

- Awareness programs conducted for value chain partners on any of the principles during the financial year.

Total number of awareness programs held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
-	-	-

- Does the entity have processes in place to avoid / manage conflict of interest involving members of the board? If yes, provide details of the processes in place to avoid / manage conflict of interest involving members of the board.

The Company has processes in place to avoid or manage conflict of interests among the Board members. A policy on related party transactions has been adopted by the Company in compliance with the Companies Act, 2013. The policy covers methods to avoid instances pertaining to conflict of interest.

As per the Code of Conduct for the Board Members and Senior Management Personnel, the Board Members and Senior Management Personnel of the Company shall not involve in taking any decision on a subject matter in which a conflict of interest arises or which in his/her opinion is likely to arise and shall make disclosures to the competent authority relating to all material financial and commercial transactions, if any, where they or any of their relatives have personal interest that may have a potential conflict with the interest of the Company at large.



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

Essential Indicators

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

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	Details of improvements in environmental and social impacts
Research & Development (R&D)	-	-	-
Capex	-	7.51%	-

2. Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably.

Yes, Wonderla has committed to sustainability through responsible sourcing of materials vide a well-trained team. There exists a procuring mechanism where 100% legal requirements are fulfilled by acclaimed vendors. Around 80% of the materials are sourced locally. The benchmark for selection includes vendors' commitment towards environment and society. We have integrated both ISO 14001:2015 and ISO 45001:2018 at all our parks and Resort. We are monitoring a continuous improvement. A phase-by-phase program is available for increasing the percentage of sustainably sourced resources. As per the Supplier Code of Conduct, a supplier must comply with all applicable laws and regulations, the requirements set out in the Wonderla Supplier Code of Conduct and its contractual obligations to the Company. The Supplier Code of Conduct includes human rights, fair labour conditions, HSE Management, Material compliance and conflict minerals, business ethics, secure business, procurement by supplier, Inspections and corrective actions, and access to remedy. To propagate sustainable sourcing, the Company opts for suppliers who have integrated ISO 14001:2015 and ISO 45001:2018.

3. Describe the processes in place to safely collect, reuse, recycle and dispose of after-sales and at the end of life of product.

We have suitable systems in place for sustainably treating / disposing of the waste we generate, as per the applicable guidelines and statutory framework.

- a) Plastics (Including packaging material) – All used plastic materials are collected, segregated through State Pollution Control Board approved agencies.
- b) E-Waste - E Waste is sent to PCB approved agencies for recycling. Proper collection, storage and segregation are in place.
- c) Hazardous Waste - Hazardous waste is collected, segregated, stored, transported and disposed of through PCB approved agencies and norms.
- d) Other Non-hazardous waste - All other non-hazardous waste is collected, segregated & disposed of through local vendors.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same -

Not Applicable.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Wonderla Holidays Limited has not conducted LCA.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same -

Not Applicable.

3. Percentage of recycled or reused input material to total material (by value) used in production for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-2024 (Current FY)	FY 2022-2023 (Previous FY)
-	-	-

4. Of the products and packaging reclaimed at end of life of products, amount [in Metric Tonnes (MT)] reused, recycled, and safely disposed, as per the following format.

	FY 2023-2024 (Current FY)			FY 2022-2023 (Previous FY)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	12.335	-	-	14.85
E-waste	-	-	2.9	-	-	3.58
Hazardous waste	-	-	23.5	-	-	12.48
Other waste	-	-	161.5	-	-	177.48

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Wonderla Holidays Limited is in the Amusement Park business and is part of the services sector. Hence, this is not applicable.

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

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
					</						

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

% of employees covered by											
Category	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-



c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	1.46%	1.15%

2. Details of retirement benefits, for Current and Previous Financial Year.

Benefits	FY2023-2024 (Current Financial Year)			FY2022-2023 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	NA*	Yes
Gratuity	100	100	Yes	100	NA*	Yes
ESI	7.49	90	Yes	14.20	NA*	Yes
Others	-	-	-	-	-	-

*Note: Since all workers are sourced from value chain partners and contractors, they are required to adhere to the statutory compliances as per the state rules. The agreement with the value chain partners and contractors mandates the compliances.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, every individual with disabilities is provided access to shared facilities like restrooms, work areas, social areas etc. However, the park offices are not yet fully compatible and hence, not accessible to differently abled employees and workers.

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

Yes.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100	100	-	-
Total	100	100	-	-

Note: Currently, in our HR Processes there is no provision for paternity leave, however, the company intends to incorporate the same going forward, hence, at this stage, the same at present is not included in the disclosure.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

Particulars	Details of the mechanism in brief
Permanent Workers	Yes – Employees have access to Vigilance officer, through which concerns, questions and grievances can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies. The vigil (Whistle Blower) mechanism aims to provide a channel to the directors and employees to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Codes of Conduct or Policy. The Whistle Blower Policy/ Vigil Mechanism is available at: https://www.wonderla.com/investor-relations/prospectus-and-policies.html .
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Particulars	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category who are part of Association or Union (B)	% (B / A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category who are part of Association or Union (B)	% (B / A)
Total Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers (% of total no. of employees/ workers in the category).

Category	FY 2023-2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
	Employees									
Male	662	618	93	635	96	570	481	84	444	78
Female	59	54	92	55	93	57	45	78	42	72
Total	721	672	93	688	95	627	526	84	486	77
	Workers									
Male	1,405	1,301	93	1,269	90	1,285	1,188	92	1,106	86
Female	510	462	91	482	95	456	426	93	404	89
Total	1,915	1,789	93	1,725	90	1,741	1,614	93	1,510	87

Note: For the purposes of maintaining the physical and mental health of the employees, Wonderla conducts various programs pertaining to yoga, physical exercises, and other health related events throughout the year. Additionally, frequent safety training is imparted to the employees.

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

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	662	632	95	570	434	76
Female	59	57	97	57	50	88
Total	721	689	96	627	484	77
Workers						
Male						
Female						
Total						

Not Applicable

10. Health and safety management system.

a. Whether an occupational health and safety management system has been implemented by the entity?

- Safety inductions for guests /visual display of safety prepared frequently displayed throughout site for guest. Guest relationship (GR) representative will accompany as support buddy for guests/group throughout their stay at site. Security personnel are deployed at critical locations for monitoring and interfering during any hazards.
- 100% local & GOI HSE statute implementations in all our business.
- 100% IMS standard integrations - Environment Management System Implementations & Safety Management Systems throughout all parks facilities & activities from scope I-scope -III.
- Tailor-made Safety Management System covers the length & breadth of our operation. ISO experts from BVQI made the standard accommodation for our site.



- The EHS Policy provides for safe and healthy working conditions by eliminating hazards and reducing risks for the prevention of injury and ill health. A hierarchy of controls (elimination, substitution, engineering control, administrative control and personnel protective equipment) shall be followed to reduce OH&S risks.
- Periodical training is imparted to develop a good safety work environment culture.
- Environment and Safety Risk Assessment is carried out periodically to evaluate the potentials risks and continuously work for risk reduction.

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

- Specialized tool used for assessing the risks associated with our nature of work.
- Hazard Identification and Risk Assessment (HIRA) is carried out for all risk activity and risk control are placed for Human Safety.
- Process Hazard Analysis is carried out through HAZOP, HAZID and LOPA techniques to identify and control the risk related process, equipment and people engaged in the activities.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes / No)

Yes, Wonderla has a robust Safety Reporting system where all types of unsafe acts, conditions and the near misses are reported. We even consider minor medical test requirements in loss time.

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

Yes, all the locations have access to non-work-related medical and healthcare services, either on-site or through partnerships with reputable healthcare providers nearby.

11. Details of safety related incidents during the current fiscal.

Safety Incident / Number	Category	FY 2023-24			FY2022-23		
		Kochi	BLR	Hyd	Kochi	BLR	Hyd
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.43	-	0.31	0.71	0.8	0.33
	Workers	0.05	0.21	0.42	0.09	0.26	0.46
Total recordable work-related injuries	Employees	-	-	-	-	-	-
	Workers	-	-	-	-	-	-
No. of fatalities	Employees	-	-	-	-	-	-
	Workers	-	-	-	-	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-	-	-	-	-
	Workers	-	-	-	-	-	-

12. Describe the Measures taken by the Company to ensure a safe and healthy workplace.

Step 1: High level risk assessment is conducted based on past historic events and potential hazards and risks are identified.

Step 2: HIRA (Hazard Identification & Risk assessment) and PHA (Process Hazard Analysis) studies are conducted for evaluating the risk level.

Step 3: Control of risk

- Elimination/substitution - Assessment to eliminate the activity/hazard which has potential to harm or cause injury to the team.
- Engineering controls - Suitable engineering solutions like placing guards and interlocks to reduce the risk levels are provided.
- Administrative controls - Follow Safety Management System viz., issue permit to work, and provide work (Job) safety training.
- PPE - Provided personal protective equipment to all employees exposed to the residual risks while performing the activity.

The Company has a dedicated corporate level-HSE Head, Park HSE Heads (Safety Officer equivalent). President - Administration and the Park heads oversees the occupational, health and safety hazards mitigation measures. All the staff

are trained on safety and health as per the statutes of the corresponding States and Government of India. The HSE team closely works with the engineering team to ensure that the IMS standards are followed at all levels.

The Company has the best safety mechanisms including daily preventative checks, regular review of safety processes by the safety committee, daily inspection of IFT teams and scheduled & unannounced audits from third parties. Routine scheduled safety audits are conducted by International reputed safety auditors/ firms. The gaps, if any, are rectified on timely basis without compromising safety under the leadership of Vice President – Engineering.

13. Number of Complaints on working conditions and health and safety made by employees and workers.

Particulars	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	5	-	Unsafe conditions	-	-	-

14. Assessments for the year for health and safety practices.

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	i) 100% of the plant and its offices were assessed internally in HSE perspective.
Working conditions	ii) Ensuring safe working conditions /environment for employees and safe work process developed to avoid incidents. Also committed to environmental protection and sustainability. iii) Wonderla has an intra departmental engineering team dedicated to inspecting all rides. iv) Wonderla has dedicated safety officers -HSE managers for site for supervision of safety management system. v) Quarterly medical checkup for all employees; and vi) All HSE practices are audited and certified by BVCI as per ISO 450001:2018

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

- Adherence to Permit to work with Risk Assessment for all non-routine activities in line with Company's safety guidelines.
- Ensured that all work / job shall be performed after complete understanding of all the risks associated / PTW condition before carrying out the job.
- Major engineering controls have been taken this year based on history.
 - Fall protection system like roof lifeline and fragile protection in the roof.
 - Upgradation of LOTO system to machine specific procedures.
- Reviewed and updated the Systematic Operating Procedure on maintenance work.
- Conducted Process Hazard Analysis (PHA) studies to identify risks in the process and severity mitigation and probability reduction action plan is in progress.



Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes / No) (B) Workers (Yes / No)

Yes, employees at all levels are covered by Health and Accident insurance. The Company provides financial assistance to workers & their families in case of any event occurs like disability & death etc. as per the provisions of the Workmen's Compensation Act, 1923.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

All statutory dues are being deducted and deposited to respective authorities and the receipts of payment obtained are filed for records. Our value chain partners are required to ensure legal compliance as per the provisions of applicable acts and agreements. Regular Audits are conducted by the Internal Auditor and yearly audits by the Statutory Auditors of the Company.

3. Provide the number of employees/workers having suffered high consequence work-related injury / ill-health /fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

Particulars	Total no. of affected employees /workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Employees				
Workers				

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes / No)

Yes, we provide retirement planning guidance related to claim of Pension, PF, NPS etc, to employees who are nearing retirement.

5. Details of assessment of value chain partners.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	-
Working Conditions	-

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Currently there is no assessment of value chain partners related to health and safety practices. The Company will consider implementing this in next financial year by physically verifying the suppliers' premises.

PRINCIPLE 4 : Business should respect the interest of and be responsive to all its stakeholders

Essential Indicators

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

There are different stakeholders (like Direct/Indirect internal stakeholders and External Stakeholders) throughout the life of a project.

As a process, we first (i) identify stakeholders', do research by engaging individuals (subject matter experts) and third-party organizations that may be relevant to the project. (ii) Categorize the stakeholders in terms of their influence, interest, and levels of participation in project, (iii) Study potentiality of the Stakeholders, (iv) Communicate with identified stakeholders about management process and communication plan.

The key stakeholders identified by the company are its customers, investors, government, shareholders, regulators, value chain partners, the employees, and society.

Wonderla is aware of how its operations, decisions, goods and services may affect various stakeholders. In accordance with its policies, practices, and procedures, Wonderla interacts with the stakeholders, seeks to resolve disagreements with them in a just, fair, equitable, and consistent manner and, where necessary, takes remedial action.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice, Board Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Emails and Website	As and when required	Purpose and scope of engagement is communication for attending queries / grievance / notice / complaints/ Suggestion concerns and providing response, solutions, and assurance
Employees	No	Email, Notices, and Intranet Portal	Quarterly/Half-yearly and annually	
Government Bodies	No	Newspapers, Community Meetings, Notice and Website	Regular	
Investors & stakeholders	No	Emails, Newspapers, Notice and Website	Quarterly/Half-yearly and annually	
Local communities	Yes	Newspapers, Meetings, and others	Regular	
Suppliers and vendors	No	Emails	Regular	

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Periodical Reports on economic, environmental, and social topics shall be provided to stakeholders including Govt. Bodies. However, there is no consultation between stakeholders and the Board.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No), If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities or the entity.

Yes, internal guidance/Systematic Operation of Process has been formulated after consultation.

3. Provide details of instances of engagement with and action taken to address the concerns of vulnerable/marginalized stakeholder groups.

No such concerns have been raised.


PRINCIPLE 5 : Businesses should respect and promote human rights.
Essential Indicators

1. Employees and workers who have been provided training on human rights issued and policy(ies) of the entity in the following format.

Category	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees / Workers covered (B)	% (B/A)	Total (C)	No. of employees / Workers covered (D)	% (D/C)
Employees						
Permanent	721	721	100	627	627	100
Other than permanent	-	-	-	-	-	-
Total Employees	721	721	100	627	627	100
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	1,915	1,915	100	1,741	1,741	100
Total Workers	1,915	1,915	100	1,741	1,741	100

2. Details of Minimum wages paid to employees and workers

Category	FY 2023-2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	No. (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	662	-	-	662	100	570	-	-	570	100
Female	59	-	-	59	100	57	-	-	57	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	1,405	-	-	1,405	100	1,285	-	-	1,285	100
Female	510	-	-	510	100	456	-	-	456	100
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages:

a. Median remuneration/ wages:

Particulars	Male		Female	
	Number	Median remuneration /salary/wages of respective category	Number	Median remuneration /salary/wages of respective category
Board of Directors (BOD)	5	-	-	-
Key Managerial Personnel	2	-	-	-
Employees other than BOD and KMP	660	5.09 LPA	59	5.09 LPA
Workers	-	-	-	-

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	FY 2024 Current Financial Year	FY 2023 Current Financial Year
Gross wages paid to females as % of total wages	8.65%	8.30%

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

Yes

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

Wonderla has a Statement on Human Rights. The mechanism to redress grievances under human rights is same as for other grievances. On receipt of any concern through email, letter, oral or any way of communication etc. and which merits further investigation, an investigator either – internal or external, is assigned. The investigator conducts investigation by gathering the data, validating, analyzing, and giving his observations and recommendations. The investigation report is further reviewed by the described person and the recommendations reviewed and acted upon as per policy. Employees have access to a Vigilance Officer, through which concerns, questions and grievances can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies. Retaliation for raising these concerns in good faith is prohibited. Suppliers in Suppliers Code of Conduct: In the context of Company's business relationship, if the Supplier or Supplier's employees believe that the terms of this Supplier Code of Conduct are not adhered to, or that the Company is not acting in accordance with its own Code of Conduct, then the Company encourages the Supplier to raise their concerns via its stakeholder reporting channels.

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

Particulars	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labor	-	-	-	-	-	-
Forced Labor/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issued	-	-	-	-	-	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Particulars	FY 2024 Current Financial Year	FY 2023 Current Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-



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

Grievance mechanism with respect to discrimination and harassment cases are included in Wonderla Code of Business Conduct vide which the Board Members and Senior Management Personnel must act within the authority conferred upon them, keeping the best interests of the Company in view and ensure that the workplace is free of discrimination and harassment based on race, colour, religion, caste, age, gender, nationality, origin, disability, veteran status, or any other biases. Wonderla has a Board Diversity Policy which entails consideration and selection of candidates for appointment to the Board are based on merit, includes a review of any candidate's integrity, experience, educational background, industry or related experience and more general experience. Within that overriding emphasis on merit, the Nomination and Remuneration Committee of the Board (the "Committee") seeks to address Board vacancies by actively considering candidates that bring a diversity of background and opinion from amongst those candidates with the appropriate background and industry or related expertise and experience. The Committee's considerations include achieving an appropriate level of diversity having regard to factors such as race, gender, age, nationality, cultural and educational background. Wonderla Holidays Ltd is committed to provide a safe working environment for Women at the workplace and to protect them against any instances of sexual Harassment. Accordingly, it has formulated this Charter, in terms of the said objective and in accordance with the provisions of the Sexual Harassment of Women (Prevention, Prohibition & Redressal) Act, 2013 and Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Rules 2013.

9. Do Human rights requirements form part of business agreements and contracts. (Yes/No)

Yes, Human rights requirements form part of business agreements and contracts. Wonderla has a Statement on Human Rights and human rights also form part of Suppliers Code of Conduct.

10. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100
Forced/Involuntary labor	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others	100

11. Provide details on corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

No significant risks/concerns arising from the above assessments were identified, hence, no corrective actions were required.

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints.

There were no such grievances on Human right violations received by the company.

2. Details of the scope and coverage of any Human rights due diligence conducted.

Due diligence was not conducted during the financial year 2023-24.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, every individual with disabilities is provided access to shared facilities like restrooms, work areas, social areas etc. However, the park offices are not yet fully compatible and hence, not accessible to differently abled employees and workers.

4. Details on assessment of value chain partners.

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labor	-
Forced Labor/Involuntary Labor	
Wages	
Others-please specify	

Note: No assessment was conducted.

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above. –

Not Applicable

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

Essential Indicators

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

Parameter	FY 2023-2024 (Current FY)	FY 2022-2023 (Previous FY)
Total electricity consumption (A)	23,484.01 GJ	24,303.32 GJ
Total fuel consumption (B)	2,830.99 GJ	879.83 GJ
Energy consumption through other sources (C)	6,965.06 GJ	4,964.76 GJ
Total energy consumption (A+B+C)	33,280.06 GJ	30,147.91 GJ
From non-renewable sources		
Total electricity consumption (D)	6965.06 GJ	4964.76 GJ
Total fuel consumption (E)	0	0
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	6965.06 GJ	4964.76 GJ
Total energy consumed (A+B+C+D+E+F)	40245.12 GJ	35112.67 GJ
Energy intensity per rupee of turnover (Total energy consumption in GJ / turnover / revenue from operations in Lakhs)	0.69	0.70
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.69	0.70

Note: No independent assessment/evaluation/assurance has been carried out by an external agency.



2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Yes / No) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any -

Not Applicable

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

Parameter	FY 2023-2024 (Current FY)	FY 2022-2023 (Previous FY)
Water withdrawal by source (in kiloliters)		
(i) Surface water	1,93,819 KL	1,86,083 KL
(ii) Groundwater	1,61,063 KL	89,585 KL
(iii) Third party water	-	65,676 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	21,182 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,54,882 KL	3,62,526 KL
Total volume of water consumption (in kilolitres)	3,54,882 KL	3,62,526 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000734678	0.0000844607
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0035	0.004
Water intensity in terms of physical output	0.07	0.08
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

Note: Consumption is measured using water meters installed at all units.

Note: No independent assessment/evaluation/assurance has been carried out by an external agency.

4. Provide the following details related to water discharged

Parameter	FY 2023-2024 (Current FY)	FY 2022-2023 (Previous FY)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater		
- No treatment	-	-
- With treatments – please specify level of treatment	Not Applicable	Not Applicable
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kilolitres)	-	-

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If yes, provide details of its coverage and implementation.

- Recycle treatment plants are available separately for Pool water, Restaurant wastewater & Sewage water from toilets.
- Recycled water from pools & restaurants is 100% reused after water treatment.
- Recycled water from sewage treatment plants is fully used for gardening & irrigation.

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

Kochi

Parameter	Unit	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
NOx	µg/m ³	11.6	16.7
Sox	µg/m ³	7.38	8.3
Particulate matter (PM)	Ton / Year	72.5	84.1
Persistent organic pollutants (POP)	Not Applicable	-	-
Volatile organic compounds (VOC)	Not Applicable	-	-
Hazardous air pollutants (HAP)	Not Applicable	-	-
Others – please specify	Not Applicable	-	-

Bangalore

Parameter	Unit	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
NOx	µg/m ³	68	86
Sox	µg/m ³	14	15
Particulate matter (PM)	Ton / Year	46	32
Persistent organic pollutants (POP)	Not Applicable	-	-
Volatile organic compounds (VOC)	Not Applicable	-	-
Hazardous air pollutants (HAP)	Not Applicable	-	-
Others – please specify	Not Applicable	-	-

Hyderabad

Parameter	Unit	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
NOx	µg/m ³	19	24.9
Sox	µg/m ³	7	12.3
Particulate matter (PM)	Ton / Year	26	42.5
Persistent organic pollutants (POP)	Not Applicable	-	-
Volatile organic compounds (VOC)	Not Applicable	-	-
Hazardous air pollutants (HAP)	Not Applicable	-	-
Others – please specify	Not Applicable	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes / No)
 If yes, name of the external agency

Yes, assessment is done by an agency approved by the State Pollution Control Board:

- Madhav Associates, Bangalore
- Vision Lab, Hyderabad
- Standard Environmental and Analytical Lab, Kochi



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

Parameter	Unit	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₂ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover		-	-
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity		-	-

Parameter	Unit	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	mg/Nm ³	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output	ug/m ³	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	mg/Nm ³	-	-

Note: No measurement activity of Scope 1 or Scope 2 emissions was conducted in the Current or Previous Financial Year.

Note: No independent assessment/evaluation/assurance has been carried out by external agency

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

Yes, actions are being undertaken to reduce greenhouse gas emissions by investing in reducing carbon footprints and increasing the share of renewable energy. At present, approximately 50% of the company's power requirements are met by company owned and operated captive solar power plants with excess connected to grid. Wonderla has undertaken various projects on environmental sustainability such as:

- At Kochi, Wonderla has installed 684 KW Solar Power Plant and Solar Water Heater System for utilities.
- At Bangalore, Wonderla has installed 50 KW Solar Power Plant and Solar Water Heater System for utilities and Solar Water Heater System for Pools.
- At Hyderabad, Wonderla has installed 800 KW Solar Power Plant and Solar Water Heater System for utilities.
- At Resort, Wonderla has installed Solar Water Heater System for utilities and Solar Water Heater System for Pool.

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

Parameter	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
Total Waste generated (in metric tons)		
Plastic waste (A)	12.335	14.845
E-waste (B)	2.91	3.5838
Bio-medical waste (C)	0.36	0.5318
Construction and demolition waste (D)	0	Not quantified
Battery waste (E)	3.6	2.627
Radioactive waste (F)	0	Not generated
Other Hazardous waste. Please specify, if any. (G)	23.56	2.627
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	161.5	176.94
Total (A+B+C+D+E+F+G+H)	204.26	211.02

Parameter	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000000423	0.0000000085
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.000000000021	0.00000000425
Waste intensity in terms of physical output	0.0000000423	0.0000000085
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total		

Note: No independent assessment/evaluation/assurance has been carried out by an external agency.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

- All hazardous waste is collected, segregated, stored, transported & disposed of through PCB approved agencies.
- Chemical consumption of water treatment is optimized & being monitored monthly. IMS objectives are in place for reduction in usage of chemicals, reduce generation of hazardous waste by optimizing usage and oil filtration system in place to reduce replacement of hydraulic oil.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format

Sl. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

12. Details of environmental impact assessment of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Not Applicable					

13. Is the entity compliant with the applicable environmental law/regulations/guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Yes / No). If not, provide details of all such non-compliance, in the following format: - Yes

Sl. No	Specify the law/ regulation/ guidelines which was not complied with	Provide details of non-compliance	Any fines /penalties / action taken by regulatory agencies such as pollution control board or by courts	Correction action taken if any
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Not Applicable. Wonderla is compliant with the applicable environmental law / regulations / guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.



Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area: Bengaluru, Kochi, Hyderabad
- (ii) Nature of operation: Amusement Parks, Resort, Restaurant and Retail.
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY2023-2024 (Current Financial Year)	FY2022-2023 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,93,819 KL	1,86,083 KL
(ii) Groundwater	1,61,063 KL	89,585 KL
(iii) Third party water	-	65,676 KL
(iv) Seawater / desalinated water	-	-
(v) Others	-	21,182 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3,54,882 KL	3,62,526 KL
Total volume of water consumption (in kilolitres)	3,54,882 KL	3,62,526 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000734678	0.0000844607
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0035	0.004
Water intensity in terms of physical output	0.07	0.08
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater		
- No treatment	-	-
- With treatments – please specify level of treatment	Not Applicable	Not Applicable
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
Total water discharged (in kilolitres)	-	-

Note: No independent assessment/evaluation/assurance has been carried out by an external agency.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit (Metric tonnes of CO2 equivalent)	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

No measurement activity of scope 3 emissions was conducted in current and previous financial year.

Note: No independent assessment/evaluation/assurance was carried out by an external agency.

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities

- Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiative, as per the following format:

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Chemical dosing pump	Chemical dosing pumps are small pumps helps to avoid manual intervention of human in handling and dosing chemical for proper treatment of water	30% reduction chemical usage
2	Reducing water wastage	1. RO rejected water is treated again for reducing the water wastage at site. 2. Effluent treated water is used in our land area for irrigation purposes	5KL /day

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.

Each of the Wonderla facilities has an on-site emergency plan for Disaster management. This plan provides guidelines to employees, contractors, transporters, etc., on actions to be carried out in the event of an emergency. It not only defines responsibilities but also informs about prompt rescue operations, evacuations, rehabilitation, coordination, and communication. The emergency preparedness and response plan, hereafter it is called EPR has been developed in compliance with EMS, OH&SMS requirements and policy established by the management. An emergency is a non-routine situation that necessitates prompt and immediate actions to mitigate hazard or adverse consequences for human health & safety and environmental. The major purpose of this EPR is to save lives, injuries, environmental protection during an emergency and avoid property damage during an emergency. The secondary purpose of this EPR is to give a directive to different parks to act in a systematic way to handle emergency situations. The EPR scope covers the following.

- Man-made emergencies,
- Natural calamities,
- Ride emergencies,
- Environmental emergencies,
- Mock drill.
- ERT Team
- ERT Responsibilities
- Other related facilities

Wonderla also has an Information Technology Security Policy (ITSP) which is a set of policies & procedures for systematically managing organization's sensitive data. The goal of an ITSP is to minimize risk and ensure business continuity by proactively limiting the impact of a security breach.

6. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard? - Nil
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

During the Financial Year 2023-2024, value chain partners were not assessed for environmental impacts.



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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations –
Three (3)
- b. List the top 10 trade and industry chambers /association (determined based on the total members of such body) the entity is a member of/affiliated to.

Sl. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers / associations (State/National)
1	Indian Association of Amusement Parks and Industries (IAAPI)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	Bangalore Chamber of Industry and Commerce (BCIC)	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conducted by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
-	-	-

There were no incidents of anti-competitive conduct by Wonderla during FY 2023-24, hence this is not applicable.

Leadership Indicators

1. Details of public policy positions advocated by the entity: - Nil

PRINCIPLE 8 : Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					

Note: At the outset, the parks were developed prior the current financial year. Secondly, in absence of any immediate village or human settlement in vicinity, with all the parks being 20-30 kms away from cities like Kochi, Hyderabad and Bengaluru, there arose no requirement to conduct Social Impact Assessment (SIA).

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

Sl. No.	Name of the Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

Note: There are no Rehabilitation and Resettlement Project(s), presently being undertaken by Wonderla.

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

At the park level, grievances if any, are taken up and addressed. The community members may address their concerns by filling the Inquiry Form available at: <https://www.wonderla.com/contact-us/inquiry-form.html>. Thereafter, the grievances/concerns are addressed by relevant Departments on a case-to-case basis. Additionally, the CSR Committee monitors the Corporate Social Responsibility Policy of the company from time to time and institutes a transparent monitoring mechanism for implementation of the CSR projects or programs or activities undertaken by the company.

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

Particulars	FY 2023-2024 (Current Financial Year)	FY 2022-2023 (Previous Financial Year)
Directly sourced from MSMEs / Small producers	-	-
Sourced directly from within the district and neighboring districts	-	-

Note: Wonderla is yet to device a mechanism to ascertain the inputs directly sourced from MSMEs, from within the district and neighboring states.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	-	-

*Currently geography wise data is not available.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impacts identified	Corrective action taken
-	-

2. Provide the following information on Corporate Social Responsibility (CSR) projects undertaken by your entity in designated aspirational districts as identified by government bodies:

State	Aspirational District	Amount spent (In ₹ lakhs)
Kerala	Ernakulam	12.97
Telangana	Hyderabad	11.93
Karnataka	Ramanagara	28.17
Odisha	Khorda	5.42
Tamil Nadu	Chennai	11.74
Administration Charges	-	3.50
Total		73.73

3. (a) Do you have a preferential procurement policy where preference is given to purchase from suppliers comprising marginalized/vulnerable groups - No.
- (b) Marginalized/vulnerable groups procured - Not Applicable
- (c) Percentage of total procurement - Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sl. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
1.	Patents	-	-	-
2.	Trademark	Yes	No	-
3.	Copyrights	-	-	-

5. Details of corrective actions taken on underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
NA	Not Applicable	



6. Details of beneficiaries of CSR Projects.

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sponsored the installation of Road Safety Awareness Certificate and Safe Journey Protocol information boards across the campus, promoting a culture of safety and responsible behavior among students, faculty, and staff. At Kochi.	2,500	100
2	Sponsored Raincoats, Umbrellas, LED baton lights, and Reflective Jackets to the Kunnathunadu Police Station, supporting their tireless efforts to keep our community safe and visible, even in the most challenging weather conditions at Kochi	50	100
3	Sponsoring of Medicine for the Medical Camp at Kochi	100	100
4	constructed a modern Waiting Shed at Ward Number 7, Kunnathunadu Gram Panchayat, Kochi, providing a safe and comfortable space for residents and commuters to wait and relax.	400	100
5	Installed modern Play Equipment at Government Lower Primary School, Pazhamthottam, Kochi, creating a fun and engaging playground for the students to learn, grow, and thrive	165	100
6	Renovated the Anganwadi center at Ward No. 18, Kunnathunadu Grama Panchayath, Kochi, providing a refreshed and nurturing environment for the children and caregivers to grow and thrive	20	100
7	installed a modern Traffic Light system at Edapally Railway Underpass, enhancing safety and efficiency for pedestrians, motorists, and commuters, and improving the overall traffic flow in the area at Kochi	10	100
8	Installed of safety fencing along the Pallikara-Kakkand Road in Kochi, enhancing road safety and preventing accidents by preventing vehicles from straying off the road and pedestrians from entering the roadway	200	100
9	Sponsored brand new furniture for the students and staff of Government schools, creating a comfortable and conducive learning environment that supports educational excellence and fosters growth at Hyderabad	372	100
10	Donated a collection of books and bags to 17 government schools in Bidadi, Bengaluru, supporting the education and development of hundreds of students and empowering them to reach their full potential at Bengaluru and 2 schools at Khordha, Odisha.	1,425	100
11	Successfully installed a brand-new RO water treatment plant and maintained the existing plant at Barogi Colony Village and Bannikuppe Village, ensuring access to clean and safe drinking water for the communities and improving their overall health and well-being. At Bangalore & Illaluru Village Chennai	650	100
12	Organized a free medical camp for the students of government schools, providing essential health check-ups, consultations, and treatments to promote the health and well-being of the children and support their overall development at Bidadi Bangalore	710	100
13	Sponsored the setup of a state-of-the-art Smart Class at Jaddenhalli Anganwadi School, empowering the young minds with digital learning tools and enhancing the quality of education for a brighter future at Bidadi Bangalore	20	100
14	Beautifully renovated and painted the school compound, creating a vibrant and welcoming learning environment that inspires students, teachers, and staff to thrive and reach their full potential	40	100
15	Sponsored a Road Safety Jatha (procession) to raise awareness about the importance of road safety, promoting responsible driving habits, and educating the community to take action to prevent accidents and ensure safety on the roads also sponsored Jackets to Police at Bangalore	250	100

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

Essential Indicators

1. Describe the mechanism to receive and respond to consumer complaints and feedback.

We have an onsite mechanism, at the park level, where customers can raise complaints in the suggestion box across the parks and tabs are available with Guest Relations team for collection of feedback.

Wonderla has implemented NPS and feedback system at each park. Net Promoter Score (NPS) is a feedback system from customers where 10-12 inches tablets are installed at various locations in the park. Customers can rate land and water rides from 1 to 5 and can additionally offer suggestions or lodge complaints by using the said tabs. Customers can complain directly at parks to respective authorities.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the service	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

3. Details of number of consumer complaints in respect of data privacy, advertising, cyber-security, delivery of essential services, restrictive trade practices, unfair trade practices.

Particulars	FY2023-2024 (Current Financial Year)			FY2022-2023 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security (Fake Interviews)	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others (Consumer cases)*	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes, Company has implemented data privacy policy on cyber security and risk related to data privacy under the Business Conduct.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essentials services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

- No such instances/issues have been faced so far.

7. Provide the Information relating to Data breaches:

- Number of instances of data breaches along-with impact - Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil



Leadership Indicators

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

Information on products and services can be accessed through Company's Weblink: <https://www.wonderla.com>

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

We display safety-related information on our website, brochures, tickets & several hoardings at parks and the resort.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company has various channels of communication such as emails, website, whatsApp and social media and basis the contingency and its intensity and urgency, the Company may choose to deploy most appropriate channel/s.

4. a. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief.

Yes. All services which are provided by Wonderla Holidays Limited is available on our website. <https://www.wonderla.com/>. Wonderla is in the service industry and does not manufacture any products. Wonderla is in the retail business, and hence, displays no additional information above the requirements as mandated by law. Thus, the requirement is not applicable to it.

- b. Did your entity carry out any survey with regards to consumer satisfaction relating to the major products/services and significant locations of operation.

Yes. Wonderla obtains and acknowledges customer feedback and ratings vide the NPS system. Furthermore, ratings are received vide online platforms like Bookmyshow, TripAdvisor etc., Wonderla frequently conducts various surveys at our parks and resorts.