



## Hawkins Cookers Limited

July 12, 2025

BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai 400001

Dear Sirs,

**Sub: Compliance under Regulations 30 and 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

As required under Regulations 30 and 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are attaching herewith the following:

1. Notice of the 65th Annual General Meeting of the Company to be held on Wednesday, August 6, 2025, at 4:00 p.m. at Rama Watumull Auditorium, Kishinchand Chellaram College, Dinshaw Wacha Road, Churchgate, Mumbai 400020; and
2. Annual Report for 2024 - 2025.

Thanking you,

Yours faithfully,  
for Hawkins Cookers Limited

Brahmananda Pani  
Company Secretary



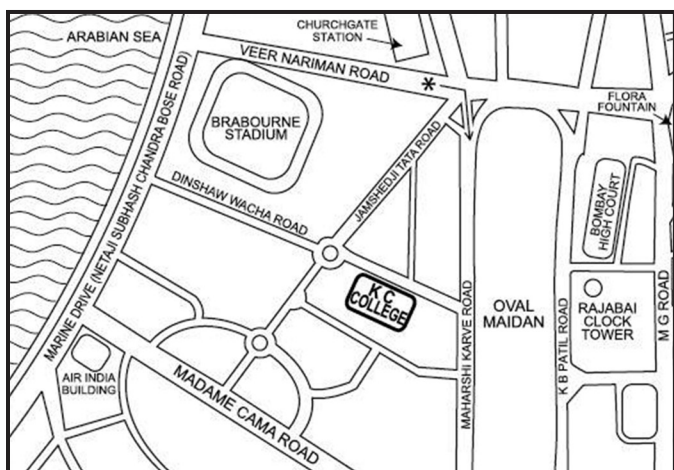
## Hawkins Cookers Limited

Registered Office: Maker Tower F 101, Cuffe Parade, Mumbai 400 005.

CIN: L28997MH1959PLC011304 □ Tel: 022-2218 6607, 2218 1605 □ Fax: 022-2218 1190

Website: www.hawkinscookers.com □ Email: ho@hawkinscookers.com

### NOTICE TO SHAREHOLDERS FOR THE 65TH ANNUAL GENERAL MEETING OF THE COMPANY



**\*Note:** Shareholders coming in vehicles from Veer Nariman Road should turn right after Churchgate Station on to Maharshi Karve Road (adjacent to Oval Maidan), then turn right at Dinshaw Wacha Road.

NOTICE is hereby given that the 65th Annual General Meeting (AGM) of the shareholders of the Company will be held on Wednesday, the 6th day of August, 2025, at Rama Watumull Auditorium, Kishinchand Chellaram College, Dinshaw Wacha Road, Churchgate, Mumbai 400020, at 4:00 pm to transact the following business:

#### Ordinary Business

1. To receive, consider and adopt the audited financial statements of the Company for the financial year ended March 31, 2025, and the Directors' and Auditors' Reports thereon.
2. To declare a Dividend of Rs.130 per equity share of Rs.10 each for the financial year ended March 31, 2025.

3. To appoint a Director in place of Mr. Sudeep Yadav (DIN:02909892), who retires by rotation and, being eligible, offers himself for re-appointment as a Director of the Company.

#### Special Business

4. To consider and, if thought fit, to pass the following resolution as an ORDINARY RESOLUTION:

"RESOLVED that pursuant to the provisions of Sections 196, 197, 198, 203, Schedule V and other applicable provisions, if any, of the Companies Act, 2013, the Company hereby approves the re-appointment of and remuneration payable to Mr. Subhadip Dutta Choudhury (DIN:00141545) as the Chairman of the Board of Directors and Managing Director designated as the Chief Executive Officer for a period of three years from October 1, 2025, to September 30, 2028, as per the terms and conditions of the Agreement between the Company and Mr. Subhadip Dutta Choudhury."

5. To consider and, if thought fit, to pass the following resolution as an ORDINARY RESOLUTION:

"RESOLVED that pursuant to the provisions of Sections 196, 197, 198, 203, Schedule V and other applicable provisions, if any, of the Companies Act, 2013, the Company hereby approves the re-appointment of and remuneration payable to Mr. Sudeep Yadav (DIN:02909892) as the Vice-Chairman of the Board of Directors and Chief Financial Officer for a period of three years from October 1, 2025, to September 30, 2028, as per the terms and conditions of the Agreement between the Company and Mr. Sudeep Yadav."

6. To consider and, if thought fit, to pass the following resolution as a SPECIAL RESOLUTION:

"RESOLVED that pursuant to the provisions of Section 197 and other applicable provisions, if any, of the Companies Act, 2013, and Article 130A of the Articles of Association of the Company, the Company be and is hereby authorized to pay commission each year not exceeding one percent of the net profits of the Company for the year as computed in the manner prescribed in Sections 197, 198 and other applicable provisions, if any, of the Companies Act, 2013, to Non-Wholtime Directors of the Company or some or any of them in such amounts or proportions and in such manner and in all aspects as may be decided by the Board of Directors ("the Board") whether such amounts or proportions be the same or different for all or any of such Directors."

"RESOLVED FURTHER that the aforesaid commission shall be exclusive of the fees payable to such Directors for professional services rendered and for each meeting of the Board or of a Committee or Sub-Committee of the Board attended by such Directors."

"RESOLVED FURTHER that this Resolution shall be effective for a period of five years commencing from April 1, 2025, pertaining to eligible payments up to the financial year ending on March 31, 2030."

"RESOLVED FURTHER that the Board of Directors be and is hereby authorised to take such steps as may be necessary to give effect to this resolution."

7. To consider and, if thought fit, to pass the following resolution as an ORDINARY RESOLUTION:

"RESOLVED that pursuant to the provisions of Sections 204 and 179(3) of the Companies Act, 2013, read with the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, framed thereunder, Regulation 24A of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (including any statutory modification(s), re-enactment thereof for the time being in force), and circulars issued thereunder from time to time, and based on the recommendation of the Audit Committee and the Board of Directors, M/s. Jayshree Dagli & Associates, Company Secretaries (ICSI Unique Code: S1995MH013400), be and are hereby appointed as the Secretarial Auditors of the Company, to hold office for a term of five consecutive years, i.e., from the financial year 2025-26 to the financial year 2029-30, on such remuneration for each year as may be mutually agreed between the Management and the Secretarial Auditors."

8. To consider and, if thought fit, to pass the following resolution as an ORDINARY RESOLUTION:

"RESOLVED that pursuant to the provisions of Sections 73, 76 and other applicable provisions, if any, of the Companies Act, 2013, and the Companies (Acceptance of Deposits) Rules, 2014, the consent of the Members of the Company be and is hereby accorded to the Board of Directors of the Company to invite and accept fixed deposits from the Members of the Company and the Public within the limits prescribed in the Act and the overall borrowing limits of the Company as approved by the Members from time to time."

"RESOLVED FURTHER that the Board of Directors be and is hereby authorised to finalise the scheme for the invitation and acceptance of fixed deposits from the Members of the Company and the Public and to sign and execute deeds, applications and documents that may be required on behalf of the Company and generally to do all such other acts, deeds, matters and things as may be necessary, proper, expedient or incidental to give effect to this resolution."

By Order of the Board



Mumbai  
July 4, 2025

Brahmananda Pani  
Company Secretary

## NOTES

1. A Member entitled to attend and vote at the AGM is entitled to appoint a proxy to attend and vote on a poll instead of himself by due authorisation through the Proxy Form appended to this Notice and such proxy need not be a member of the Company. Proxies, in order to be valid, must be lodged at the Registered Office of the Company not less than forty-eight hours before the commencement of the AGM. A person can act as a proxy on behalf of Members not exceeding fifty and holding in the aggregate not more than ten percent of the total share capital of the Company carrying voting rights. A Member holding more than ten percent of the total share capital of the Company carrying voting rights may appoint a single person as proxy and such person shall not act as a proxy for any other person or Member.

**2.** Members/Joint shareholder(s)/Proxies are requested to:

(a) bring the attendance slip (separately enclosed herewith in this envelope) duly completed to the AGM and sign the same at the meeting venue in order to obtain entry.

(b) bring their copy of the Annual Report with them to the AGM.

**3.** Members holding physical shares must mandatorily update their KYC – PAN, Bank details and Contact details – as required by SEBI with the Company's Registrar and Share Transfer Agent, MUFG Intime India Pvt. Ltd. (formerly known as Link Intime India Pvt. Ltd.), C-101, 247 Park, LBS Marg, Vikhroli West, Mumbai 400083, Tel. No. 8108116767, Email: [rnt.helpdesk@in.mpms.mufg.com](mailto:rnt.helpdesk@in.mpms.mufg.com) or they can visit the website <https://in.mpms.mufg.com>, choose "Investor Services" section and then select "Service Request" option to lodge the query or they can do so with the Company at [cosec@hawkinscookers.com](mailto:cosec@hawkinscookers.com), quoting their folio number. Members holding shares in the dematerialised form must mandatorily update their KYC – PAN, Bank details and Contact details – with their respective Depository Participants. All the Members are advised to register their Nominee(s) using the 'Choice of Nomination' for faster and simpler transmission of the shares according to the Members' wishes.

**4.** Members are also requested to ensure that their National Electronic Clearing Service mandate is registered with the Company's Share Transfer Agent, MUFG Intime India Pvt. Ltd., in respect of shares held in the physical form, and those with demat accounts must ensure the same with their Depository Participant in order to conveniently receive the dividend directly into their specified bank account. *Further, it is mandated that the shareholders holding shares in the physical mode, whose KYC details are not updated, shall be eligible for any dividend payment in respect of such folios, only through the electronic mode with effect from April 1, 2024, and only upon updating the KYC details in the folio.*

**5.** The Notice calling the AGM has been posted on the Company's website at <https://www.hawkinscookers.com/download/NoticeOfAGM2025.pdf>. The Annual Report has been posted on the Company's website at [https://www.hawkinscookers.com/download/annualreport\\_2024-25.pdf](https://www.hawkinscookers.com/download/annualreport_2024-25.pdf). The Notice and Annual Report can also be accessed from the websites of BSE Limited at [www.bseindia.com](http://www.bseindia.com) and NSDL at [www.evoting.nsdl.com](http://www.evoting.nsdl.com).

**6.** Regulation 40(1) of the SEBI Listing Regulations requires shares to be transferred only in the dematerialized form. SEBI also requires physical shareholders' requests for issue of duplicate, renewal/endorsement/sub-division/consolidation/transmission of and name transposition in share certificates and claim of shares from the Unclaimed Suspense Account of the Company to be effected in demat form only through a Letter of Confirmation with a validity of 120 days.

**7.** The Register of Members and Transfer Books will remain closed from July 31, 2025, to August 6, 2025, both days inclusive.

**8.** The dividend, if approved at the AGM, will be made payable to those Members whose names appear on the Company's Register of Members on August 6, 2025, in respect of shares held in the physical form. In respect of shares held in the dematerialised form, the dividend will be payable on the basis of beneficial ownership as on July 30, 2025, made available by the National Securities Depository Limited (NSDL) and/or the Central Depository Services (India) Limited (CDSL).

**9.** Relevant documents referred to in the Notice calling the AGM and the Explanatory Statements are open for inspection by the Members at the Registered Office of the Company between 10:00 am and 1:00 pm on all working days of the Company and will also be kept open at the venue of the 65th AGM till the conclusion of the said AGM. Members seeking to inspect such documents at the Registered Office of the Company may send an email in advance to [cosec@hawkinscookers.com](mailto:cosec@hawkinscookers.com).

**10.** As per Section 90 (1) of the Companies Act, 2013, read with Rules 2(h) and 3 of the Companies (Significant Beneficial Owners) Rules, 2018, any individual who, acting alone or together, or through one or more persons or trust, including a trust and persons resident outside India, holds beneficial interests of not less than ten percent in the shares of the Company or has the right to exercise, or actually exercises significant influence or control as defined in clause (27) of section 2, over the Company, is requested to make a declaration to the Company in form BEN-1, which is available on the MCA website.



**11. Information required under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as per Regulation 36(3) for the Directors seeking re-appointment at the 65th Annual General Meeting in respect of Item Nos.3, 4 and 5 of the Notice, Regulation 36(5) for the appointment of the Secretarial Auditors in respect of Item No. 7 of the Notice, and Explanatory Statements for the Special Business pursuant to Section 102 of the Companies Act, 2013, in respect of Item Nos. 6, 7 and 8 of the Notice, follow herein below:**

**Item No. 4 of the Notice: Re-appointment of Mr. Subhadip Dutta Choudhury, not liable to retire by rotation, as the Chairman of the Board of Directors and Managing Director designated as the Chief Executive Officer of the Company.**

Mr. Subhadip Dutta Choudhury, 57 years of age, holds a B. Tech. Degree in Electrical Engineering from the Indian Institute of Technology, Kharagpur, and a Post Graduate Diploma in Business Management from the Indian Institute of Management, Calcutta. He joined the Company in 1992 as a Management Trainee and worked for eight years as a Sales Manager in various regions with increasing levels of responsibility. He moved to Marketing as Vice President in 2000. He was first elected by the Members as a Wholetime Director designated as Executive Director-Marketing with effect from August 1, 2004, and then as the Vice-Chairman of the Board of Directors and Managing Director designated as the Chief Executive Officer in 2006. He was re-elected as the Vice-Chairman of the Board of Directors and Managing Director designated as the Chief Executive Officer in 2007, 2010, 2013, 2016 and 2019. Pursuant to the sad demise of the then Chairman, Mr. Brahm Vasudeva, on July 10, 2020, the Board of Directors at its Meeting (Serial No.21) held on August 5, 2020, re-designated Mr. Dutta Choudhury as the Chairman of the Board of Directors and Managing Director designated as the Chief Executive Officer, with effect from August 6, 2020, which was duly approved by the Members at the 61st AGM of the Company. Mr. Subhadip Dutta Choudhury was re-appointed as the Chairman of the Board of Directors and Managing Director designated as the Chief Executive Officer for a period of three years from October 1, 2022, to September 30, 2025.

Mr. Dutta Choudhury had attended all the four Board Meetings held in the year 2024-25. The total remuneration of Mr. Dutta Choudhury for the year 2024-25 was Rs.711.37 lakhs.

Pursuant to the recommendation of the Nomination and Remuneration Committee and the required pre-approval of the Audit Committee, the Board of Directors at its Meeting (Serial No.41) held on May 28, 2025, decided that it is in the interest of your Company to re-appoint Mr. Dutta Choudhury as a Wholetime Director, not liable to retire by rotation, as the Chairman of the Board of Directors and the Managing Director designated as the Chief Executive Officer of the Company for a period of three years from October 1, 2025, on revised terms, subject to your approval.

The main terms and conditions of the re-appointment of Mr. Dutta Choudhury are summarised as follows: Salary: Rs.8,00,000 per month. Commission on net profits: at the rate of 3.5%. Provident Fund/ Superannuation/Annuity Fund/Pension Fund contributions: as per the Rules of the Company. Gratuity: as per the Rules of the Company, not exceeding half a month's salary for each completed year of service. Company owned/leased accommodation may be provided for which 10% of the salary to be deducted; in case no accommodation is provided, House Rent Allowance at the rate of 60% of his salary. Home Appliances may be provided by the Company as per the Company's Rules. Medical expenses incurred by Mr. Dutta Choudhury and his family to be borne by the Company; medical insurance for Mr. Dutta Choudhury and his family may be arranged by the Company at its cost - the Company may use such insurance to defray expenses covered by it. Leave Travel Allowance: Rs.80,000 per annum. Clubs: Corporate membership of up to two clubs the fees of which shall be paid by the Company. Personal Accident Insurance at an annual premium not exceeding Rs.20,000. Life Insurance at an annual premium not exceeding Rs.50,000 or the benefit of Life Insurance for a sum assured of up to Rs.2 crores as part of the group insurance policy taken by the Company. Car and driver: for business and personal use. Telephone and Internet: free at residence, also Mobile connection(s) to be provided (long distance personal calls excluded). Leave as per the rules of the Company; encashment of leave at the end of the tenure. Total remuneration is subject to an overall ceiling of 5% of the net profits of the Company computed as per Section 198 of the Companies Act, 2013. If the calculated remuneration including the commission for all Executive Directors exceeds 10% of the applicable Net Profits of the Company, the commission payable to

Mr. Dutta Choudhury shall be reduced pro-rata such that the total remuneration including the commission paid to all the Executive Directors does not cross the said 10%. In case of inadequate or no profits, the total yearly salary and perquisites to be limited to Rs.120 lakhs plus 0.01% of the effective capital of the Company in excess of Rs.250 crores excluding terminal benefits to the extent permitted under Schedule V of the Companies Act, 2013. The remuneration payable to Mr. Dutta Choudhury shall be subject to all applicable regulatory requirements including but not limited to shareholders' approval that may become necessary during the period of the contract. Mr. Dutta Choudhury is required to maintain the confidentiality of company information and not to be involved directly or indirectly in any competitive business. The designation of and allocation of work to Mr. Dutta Choudhury may be altered by the Board without affecting any other term or condition. Agreement is terminable by three months' notice given by either party. Ceasing of employment causes end of Directorship. In case of dispute, arbitration under The Arbitration and Conciliation Act, 1996, is mandatory.

Mr. Dutta Choudhury is not disqualified from being appointed as a Director in terms of Section 164 of the Companies Act, 2013, or under any other provisions of the said Act. Mr. Dutta Choudhury is not debarred from holding the office of a Director pursuant to any order issued by the Securities and Exchange Board of India (SEBI) or an order of any other such authority.

Mr. Dutta Choudhury is not a Director of any other Listed Company. He holds 50 shares in the Company. He is not related to any Director or Key Managerial Personnel of the Company.

A copy of the Agreement between the Company and Mr. Subhadip Dutta Choudhury dated July 4, 2025, is available for inspection by the Members at the Registered Office of the Company between 10.00 am and 1.00 pm on all working days of the Company and will also be kept available at the venue of the 65th AGM till the conclusion of the said AGM.

Mr. Dutta Choudhury is concerned and interested in this resolution and his relatives may be deemed to be concerned and interested in this resolution. Save and except the above, none of the other Directors, Key Managerial Personnel of the Company and their relatives are, in any way, concerned or interested in this resolution.

The Board of Directors recommends the Ordinary Resolution at Item No. 4, for your approval.

**Item No. 3 and 5 of the Notice: Re-appointment of Mr. Sudeep Yadav, liable to retire by rotation, as the Vice-Chairman of the Board of Directors and Chief Financial Officer of the Company.**

Mr. Sudeep Yadav, 57 years of age, holds a B. Tech. from IIT Delhi and a Post-Graduate Diploma in Business Management from IIM Calcutta. Prior to joining the Company, he has worked with Citibank for 12 years and, before that, with ANZ Grindlays & Standard Chartered for 9 years. His experience has been in Business Administration, dealing with a wide variety of major corporations and various banking operations. His previous job was as the Managing Director of Citi Transaction Services in India. At the same time, Mr. Yadav also served as a Director on the Board of National Payments Corporation of India which is a not-for-profit Company under Section 25 of the Companies Act, 1956, sponsored by the RBI and promoted by major banks in India including public sector banks. Mr. Yadav was first appointed as a Director of the Company with effect from July 17, 2013. He was appointed as a Wholtime Director designated as the Executive Director-Finance and Administration (Designate) with effect from July 22, 2013. He was later redesignated and also made the Chief Financial Officer effective May 27, 2014. He was re-appointed as an Executive Director in 2016 and 2019. The Board of Directors at its Meeting (Serial No.21) held on August 5, 2020, changed his designation to the Vice-Chairman of the Board of Directors and Chief Financial Officer with effect from August 6, 2020, which was duly approved by the Members at the 61st AGM of the Company. Mr. Yadav was re-appointed for a period of three years from October 1, 2022, to September 30, 2025.

Mr. Yadav had attended all the four Board Meetings held in the year 2024-25. The total remuneration of Mr. Yadav for the year 2024-25 was Rs.524.98 lakhs.

Pursuant to the recommendation of the Nomination and Remuneration Committee and the required pre-approval of the Audit Committee, the Board of Directors at its Meeting (Serial No.41) held on May 28, 2025, decided that it is in the interest of your Company to re-appoint Mr. Yadav as a Wholtime Director, liable to retire by rotation, as the Vice-Chairman of the Board of Directors and Chief Financial Officer of the Company, for a period of three years from October 1, 2025, on revised terms, subject to your approval.

The main terms and conditions of the re-appointment of Mr. Sudeep Yadav are summarised as follows: Salary: Rs.7,00,000 per month. Commission on net profits: at the rate of 2.5%. Provident Fund/ Superannuation/Annuity Fund/Pension Fund contributions: as per the Rules of the Company. Gratuity: as per the Rules of the Company, not exceeding half a month's salary for each completed year of service. Company owned/leased accommodation may be provided for which 10% of the salary to be deducted; in case no accommodation is provided, House Rent Allowance at the rate of 60% of his salary. Home Appliances may be provided by the Company as per the Company's Rules. Medical expenses incurred by Mr. Yadav and his family to be borne by the Company; medical insurance for Mr. Yadav and his family may be arranged by the Company at its cost – the Company may use such insurance to defray expenses covered by it. Leave Travel Allowance: Rs.80,000 per annum. Clubs: Corporate membership of up to two clubs the fees of which shall be paid by the Company. Personal Accident Insurance at an annual premium not exceeding Rs.20,000. Life Insurance at an annual premium not exceeding Rs.50,000 or the benefit of Life Insurance for a sum assured of up to Rs.2 crores as part of the group insurance policy taken by the Company. Car and driver: for business and personal use. Telephone and Internet: free at residence, also Mobile connection(s) to be provided (long distance personal calls excluded). Leave as per the rules of the Company; encashment of leave at the end of the tenure. Total remuneration is subject to an overall ceiling of 4% of the net profits of the Company computed as per Section 198 of the Companies Act, 2013. If the calculated remuneration including the commission for all Executive Directors exceeds 10% of the applicable Net Profits of the Company, the commission payable to Mr. Yadav shall be reduced pro-rata such that the total remuneration including the commission paid to all the Executive Directors does not cross the said 10%. In case of inadequate or no profits, the total yearly salary and perquisites to be limited to Rs.120 lakhs plus 0.01% of the effective capital of the Company in excess of Rs.250 crores excluding terminal benefits to the extent permitted under Schedule V of the Companies Act, 2013. The remuneration payable to Mr. Yadav shall be subject to all applicable regulatory requirements including but not limited to shareholders' approval that may become necessary during the period of

the contract. Mr. Yadav is required to maintain the confidentiality of company information and not to be involved directly or indirectly in any competitive business. The designation of and allocation of work to Mr. Yadav may be altered by the Board without affecting any other term or condition. Agreement is terminable by three months' notice given by either party. Ceasing of employment causes end of Wholetime Directorship. In case of dispute, arbitration under The Arbitration and Conciliation Act, 1996, is mandatory.

The remuneration payable to Mr. Sudeep Yadav does not exceed the limit prescribed by SEBI in Regulation 17(6)(e) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Hence, an Ordinary Resolution is recommended by the Board for your approval.

Mr. Yadav is not disqualified from being appointed as a Director in terms of Section 164 of the Companies Act, 2013, or under any other provisions of the said Act. Mr. Yadav is not debarred from holding the office of a Director pursuant to any order issued by the Securities and Exchange Board of India (SEBI) or an order of any other such authority.

Mr. Yadav is not a Director of any other Company. He holds 101 shares in the Company. He is not related to any Director or Key Managerial Personnel of the Company.

A copy of the Agreement between the Company and Mr. Sudeep Yadav dated July 4, 2025, is available for inspection by the Members at the Registered Office of the Company between 10.00 am and 1.00 pm on all working days of the Company and will also be kept available at the venue of the 65th AGM till the conclusion of the said AGM.

Mr. Yadav is concerned and interested in these resolutions and his relatives may be deemed to be concerned and interested in these resolutions. Save and except the above, none of the other Directors, Key Managerial Personnel of the Company and their relatives are, in any way, concerned or interested in these resolutions.

The Board of Directors recommends the Ordinary Resolutions at Item Nos. 3. and 5. for your approval.

**Item No. 6 of the Notice: Commission to Non-Wholetime Directors.**

It is in your Company's interest to have the ability to retain and attract suitably qualified Non-Wholetime Directors. A special resolution was passed by the Members at the 60th Annual General Meeting held on August 5, 2020, authorising the Board of Directors to pay commission to Non-Wholetime Directors. This resolution was in effect from April 1, 2020, to March 31, 2025. A similar resolution is now proposed for a further period of five years commencing April 1, 2025, and up to March 31, 2030, to authorise the Board of Directors to pay commission to Non-Wholetime Directors, within the limits prescribed in the resolution and the Companies Act, 2013.

Mrs. Susan M. Vasudeva, Mr. Ravi Kant, Prof. Leena Chatterjee, Mr. Murli Aildas Teckchandani, Mr. Shyamak Ramyar Tata and Mr. Sanjay Khatau Asher are interested in this resolution and their relatives may be deemed to be concerned and interested in this resolution. Save and except the above, none of the other Directors, Key Managerial Personnel of the Company and their relatives are, in any way, concerned or interested in this resolution.

The Board of Directors recommends the Special Resolution at Item No. 6. for your approval.

**Item No. 7 of the Notice: Appointment of M/s. Jayshree Dagli & Associates as the Secretarial Auditors of the Company for a term of five consecutive years from April 1, 2025, to March 31, 2030.**

Pursuant to the provisions of Regulation 24A of the SEBI (Listing Obligations and Disclosure Requirements), Regulations, 2015, on the recommendation of the Audit Committee, the Board at its Meeting held on May 28, 2025, decided to recommend to the shareholders the appointment of M/s. Jayshree Dagli & Associates as the Secretarial Auditors of the Company for a term of five consecutive years from April 1, 2025, to March 31, 2030, at such remuneration as may be mutually agreed between the Management and the Firm for each of the five years.

Mrs. Jayshree S. Joshi, the proprietress of the peer reviewed firm M/s. Jayshree Dagli & Associates, started the Practice of the Company Secretaries in

February 1984. The firm provides professional services in the field of Companies Act, 2013, SEBI Regulations, Stock Exchange and RBI compliances, such as acting as a scrutinizer, issuance of Due Diligence Reports, Secretarial Audit under Section 104 of the Companies Act, 2013, and Petitions under the Companies Act, 2013.

While recommending M/s. Jayshree Dagli & Associates for the appointment, the Board and the Audit Committee have, following due process, evaluated the firm's capability to handle a diverse and complex business environment, its existing experience in the Company's business segments, and its technical expertise.

M/s. Jayshree Dagli & Associates have provided a confirmation that they have subjected themselves to the peer review process of the Institute of Company Secretaries of India and hold a valid peer review certificate. The Firm has confirmed that it is not disqualified from being appointed as Secretarial Auditors and that it has no conflict of interest. M/s. Jayshree Dagli & Associates have provided their consent to act as the Secretarial Auditors of the Company.

The proposed remuneration for secretarial audit to be paid to M/s. Jayshree Dagli & Associates for the financial year 2025-26, subject to their appointment is Rs.2.25 lakhs, excluding taxes, out-of-pocket expenses and other services, as agreed between both the parties. The remuneration for their balance tenure will be decided mutually.

None of the Directors or Key Managerial Personnel of the Company or their relatives are in any way concerned or interested in this resolution.

The Board of Directors recommends the Ordinary Resolution at Item No. 7. for your approval.

**Item No. 8 of the Notice: Acceptance of Fixed Deposits.**

The Company has a Fixed Deposit Scheme, pursuant to the provisions of the Companies Act, 2013, read with the Companies (Acceptance of Deposits) Rules, 2014, whereunder it accepts unsecured deposits from the Members of the Company and the Public. The said Scheme is valid up to the date of this 65th Annual General Meeting.



Along with complying with the conditions stated in Sections 73 and 76 of the Companies Act, 2013, the approval of the shareholders is required for accepting deposits from the Members and the Public within the limits prescribed under the Companies (Acceptance of Deposits) Rules, 2014.

The Board of Directors at its Meeting (Serial No.41) held on May 28, 2025, has resolved to recommend to the Shareholders the acceptance of Fixed Deposits from the Members and the Public pursuant to Sections 73 and 76 of the Companies Act, 2013, and the Companies (Acceptance of Deposits) Rules, 2014. The unsecured Fixed Deposit Scheme would be credit rated on an annual basis as required under the said Act read with the said Rules. It is proposed to authorise the Board to finalise the terms of the said Fixed Deposit Scheme and to do such other acts and deeds as may be necessary or incidental thereto.

None of the Directors of the Company are in any way concerned or interested in the said resolution. Key Managerial Personnel, Directors' Relatives and Relatives of Key Managerial Personnel are eligible to the benefits of the Scheme on the same terms and at the same interest rates as are applicable to the Members and the Public.

The Board of Directors recommends the Ordinary Resolution at Item No. 8. for your approval.

## 12. Procedure for remote e-voting

**12.1.** Pursuant to the provisions of Section 108 of the Companies Act, 2013, read with Rule 20 of the Companies (Management and Administration) Rules, 2014, and Regulation 44 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company is pleased to provide to its Members the facility to exercise their right to vote on the resolutions proposed to be considered at the 65th AGM by remote e-voting and the business may be transacted through remote e-voting services provided by National Securities Depository Limited (NSDL) as the authorized agency for facilitating voting through electronic means.





**12.2. The remote e-voting period shall commence at 9:00 am on Sunday, August 3, 2025, and will end at 5:00 pm on Tuesday, August 5, 2025. The remote e-voting module shall be disabled by NSDL at 5:00 pm on August 5, 2025. The Members whose names appear in the Register of Members as on the cut-off date (record date) of July 30, 2025, may cast their vote electronically. The voting rights of the Members shall be in proportion to the number of equity shares held by them as on the said cut-off date.**

The instructions for remote e-voting provided by NSDL are detailed in two steps (**1. Login** and **2. Casting Vote**) as under:

### Step 1: Access to the NSDL e-Voting system

#### A. Login for e-Voting for Individual shareholders holding demat securities at NSDL/CDSL

Shareholding Type	Login Method
Demat securities held with NSDL	<p>1. For OTP based login you can click on <a href="https://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp">https://eservices.nsdl.com/SecureWeb/evoting/evotinglogin.jsp</a>. You will have to enter your 8-digit DP ID, 8-digit Client Id, PAN, Verification code and generate the OTP. Enter the OTP received on the registered email id/mobile number and click on login. After successful authentication, you will be redirected to the NSDL Depository site wherein you can see the e-Voting page. Click on the company name or e-Voting service provider, i.e., NSDL and you will be redirected to the e-Voting website of NSDL for casting your vote during the remote e-Voting period.</p> <p>2. Existing <b>IDeAS</b> user can visit the e-Services website of NSDL at <a href="https://eservices.nsdl.com">https://eservices.nsdl.com</a> either on a Personal Computer or on a mobile. On the e-Services home page click on the <b>"Beneficial Owner"</b> icon under <b>"Login"</b> which is available under <b>'IDeAS'</b> section, this will prompt you to enter your existing User ID and Password. After successful authentication, the user will be able to see the e-Voting services under Value added services. Click on <b>"Access to e-Voting"</b> under e-Voting services and the user will be able to see the e-Voting page. Click on the company name or <b>e-Voting service provider, i.e., NSDL</b> and the user will be re-directed to the e-Voting website of NSDL for casting his/her vote during the remote e-Voting period. If the shareholder is not registered for IDeAS e-Services, the option to register is available at <a href="https://eservices.nsdl.com">https://eservices.nsdl.com</a>. Select <b>"Register Online for IDeAS Portal"</b> or click at <a href="https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp">https://eservices.nsdl.com/SecureWeb/IdeasDirectReg.jsp</a>.</p>

Shareholding Type	Login Method
	<p>3. Visit the e-Voting website of NSDL. Open the web browser and type the following URL: <a href="https://www.evoting.nsdl.com/">https://www.evoting.nsdl.com/</a> either on a Personal Computer or on a mobile. Once the home page of the e-Voting system is launched, click on the icon "Login" which is available under 'Shareholder/Member' section. A new screen will open. The user will have to enter his/her User ID (i.e., the sixteen digit demat account number held with NSDL), Password/OTP and a Verification Code as shown on the screen. After successful authentication, the user will be redirected to the NSDL Depository site wherein the user can see the e-Voting page. Click on the company name or the <b>e-Voting service provider, i.e., NSDL</b> and the user will be redirected to the e-Voting website of NSDL for casting his/her vote during the remote e-Voting period.</p> <p>4. Shareholders/Members can also download the NSDL Mobile App facility "<b>NSDL Speede</b>" by scanning the QR code shown below for a seamless voting experience.</p> <p style="text-align: center;"><b>NSDL Mobile App is available on</b></p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p><b>App Store</b></p> </div> <div style="text-align: center;">  <p><b>Google Play</b></p> </div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 20px;">   </div>
Demat securities held with CDSL	<p>1. Users who have opted for the CDSL Easi/Easiest facility, can login through their existing user id and password. Option has been made available to reach the e-Voting page without any further authentication. To login into Easi/Easiest the users are requested to visit the CDSL website <a href="http://www.cdslindia.com">www.cdslindia.com</a> and click on Login icon and New System Myeasi Tab and then use their existing Myeasi username and password.</p> <p>2. After successful login the Easi/Easiest user will be able to see the e-Voting option for eligible companies where the evoting is in progress as per the information provided by the company. On clicking the evoting option, the user will be able to see the e-Voting page of the e-Voting service provider for casting the user's vote during the remote e-Voting period. Additionally, links are also provided to access the system of all e-Voting Service Providers, so that the user can visit the e-Voting service providers' website directly.</p> <p>3. If the user is not registered for Easi/Easiest, the option to register is available at the CDSL website <a href="http://www.cdslindia.com">www.cdslindia.com</a>. Click on Login &amp; New System Myeasi Tab and then click on the registration option.</p> <p>4. Alternatively, the user can directly access the e-Voting page by providing the Demat Account Number and PAN from the e-Voting link available on the <a href="http://www.cdslindia.com">www.cdslindia.com</a> home page. The system will authenticate the user by sending an OTP on the registered Mobile and Email of the shareholder as recorded in the Demat Account. After successful authentication, the user will be able to see the e-Voting option where the e-voting is in progress and also able to directly access the system of all e-Voting Service Providers.</p>

**Important note:** Members who are unable to retrieve their User ID/Password are advised to use the Forget User ID and Forget Password option available at the abovementioned websites.

**Helpdesk for Individual Shareholders holding securities in demat mode for any technical issues related to login through their Depository, i.e., NSDL or CDSL.**

Login type	Helpdesk details
Individual Shareholders holding securities in demat mode with NSDL	Members facing any technical issue in login can contact the NSDL helpdesk by sending a request to <a href="mailto:evoting@nsdl.com">evoting@nsdl.com</a> or call at 022 - 4886 7000.
Individual Shareholders holding securities in demat mode with CDSL	Members facing any technical issue in login can contact the CDSL helpdesk by sending a request to <a href="mailto:helpdesk.evoting@cdslindia.com">helpdesk.evoting@cdslindia.com</a> or contact at the toll free no. 1800-21-09911.

Individual demat Shareholders can also login using the login credentials of the demat account through their Depository Participant registered with NSDL/CDSL for the e-Voting facility. Upon logging in, the user will be able to see the e-Voting option. Click on the e-Voting option, the user will be redirected to the NSDL/CDSL Depository site after successful authentication, wherein the user can see the e-Voting feature. Click on the company name or e-Voting service provider, i.e., NSDL and the user will be redirected to the e-Voting website of NSDL for casting his/her vote during the remote e-Voting period.

**B) Login Method for e-Voting for non-individual demat shareholders and shareholders holding shares in the physical mode.**

1. Visit the e-Voting website of NSDL. Open a web browser and type the following URL: <https://www.evoting.nsdl.com/> either on a Personal Computer or on a mobile.
2. Once the home page of the e-Voting system is launched, click on the icon "Login" which is available under the 'Shareholder/Member' section.
3. A new screen will open. The user will have to enter the User ID, Password/OTP and a Verification Code as shown on the screen.

*Alternatively, if the shareholder is registered for NSDL eservices, i.e., IDeAS, the user can log-in at <https://eservices.nsdl.com/> with the existing IDeAS login. Once the user logs in, click on e-Voting and the user can proceed to Step 2, i.e., Cast your vote electronically.*

4. Your User ID details are given below:

Manner of holding shares	Your User ID is:
a) NSDL demat account	8 Character DP ID followed by 8 Digit Client ID (CL ID). For example if the DP ID is IN300*** and CL ID is 12***** then the user ID is IN300***12*****.
b) CDSL demat account	16 Digit Beneficiary ID. For example if the Beneficiary ID is 12***** then the user ID is 12*****.
c) Physical Shares	EVEN Number followed by the Folio Number registered with the company. For example if EVEN is 101456 and the folio number is 001**** then the user ID is 101456001****.

5. Password details for shareholders other than Individual shareholders are given below:

a) If the shareholder is already registered for e-Voting, then the existing password can be used to login and cast the vote.

b) If the user is using the NSDL e-Voting system for the first time, the user will need to retrieve the 'initial password'

which was communicated to the user. Once the user retrieves the 'initial password', the user needs to enter the 'initial password' and the system will force a change of the password.

c) How to retrieve your 'initial password'?

(i) If the shareholder's email ID is registered in the demat account or with the company, the 'initial password'

is communicated on the email ID. Trace the email sent from NSDL in the mailbox. Open the email and open the attachment which is a .pdf file. The password to open the .pdf file is the 8 digit client ID for NSDL account, last 8 digits of client ID for CDSL account or the folio number for shares held in the physical form. The .pdf file contains the 'User ID' and the 'initial password'.

(ii) If the email ID is not registered, please follow the steps mentioned in 12.4 **"Process for those shareholders whose email ids are not registered"**.

6. If the shareholder is unable to retrieve or has not received the "Initial password" or has forgotten the password:

a) Click on **"Forgot User Details/Password?"** (If holding shares in a demat account with NSDL or CDSL) option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com).

b) **"Physical User Reset Password?"** (If holding shares in the physical mode) option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com).

c) If the shareholder is still unable to get the password by the aforesaid two options, please send a request to [evoting@nsdl.com](mailto:evoting@nsdl.com) mentioning the demat account number/folio number, PAN, name and the registered address.

d) Members can alternatively use the convenient OTP (One Time Password) based login for casting the votes on the e-Voting system of NSDL.

7. After entering the Member's password, tick on Agree to "Terms and Conditions" by selecting on the check box

8. Now, click on "Login" button.

9. After clicking on the "Login" button, the Home page of e-Voting will open.

## **Step 2: Cast your vote electronically on the NSDL e-Voting system.**

1. After successful login at Step 1, the Member will be able to see all the companies' "EVEN" in which the Member holds shares and whose voting cycle is in the active status.

2. Select "EVEN" of Hawkins Cookers Limited to cast the vote during the remote e-Voting period.

3. Now the Member is ready for e-Voting as the Voting page opens.

4. Cast your vote by selecting appropriate options i.e. assent or dissent, verify/modify the number of shares for which you wish to cast your vote and click on "Submit" and also "Confirm" when prompted.

5. Upon confirmation, the message "Vote cast successfully" will be displayed.

6. You can also take the printout of the votes cast by you by clicking on the print option on the confirmation page.

7. Once you confirm your vote on the resolution, you will not be allowed to modify your vote.

## **12.3. General Guidelines for shareholders**

1. Institutional shareholders (i.e. other than individuals, HUF, NRI etc.) are required to send a scanned copy (PDF/JPG Format) of the relevant Board Resolution/Power of Attorney/Authority letter, along with attested specimen signature(s) of the duly authorized signatory(ies) who are authorized to vote, to the Scrutinizer by an email at [scrutinizer@hawkinscookers.com](mailto:scrutinizer@hawkinscookers.com) with a copy marked to [evoting@nsdl.com](mailto:evoting@nsdl.com) or upload the same by clicking on "Upload Board Resolution/Authority Letter" displayed under the "e-Voting" tab in their Login.

2. It is strongly recommended not to share your password with any other person and to take utmost care to keep your password confidential. Login to the e-voting website will be disabled upon five unsuccessful attempts to key in the correct password. In such an event, you will need to go through the "Forgot User Details/Password?" (if shares are held in demat form) or "Physical User Reset Password?" (if shares are held in the physical form) option available on [www.evoting.nsdl.com](http://www.evoting.nsdl.com) to reset the password.

3. In case of any queries, you may refer the Frequently Asked Questions (FAQs) for Shareholders and the e-voting user manual for Shareholders available at the download section of [www.evoting.nsdl.com](http://www.evoting.nsdl.com) or call on: 022-4886 7000 or send a request by email to Mr. Amit Vishal or Mr. Sagar S. Gudhate or Ms. Pallavi Mhatre from NSDL at [evoting@nsdl.com](mailto:evoting@nsdl.com).



**12.4. Process for those shareholders whose email ids are not registered with the depositories for procuring user id and password and registration of email ids for e-voting for the resolutions set out in this notice:**

1. In case shares are held in the physical mode, please provide the Folio No., Name of shareholder, scanned copy of the share certificate (front and back), self-attested scanned copy of PAN card and self-attested scanned copy of Aadhaar Card by email to cosec@hawkinscookers.com or rnt.helpdesk@in.mpmns.mufig.com.

2. In case shares are held in the demat mode, please provide DPID-CLID (16 character DPID + CLID or 16 digit beneficiary ID), Name, client master or copy of Consolidated Account statement, self-attested scanned copy of PAN card and self-attested scanned copy of Aadhaar Card to cosec@hawkinscookers.com or rnt.helpdesk@in.mpmns.mufig.com. If you are an Individual shareholder holding securities in the demat mode, you are requested to refer to the login method explained at Step 1 (A), i.e., Login for e-Voting for Individual shareholders holding demat securities at NSDL/CDSL.

3. Alternatively, the shareholder may send a request to evoting@nsdl.com for procuring user id and password for e-voting by providing the above mentioned documents.

4. In terms of the SEBI circular dated December 9, 2020, on the e-Voting facility provided by listed Companies, Individual shareholders holding securities in the demat mode are allowed to vote through their demat account maintained with Depositories and Depository Participants. Shareholders are required to update their mobile number and email ID correctly in their demat account in order to access the e-Voting facility.

**13.** Paper Poll at the AGM - The facility for voting through polling paper shall also be made available at the AGM. Members attending the meeting, who have not already cast their vote by remote e-voting, shall be able to exercise their right to vote at the meeting through polling paper.

**14.** Members who have voted through remote e-voting prior to the AGM are welcome to attend the meeting, but they shall not be entitled to vote again at the AGM.

**15.** Ms. Alifya Sapatwala (Membership No. A24091), failing her, Mr. Atul Mehta (Membership No. F5782) from

M/s. Mehta and Mehta, Practicing Company Secretaries, has been appointed as the Scrutinizer to scrutinize the remote e-voting process and also the polling at the AGM.

**16.** The results of the voting shall be declared within the time stipulated under the applicable laws. The results along with the Scrutinizer's Report shall be placed on the Company's website [www.hawkinscookers.com](http://www.hawkinscookers.com) and on the website of NSDL [www.evoting.nsdl.com](http://www.evoting.nsdl.com) immediately after the results are declared and will simultaneously be forwarded to BSE Ltd., where the shares of the Company are listed, and shall also be displayed at the Registered Office of the Company.

**17.** Dividends which remain unclaimed for a period of seven consecutive years are required to be transferred to the 'INVESTOR EDUCATION AND PROTECTION FUND' (IEPF) of the Central Government. Members who have not encashed their dividend warrant(s) for the financial year ended March 31, 2018, are requested to contact the Company or the Company's Share Transfer Agent, MUFG Intime India Pvt. Ltd., with the relevant details on or before August 25, 2025, to duly claim their said dividend. Pursuant to Section 124 of the Companies Act, 2013, read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016, all Shares on which dividends remain unclaimed for 7 (seven) consecutive years or more, that is, for the year ended March 31, 2018, and thereafter, are liable to be transferred to the IEPF, which can thereafter be claimed from the Fund by the Members after following the process prescribed in the said Rules. Please see details of the shares liable to be transferred to the IEPF Authority in the year 2025 at the weblink – <https://www.hawkinscookers.com/iepf/09062025.html> if none of the dividends for the seven consecutive years from 2018 to 2024 are claimed by the shareholders well in time of the cut-off date, that is, August 25, 2025. Please contact the Company at cosec@hawkinscookers.com for any assistance you wish to seek on the above.

By Order of the Board



Mumbai  
July 4, 2025

Brahmananda Pani  
Company Secretary



Hawkins Cookers Limited

Annual Report 2024-2025



# Financial Performance: A Five-Year Summary in Rs. Crores

(Except Earning per Share, Dividend and Price per Share which are in Rupees)  
All % Growth figures are over their previous years. 1 Crore = 10 Million.

	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>
<b>Sales</b>	<b>768</b>	<b>958</b>	<b>1006</b>	<b>1024</b>	<b>1116</b>
% Growth Note 1	14.0	24.7	5.0	1.8	8.9
<b>Profit Before Tax</b>	<b>108</b>	<b>113</b>	<b>127</b>	<b>148</b>	<b>155</b>
% Growth	9.9	4.5	12.4	16.3	5.0
<b>Profit After Tax</b>	<b>81</b>	<b>84</b>	<b>95</b>	<b>110</b>	<b>115</b>
% Growth	11.2	4.0	13.0	15.9	4.4
<b>Net Worth</b>	<b>159</b>	<b>195</b>	<b>245</b>	<b>305</b>	<b>358</b>
% Growth Note 2	22.8	23.2	25.2	24.6	17.6
<b>Return on Net Worth</b> Note 3	<b>51%</b>	<b>43%</b>	<b>39%</b>	<b>36%</b>	<b>32%</b>
<b>Earning Per Share</b>	<b>Rs.152</b>	<b>Rs.159</b>	<b>Rs.179</b>	<b>Rs.208</b>	<b>Rs.217</b>
<b>Dividend per share of Rs. 10</b> Note 4	<b>Rs.80</b>	<b>Rs.150</b>	<b>Rs.100</b>	<b>Rs.120</b>	<b>Rs.130</b>
<b>Price per share</b>	<b>Rs.5965</b>	<b>Rs.5187</b>	<b>Rs.6384</b>	<b>Rs.7565</b>	<b>Rs.7872</b>
% Growth Note 5	43.2	-13.0	23.1	18.5	4.1

- Notes:**
1. Sales are inclusive of Other Operating Income.
  2. Net Worth/Shareholders' Funds are the average of each year's opening and closing balances of the Paid-up Capital plus Reserves & Surplus.
  3. Return on Net Worth is Profit After Tax as a percentage of Net Worth.
  4. No Dividend was declared for the year 2019-20. An interim dividend of Rs.80 per equity share for the year 2020-21 was declared in August 2020. In July 2021, an interim dividend of Rs.90 per equity share was declared for the year 2021-22 which, with a final dividend of Rs.60 per equity share declared in August 2022, made Rs.150 as the total dividend for the year. A final dividend of Rs.130 per equity share is proposed for the year 2024-25.
  5. The average of the daily closing price per share for the three weeks ended June 21 following each financial year.

# HAWKINS COOKERS LIMITED

# ANNUAL REPORT 2024-25

CONTENTS	PAGE
Futura The Smart Electronic Kettle	Front Cover
Financial Performance: A Five-Year Summary	Inside Front Cover
Directors' Report	2
Corporate Governance Report	13
Business Responsibility and Sustainability Report	22
Auditors' Report	36
Balance Sheet	46
Statement of Profit & Loss	47
Statement of Changes in Equity	48
Statement of Cash Flows	49
Notes Forming part of the Financial Statements	50
Hawkins Aqua Cookware	Inside back cover
Hawkins Tri-Ply SS Olive Cookware	Back cover

## BOARD OF DIRECTORS

**M. A. Teckchandani**

**Ravi Kant**

**Sanjay K. Asher**

**Susan M. Vasudeva**

**Shyamak R. Tata**

**Leena Chatterjee**

**Neil Vasudeva**

EXECUTIVE DIRECTOR – MARKETING

**Tej Paul Sharma**

EXECUTIVE DIRECTOR – SALES

**Subhadip Dutta Choudhury**

CHAIRMAN OF THE BOARD & CHIEF EXECUTIVE OFFICER

**Sudeep Yadav**

VICE CHAIRMAN & CHIEF FINANCIAL OFFICER

## COMPANY SECRETARY

Brahmananda Pani

## AUDITORS

Kalyaniwalla & Mistry LLP

## SOLICITORS

Crawford Bayley & Co.

## REGISTRAR AND SHARE TRANSFER AGENT

MUFG Intime India Pvt. Ltd.,

C-101, 247 Park, L. B. Shastri Marg,

Vikhroli (West), Mumbai 400 083

Tel: +91 810811 6767 Fax: +91 22 4918 60 60

email: [rnt.helpdesk@in.mpms.mufg.com](mailto:rnt.helpdesk@in.mpms.mufg.com)

## BANKERS

Bank of Baroda

Punjab National Bank

Union Bank of India

The Saraswat Co-operative Bank Limited

## REGISTERED OFFICE

Maker Tower F 101, Cuffe Parade,

Mumbai 400 005 India

CIN: L28997MH1959PLC011304

Tel: +91 22 2218 66 07 Fax: +91 22 2218 11 90

email: [ho@hawkinscookers.com](mailto:ho@hawkinscookers.com)

[www.hawkinscookers.com](http://www.hawkinscookers.com)



# DIRECTORS' REPORT TO SHAREHOLDERS

We have the honour to present our Sixty-Fifth Annual Report and Audited Statement of Accounts for the year ended March 31, 2025.

## 2024-25 Operations: Main Results

We are pleased to report excellent results in 2024-25. Once again, sales are the highest ever. Revenue from operations in 2024-25 is Rs.1,115.76 crores (up 8.9% over the previous year).

This year, profits are also the highest ever. Profit before tax is Rs.154.87 crores (5.0% higher than the previous year). Net profit after tax is Rs.114.69 crores (4.4% higher than the previous year).

## Management Discussion and Analysis

We operate in the Kitchenware market consisting of Pressure Cookers, Cookware and Kitchen Electricals. The industry structure is quite competitive with both small-scale and organized sector units. During the year, we have successfully launched our first electrical kitchen product, the Smart Electronic Kettle. We have also commenced commercial operations at our fourth factory in India at A-3, Sathariya Industrial Development Area, Jaunpur District, Uttar Pradesh, in the month of June 2025.

The raw material costs were very high during the year and importing was not economical. We expect the competition to be intense, but your brand's strength has continued to improve in both pressure cookers and cookware. We expect our products to continue to do well with the 58 new product launches we have done during the year at a rate of more than one launch per week. We have plans of further increasing new product launches in the next year.

Our permanent employees as on April 1, 2024, were 593 and as on March 31, 2025, were 572 through normal attrition and recruitment. The morale of our employees at all locations is high and industrial relations are normal. We appreciate the contribution of our employees to the successful working of your Company.

Net profit after tax as a percentage of net sales in 2024-25 was 10.3% as against 10.7% in 2023-24. The average shareholders' funds/net worth grew to Rs.358.36 crores vs. Rs.304.81 crores in 2023-24. The net return after tax on shareholders' funds/net worth was 32% (in 2023-24: 36%).

## Control Systems

In our judgment, the Company has adequate financial and administrative systems and controls and an effective internal audit function.

## Key Financial Ratios

The required details of significant changes (25% or more) in the key financial ratios for the year 2024-25 as compared to the year 2023-24 are as follows:

Ratio	FY 2024-25	FY 2023-24	Formula used	Reason for change
Debt Equity Ratio	0.06	0.09	Total debt/ Shareholder's equity	The improvement in these two ratios is due to improved liquidity and effective working capital management, which have led to a reduction in debt.
Debt Service Coverage Ratio	7.82	5.68	Earnings available for debt service/ Debt service	

Cash flow during the year was good. Cash and cash equivalents plus balances with banks on deposit accounts as on March 31, 2025, were Rs.191.21 crores (previous year: Rs.182.56 crores). We have plans to utilise these funds appropriately, including for working capital, improving quality and in further expanding production capacity.

## Risks and Concerns

Your Company has a Risk Management Committee as required under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the details of which are provided in the Report on Corporate Governance.

Foreseeable risks that the Company may encounter and concerns have been addressed in a documented Risk Management Framework and Policy which is reviewed by the Risk Management Committee and the Board from time to time.

Our capital and financial resources, liquidity position, supply chain and assets are healthier than ever.

## Opportunities and Threats

The excellent demand for our brands augurs well for the future of the Company.

The cost of Aluminium, our main raw material, has increased substantially, though the price trend currently seems to be downwards. Your Company is taking steps to deal with the challenge including taking appropriate price increases in our products from April 2025.

General inflation can impact the purchasing power of our customers.

Management continues to diligently watch the cost trends and pursues effective cost controls from time to time to keep our products affordable.

**Outlook**

We believe the outlook for our business is excellent under the circumstances. In this year, we have further strengthened the good reputation we have amongst our consumers and traders, associates and vendors. We expect to continue to increase our sales and profits.

All forward-looking statements in our report are based on our assessments and judgments exercised in good faith at this time. Of course, actual developments and/or results may differ from our present anticipation.

**Directors**

Prof. Leena Chatterjee was re-appointed by the shareholders at the 64th Annual General Meeting (AGM) of the Company on August 5, 2024, as an Independent Director for a second consecutive term of five years with effect from August 6, 2024, on the recommendation of the Board.

General V. N. Sharma (Retd.), Independent Director, ceased to be a Director with effect from September 18, 2024, consequent to the completion of his second consecutive five years' term as an Independent Director of the Company. The Company has immensely benefitted from his experience, insights and inputs on all aspects during his 25 year long association with the Company. The Directors place on record their deep appreciation for his contribution to the Company.

All the five Independent Directors, namely, Mr. Ravi Kant, Prof. Leena Chatterjee, Mr. Murli Aildas Teckchandani, Mr. Shyamak Ramyar Tata and Mr. Sanjay Khatau Asher, have given written declarations that they meet the criteria of independence as laid down under Section 149(6) of the Companies Act, 2013, and Regulation 16(1)(b) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Mr. Sudeep Yadav retires by rotation as a Director at the 65th AGM of the Company and, being eligible, offers himself for re-appointment for which the Board has resolved to recommend to the shareholders a suitable resolution.

The present tenures of Mr. Subhadip Dutta Choudhury, Chairman and Managing Director designated as the Chief Executive Officer, and Mr. Sudeep Yadav, Vice-Chairman and Chief Financial Officer, will end on September 30, 2025. Pursuant to the recommendations of the Nomination and Remuneration Committee and the Audit Committee, the Board at its Meeting (Serial No.41) held on May 28, 2025, approved and resolved to recommend to the shareholders suitable resolutions for the re-appointments of Mr. Dutta Choudhury as the Chairman and Managing Director designated as the Chief Executive Officer and Mr. Yadav as the Vice-Chairman and Chief Financial Officer for a further period of three years each with effect from October 1, 2025, on revised terms as stated in the Notice to Shareholders for the 65th AGM of the Company.

All the Directors, including Independent Directors, were extensively updated on the Company's performance and plans on May 27, 2025. The required details of the Independent Directors' Familiarization Programs are available at <https://www.hawkinscookers.com/idfp>.

**2024-25 Operations: Other Aspects**

The value of exports at Rs.73.28 crores in 2024-25 was up 30.2% over the previous year. Foreign Exchange used in 2024-25 was Rs.39.02 crores (Rs.19.81 crores in the previous year). Your Company has been recognised as a two-star export house.

Our Research & Development Unit is recognised by the Department of Scientific and Industrial Research. The expenditure on Research & Development in 2024-25 was Rs.10.50 crores, 36.6% higher than the previous year. Required details are given in **Appendix I**.

Efforts continue in our factories and offices to save energy wherever possible.

The required details of Fixed Deposits taken under Sections 73 and 76 of the Companies Act, 2013, are as follows:

- (a) Additional Amount accepted during the year: Rs.2.66 crores.
- (b) Amount that remained unpaid or unclaimed as at the end of the year: Nil.
- (c) Default in repayment of deposits or payment of interest thereon: Nil.

**Dividend Distribution Policy**

Your Company has a Dividend Distribution Policy in terms of the requirements of the Listing Regulations. The Policy is available on the website of the Company at <https://www.hawkinscookers.com/download/DividendDistributionPolicy.pdf>.

**Appropriations and Dividend**

Out of the amount available for appropriation of Rs.324.94 crores (previous year: Rs. 276.18 crores), we propose:

- Rs.1.00 crore transfer to General Reserve (previous year: Rs.1.00 crore) and
- Rs.323.94 crores as surplus carried to the Balance Sheet (previous year: Rs.275.18 crores).

In accordance with the Dividend Distribution Policy of the Company we are pleased to recommend Rupees One Hundred and Thirty as dividend per Equity Share of Rs.10 (previous year: Rupees One Hundred and Twenty per Equity Share).

## Directors' Report (Continued)

### Directors' Responsibility Statement

The Board confirms that:

1. The Directors have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Companies Act, 2013, for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities.

2. In the preparation of the Annual Accounts, the applicable accounting standards have been followed and proper explanation given relating to material departures, if any. The Directors have prepared the Annual Accounts on a going-concern basis.

3. The Directors have selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the Company as at the end of the financial year and of the profit and loss of the Company for that period.

4. Based on the framework of the internal financial controls and compliance systems established and maintained by the Company, the work performed by the Internal, Statutory and Secretarial Auditors, including audit of the internal financial controls over financial reporting by the Statutory Auditors, and the reviews performed by the Management and the relevant Board Committees, including the Audit and the Risk Management Committees, the Board is of the opinion that the Company's internal financial controls were adequate and effective during the financial year 2024-25.

5. The Directors have devised proper systems that are, in our opinion, adequate and operating effectively to ensure compliance with the provisions of all applicable laws.

### Code of Conduct

The Board has a Corporate Governance Code of Conduct for all the Directors of the Board and the Senior Managers of the Company. This Code is available on the website of the Company. All Directors and Senior Management Personnel have affirmed compliance with the Code. A declaration to this effect signed by the Chairman and Chief Executive Officer of the Company appears elsewhere in this Annual Report.

### The Maternity Benefit Act, 1961

The Company has complied with the required provisions of The Maternity Benefit Act, 1961.

### Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

The Company has constituted Internal Complaints Committees at each of the five locations of the Company under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to redress complaints received regarding sexual harassment. In the year 2024-25, no case of sexual harassment was filed under the said Act.

### Corporate Governance

A separate section on Corporate Governance forms part of our Report. A certificate has been received from the Auditors of the Company regarding compliance of the conditions of Corporate Governance as stipulated under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Both appear elsewhere in the Annual Report.

### Business Responsibility and Sustainability Report

A separate section on Business Responsibility and Sustainability forms part of our Report describing the initiatives taken by the Company from an environmental, social and governance perspective. The Business Responsibility and Sustainability Policy has been placed on the Company's website at <https://www.hawkinscookers.com/download/BRSPolicy.pdf>.

### Auditors

M/s. Kalyaniwalla & Mistry LLP (Firm Registration No.104607W/W100166), Chartered Accountants, had been re-appointed as the Statutory Auditors of the Company at the 62nd Annual General Meeting held on August 4, 2022, for a second consecutive term of five years from the conclusion of the 62nd Annual General Meeting till the conclusion of the 67th Annual General Meeting of the Company.

### Secretarial Audit

Pursuant to the provisions of Section 204 of the Companies Act, 2013, the Company had appointed M/s. Jayshree Dagli and Associates, Company Secretaries in Practice, to undertake the secretarial audit of the Company for the year 2024-25. The Secretarial Audit Report is annexed as **Appendix II**.

The Board of Directors of the Company at its Meeting held on May 28, 2025, on the recommendation of the Audit Committee, has decided to recommend to the shareholders the appointment of M/s. Jayshree Dagli and Associates, Company Secretaries in Practice, as the Secretarial Auditors of the Company for a term of five consecutive years, from April 1, 2025, to March 31, 2030.

### Cost Records and Cost Audit

Maintenance of Cost Records and the requirement of a Cost Audit under the provisions of Section 148(1) of the Companies Act, 2013, are not applicable to our Company.

### Annual Return

The Annual Return of the Company for the year 2024-25 shall be filed within 60 days of the ensuing 65th AGM. The Return for the year 2023-24 duly filed with the Ministry of Corporate Affairs after the 64th AGM held in the year 2024 is available on the Company's website at <https://www.hawkinscookers.com/MGT-7.html>.

## Contracts or Arrangements with Related Parties

All related party transactions during the year were on arm's length basis and were not material as per the Related Party Transactions Policy of the Company.

## Corporate Social Responsibility

The Company has duly met its Corporate Social Responsibility (CSR) obligation of Rs.258.23 lakhs required to be spent in the year 2024-25, by spending on Skill Training of youth and a public service campaign on saving fuel.

An excess amount of Rs.5.03 lakhs spent on CSR in 2024-25 is being carried forward to the financial year 2025-26 for set off from the CSR spend target for 2025-26, as duly approved by the Board.

The required Annual Report on CSR is given as **Appendix III**.

## Directors' Performance Evaluation

The performance evaluation of each Director of the Board was carried out by the Nomination and Remuneration Committee at its Meeting (Serial No.19) held on May 27, 2025, as per the criteria set by it earlier. The said criteria are included in the Corporate Governance Report enclosed herewith. The performance evaluation of the non-Independent Directors, the Board as a whole and the Chairman of the Board was carried out by the Independent Directors at their separate meeting held on May 27, 2025.

The Board of Directors at its Meeting (Serial No.41) held on May 28, 2025, reviewed the reports of evaluation received from the Nomination and Remuneration Committee and the Independent Directors and also the functioning of the Committees of the Board and carried out the evaluation of the Board as a whole, the Committees of the Board and each Director and found the performance of the Board, the Committees and all the individual Directors to be satisfactory.

## Research & Development

Specific areas in which R&D efforts have been carried out: R&D in materials, machines, processes and designs of components and products in order to improve the functioning and durability of products, to produce greater fuel economies and to improve the safety and convenience of the users of the products and introduce new products. Benefits derived as a result: launch of new products plus design and quality improvement/cost reduction in existing products. Future plan of action: we intend to support the R&D Centre and the Test Kitchen to meet corporate objectives for quality improvement, cost reduction, introduction of new products in electricals

## Remuneration Policy

On the recommendation of the Nomination and Remuneration Committee, the Board has framed a Remuneration Policy for all employees of the Company including senior management and the Directors. The Remuneration Policy of the Company is designed to attract, motivate and retain suitable manpower in a competitive market. The remuneration package for each person is designed keeping a balance between fixed remuneration and profit and performance-linked incentives in order to achieve corporate performance targets. The Policy is aligned with the Company's mission, which states: *"Our single-minded determination to please customers drives the kind of people we employ and promote, the investments we make and the results we produce."*

The Remuneration Policy is placed on the Company's website at <https://www.hawkinscookers.com/download/RemunerationPolicy.pdf>. The Board affirms that all the remunerations are as per the Remuneration Policy of the Company. Information as per Section 197 of the Companies Act, 2013, is given in **Appendix IV**.

## Vigil Mechanism

The Company has an established Vigil Mechanism/ Whistle Blower Policy for stakeholders including Directors and employees to report concerns or grievances including unethical behaviour, fraud or violation of the Company's Corporate Governance Code of Conduct. The authority for the implementation of the Policy rests with the Vice-Chairman and Chief Financial Officer under the overall supervision of the Audit Committee of the Board.

ON BEHALF OF THE BOARD OF DIRECTORS



Place : Mumbai  
Date : July 2, 2025

SUBHADIP DUTTA CHOUDHURY  
CHAIRMAN

## Appendix I

and non-electricals and consumer service and support. Capital expenditure on R&D: Rs.0.77 crores (previous year: Rs.0.07 crores). Recurring expenditure: Rs.9.73 crores, 0.9% of the total turnover (previous year: Rs.7.62 crores, 0.7%). Efforts made for technology absorption, adaptation and innovation: the Company continues to implement technology, made in India as well as developed inhouse, to improve and develop products and to reduce costs. No specific technology has been imported for the last three years. As on April 1, 2025, there were 141 valid patents and design registrations in force. Benefits derived: as described above.



## Appendix II

### Secretarial Auditor's Report To the Members of Hawkins Cookers Limited, Mumbai

Our report of even date is to be read along with this letter.

1. Maintenance of secretarial records is the responsibility of the management of the Company. Our responsibility is to express an opinion on these secretarial records based on our audit.

2. We have followed the audit practices and processes as were appropriate to obtain reasonable assurance about the correctness of the contents of the Secretarial records. The verification was done on test check basis to ensure that correct facts are reflected in secretarial records. We believe that the processes and practices, we followed provide a reasonable basis for our opinion.

3. We have not verified the correctness and appropriateness of financial records and Books of Accounts of the Company.

4. Wherever required, we have obtained the Management representation about the compliance of laws, rules and regulations and happening of events etc.

5. The compliance of provisions of corporate and other applicable laws, rules, regulations, standards is the responsibility of management. Our examination was limited to the verification of procedures on test check basis.

6. The Secretarial Audit Report is neither an assurance as to the future viability of the company nor of the efficacy or effectiveness with which the management has conducted the affairs of the Company.

For JAYSHREE DAGLI & ASSOCIATES  
Company Secretaries



Jayshree S. Joshi  
F.C.S.1451; C.P.487

Peer Review Certi. No.: 1122/2021

UDIN: F001451G000444355

May 28, 2025

### Form No. MR-3: Secretarial Audit Report for the Financial Year Ended 31st March, 2025

[Pursuant to Section 204(1) of the Companies Act, 2013 and Rule No.9 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014]

#### To the Members of Hawkins Cookers Limited, Mumbai

We have conducted the Secretarial Audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by **HAWKINS COOKERS LIMITED** (hereinafter called "the Company"). Secretarial Audit was conducted in a manner that provided us a reasonable basis for evaluating the corporate conducts/statutory compliances and expressing our opinion thereon.

Based on our verification of the Company's books, papers, minutes books, forms and returns filed and other records maintained by the Company and also the information provided by the Company, its officers, agents and authorized representatives during the conduct of Secretarial Audit, we hereby report that in our opinion, the Company has, during the audit period covering the financial year ended on 31st March, 2025, complied with the statutory provisions listed hereunder and also that the Company has proper Board-processes and compliance-mechanism in place to the extent, in the manner and subject to the reporting made hereinafter:

(A) We have examined the books, papers, minutes books, forms and returns filed and other records maintained by **HAWKINS COOKERS LIMITED** ("the Company") for the financial year ended on 31st March, 2025 according to the provisions of:

1. The Companies Act, 2013 (the Act) & the Rules made there under to the extent applicable; and circulars, notifications, clarifications, Removal of Difficulties Orders or

such other relevant statutory material issued by Ministry of Corporate Affairs from time to time;

2. The Securities Contracts (Regulation) Act, 1956 ('SCRA') and the Rules made there under as amended;

3. The Depositories Act, 1996 and the Regulations and Bye-laws framed there under as amended;

4. Foreign Exchange Management Act, 1999 and the Rules and Regulations made there under as on date to the extent applicable;

5. The following Regulations and Guidelines prescribed under the Securities and Exchange Board of India Act, 1992 ('SEBI Act'):-

(a) The Securities and Exchange Board of India (Substantial Acquisition of Shares and Takeovers) Regulations, 2011 as amended;

(b) The Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015 and circulars/guidelines issued thereunder, as amended;

(c) The Securities and Exchange Board of India (Registrars to an Issue and Share Transfer Agents) Regulations, 1993, as amended regarding the Companies Act and dealing with client;

(d) The Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.

6. Based on the nature of business activities of the Company, the following specific Acts/Laws/Rules/Regulations are applicable to the Company:

- (a) Environment (Protection) Act, 1986
- (b) Air (Prevention and Control of Pollution) Act, 1981
- (c) Water (Prevention and Control of Pollution) Act, 1974
- (d) Hazardous Wastes (Management, Handling and Transboundary Movement) Rules, 2008
- (e) Labour Laws to the extent applicable

**(B)** We have also examined compliance with the applicable clauses of the Secretarial Standards for Board Meetings (SS – 1) and for General Meetings (SS – 2) issued by the Institute of Company Secretaries of India (ICSI).

It may please be noted that the compliance of applicable financial laws including Direct and Indirect Tax Laws; maintenance of Financial Records and Books of Accounts etc. by the Company has not been reviewed by us for the purpose of this Audit since the same has been subject matter of review by the Statutory Auditors and/or other designated professionals. Further, we have also relied upon the certificates/reports/legal opinions, as the case may be, issued by the Statutory Auditors and/or other designated professionals, wherever applicable.

During the year under review, the Company has complied with the provisions of the Acts, Rules, Regulations, Guidelines, Standards, etc. as mentioned above except that there was a marginal delay of 1 day in submission to the BSE, of Annual Secretarial Compliance Report for the F. Y. 2023-24 as required under Regulation 24A of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

During the year under review, the provisions of the following Regulations (as enumerated in the prescribed format of Form MR - 3) were not applicable to the Company:

- (i) The Securities and Exchange Board of India (Delisting of Equity Shares) Regulations, 2009 as amended;
- (ii) The Securities and Exchange Board of India (Buyback of Securities) Regulations, 2018, as amended;
- (iii) The Securities and Exchange Board of India (Issue of Capital and Disclosure Requirements) Regulations, 2018 as amended;
- (iv) The Securities and Exchange Board of India (Issue and Listing of Debt Securities) Regulations, 2008 as amended;
- (v) The Securities and Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999 and The Securities and Exchange Board of India (Share Based Employee Benefits), Regulations, 2014 as amended;

## We further report that

The Board of Directors of the Company is duly constituted with proper balance of Executive Directors, Non-Executive Directors and Independent Directors. The following changes took place in the composition of the Board of Directors during the year under review:

1. Prof. Leena Chatterjee, the Independent Director of the Company was reappointed as Independent Director for second term of 5 consecutive years with effect from August 6, 2024;

2. General V. N. Sharma (Retd.), the Independent Director of the Company ceased to be the Independent Director of the Company with effect from September 18, 2024 on completion of the 2nd consecutive term as the Independent Director.

Adequate notice had been given to all Directors to schedule the Board Meetings, agenda and detailed notes on agenda were sent at least seven days in advance and in cases where shorter notice/s were given for Committee Meetings, at least one Independent Director was present at such meeting/s and that the system exists for seeking and obtaining further information and clarifications on the agenda items before the Meeting and for meaningful participation at the Meeting.

Unanimous decisions were carried through as there were no cases of dissent of any Director in respect of any decision and was accordingly captured and recorded as part of the minutes.

**We further report that** there are adequate systems and processes in place in the Company, commensurate with the size and operations of the Company to monitor and ensure the compliance with applicable laws, rules, regulations and guidelines referred to herein above.

**We further report that** the Company had no specific events/actions having major bearing on the Company's affairs in pursuance of the above referred laws, rules, regulations, guidelines, standards, etc.

For JAYSHREE DAGLI & ASSOCIATES  
Company Secretaries

*Jayshree S. Joshi*

Jayshree S. Joshi  
Membership No. F.C.S. 1451  
CP No. : 487  
Peer Review Certi. No.: 1122/2021  
UDIN: F001451G000444355

Place: Mumbai  
May 28, 2025

## Appendix III

## Annual Report on Corporate Social Responsibility

1. Brief outline of the Company's CSR Policy: The primary product of Hawkins Cookers Limited, the pressure cooker, is a fuel and time saving device which benefits the users and the environment. We should focus on areas such as rural development, women's and children's health and nutrition, conservation of forests and soil and water, mid-day meals for school children, skill training and such activities where our expertise and products will help us ensure that we make a real difference.

2. Composition of the CSR Committee during the year 2024-25:

Sr. No.	Name of Director	Designation/Nature of Directorship	Number of meetings of CSR Committee held during the year	Number of meetings of CSR Committee attended during the year
1.	Mr. Murli Aildas Teckchandani	Independent Director, Chairman of the Committee	1	1
2.	Mr. Ravi Kant	Independent Director		1
3.	Mr. Sanjay K. Asher	Independent Director		1
4.	Mr. Subhadip Dutta Choudhury	Chairman & Chief Executive Officer		1
5.	Mr. Sudeep Yadav	Vice-Chairman & Chief Financial Officer		1
6.	Mr. Neil Vasudeva	Executive Director – Marketing		1

3. (i) Weblink of the Composition of the CSR Committee – <https://www.hawkinscookers.com/download/CompositionOfCommittees.pdf>.

(ii) Weblink of CSR Policy – [www.hawkinscookers.com/CSRPoly.pdf](http://www.hawkinscookers.com/CSRPoly.pdf).

(iii) Weblink of CSR projects approved by the Board of Directors – [www.hawkinscookers.com/CSRProjects.pdf](http://www.hawkinscookers.com/CSRProjects.pdf).

4. Impact assessment of CSR projects carried out in pursuance of sub-rule (3) of Rule 8 of the Companies (Corporate Social Responsibility Policy) Rules, 2014 – Not Applicable.

5. Details of the amount available for set off in pursuance of sub-rule (3) of Rule 7 of the Companies (Corporate Social Responsibility Policy) Rules, 2014, and the amount required for set off for the financial year 2024-25, if any – Rs.9.13 lakhs.

6. Average net profit of the Company as per Section 135(5) – Rs.129.12 crores.

7. (a) Two percent of average net profit of the company as per section 135(5) – Rs.258.23 lakhs.

(b) Surplus arising out of the CSR projects or programmes or activities of the previous financial years – Nil.

(c) Amount required to be set off for the financial year 2024-25, if any – Rs.9.13 lakhs.

(d) Total CSR obligation for the financial year (7a+7b-7c) – Rs.249.10 lakhs.

8. (a) CSR amount spent or unspent for the financial year (including the amount duly carried forward from FY 2023-24):

Total Amount Spent for the Financial Year (Rs. in lakhs)	Amount Unspent (Rs. in lakhs)				
	Total Amount transferred to Unspent CSR Account as per Section 135(6)		Amount transferred to any fund specified under Schedule VII as per proviso to Section 135(5)		
	Amount	Date of Transfer	Name of the Fund	Amount	Date of Transfer
263.26	Not Applicable				

(b) Details of CSR amount spent against ongoing projects for the financial year 2024-25: Not Applicable.

(c) Details of CSR amount spent against other than ongoing projects for the financial year 2024-25:

S. No.	Name of the Project	Item from the list of activities in Schedule VII to the Act	Local Area (Yes/No)	Location of the project (State and District)	Amount spent for the project (in Rs. Lakhs)	Mode of implementation – Direct (Yes/No)	Mode of implementation through implementing agency	
							Name	CSR Registration Number
1.	Skill Training under The Apprentices Act, 1961, in our plants and offices	Skill Training	Yes	Maharashtra, Mumbai and Thane; Punjab, Hoshiarpur; Uttar Pradesh, Jaunpur	206.58	Yes	–	Not Applicable
2.	Public service campaigns on conservation of natural resources using a pressure cooker	Promoting Health care	Yes	All India	47.55	Yes	–	Not Applicable
<b>Total</b>					<b>254.14</b>			

(d) Amount spent in Administrative Overheads – Nil.

(e) Amount spent on Impact Assessment, if applicable – Not Applicable.

(f) Total amount spent for the Financial Year 2024-25 (8b+8c+8d+8e) – Rs.254.14 lakhs.

**(Note: Including Rs.9.13 lakhs brought forward from FY 2023-24, the total CSR spend in FY 2024-25 is Rs.263.26 lakhs.)**

(g) Excess amount for set off, if any:

Sr. No.	Particulars	Amount (in Rs. Lakhs)
(i)	Two percent of average net profit of the company as per Section 135(5)	258.23
(ii)	Total amount spent for the Financial Year 2024-25 (including the brought forward Rs.9.13 lakhs)	263.26
(iii)	Excess amount spent for the financial year 2024-25 [(ii)-(i)]	5.03
(iv)	Surplus arising out of the CSR projects or programmes or activities of the previous financial years, if any	Not Applicable
(v)	Amount available for set off in succeeding financial years [(iii)-(iv)]	5.03

9. (a) Details of Unspent CSR amount transferred to Unspent CSR Account or to any specified fund as per Section 135(6) for the preceding three financial years – Not Applicable.

(b) Details of CSR amount spent in the financial year 2024-25 for ongoing projects of the preceding financial year(s) – Not Applicable.

10. In case of creation or acquisition of capital asset, the details relating to the asset so created or acquired through CSR spent in the financial year 2024-25 – Not Applicable.

11. The reason(s) for failure to spend two per cent of the average net profit as per Section 135(5) – Not Applicable.

Murli Aildas Teckchandani  
Chairman of the CSR Committee

Subhadip Dutta Choudhury  
Chairman and Chief Executive Officer



## Appendix IV

**Disclosure under Rule 5 of the Companies  
(Appointment and Remuneration of Managerial Personnel) Rules, 2014**

**I. Top ten employees in terms of remuneration drawn during the year and  
Employees with remuneration drawn during the year of Rs. One crore two lakhs or more**

Sr. No.	Name	Age	Designation Nature of Duties	Gross Remuneration (Rs.)	Qualification	Experi- ence (Years)	Date of Start of Employment	Last Employment	
								Name of Employer	Position Held
1	Subhadip Dutta Choudhury (Note 1)	57	Chairman and Chief Executive Officer	7,11,36,548	B. Tech. Electrical Engineering, IIT, Kharagpur Post Graduate Diploma in Management, IIM, Calcutta	33	18.05.1992	–	–
2	Sudeep Yadav (Note 1)	57	Vice Chairman and Chief Financial Officer	5,24,97,905	B. Tech. Textile Technology, IIT, Delhi Post Graduate Diploma in Management, IIM, Calcutta	33	22.07.2013	Citibank N.A.	Managing Director, Head-India, Citi Transaction Services
3	Tej Paul Sharma (Note 1)	63	Executive Director Sales	2,64,51,119	B. Com. St. Xavier's College, Calcutta	43	14.11.1983	Speedo Sales Corporation	Salesman
4	Neil Vasudeva (Notes 1 & 2)	54	Executive Director Marketing	2,39,28,841	B. A. St. Stephen's College, Delhi Post Graduate Diploma in Business Management, XLRI, Jamshedpur	32	5.11.1997	Reckitt & Colman of India Limited	Product Manager Pest Control
5	Rahul Pathak	48	Executive Vice President Manufacturing	1,97,54,483	B. E. Bharti Vidyapeeth College of Engineering, Mumbai, M. E. – Production Engineering, VJTI, Mumbai	24	28.04.2014	Accusonic Controls	CEO
6	B. S. Sethi	66	Executive Vice President Research and Development	1,87,46,362	Diploma in Instrument Technology, Post Diploma in Die and Mould Making, Indo Swiss Training Centre, Chandigarh	44	1.11.1989	Khanna Watches Limited	Assistant Manager R&D
7	K. S. Khara	64	Senior Vice President Personnel	1,71,66,552	B. Sc. Bareilly College	42	17.03.1992	Agro Tech India Limited	Security Officer
8	Brahmananda Pani	61	Company Secretary, Senior Vice President-Indirect Tax & Legal	1,67,14,568	CA, L L B, ICWA, CS, MBA, Xavier Institute of Management, Bhubaneswar	40	9.01.2012	BEM Limited	Dy. General Manager Finance and Accounts
9	Ramesan PO	65	Vice President Manufacturing	1,40,87,365	Diploma in Fitter Trade	47	1.08.1985	Bradma of India Limited	Quality Control Inspector
10	Abhijeet Bhende	60	Vice President Information Technology	1,19,01,648	B.Sc., Diploma in Computer Programming and Systems & Design	38	23.03.1989	Data Consultancy Services	Computer Programmer

**Notes:** 1. On contract basis. 2. Relative of Mrs. Susan M. Vasudeva, Director.

**II. Details of remuneration of each Director/Company Secretary in 2024-25**

Director/Company Secretary	% increase over previous year	Ratio to median remuneration
<b>Directors</b>		
Subhadip Dutta Choudhury, Chairman and Chief Executive Officer	3.2%	87:1
Sudeep Yadav, Vice Chairman and Chief Financial Officer	3.2%	64:1
Tej Paul Sharma, Executive Director – Sales	10.0%	32:1
Neil Vasudeva, Executive Director – Marketing	9.0%	29:1
General V. N. Sharma (Retd.) (Note 1)	-88.9%	0.4:1
Susan M. Vasudeva	25.8%	5:1
Ravi Kant	20.0%	4:1
Leena Chatterjee	28.2%	5:1
M. A. Teckchandani	18.2%	4:1
Shyamak R. Tata	44.3%	4:1
Sanjay K. Asher	40.7%	4:1
<b>Company Secretary</b>		
Brahmananda Pani	20.7%	21:1

**Note: 1.** General V. N. Sharma (Retd.) ceased to be a Director with effect from September 18, 2024, due to the completion of his tenure.

**III. Number of permanent employees on the rolls of the Company:** as on 31.3.2025: 572; as on 31.3.2024: 593.

**IV. The median annual remuneration of all permanent employees** at the end of 2024-25 was Rs. 8.15 lakhs which was a 16.5% increase on the identical figure for 2023-24.

**V.** Taking into account the total remuneration of all employees of the Company (including temporary employees) in the year 2024-25 and dividing it by the number of such employees as at the end of the year, we arrive at the average remuneration per employee during the said year. When we compare the average remuneration per employee thus derived for 2024-25 with the identical computation for 2023-24, we get the percent increase/decrease in 2024-25 over its previous year.

The said comparison for employees other than the four Executive Directors in 2024-25 was an increase of 15% and for the Executive Directors the increase was of 5%.

This is because the Remuneration of the Executive Directors is primarily determined by the profit which grew by 5%.

## COMPLIANCE WITH THE CORPORATE GOVERNANCE CODE OF CONDUCT

The Board has formulated The Corporate Governance Code of Conduct for all Directors and Senior Managers of the Company which has been posted on the website of the Company. It is hereby affirmed that all Directors and Senior Managers have complied with The Corporate Governance Code of Conduct framed by the Company and a confirmation to this effect for the year 2024-25 has been obtained from all Directors and Senior Managers. There is no reported instance of non-compliance.

BY ORDER OF THE BOARD OF DIRECTORS



Mumbai  
May 20, 2025

SUBHADIP DUTTA CHOUDHURY  
CHAIRMAN & CHIEF EXECUTIVE OFFICER

# **Independent Auditor's Certificate on compliance with the conditions of Corporate Governance as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended.**

**To the Members of Hawkins Cookers Limited**

1. This certificate is issued in accordance with the terms of our engagement.
2. We, Kalyaniwalla & Mistry LLP, Chartered Accountants, the Statutory Auditors of **Hawkins Cookers Limited** ("the Company") have examined the compliance of conditions of Corporate Governance by the Company, for the year ended March 31, 2025, as stipulated in Regulation 17 to 27 and Clauses (b) to (i) of regulation 46(2) and paragraphs C, D and E of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, as amended ("SEBI Listing Regulations"), pursuant to the Listing Agreement of the Company with the Stock Exchange.

## **Management's Responsibility**

3. The compliance of conditions of Corporate Governance is the responsibility of the Company's Management, including the preparation and maintenance of all relevant supporting records and documents. This responsibility includes the design, implementation and maintenance of internal control and procedures to ensure the compliance with the conditions of the Corporate Governance stipulated in the SEBI Listing Regulations.

## **Auditor's Responsibility**

4. Our responsibility is limited to examining the procedures and implementation thereof, adopted by the Company, for ensuring compliance with the conditions of the Corporate Governance. It is neither an audit nor an expression of opinion on the financial statements of the Company.
5. We have examined the books of account and other relevant records and documents maintained by the Company for the purpose of providing reasonable assurance on the compliance with Corporate Governance requirements by the Company.
6. We have carried out an examination of the relevant records of the Company in accordance with the Guidance Note on Certification of Corporate Governance issued by the Institute of the Chartered Accountants of India ("the ICAI"), the Standards on Auditing specified under Section 143(10) of the Companies Act 2013, in so far as applicable for the purpose of this certificate and as per the Guidance Note on Reports or Certificates for Special Purposes (Revised 2016) issued by the ICAI which requires that we comply with the ethical requirements of the Code of Ethics issued by the ICAI.
7. We have complied with the relevant applicable requirements of the Standard on Quality Control (SQC) 1, Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements.

## **Opinion**

8. Based on our examination of the relevant records and according to the information and explanations provided to us and the representations provided by the Management, we certify that the Company has complied with the conditions of Corporate Governance as stipulated in Regulation 17 to 27, Clauses (b) to (i) of regulation 46(2) and paragraphs C, D and E of Schedule V of the SEBI Listing Regulations during the year ended March 31, 2025.
9. We further state that such compliance is neither an assurance as to the future viability of the Company nor the efficiency or effectiveness with which the management has conducted the affairs of the Company.

## **Restriction on use**

10. This certificate has been issued at the request of the Company solely for confirming the compliance of conditions of Corporate Governance as stipulated in Regulations 17 to 27 and clauses (b) to (i) and (f) of Regulation 46(2) and para C, D and E of Schedule V of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulation, 2015 and is not to be used for any other purpose. Accordingly, we do not accept or assume any liability or any duty of care for any other purpose or to any other person to whom this certificate is shown or into whose hands it may come without our prior consent in writing.

For KALYANIWALLA & MISTRY LLP  
Chartered Accountants  
Firm Registration Number 104607W/W100166



JAMSHED K. UDWADIA  
PARTNER

Membership Number 124658  
UDIN: 25124658BMJKDJ7191

Place : Mumbai  
Date : July 2, 2025

## REPORT ON CORPORATE GOVERNANCE

### Company's Philosophy

Hawkins Cookers Limited believes in corporate governance that optimizes results in the present and the long-term, appropriately balancing the expectations of all major stakeholders (consumers, employees, associates and shareholders). It achieves the required results by focusing on manufacturing, marketing and management in the area of Pressure Cookers, Cookware and Kitchen Electricals. The Company is committed to transparency, fair dealings with all and the creation of value on competitive merit.

### Board of Directors

As on date, the Board of Directors consists of ten Directors: an Executive Chairman and Chief Executive Officer, a Vice-Chairman and Chief Financial Officer, two other Executive Directors, five Independent Directors and one non-Executive Director. During the year under report, four Board Meetings were held: on May 29 (Serial No. 37), August 5 (Serial No. 38), November 7 (Serial No. 39), 2024, and January 30, 2025 (Serial No. 40). The Directors' attendance for the said meetings and other details are as follows:

Name & Director Identification Number	Position	Board Meetings Attended	Whether Attended Last AGM	Director of Other Companies		Number of Committee positions in Other Companies (Note 1)
				Number of Companies	Names of the other listed Companies and Category of Directorship	
Subhadip Dutta Choudhury 00141545	Chairman & Chief Executive Officer, Executive Director	4	Yes	1	None	None
Sudeep Yadav 02909892	Promoter Group, Vice-Chairman & Chief Financial Officer, Executive Director	4	Yes	None	None	None
Tej Paul Sharma 09195422	Executive Director – Sales	3	Yes	None	None	None
Neil Vasudeva (See Note 2) 09208715	Promoter, Executive Director – Marketing	4	Yes	None	None	None
General V. N. Sharma (Retd.) (See Note 3) 00177350	Independent Director	2	Yes	None	None	None
Susan M. Vasudeva 06935629	Promoter Group, Non-Executive Director	4	Yes	None	None	None
Ravi Kant 00016184	Independent Director	3	Yes	None	None	None
Leena Chatterjee 08379794	Independent Director	4	Yes	None	None	None
M. A. Teckchandani 00049563	Independent Director	4	Yes	None	None	None
Shyamak R. Tata 07297729	Independent Director	4	Yes	5	1. Siemens Limited, Independent Director 2. Thermax Limited, Independent Director	5 (including 4 as Chairman)
Sanjay K. Asher 00008221	Independent Director	3	No	11 (Including 3 Private Limited Companies)	1. Ashok Leyland Limited, Non-Independent Director 2. Deepak Nitrite Limited, Independent Director 3. Sonata Software Limited, Independent Director, Chairman 4. Epigral Limited, Independent Director 5. Gillette India Limited, Independent Director	8 (including 2 as Chairman)

## Corporate Governance Report (Continued)

**Notes:** **1.** As required by the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the memberships of only Audit Committee and Stakeholders' Relationship Committee are considered here and memberships of Committees of Private Limited Companies, Foreign Companies and Companies under Section 8 of the Companies Act, 2013, are excluded. **2.** Mr. Neil Vasudeva is the step-son of Mrs. Susan M. Vasudeva. **3.** General V. N. Sharma (Retd.) completed his second consecutive five years' term as an Independent Director of the Company on September 18, 2024.

In the opinion of the Board, the Independent Directors fulfill the conditions specified in the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and are independent of the management.

The core skills/expertise/competencies identified by the Board for the effective functioning of the Company and the names of the Directors having the said skills/expertise/competencies in the context of the Company's business are given below:

Director	Area of expertise				
	Marketing	General Management	Financial Competency	Legal Expertise	Information Technology
Subhadip Dutta Choudhury	✓	✓	✓		✓
Sudeep Yadav		✓	✓	✓	✓
Tej Paul Sharma	✓	✓	✓		
Neil Vasudeva	✓	✓	✓		✓
Susan M. Vasudeva	✓	✓	✓		
Ravi Kant	✓	✓	✓		
Leena Chatterjee	✓	✓	✓		
M. A. Teckchandani		✓	✓	✓	✓
Shyamak R. Tata		✓	✓	✓	✓
Sanjay K. Asher		✓	✓	✓	✓

## Audit Committee

The role of the Audit Committee in the year under report, as is usual, was to oversee the Company's financial reporting process and the disclosure of its financial information to ensure that the financial statements are correct, sufficient and credible; to recommend appointment, remuneration and terms of appointment of the statutory auditors; to approve payment to statutory auditors for any other services rendered by them; to examine and review, with the management, the quarterly and the annual financial statements and the auditors' report thereon before submission to the Board for approval with particular reference to (a) Matters required to be included in the Directors' Responsibility Statement in the Board's Report; (b) changes, if any, in the accounting policies and practices and reasons for the same; (c) major accounting entries involving estimates based on the exercise of judgment by the management; (d) significant adjustments made in the financial statements arising out of audit findings; (e) compliance with listing and other legal requirements relating to financial statements; (f) required disclosure of any related party transactions; and (g) any qualifications in the draft audit report.

Further, the Audit Committee is required to review and monitor the statutory auditors' independence and performance and effectiveness of the audit process; to approve related party transactions as per the policy approved by the Board; to evaluate internal financial control and risk management systems; to review, with the management, the performance of statutory and internal auditors and adequacy of the internal control systems; to review the adequacy of the internal audit function; to discuss with the internal auditor any significant findings and follow-up thereon; to review the findings of internal auditor into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the Board; to discuss with statutory auditors the nature and scope of audit and post-audit areas of concern; to look into the reasons for substantial defaults, if any, in the payment to the depositors, shareholders and creditors; to review the functioning of the Whistle Blower Mechanism; to approve the appointment of the Chief Financial Officer. Minutes of the Audit Committee Meetings are circulated to the Members of the Board, discussed and noted or acted upon, as required.

As on date, the Audit Committee consists of four Independent Directors; Mr. Shyamak R. Tata, Chairman, Prof. Leena Chatterjee, Mr. M. A. Teckchandani and Mr. Sanjay K. Asher. The Audit Committee met four times during the year under report and the attendance of Members at the Meetings was as follows:



Name of Director	Number of Meetings Attended
Shyamak R. Tata, Chairman	4
General V. N. Sharma (Retd.) (ceased to be a Member of the Committee with effect from September 18, 2024)	2
Leena Chatterjee	4
M. A. Teckchandani	4
Sanjay K. Asher (with effect from November 8, 2024)	1

### Nomination and Remuneration Committee

The Nomination and Remuneration Committee as on date consists of four Independent Directors – Prof. Leena Chatterjee, Chairperson, Mr. Ravi Kant, Mr. M. A. Teckchandani, Mr. Shyamak R. Tata; one non-Executive Director – Mrs. Susan M. Vasudeva and one Executive Director – Mr. Subhadip Dutta Choudhury. The Nomination and Remuneration Committee in the year under report was charged with the responsibility to formulate the criteria for determining qualifications, positive attributes and independence of a director and to recommend to the Board a policy relating to the remuneration of the directors, key managerial personnel and other employees; to formulate the criteria for evaluation of the Independent Directors and the Board; to devise a policy on Board diversity; to identify persons who are qualified to become Directors and who may be appointed in senior management one level below the Executive Directors in accordance with the criteria laid down and to recommend to the Board their appointment and removal; to recommend to the Board, all remuneration, in whatever form, payable to senior management; whether to extend or continue the term of appointment of the Independent Directors on the basis of their performance evaluation. Further, for every appointment of an Independent Director, the Committee is to evaluate the balance of skills, knowledge and experience on the Board and on the basis of such evaluation, prepare a description of the role and capabilities required of an independent director.

The Nomination and Remuneration Committee met twice during the year under report – May 28 and August 5, 2024, and the attendance of Members at the Meetings was as follows:

Name of Director	Number of Meetings Attended
Leena Chatterjee, Chairperson (with effect from September 19, 2024)	2
General V. N. Sharma (Retd.), (ceased to be the Chairman and Member of the Committee with effect from September 18, 2024)	2
Ravi Kant	2
M. A. Teckchandani	2
Shyamak R. Tata (with effect from September 19, 2024)	N.A.
Susan M. Vasudeva	2
Subhadip Dutta Choudhury	2

The Remuneration Policy formulated by the Company has been placed at the Company's website at <https://www.hawkinscookers.com/download/RemunerationPolicy.pdf>.

The Criteria for the Evaluation of the Individual Performance of Independent Directors (IDs) recommended by the Nomination and Remuneration Committee and accepted by the Board are as stated hereinbelow:

**1.** The time and attention the ID is able to give to the business of the Company. **2.** The effectiveness and quality of the advice that the ID is able to contribute towards the functioning of the Board. **3.** The objectivity and quality of the advice the ID is able to contribute to the governance of the Company. **4.** The degree to which the ID is able to convey the concerns and needs of Society.

The Criteria for the Evaluation of the Performance of the Board of Directors as a Whole recommended by the Nomination and Remuneration Committee and accepted by the Board are as stated hereinbelow:

## Corporate Governance Report (Continued)

1. The level to which the Board has maintained and grown the reputation of the Company as well as the physical and financial assets of the Company. 2. The level to which the Board has developed and maintained good relations with all stakeholders in the Company such as employees, associates, vendors, customers, consumers, investors, shareholders and the government. 3. The level to which the Board has ensured that the Company is in compliance with all legal requirements.

### Directors' Remuneration

The remuneration of the Executive Directors for the year 2024-25 is given below:

Director	Salary	Provident Fund, Superannuation & Gratuity	Perquisites & Allowances	Commission	Total	Contract Period
	Rs. lakhs	Rs. lakhs	Rs. lakhs	Rs. lakhs	Rs. lakhs	
S. Dutta Choudhury	72.00	22.90	44.71	5,71.75	7,11.37	1.10.2022 to 30.9.2025
Sudeep Yadav	60.00	19.09	37.50	4,08.40	5,24.98	1.10.2022 to 30.9.2025
Tej Paul Sharma	42.00	13.36	29.46	1,79.69	2,64.51	1.10.2023 to 30.9.2026
Neil Vasudeva	39.00	12.41	24.52	1,63.36	2,39.29	1.10.2023 to 30.9.2026

**Notes:** 1. One Lakh is 1,00,000. 2. The above figures do not include provision for encashable leave as the provision in the accounts for this item based on an actuarial valuation is made for all permanent employees of the Company taken together.

As per the contracts entered into by the Company with the Chairman & Chief Executive Officer, the Vice-Chairman & Chief Financial Officer, the Executive Director – Sales and the Executive Director – Marketing, their services may be terminated by either party at three months' notice. There is no provision in their contracts for payment of severance fees.

Benefits extended to Mrs. Susan M. Vasudeva for her Advisory Services for the year 2024-2025 were Rs.13.79 lakhs as per the contracts duly approved by the Board of Directors at its Meetings held on February 6, 2024 (Serial No. 36), and January 30, 2025 (Serial No. 40).

During the year 2024-25, the Company paid Sitting fees to the Non-Executive Directors of Rs.75,000 per Meeting of the Board and each Committee of the Board from August 6, 2024, onwards (Rs.60,000 per Meeting of the Board, Rs.50,000 per Meeting of the Audit Committee and Rs.40,000 per Meeting of the other Committees of the Board for attending the Meetings prior to that), for attending the Meetings.

The Shareholders have at the AGM of the Company held on August 5, 2020, approved payment of Commission to the Non-Executive Directors within the ceiling of 1% of the Net Profits of the Company as computed under the applicable provisions of the Companies Act, 2013, for each year commencing from April 1, 2020, for five years. For the year 2024-25, the Board at its Meeting (Serial No. 41) held on May 28, 2025, has resolved to distribute the amount of Rs.174 lakhs of Commission within the said ceiling equally amongst the six Non-Executive Directors on the Board as on the date of the said Board Meeting.

Details of the remuneration to the Non-Executive Directors for the year 2024-25 are given below:

Director	Commission Payable for the Year 2024-25 Rs. lakhs	Board Meeting Fees Paid Rs. lakhs	Committee Meeting Fees Paid Rs. lakhs	Total Rs. lakhs
General V. N. Sharma (Retd.) (ceased to be a Director on September 18, 2024)	—	1.20	2.20	3.40
Susan M. Vasudeva	29.00	2.70	6.90	38.60
Ravi Kant	29.00	1.95	2.75	33.70
Leena Chatterjee	29.00	2.70	9.80	41.50
M. A. Teckchandani	29.00	2.70	4.10	35.80
Shyamak R. Tata	29.00	2.70	4.05	35.75
Sanjay K. Asher	29.00	2.10	3.05	34.15
<b>Total</b>	<b>174.00</b>	<b>16.05</b>	<b>32.85</b>	<b>222.90</b>

**Shareholding of Non-Executive Directors as at 31.3.2025**

Director	Number of Shares Held
M. A. Teckchandani	934

**Stakeholders' Relationship Committee**

The Stakeholders' Relationship Committee consists of one non-Executive Director, Mrs. Susan M. Vasudeva, Chairperson, two Independent Directors, Prof. Leena Chatterjee and Mr. Sanjay K. Asher and two Executive Directors, Mr. Subhadip Dutta Choudhury and Mr. Sudeep Yadav. Mr. Sanjay K. Asher was appointed as the Member of the Committee with effect from November 8, 2024. Mr. Brahmananda Pani, Company Secretary, was the Compliance Officer for the year under report. The Committee met 10 times in 2024-25. The number of shareholders' complaints received during the year 2024-25: 9 (previous year: 9). All have been satisfactorily resolved within the year.

**Risk Management Committee**

The Risk Management Committee consists of two Independent Directors; Mr. Ravi Kant, Chairman, and Mr. Shyamak R. Tata, three Executive Directors, Mr. Subhadip Dutta Choudhury, Mr. Sudeep Yadav and Mr. Tej Paul Sharma and three Executives, Mr. Rahul Pathak, Executive Vice President – Manufacturing, Mr. Brahmananda Pani, Company Secretary and Senior Vice President – Indirect Tax and Legal, and Mr. Abhijeet Bhende, Vice President – Information Technology.

The Risk Management Committee met twice during the year under report – April 5 and October 29, 2024, and the attendance of the Members at the Meetings was as follows:

Name of Member	Number of Meetings Attended
Mr. Ravi Kant, Chairman of the Committee	2
General V. N. Sharma (Retd.) (ceased to be a Member with effect from September 18, 2024)	–
Mr. Shyamak R. Tata	2
Mr. Subhadip Dutta Choudhury	1
Mr. Sudeep Yadav	2
Mr. Tej Paul Sharma	1
Mr. Rahul Pathak	2
Mr. Brahmananda Pani	2
Mr. Abhijeet Bhende	2

The Risk Management Committee is responsible for formulating a detailed risk management policy including a framework to identify the Company's internal and external financial, operational, sectoral, sustainability/ESG, information, cyber security risks; risk mitigation measures such as systems and processes for internal control of identified risks and business continuity plan. The Committee is responsible for the oversight and implementation of the risk management framework, policies, systems and practices of the Company including evaluating the adequacy of risk management systems. It oversees *inter alia* the Company's methods for identifying and managing risks, frauds, regulatory enforcement actions, litigation, investment portfolio and technology. It documents and maintains records of its proceedings, including risk management decisions and reports its activities, including the nature and content of its discussions, to the Board of Directors on a regular basis and makes such recommendations and advises actions to be taken as it deems necessary or appropriate. The Risk Management Committee has the following Specific Responsibilities and Duties: Approve and periodically review the Company's risk management policy at least once in two years, including by considering the changing industry dynamics and evolving complexity; Oversee the operation of the Company's risk management framework – credit, liquidity, reputational, operational, fraud, strategic, technology (data-security, information, business-continuity) – commensurate with the structure, complexity, activities and size of the Company; Oversee processes and systems for implementing, evaluating and monitoring risk and compliance associated with the business of the Company, including identifying and reporting emerging risks and their management; Review reports and significant findings with the Internal Audit Department; Co-ordinate its activities with other committees as per the framework laid down by the Board; and review the appointment, removal and terms of remuneration of the Chief Risk Officer, if any. The Committee has powers to seek information from any employee, obtain outside legal or other professional advice and secure attendance of outsiders with relevant expertise, if it considers necessary.

## Corporate Governance Report (Continued)

### Senior Management

As on date, the Senior Management of the Company consists of Mr. Rahul Pathak, Executive Vice President – Manufacturing, Mr. B. S. Sethi, Executive Vice President – Research & Development, and Mr. Brahmananda Pani, Company Secretary and Senior Vice President – Indirect Tax and Legal and Compliance Officer.

### General Body Meetings

The last three Annual General Meetings were held as under:

Financial Year	Date	Time	Location	Special Resolutions Passed
2021-2022	4.8.2022	4:00 pm	Held by Video Conference/ Other Audio Visual Means	Special Resolution for continuance of the Directorship of Mr. Murli Aildas Teckchandani, Non-Executive Director, who would attain the age of 75 years on October 19, 2022.
2022-2023	9.8.2023	4:00 pm	Rama Watumull Auditorium, Kishinchand Chellaram College, Dinshaw Wacha Road, Churchgate, Mumbai - 400020 (Held in physical)	Special Resolution for continuance of the Directorship of Mrs. Susan M. Vasudeva, Non-Executive Director, who would attain the age of 75 years on August 25, 2023.
2023-2024	5.8.2024	4:00 pm	Rama Watumull Auditorium, Kishinchand Chellaram College, Dinshaw Wacha Road, Churchgate, Mumbai - 400020 (Held in physical)	1. Special Resolution for the re-appointment of Mrs. Susan M. Vasudeva, Non-Executive Non-Independent Director, who retired by rotation at the 64th AGM. 2. Special Resolution for the re-appointment of Prof. Leena Chatterjee, Non-Executive Independent Director, for a second term of five consecutive years from August 6, 2024, to August 5, 2029.

No special resolutions were required to be put through postal ballot in the year 2024-25. No special resolutions on matters requiring postal ballot are placed for the shareholders' approval at the 65th Annual General Meeting.

### Means of Communication

During the year, quarterly results were approved by the Board of Directors and submitted to BSE Ltd. in terms of the requirements of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Quarterly results and all other mandated Notices are published as required in prominent local daily newspapers, namely, *The Economic Times* and *Maharashtra Times*. The results are displayed on the Company's website at [https://www.hawkinscookers.com/3.2.financial\\_result.aspx](https://www.hawkinscookers.com/3.2.financial_result.aspx). No news releases have been issued by the Company and no presentations have been made to institutional investors or to analysts. Management Discussion and Analysis is stated in the Directors' Report.

### Disclosures

The Related Party Transactions Policy duly approved by the Board of Directors has been placed on the Company's website at <https://www.hawkinscookers.com/Rpt.aspx>. There were no transactions of a material nature during the year 2024-25 with the Promoters, the Directors or the Management or relatives that may have any potential conflict with the interest of the Company at large. Transactions with related parties as per the requirements of Ind AS 24 are disclosed in Point 10 in Note 38 forming part of the financial statements.

The Company has not provided any Loans and advances in the nature of loans to any firms/companies in which the Directors are interested.

There was one inadvertent instance of delay of one day in filing the Annual Secretarial Compliance Report under Regulation 24A of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, which was submitted to BSE Ltd. on May 31, 2024, instead of May 30, 2024, for which a fine of Rs.2,360 (including GST) was paid to BSE Ltd. Apart from the one instance mentioned above, there were no other instances of non-compliance nor has any penalty or stricture been imposed by BSE Ltd. or the Securities and Exchange Board of India or any other statutory authority during the last three years on any matter related to the capital markets. The Company is in compliance with all the applicable requirements of the Listing Agreement with BSE Ltd. and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

The details of the establishment of the Vigil Mechanism/Whistle Blower Policy have been stated in the Directors' Report. It is affirmed that no person has been denied access to the Chairman of the Audit Committee under the Vigil Mechanism/Whistle Blower Policy.

The principal commodity used by the Company is aluminium. The globally accepted benchmark for aluminium prices is the price quoted on the London Metal Exchange (LME). The monthly average of the LME quotations in April 2024 was US\$ 2,498 per tonne and in April 2025 was US\$ 2,381 per tonne, that is, 4.7% lower. The Company does not undertake any commodity hedging activity.

A certificate from a Company Secretary in practice has been received stating that none of the Directors on the Board of the Company has been debarred or disqualified from being appointed or continuing as directors of companies by SEBI/Ministry of Corporate Affairs or any such statutory authority and the same forms part of this Report as Annexure 1.

All the recommendations of the various Committees of the Board were accepted by the Board after appropriate discussions.

Details relating to the fees paid to the Statutory Auditors are given in Note 35 forming part of the financial statements.

In the year 2024-25 no case of sexual harassment of women was filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The details of the familiarization programs for the Independent Directors are available at <https://www.hawkinscookers.com/idfp/>.

### Shareholder Information

The 65th Annual General Meeting is to be held on Wednesday, August 6, 2025, at 4:00 pm at Rama Watumull Auditorium, Kishinchand Chellaram College, Dinshaw Wacha Road, Churchgate, Mumbai 400020.

The Financial Calendar in the year 2025-26 is as follows:

May 28:	Approval of the Annual Results of 2024-25
By July 12:	Mailing of the Annual Report
July 31 to August 6:	Dates of Book Closure
August 6:	Approval of the First Quarter Results
August 6:	Annual General Meeting
By September 5:	Payment of Dividend of Rs. 130 per Share subject to the approval of the shareholders
By November 14:	Approval of the Second Quarter Results
By February 14:	Approval of the Third Quarter Results

The equity shares of the Company are listed on BSE Ltd., P. J. Towers, Dalal Street, Mumbai - 400001. Stock Code: 508486. The annual listing fees for the year 2025-26 have been paid to BSE Ltd.

The Company's Registrar and Share Transfer Agent (RTA) is MUFG Intime India Pvt. Ltd. [formerly known as Link Intime India Pvt. Ltd. (registered office at C-101, 247 Park, LBS Marg, Vikhroli West, Mumbai 400083)]. The RTA acknowledges and executes transfer of shares, arranges for issue of dividend, processes dematerialisation of shares, receives and deals with complaints from investors under the supervision and control of the Company.

The Company's shares are traded on BSE Ltd. in dematerialised mode. In terms of Regulation 40(1) of SEBI Listing Regulations, as amended, securities can be transferred only in dematerialised form. Further, the requests received for transmission or transposition of securities held in physical form shall be effected only in dematerialised form by way of a Letter of Confirmation which is valid for 120 days.

The shareholders are requested to mandatorily update their KYC details – PAN, Bank details and contact details – as required by SEBI. Further, it is mandated that the shareholders holding shares in the physical mode, whose KYC details are not updated, shall be eligible for any dividend payment in respect of such folios, only through the electronic mode with effect from April 1, 2024, and only upon updating the KYC details in the folio. Shareholders are advised to register their 'Choice of Nomination'.

As on March 31, 2025, 52,25,457 shares were held in the dematerialised mode representing 98.8% of the Company's total shares and the balance 62,358 shares (1.2%) were held in the physical mode.

As on March 31, 2025, a total of 49,639 shares (0.94%) of the Company are held by the Investor Education and Protection Fund (IEPF) Authority. The details of the shareholders whose shares have been transferred to the IEPF are available on the Company's website at [www.hawkinscookers.com](http://www.hawkinscookers.com). The claimants can reclaim their shares from the IEPF Authority. The claimants can contact the Hawkins Secretarial Department or MUFG Intime India Pvt. Ltd. to get the detailed procedure for and assistance in reclaiming the shares from the IEPF Authority.

## Distribution of shares as on March 31, 2025

## By Size of Holding of the Shareholders.

Holding	Shareholders		Shares	
	Number	%	Number	%
1 to 1,000	16,927	99.20	7,60,615	14.38
1,001 to 5,000	95	0.56	1,97,458	3.73
5,001 to 10,000	12	0.07	89,016	1.68
Above 10,000	29	0.17	42,40,726	80.20
<b>Total</b>	<b>17,063</b>	<b>100.00</b>	<b>52,87,815</b>	<b>100.00</b>

## By Category of Shareholders.

Category	Number of Shares	Shareholding
Promoters	29,62,937	56.03%
Individuals and Others	14,54,141	27.50%
Mutual Funds	6,94,036	13.13%
Foreign Portfolio Investors	1,50,966	2.85%
Bodies Corporate	25,735	0.49%
<b>Total</b>	<b>52,87,815</b>	<b>100%</b>

Certain figures in certain tables that appear in this report may apparently not add up because of rounding off but are wholly accurate in themselves.

In 2024-25, the Company's exports were all on advance payment or Letters of Credit at sight. Therefore, the foreign exchange risk was minimal. The Company undertook no active hedging of its foreign exchange exposure.

**Credit Ratings:** The Company has obtained credit ratings from ICRA during the year ended March 31, 2025, for the following:

- (i) Fixed Deposits Programme – Rating: AA- Stable (High credit quality with low credit risk)
- (ii) Bank Facilities – Rating: AA- Stable (High degree of safety with low credit risk)

There has been no change in the Credit Rating during the year.

**The Company's plants** are located at Thane (Maharashtra), Hoshiarpur (Punjab) and in Sathariya, Jaunpur District (UP).

**Address for Communication:** The Company's registered office is situated at Maker Tower F101, Cuffe Parade, Mumbai 400005. Shareholders holding shares in dematerialised mode should address their correspondence regarding change of address/bank details to their respective Depository Participant. Shareholders holding physical shares should address their correspondence to the Company's Registrar and Share Transfer Agent, MUFG Intime India Pvt. Ltd., at the address given in this report hereinabove or to the Company, or they can visit the website [www.in.mpms.mufg.com](http://www.in.mpms.mufg.com), choose "Investor Services" section and then select "Service Request" option to lodge the query.



**Certificate of Non-Disqualification of Directors**

(pursuant to Regulation 34(3) and Schedule V Para C clause (10)(i) of the  
SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015)

To The Members of Hawkins Cookers Limited, Mumbai

We have examined the relevant registers, records, forms, returns and disclosures received from the Directors of HAWKINS COOKERS LIMITED having CIN: L28997MH1959PLC011304 and having registered office at Maker Tower, F101, Cuffe Parade, Mumbai - 400005 (hereinafter referred to as 'the Company'), provided to us by the Company in digital/ electronic form for the purpose of issuing this Certificate, in accordance with Regulation 34(3) read with Schedule V Para - C Sub clause 10(i) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In our opinion and to the best of our information and according to the verifications [including Directors Identification Number (DIN) status at the portal [www.mca.gov.in](http://www.mca.gov.in)] as considered necessary and explanations furnished to us by the Company & its officers, we hereby certify that none of the Directors on the Board of the Company (as detailed herein below) for the Financial Year ending on 31st March, 2025 have been debarred or disqualified from being appointed or continuing as Directors of companies by the Securities and Exchange Board of India, Ministry of Corporate Affairs or any such other Statutory Authority.

Sr. No.	Name of Director	DIN	Date of appointment in Company
1	Subhadip Dutta Choudhury	00141545	01/08/2004
2	Sudeep Yadav	02909892	17/07/2013
3	Tej Paul Sharma	09195422	01/08/2021
4	Neil Brahm Vasudeva	09208715	01/08/2021
5	Vishwa Nath Sharma (Retired w.e.f. 18.09.2024 due to completion of 2 terms of 5 yrs as ID)	00177350	27/10/1998
6	Susan Mc Kely Vasudeva	06935629	01/08/2014
7	Ravi Kant	00016184	01/06/2016
8	Leena Chatterjee (Reappointed as Independent Director for 2nd term of 5 consecutive years w.e.f. August 6, 2024)	08379794	01/04/2019
9	Murli Aildas Teckchandani	00049563	01/08/2021
10	Sanjay Khatau Asher	00008221	01/02/2024
11	Shyamak Ramyar Tata	07297729	01/02/2024

Ensuring the eligibility for the appointment/continuity of every Director on the Board is the responsibility of the management of the Company. Our responsibility is to express an opinion on these based on our verification. This certificate is neither an assurance as to the future viability of the Company nor of the efficiency or effectiveness with which the management has conducted the affairs of the Company.

For JAYSHREE DAGLI & ASSOCIATES  
Company Secretaries



Jayshree S. Joshi  
Membership No. F.C.S. 1451  
CP No.: 487

Peer Review Certi. No.: 1122/2021  
UDIN: F001451G000444454

Place : Mumbai  
May 28, 2025

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FOR FY 2024-25

## SECTION A: GENERAL DISCLOSURES

This section contains an overview of the business, including markets served, financial performance, key employee statistics and mapping of risks and opportunities.

### I. Details of the Listed Entity:

1. **Corporate Identity Number (CIN):**  
L28997MH1959PLC011304
2. **Name of the Listed Entity:**  
Hawkins Cookers Limited
3. **Year of incorporation:** February 25, 1959
4. **Registered office address:**  
F101, Maker Tower, Cuffe Parade,  
Mumbai 400005, India
5. **Corporate address:**  
F101, Maker Tower, Cuffe Parade,  
Mumbai 400005, India
6. **E-mail:** ho@hawkinscookers.com
7. **Telephone:** +91-22-24440807, +91-22-22186607
8. **Website:** www.hawkinscookers.com
9. **Financial year for which reporting is being done:**  
April 1, 2024, to March 31, 2025
10. **Name of the Stock Exchange(s) where shares are listed:**  
BSE Ltd.
11. **Paid-up Capital:** Rs.5.29 crores
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**  
Brahmananda Pani, Company Secretary and Senior Vice President – Indirect Tax and Legal  
Contact: +91-22-42426276,  
Email: hbr@hawkinscookers.com
13. **Reporting boundary:**  
All disclosures under this report are made on standalone basis for Hawkins Cookers Limited.
14. **Name of the assurance provider:** Not applicable.
15. **Type of assurance obtained:** Not applicable.

### II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Metal and Metal Products (Business Activity Code - C7)	81%
2.	Trade	Wholesale Trading (Business Activity Code - G1)	16%

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

Sr. No.	Product/ Service	NIC Code	% of Total Turnover
1.	Manufacture of Pressure Cookers and Cookware	28997	81%
2.	Wholesale of Cookware	51392	16%

### III. Operations

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

Location	No. of Plants	No. of Offices	Total
National	3	2	5
International	–	–	–

#### 19. Markets served by the entity:

##### a. Number of locations:

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	29 in FY 2024-25

##### b. What is the contribution of exports as a percentage of the total turnover of the entity? 6.7%

##### c. A brief on types of customers:

Homemakers, chefs, dealers, and governmental and private institutions such as Canteen Stores Department, police canteens, hotels, restaurants and corporates.

#### IV. Employees

##### 20. Details as at the end of Financial Year 2024-25

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

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	313	271	87%	42	13%
2.	Other than Permanent (E)	150	115	77%	35	23%
3.	<b>Total employees (D + E)</b>	<b>463</b>	<b>386</b>	<b>83%</b>	<b>77</b>	<b>17%</b>
Workers						
4.	Permanent (F)	259	259	100%	–	–
5.	Other than Permanent (G)	1460	1446	99%	14	1%
6.	<b>Total Workers (F + G)</b>	<b>1719</b>	<b>1705</b>	<b>99%</b>	<b>14</b>	<b>1%</b>

##### b. Differently abled employees and workers: None

##### 21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	2	20.0%
Key Management Personnel*	5	–	–

\*The Four Executive Directors are included in both Board of Directors and Key Management Personnel.

##### 22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23%	26%	23%	11%	10%	11%	19%	27%	20%
Permanent Workers	12%	–	12%	9%	–	9%	8%	–	8%

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

##### 23. (a) Name of Holding/Subsidiary/Associate Companies/Joint ventures: Not applicable.

#### VI. CSR Details:

##### 24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013 (Yes/No): Yes.

(ii) Turnover (in Rs.) – Rs.1,115.7 Crores

(iii) Net Worth (in Rs.) – Rs.383.2 Crores

(For more Information, please refer **Annual Report on CSR in the Directors' Report**)

#### VII. Transparency and Disclosures Compliances

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

The grievance redressal mechanism is in place. Every Hawkins product has the contact details of your Company, also published on <https://www.hawkinscookers.com/Contact.html>. Periodic engagements with key stakeholders take place through meetings, conferences, appraisals, town halls and written communications.

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redress policy	FY 2024-25			FY 2023-24		
			Complaints filed during the year	Complaints pending resolution at close of the year	Remarks	Complaints filed during the year	Complaints pending resolution at close of the year	Remarks
Communities	Yes	<a href="https://www.hawkinscookers.com/download/The_Value_Chain_Partners_Code_of_Conduct.pdf">https://www.hawkinscookers.com/download/The_Value_Chain_Partners_Code_of_Conduct.pdf</a> , <a href="https://www.hawkinscookers.com/download/BRSPolicy.pdf">https://www.hawkinscookers.com/download/BRSPolicy.pdf</a> and <a href="https://www.hawkinscookers.com/VigilMechanism.aspx">https://www.hawkinscookers.com/VigilMechanism.aspx</a>	–	–	–	–	–	–
Investors (other than shareholders)	Yes		–	–	–	–	–	–
Shareholders	Yes		9	–	–	9	–	–
Employees and workers	Yes		16	8	Since Resolved	7	1	Since Resolved
Customers	Yes		33	1	Pending Resolution	14	–	–
Value Chain Partners	Yes		7	–	–	7	1	Since Resolved
Other (Individual Complaints)	Yes		–	–	–	–	–	–

## 26. Overview of the entity's material responsible business conduct issues

Sr. No.	Material issue identified	Indicate Whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Climate Change	Opportunity	The pressure cooker reduces consumption of natural resources like cooking fuel and trees.	–	Positive
2.	Plastics	Risk	Reducing use of plastics is desirable.	Fully EPR compliant. Plastic packaging is 100% recyclable.	Positive
3.	Effluents and emissions	Risk	Proper management of effluents and emissions is required.	ETPs are operational at all plants. The treated water is recycled and used appropriately. Rainwater harvested.	Positive
4.	Energy conservation and use of Renewable Energy	Risk	Improving energy efficiency is desirable.	Solar Panels installed in plant. More energy efficient lights and fans used.	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the following NGRBC principles and core elements:

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	1. Business Responsibility and Sustainability Policy <a href="https://www.hawkinscookers.com/download/BRSPolicy.pdf">https://www.hawkinscookers.com/download/BRSPolicy.pdf</a> 2. The Corporate Governance Code of Conduct <a href="https://www.hawkinscookers.com/TheCode.html">https://www.hawkinscookers.com/TheCode.html</a> 3. Equal Opportunity Policy <a href="https://www.hawkinscookers.com/download/EqualOpportunityPolicy.pdf">https://www.hawkinscookers.com/download/EqualOpportunityPolicy.pdf</a> 4. Vigil Mechanism/Whistle Blower Policy <a href="https://www.hawkinscookers.com/VigilMechanism.aspx">https://www.hawkinscookers.com/VigilMechanism.aspx</a> 5. Privacy Policy <a href="https://www.hawkinscookers.com/PrivacyPolicy.html">https://www.hawkinscookers.com/PrivacyPolicy.html</a> 6. CSR Policy <a href="https://www.hawkinscookers.com/CSRPoly.pdf">https://www.hawkinscookers.com/CSRPoly.pdf</a> 7. Related Party Transactions Policy <a href="https://www.hawkinscookers.com/RPT.aspx">https://www.hawkinscookers.com/RPT.aspx</a> 8. Remuneration Policy <a href="https://www.hawkinscookers.com/download/RemunerationPolicy.pdf">https://www.hawkinscookers.com/download/RemunerationPolicy.pdf</a> 9. Dividend Distribution Policy <a href="https://www.hawkinscookers.com/download/DividendDistributionPolicy.pdf">https://www.hawkinscookers.com/download/DividendDistributionPolicy.pdf</a> 10. The Value Chain Partners Code of Conduct <a href="https://www.hawkinscookers.com/download/The_Value_Chain_Partners_Code_of_Conduct.pdf">https://www.hawkinscookers.com/download/The_Value_Chain_Partners_Code_of_Conduct.pdf</a>								
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?	Appropriate policies extend to our value chain partners.								
4.	Name of the national and international codes/ certifications/labels/standards adopted by your entity and mapped to each principle.	Your company is in compliance with all laws governing legal, financial, regulatory, environmental and pollution control matters. Pressure cookers and cookware have certification of BIS and carry ISI mark where applicable.								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	No specific commitments, but your company has taken measures in areas such as sustainable sourcing, energy efficiency, water conservation, recycling of material, reduction in use of plastic and paper, treatment of waste and water discharge and rainwater harvesting.								

6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	We appropriately monitor performance and take the required corrective action.																			
Governance, leadership and oversight																					
7.	Statement by director responsible for the business responsibility report, highlighting ESG related Challenges, targets and achievements. Neil Vasudeva (DIN:09208715), Executive Director – Marketing: "We remain committed to performing our ESG responsibilities to the best of our abilities and in areas connected to our main business which in itself is beneficial to the environment."																				
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies.									Subhadip Dutta Choudhury (DIN: 00141545) Chairman of the Board of Directors & Chief Executive Officer.											
9.	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No) If yes, provide details.									Yes, Neil Vasudeva (DIN: 09208715), Executive Director – Marketing, is the Business Responsibility and Sustainability Head.											
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)										
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
Performance against above policies and follow up action		The review is done by a Director or other employees/committees.									At least once annually or more often.										
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances.																					
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes, provide name of the agency.									P1	P2	P3	P4	P5	P6	P7	P8	P9	Yes, The working of some of its policies are subject to audit by the Statutory Auditors, M/s. Kalyaniwalla & Mistry LLP, Secretarial Auditors, M/s. Jayshree Dagli & Associates and Safety Auditors, JOGI Safe Tech Pvt. Ltd. and SAFELINE Services. Assessment is also carried as part of the internal review of your Company.		

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

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the principles and Core Elements with key processes and decisions.

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

##### Essential Indicators

##### 1. Percentage coverage by training & awareness programs on any of the Principles during FY 2024-25:

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 (BoD)	5	Regulatory developments in corporate governance, Companies Act, SEBI, Environmental and safety issues, Risk assessment and mitigation, Corporate Social Responsibility, Business environment.	100%
Key Management Personnel (KMP)	17	Regulatory developments in corporate governance, Companies Act, SEBI, Environmental and safety issues, Risk assessment and mitigation, Corporate Social Responsibility, Skills development, Business environment, Team building.	100%
Employees other than BoD and KMP	151	Code of Conduct, Creating a respectful workplace (POSH), Skill Development, Safety and Health, Team building, Management of Self.	86%

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
Workers	108	Code of Conduct, Creating a respectful workplace (POSH), Skill Development, Health, Safety, Environment & Fire (HSEF), Team building, Management, Human Rights.	60%

2. **Details of fines/penalties/punishment/award/compounding fees/settlement amounts paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/Judicial institutions, in the financial year.**

Monetary					
S.N.	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
1	1	BSE Ltd.	Rs.2360/-	Inadvertent delay of one day in submitting the Annual Secretarial Compliance Report to BSE.	No

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

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

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:**  
The Business Responsibility and Sustainability Policy, The Corporate Governance Code of Conduct, The Vigil Mechanism/Whistle Blower Policy, The Value Chain Partners Code of Conduct which encourage ethical dealings, are available at the website of our Company at <https://www.hawkinscookers.com/download/BRSPolicy.pdf>, <https://www.hawkinscookers.com/TheCode.html> and <https://www.hawkinscookers.com/VigilMechanism.aspx>, [https://www.hawkinscookers.com/download/The\\_Value\\_Chain\\_Partners\\_Code\\_of\\_Conduct.pdf](https://www.hawkinscookers.com/download/The_Value_Chain_Partners_Code_of_Conduct.pdf). All the value chain partners have been made aware of the need to be ethical in all their dealings and not to take or offer bribes from/to any company employee.
5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:** None.
6. **Details of complaints with regard to conflict of interest:** None.

7. **Provide details of any corrective action taken or underway on issues related to fines, penalties, action taken by regulators, law enforcement agencies, judicial institutions, on cases of corruption and conflicts of interest:** Not applicable.

8. **Number of days of accounts payables:**

	FY 2024-25	FY 2023-24
Number of days of accounts payables	38	38

9. **Openness 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.**

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	–	–
	b. Number of trading houses where purchases are made	–	–
	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	98%	98%
	b. Number of dealers/distributors to whom sales are made	9804	9574
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	37%	40%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	–	–
	b. Sales (Sales to related parties/Total Sales)	0.02%	0.01%
	c. Loans & advances (Loans & advances given to related parties/Total Loans & advances)	–	–
	d. Investments (Investments in related parties/Total Investments made)	–	–



**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 entity, respectively.**

	FY 2024-25	FY 2023-24	Details of Improvements in environmental and social impacts
<b>R&amp;D</b>	99%	95%	More efficient Pressure Cookers, Cookware and Electrical Products.
<b>Capex</b>	72%	92%	Safer Machinery, Improved Fire System and other improvements to reduce worker fatigue.

2. **a. Does the entity have procedures in place for sustainable sourcing? (Yes/No):** Yes.  
**b. If yes, what percentage of inputs were sourced sustainably?** 42%.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.** Your Company follows Extended Producer Responsibility (EPR). E-waste and hazardous waste are disposed through authorised agencies. Aluminium scrap is recycled under the "Cashback" scheme run through dealers.
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 (PCBs) ? If not, provide steps taken to address the same.** Yes. The waste collection plan is in line with the guidelines prescribed by PCBs.

**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:**

%age of Employees Covered											
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care facilities	
		Number (B)	%age (B/A)	Number (C)	%age (C/A)	Number (D)	%age (D/A)	Number (E)	%age (E/A)	Number (F)	%age (F/A)
Permanent Employees											
Male	271	271	100%	–	–	NA	NA	–	–	103	38%
Female	42	42	100%	–	–	42	100%	NA	NA	33	79%
Total	313	313	100%	–	–	42	13%	–	–	136	43%
Other than Permanent Employees											
Male	115	115	100%	–	–	NA	NA	–	–	–	–
Female	35	35	100%	–	–	35	100%	NA	NA	–	–
Total	150	150	100%	–	–	35	23%	–	–	–	–

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

	Total (A)	Health Insurance		Accident Insurance		Maternity Benefit		Paternity Benefit		Day Care facilities	
		Number (B)	%age (B/A)	Number (C)	%age (C/A)	Number (D)	%age (D/A)	Number (E)	%age (E/A)	Number (F)	%age (F/A)
Permanent Workers											
Male	259	91	35%	–	–	NA	NA	–	–	–	–
Female	–	–	–	–	–	–	–	NA	NA	–	–
Total	259	91	35%	–	–	–	–	–	–	–	–
Other than Permanent Workers											
Male	1446	–	–	–	–	NA	NA	–	–	21	1%
Female	14	–	–	–	–	14	100%	NA	NA	9	64%
Total	1460	–	–	–	–	14	1%	–	–	30	2%

Note: All the factory locations have well-staffed and well-equipped ambulance rooms or an ESI hospital close by. Creche is available wherever applicable.

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):**

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.41%	0.39%

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

Benefit	FY 2024-25			FY 2023-24		
	No. of Employees covered as a % of total employees*	No. of Workers covered as a % of total Workers*	Deducted and deposited with 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 authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	55%	Yes	100%	25%	Yes
ESI	–	86%	Yes	–	79%	Yes

\* 100% of employees and workers who are eligible for the benefits as per statute are covered.

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 taken by the entity in this regard. Yes. Physical accessibility for differently abled employees and workers is available at the offices of your Company, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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. Your Company has an Equal Opportunity Policy in place, available at <https://www.hawkinscookers.com/download/EqualOpportunityPolicy.pdf>.

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

	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	–	–	–	–
Female	100%	100%	–	–
Total	100%	100%	–	–

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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, including discussions through the normal chain of command, the Vigil Mechanism/ Whistle Blower Policy, Policy on Prevention of Sexual Harassment at the Workplace, Town Halls and regular meetings between Management and Union Committee members. Complaints/Suggestion Boxes are suitably placed in all plants.

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

Category	FY 2024-25			FY 2023-24		
	Total Employees/ Workers in respective category (A)	No. of Employees/ Workers who are part of association(s) or Union (B)	% (B/A)	Total Employees/ Workers in respective category (C)	No. of Employees/ Workers who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	7	6	86%	8	5	63%
Male	7	6	86%	8	5	63%
Female	–	–	–	–	–	–
Total Permanent Workers	259	259	100%	283	283	100%
Male	259	259	100%	283	283	100%
Female	–	–	–	–	–	–

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	386	171	44%	210	54%	380	111	29%	299	79%
Female	77	36	47%	24	31%	60	12	20%	48	80%
Total	463	207	45%	234	51%	440	123	28%	347	79%
Workers										
Male	1446	1034	72%	834	58%	1348	993	74%	739	55%
Female	14	–	–	–	–	11	–	–	–	–
Total	1460	1034	71%	834	57%	1359	993	73%	739	54%

## 9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	386	271	70%	380	276	73%
Female	77	42	55%	60	34	57%
<b>Total</b>	<b>463</b>	<b>313</b>	<b>68%</b>	<b>440</b>	<b>310</b>	<b>70%</b>
<b>Workers</b>						
Male	1446	259	18%	1348	283	21%
Female	14	–	–	11	–	–
<b>Total</b>	<b>1460</b>	<b>259</b>	<b>18%</b>	<b>1359</b>	<b>283</b>	<b>21%</b>

## 10. Health and safety management system:

a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/No).** If yes, the coverage of such system? Yes, across all locations.

b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?** Several processes are followed, including the following:

- Machines have safety guards.
- Safety Committees at each plant meet regularly to discuss actions and suggestions to further improve safety.
- Third party and internal safety audits are performed at periodic intervals.
- Awareness and training sessions are conducted across all locations periodically.

c. **Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)** Yes. Your Company follows the Hazard Identification and Risk Assessment (HIRA) System. All workers are requested to report work related hazards and potential risks to reporting management and senior management.

d. **Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)** Yes. All the factory locations have well-staffed and well-equipped ambulance rooms or an ESI hospital close by for any medical assistance, occupational or non-occupational, and all employees/workers are covered by the Company's Medical Benefits or insurance policies as applicable.

## 11. Details of safety related incidents (including the contractual workforce):

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	–	–
	Workers	0.9	0.2
Total recordable work-related injuries (per one million-person hours worked)	Employees	–	–
	Workers	1	1
No. of fatalities	Employees	–	–
	Workers	–	–
No. of high consequence work-related injury or ill-health (excluding fatalities)	Employees	–	–
	Workers	–	–

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

- Safety Committees at all plants meet regularly to improve workplace safety.
- Workers undergo health check-ups as per statutory guidance.
- Personal Protective Equipment (PPE) supplied.
- Fire alarms, fire extinguishers set up across all locations.
- On-site emergency plan in place to mitigate work related hazards.
- Access to Ambulance and first aid at all plants.
- Air Pollution Control Device are installed at all plants.

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

	FY 2024-25			FY 2023-24		
	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 condition	4	1	Since Resolved	12	3	Since Resolved
Health & safety	8	4	Since Resolved	10	–	–

## 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety	100%
Working Conditions	100%

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.** Various improvements and changes are made in machine design, workplace, lighting and such aspects.

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

**Essential Indicators**

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

Key external and internal stakeholders are identified basis their importance and impact on the business, upstream and downstream.

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

Stakeholders Group	Whether identified as Vulnerable and Marginalized Group*	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, telephone, mass media (newspaper, television, digital and social media).	As required	Feedback on products, query resolutions, new product development, offers.
Value Chain Partners (including Dealers and Suppliers)	No	Email, telephone, in-person and virtual meetings, conferences, apps, intranet and virtual communications.	As required	Query and grievance redressal on supply chain management, pricing and market intelligence.
Employees and workers	No	Email, telephone, in-person and virtual meetings, notice board, intranet and town halls.	As required	Training and assistance programs, resolution of issues and performance against plans.
Investors (including shareholders)	No	Email, website, in-person and virtual meetings, Annual Report.	As required	Business Performance, General updates, dividend updates.
Government and Regulatory Authorities	No	Website, emails, filings and meetings.	As required	Compliances, legal approvals and dispute resolution.
Communities	No	Meetings and focussed group discussions.	As required	Queries and grievance redressal, product improvement and employment opportunities.

\* While 'No' is marked above as the stakeholder groups are not Vulnerable and Marginalised in their entirety, some part of these groups will have Vulnerable and Marginalised members, and we support such members where possible with suitable programs.

**PRINCIPLE 5: Businesses should respect and promote human rights**

**Essential Indicators**

**1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:**

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	313	204	65%	310	179	58%
Other than Permanent	150	–	–	130	–	–
<b>Total Employees</b>	<b>463</b>	<b>204</b>	<b>44%</b>	<b>440</b>	<b>179</b>	<b>41%</b>
<b>Workers</b>						
Permanent	259	8	3%	283	–	–
Other than Permanent	1460	771	53%	1076	724	67%
<b>Total Workers</b>	<b>1719</b>	<b>779</b>	<b>45%</b>	<b>1359</b>	<b>724</b>	<b>53%</b>

**2. Details of minimum wages paid to employees and workers, in the following format:** Your Company provides more than the statutory minimum wage to all employees and workers.

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	313	–	–	313	100%	310	–	–	310	100%
Male	271	–	–	271	100%	276	–	–	276	100%
Female	42	–	–	42	100%	34	–	–	34	100%

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than Permanent	150	–	–	150	100%	130	–	–	130	100%
Male	115	–	–	115	100%	104	–	–	104	100%
Female	35	–	–	35	100%	26	–	–	26	100%
<b>Workers</b>										
Permanent	259	–	–	259	100%	283	–	–	283	100%
Male	259	–	–	259	100%	283	–	–	283	100%
Female	–	–	–	–	–	–	–	–	–	–
Other than Permanent	1460	–	–	1460	100%	1076	–	–	1076	100%
Male	1446	–	–	1446	100%	1065	–	–	1065	100%
Female	14	–	–	14	100%	11	–	–	11	100%

### 3. Details of remuneration/salary/wages:

#### a. Median remuneration/wages

	Male		Female	
	No.	Median remuneration/salary/wages (In Rs. Lakhs)	No.	Median remuneration/salary/wages (In Rs. Lakhs)
Board of Directors (BoD)*	4	394.74	–	–
Key Managerial Persons (KMP)**	5	264.51	–	–
Employees other than BoD and KMP#	266	11.84	42	10.44
Workers#	259	5.96	–	–

\* Only Wholtime Directors are considered.

\*\* Includes four Wholtime Directors.

# Only Permanent are considered.

#### b. Gross wages paid to females as % of total wages paid by the entity

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages#	5.1%	4.7%

# Only Permanent are considered.

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. The Personnel Department is responsible for addressing such human rights impacts or issues.

5. **Describe the internal mechanisms in place to redress grievances related to human rights issues.** Mechanisms in place are the normal chain of command, Town Halls, escalation to higher levels under an open-door policy, the Vigil Mechanism/Whistle Blower Policy, the Business Responsibility and Sustainability Policy, The Value Chain Partners Code of Conduct and joint management and union committee members meetings.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual harassment	–	–	–	–	–	–
Discrimination at workplace	–	–	–	–	–	–
Child Labour	–	–	–	–	–	–
Forced Labour/ Involuntary Labour	–	–	–	–	–	–
Wages	–	–	–	–	–	–
Other Human rights related issues	–	–	–	–	–	–

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

	FY 2024-25	FY 2023-24
Total complaints reported under Sexual Harassment 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.** The Equal Opportunity Policy, POSH Policy and Business Responsibility and Sustainability Policy prohibits discrimination and harassment. The Vigil Mechanism/ Whistle Blower Policy, The Value Chain Partners Code of Conduct protect complainants from adverse consequences. Any individual who raises a genuine concern in good faith will not suffer any form of retribution, even if it is later discovered that the complaint is unfounded.

9. **Do human rights requirements form part of your business agreements and contracts? (Yes/No)** Yes. Business communications by your Company include clauses, where relevant, on compliance with applicable laws and/or regulatory requirements and clauses pertaining to human rights.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above: There were no significant risks/concerns.

**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:

Parameter (Giga Joules/GJ)	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	53.3	58.2
Total fuel consumption (B)	–	–
Energy consumption through other sources (C)	–	–
Total energy consumed from renewable sources (A+B+C)	53.3	58.2
<b>From non-renewable sources</b>		
Total electricity consumption (D)	52993.3	45482.8
Total fuel consumption (E)	1931.5	1345.4
Energy consumption through other sources (F)	–	–
Total energy consumed from non-renewable sources (D+E+F)	54924.8	46828.2
Total energy consumed (A+B+C+D+E+F)	54978.1	46886.5
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.000005	0.000005
Energy intensity per rupee of turnover adjusted for Purchasing power parity (Total energy consumed/Revenue from operations adjusted for PPP)	0.000005	0.000005
Energy intensity in terms of physical output	0.01	0.01
Energy intensity (Total energy consumed/Rs. Crore turnover)	49.27	45.78

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

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any: Not applicable.

3. Provide details of following disclosures related to water

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	–	–
(ii) Groundwater	67341	66999
(iii) Third party water	5790	7767
(iv) Seawater/desalinated water	–	–
(v) Others	–	8600
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	73131	83366
Total water consumption (in kilolitres)	47523	64370
Water intensity per rupee of turnover (Total water consumption/Revenue from operations)	0.000004	0.000006
Water intensity per rupee of turnover adjusted for Purchasing power parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.000004	0.000006
Water intensity in terms of physical output	0.01	0.01
Water intensity (Total water consumption/Rs. Crore turnover)	42.6	62.9

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	–	–
- With treatment – please specify the level of treatment	–	–
(ii) To Ground water		
- No treatment	–	–
- With treatment – please specify the level of treatment	–	–
(iii) To Seawater		
- No treatment	–	–
- With treatment – please specify the level of treatment	–	–
(iv) Sent to third parties		
- No treatment	–	–
- With treatment – please specify the level of treatment	–	–
(v) Others		
- No treatment	94.2	92.7
- With treatment – ETP, STP	25514.2	18903.1
Total water discharged (in kilolitres)	25608.5	18995.7

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



5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.** Yes. Zero Liquid Discharge (ZLD) has been implemented at our Thane Plant. High-capacity ETPs (Effluent Treatment Plant) and STPs (Sewage Treatment Plant) are operational at all plants. The treated water is recycled and used in gardening, cooling towers and flushing toilets.

6. **Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	ug/m3	42.6	58.5
SOx	ug/m3	9.4	30.5
Particulate Matter (PM)	mg/m3	72.1	63.9
Persistent Organic Pollutants (POP)	ppm	–	–
Volatile Organic Compounds (VOC)	ppm	0.1	0.1
Hazardous Air Pollutants (HAP)	ppm	0.2	0.3
Others - Carbon Emissions	ppm	0.1	0.3

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.** Yes, Thane Plant – Sadekar Enviro Engineers Pvt. Ltd., Hoshiarpur Plant – Eco Paryavarana Labs, Jaunpur Plant – Enhance Envirotech Solution (All three NABL accredited labs).

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2264.8	2138.1
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)		9278.2	8005.9
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.000001	0.000001
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)		0.000001	0.000001
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.001	0.001
Total Scope 1 and Scope 2 emission intensity (Total Scope 1 and Scope 2 GHG emissions/ Rs. Crore Turnover)		10.3	9.9

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

## Business Responsibility & Sustainability Report (Continued)

8. **Does the entity have any project related to reducing Green House Gas (GHG) emission? If Yes, then provide details.** Yes. RECD (Retrofit Emission Control Device) continued to be used on all DG (Diesel Generator) sets to reduce particulate matter. Use of renewable energy, Energy efficient LED bulbs and BLDC Fans.

9. **Provide details related to waste management by the entity:**

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	18.4	4.3
E-waste (B)	1.5	1.9
Bio-medical waste (C)	–	–
Construction and demolition waste (D)	212.6	809.9
Battery waste (E)	–	0.4
Radioactive waste (F)	–	–
Other Hazardous waste (process waste, residue, sludge etc.) (G)	83.8	115.5
Other Non-hazardous waste generated Please specify, if any. (H) (Break-up by composition i.e. by materials relevant to the sector)	123.5	180.1
Total (A+B+C+D+E+F+G+H)	439.8	1112.1
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.00000004	0.0000001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.00000004	0.0000001
Waste intensity in terms of physical output	0.00005	0.00014
Waste intensity (Total waste generated/Rs. Crore Turnover)	0.39	1.08
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	81.1	109.7
(iii) Other disposal operations	354.2	1002.4
Total	435.3	1112.1

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

## Business Responsibility & Sustainability Report (Continued)

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. Your Company follows 3R (Reduce, Reuse and Recycle) Waste Management Policy which is explicit from the following:

1. Effluent from toilets and canteen are treated in STP using the Moving Bed Biofilm Reactor (MBBR) process.
2. Effluents from manufacturing processes are treated in ETP.
3. Disposal of the sludge generated is done through government-approved waste management firms.

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: Not applicable.

12. Details of Environmental Impact Assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year: 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 (Y/N): Yes.

### Leadership Indicators

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2720	2206
Total Scope 3 emissions per rupee of turnover		0.0000002	0.0000002
Total Scope 3 emission intensity (Total Scope 3 emissions per Rs. Crore Turnover)		2.4	2.2

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

**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: 5  
b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Bombay Chamber of Commerce	National
2	Advertising Standards Council of India	National
3	Media Research Users Council	National
4	Indian Society of Advertisers	National
5	All India Pressure Cooker Industries Association	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities. No adverse order.

### Leadership Indicators

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

S. N.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others)	Web Link, if available
1.	Advocated use of pressure cookers to save fuel, save money and save water.	Campaign done on social media	Yes	Annually	<a href="https://www.save-with-pressure-cookers.com/">https://www.save-with-pressure-cookers.com/</a>

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

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. No SIA needed as per applicable laws.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity: Not applicable.

3. **Describe the mechanisms to receive and redress grievances of the community.** The email ID enquiry@hawkinscookers.com is used by the community to report grievances. The email ID cs@hawkins.in is printed on all product cartons. Any grievances are dealt with suitably by the appropriate Company officials.

4. **Percentage of input material sourced from suppliers:**

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	39%	52%
Directly from within the State	93%	97%

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 2024-25	FY 2023-24
Rural	–	–
Urban	16%	15%
Semi-urban	24%	24%
Metropolitan	60%	61%

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

**Essential Indicators**

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.** Your Company has a wide network of 877 Company-trained and authorised service centres, whose service performance is periodically assessed by us. Feedback is systematically taken from consumers who receive service, to assess their satisfaction with the quality of service and the service provider. Customers can reach us on email or phone with their issues, which are attended by the Consumer Service team. The email ID and contact number have been printed on each product carton and on our website.
2. **Turnover of products and services as a percentage of turnover from all products/service that carry information about:**

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

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending Resolution at the end of the year		Received during the year	Pending Resolution at the end of the year	
Data Privacy	–	–	–	–	–	–
Advertising	–	–	–	–	–	–
Cyber-security	–	–	–	–	–	–
Delivery of essential services	–	–	–	–	–	–
Restrictive Trade Practices	–	–	–	–	–	–
Unfair Trade Practices	–	–	–	–	–	–

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

	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. The privacy policy is available on our website at <https://www.hawkinscookers.com/PrivacyPolicy.html>. Your Company has circulated IT Policy to its employees for user administration.
6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.** Your Company regularly assesses and strengthens its cyber security based on internal and expert assessment, taking into account the latest developments in the field.
7. **Provide the following information relating to data breaches:**
- Number of instances of data breaches.** None.
  - Percentage of data breaches involving personally identifiable information of customers.** None.
  - Impact, if any, of the data breaches.** None.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HAWKINS COOKERS LIMITED****Report on the Audit of the Ind-AS Financial Statements****Opinion**

We have audited the accompanying Ind-AS financial statements of **HAWKINS COOKERS LIMITED** ("the Company"), which comprise the Balance Sheet as at March 31, 2025, the Statement of Profit and Loss (including Other Comprehensive Income), the Statement of Changes in Equity, the Statement of Cash Flows for the year then ended and the Notes to the Ind-AS financial statements, including a summary of material accounting policies and other explanatory information (hereinafter referred to as "Ind-AS financial statements").

In our opinion and to the best of our information and according to the explanations given to us, the aforesaid Ind-AS financial statements give the information required by the Companies Act, 2013, ("the Act") in the manner so required and give a true and fair view in conformity with the Indian Accounting Standards prescribed under section 133 of the Act read with the Companies (Indian Accounting Standard) Rules, 2015, as amended, ("Ind-AS") and with accounting principles generally accepted in India, of the state of affairs of the Company as at March 31, 2025, the profit, total comprehensive income, changes in equity and its cash flows for the year ended on that date.

**Basis for Opinion**

We conducted our audit of the Ind-AS financial statements in accordance with the Standards on Auditing (SAs) specified under section 143(10) of the Act. Our responsibilities under those Standards are further described in the *Auditor's Responsibilities for the Audit of the Ind-AS Financial Statements* section of our report. We are independent of the Company in accordance with the *Code of Ethics* issued by the Institute of Chartered Accountants of India ("ICAI") together with the ethical requirements that are relevant to our audit of the Ind-AS financial statements under the provisions of the Act, 2013 and the Rules thereunder, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ICAI Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Key Audit Matter**

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the Ind-AS financial statements of the current period. These matters were addressed in the context of our audit of the Ind-AS financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

We have determined the matter described below to be the key audit matter to be communicated in our report.

Key Audit Matter Description	How the matter was addressed in our audit
<b>Accounting for Discounts, Incentives and Volume Rebates</b>	
<p>Refer to Note 1.7 (h) (Material Accounting Policies), Note 26 (Revenue recognised &amp; related disclosures) to the Ind-AS financial statements.</p> <p>Revenue is measured net of discounts, incentives and volume rebates earned by customers on the sale of the Company's products.</p> <p>The Company makes estimates of discounts, incentives and volume rebates on sales made during the year, which is considered to be material and involves a significant amount of complexity and judgement.</p> <p>Therefore, there is a risk of revenue being materially misstated on account of errors in arriving at discounts, incentives and volume rebates.</p>	<p>Our procedures included the following:</p> <ul style="list-style-type: none"> <li>Assessing the Company's revenue recognition policies, including those related to discounts, incentives and volume rebates by comparing with the applicable Ind AS.</li> <li>Evaluating the design and implementation and testing the operating effectiveness of controls over recognition and measurement criteria and adequacy of discounts, incentives and volume rebates.</li> <li>Comparing the discounts, incentives and volume rebates with the prior year and, where relevant, performed further inquiries and testing. We reconciled a sample of discounts, incentives and volume rebate accruals to supporting documentation and assessed the appropriateness of the judgements applied, if any, including the methodology and inputs used in computing the values.</li> <li>We also assessed as to whether these discounts, incentives and volume rebates were appropriately accounted for in the financial statements.</li> </ul>

**Information Other than the Ind-AS Financial Statements and Auditor's Report Thereon**

The Company's Board of Directors is responsible for the other information. The other information comprises the information included in the Annual Report, namely Financial Performance - Five Year Summary, Director's Report including annexures to Director's Report, Corporate Governance Report, Business Responsibility and Sustainability Report etc., but does not include the Ind-AS financial statements and our auditor's report thereon. The other information is expected to be made available to us after the date of this auditor's report.

Our opinion on the Ind-AS financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Ind-AS financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the Ind-AS financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the other information, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance and review the steps taken by the Management to communicate with those in receipt of the other information, if previously issued, to inform them of the revision.

**Responsibilities of Management and Those Charged with Governance for the Ind-AS Financial Statements**

The Company's Board of Directors is responsible for the matters stated in section 134(5) of the Companies Act, 2013 ("the Act") with respect to the preparation of these Ind-AS financial statements that give a true and fair view of the financial position, financial performance, changes in equity and the cash flows of the Company in accordance with the accounting principles generally accepted in India, including the Accounting Standards specified under section 133 of the Act. This responsibility also includes maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding of the assets of the Company and for preventing and detecting frauds and other irregularities; selection and application of appropriate accounting policies; making judgments and estimates that are reasonable and prudent; and design, implementation and maintenance of adequate internal financial controls, that were operating effectively for ensuring the accuracy and completeness of the accounting records, relevant to the preparation and presentation of the Ind-AS financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the Ind-AS financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those Board of Directors are also responsible for overseeing the Company's financial reporting process.

**Auditor's Responsibilities for the Audit of the Ind-AS Financial Statements**

Our objectives are to obtain reasonable assurance about whether the Ind-AS financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these Ind-AS financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances. Under section 143(3)(i) of the Act, we are also responsible for expressing our opinion on whether the company has adequate internal financial controls with reference to financial statements in place and the operating effectiveness of such controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

## Independent Auditor's Report (Continued)

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the Ind-AS financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

## Report on Other Legal and Regulatory Requirements

- 1) As required by the Companies (Auditor's Report) Order, 2020 ("the Order"), issued by the Central Government of India in terms of sub-section (11) of section 143 of Act, we give in the **"Annexure A"** a statement on the matters specified in paragraphs 3 and 4 of the Order, to the extent applicable.
- 2) As required by section 143(3) of the Act, we report that:
  - a) We have sought and obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purposes of our audit.
  - b) In our opinion, proper books of account as required by law have been kept by the Company so far as it appears from our examination of those books except for the matter stated in paragraph 2(h)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014.
  - c) The Balance Sheet, the Statement of Profit and Loss (including Other Comprehensive Income), the Statement of Changes in Equity and the Statement of Cash Flows dealt with by this Report are in agreement with the books of account.
  - d) In our opinion, the aforesaid Ind-AS financial statements comply with the Accounting Standards specified under Section 133 of the Act, read with relevant rules issued thereunder.
  - e) On the basis of the written representations received from the Directors of the Company as on March 31, 2025, taken on record by the Board of Directors, none of the Directors of the Company is disqualified as on March 31, 2025, from being appointed as a Director in terms of Section 164 (2) of the Act.
  - f) The modifications relating to the maintenance of accounts and other matters connected therewith are as stated in the paragraph (2)(b) above on reporting under section 143(3)(b) of the Act and paragraph (2)(h)(vi) below on reporting under Rule 11(g) of the Companies (Audit and Auditors) Rules, 2014.
  - g) With respect to the adequacy of the internal financial controls with reference to financial statements of the Company and the operating effectiveness of such controls, refer to our separate Report in **"Annexure B"**.
  - h) With respect to the other matters to be included in the Auditor's Report in accordance with Rule 11 of the Companies (Audit and Auditors) Rules, 2014 ("the Rules"), in our opinion and to the best of our information and according to the explanations given to us:
    - i) The Company has disclosed the impact of pending litigations on its financial position in its Ind-AS financial statements – Refer to Note 38(2)(a) to the Ind-AS financial statements.
    - ii) The Company did not have any long-term contracts including derivative contracts for which there were any material foreseeable losses.
    - iii) There has been no delay in transferring amounts, required to be transferred, to the Investor Education and Protection Fund by the Company.
    - iv) The Management has represented that:
      - a) to the best of its knowledge and belief, no funds have been advanced or loaned or invested (either from borrowed funds or share premium or any other sources or kind of funds) by the Company to or in any other persons or entities, including foreign entities ("Intermediaries"), with the understanding, whether recorded in writing or otherwise, that the Intermediary shall, whether, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Company ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;

- b) to the best of its knowledge and belief, no funds have been received by the Company from any persons or entities, including foreign entities ("Funding Parties"), with the understanding, whether recorded in writing or otherwise, that the Company shall, directly or indirectly, lend or invest in other persons or entities identified in any manner whatsoever by or on behalf of the Funding Party ("Ultimate Beneficiaries") or provide any guarantee, security or the like on behalf of the Ultimate Beneficiaries;

Based on such audit procedures performed by us that have been considered reasonable and appropriate in the circumstances, nothing has come to our notice that has caused us to believe that the representations under sub-clause (i) and (ii) of Rule 11 (e) of the Rules as provided under a) and b) above contain any material misstatement.

- v) As per information and explanations provided by Management and based on the records of the Company, the dividend proposed in the previous year, declared and paid by the Company during the year is in accordance with Section 123 of the Act, as applicable.

The Board of Directors of the Company have proposed final dividend for the year which is subject to the approval of the members at the ensuing Annual General Meeting. The amount of dividend proposed is in accordance with section 123 of the Act, as applicable.


- vi) Based on our examination which included test checks, the Company has used accounting software for maintaining its books of account for the year ended March 31, 2025, which have a feature of recording audit trail (edit log) facility at the application level. The audit trail is not maintained at database level, however the access to database is restricted to ensure no direct changes in the data tables from the backend is carried out and as verified by us on test check basis. The said compliance of the audit trail has operated throughout the year for all relevant transactions recorded in the software. Further, during the course of our audit, we did not come across any instance of audit trail feature being tampered with.

The audit trail has been preserved by the Company as per the statutory requirements for record retention.

- 3) In our opinion and according to information and explanations given to us and based on our examination of the records of the Company, the Company has paid/provided managerial remuneration in accordance with the requisite approvals mandated by the provisions of Section 197 of the Act.

For KALYANIWALLA & MISTRY LLP  
Chartered Accountants

Firm Registration Number 104607W/W100166



Jamshed K. Udwadia  
PARTNER

Membership Number 124658  
UDIN: 25124658BMJKC12597

Place : Mumbai  
Date : May 28, 2025



**ANNEXURE "A" TO THE INDEPENDENT AUDITOR'S REPORT**

The Annexure referred to in paragraph 1 'Report on Other Legal and Regulatory Requirements' in our Independent Auditors' Report to the members of the Company on the Ind-AS financial statements for the year ended March 31, 2025.

**Statement on Matters specified in paragraphs 3 & 4 of the Companies (Auditor's Report) Order, 2020:**

(i) (a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of Property, Plant & Equipment.

(B) The Company has maintained proper records showing full particulars of intangible assets.

(b) As explained to us, the Company has a programme for physical verification of Property, Plant & Equipment by which all Property, Plant and Equipment are verified in a phased manner at periodic intervals. During the year the Company has verified certain Property, Plant and Equipment as per the scheduled programme. In our opinion, the period of verification is reasonable having regard to the size of the Company and the nature of its assets. No material discrepancies were noticed on such verification.

(c) According to the information and explanations given to us and the records examined by us, we report that the title deeds, comprising all the immovable properties of land and buildings which are freehold, are held in the name of the Company as at the balance sheet date except the following:

Description of property	Gross Carrying Value (as of March 31, 2025)	Held in the name of	Whether promoter, director or their relative or employee	Period held	Reason for not being held in name of the Company
Freehold Land located at Hoshiarpur admeasuring 20 Acres.	Rs. 2 Lakhs	Allotted to the Company (erstwhile Pressure Cookers and Appliances Private Limited) (8 acres) and PCA Engineers Private Limited (12 Acres)	No	51 years (w.e.f. August 16, 1974)	The possession of the land has been given to the Company (erstwhile Pressure Cookers and Appliances Private Limited) (8 acres) and PCA Engineers Private Limited (12 Acres) by the Government of Punjab, as per the agreement; the conveyance of which is yet to be finalized. M/s PCA Engineers Limited was merged with the Company under Section 391 to 394 of the Companies Act, 1956 in terms of the approval of the Honourable High Court of Bombay.

In respect of the immovable properties of land that have been taken on lease and disclosed as Property, Plant & Equipment in the Ind-AS financial statements, the lease agreements are in the name of the Company except the following:

Description of property	Gross Carrying Value (as of March 31, 2025)	Held in the name of	Whether promoter, director or their relative or employee	Period held	Reason for not being held in name of the Company
Leasehold Land located at Jaunpur (Satharia) Plot no. A1, A2, A14, A15 admeasuring 24,282 square metres.	Rs. 0.83 Lakhs	PCA Engineers Limited	No	35 years (w.e.f. January 24, 1990)	The registered lease deed is in the name of M/s PCA Engineers Limited, the entity that was merged with the Company under Section 391 to 394 of the Companies Act, 1956 in terms of the approval of the Honourable High Court of Bombay. The Company has applied to UP State Industries Development Corporation Limited for the transfer of the lease in the name of the Company.

(d) According to the information and explanations provided to us and on the basis of our examination of the records of the Company, the Company has not revalued any of its property, plant and equipment or intangible assets during the year.

(e) According to the information and explanations provided to us and on the basis of our examination of the records of the Company, no proceedings have been initiated during the year or are pending against the Company as at March 31, 2025, for holding any benami property under the Benami Transactions (Prohibition) Act, 1988 (45 of 1988) (as amended in 2016) and rules made thereunder.

- (ii) (a) The inventories were physically verified during the year by the Management at reasonable intervals. In our opinion and according to the information and explanations given to us, the coverage and procedure of such verification by the Management is appropriate having regard to the size of the Company and the nature of its operations. No discrepancies of 10% or more in the aggregate for each class of inventory were noticed on such physical verification of inventories when compared with books of account.
- (b) According to the information and explanations given to us, the Company has been sanctioned working capital limits in excess of Rs. 5 crores, in aggregate, during the year, from banks on the basis of security of current assets. In our opinion and according to the information and explanations given to us, the quarterly returns and statements comprising stock statements and book debt statements filed by the Company with such banks are in agreement with the unaudited books of account of the Company of the respective quarters and the difference, if any, is on account of explainable items and not material in nature.
- (iii) (a) According to the information and explanations given to us, the Company has not made any investments in, provided any loans or stood guarantee or provided security to companies, firms, Limited Liability Partnerships or any other parties during the year. The Company has provided trade advances in the nature of loans to other entities during the year.

Particulars	Advances in the nature of loan (Rs. in Lakhs)
(A) Aggregate amount granted during the year	
- Other than subsidiaries, joint ventures and associates	79.80
(B) Balance outstanding as at Balance Sheet Date in respect of above cases	
- Other than subsidiaries, joint ventures and associates	59.53

(b) According to the information and explanations provided to us and based on the audit procedures performed by us, the terms and conditions of trade advances in the nature of loans granted by the Company during the year to other entities are not prejudicial to the interest of the Company. The Company has not made any investments, provided any guarantees, given any security or granted any loans.

(c) Trade advances in the nature of loans provided by the Company are repayable by way of deduction of a specific percentage from the vendors' invoice for supplies of products, and recovery of the same is regular. As the trade advances in the nature of loan are non-interest bearing, there is no question of commenting on the regularity of the payment of interest.

(d) According to the information and explanations provided to us, and based on the audit procedures performed by us, there are no overdue amounts outstanding as of the balance sheet date for trade advances in the nature of loans.

(e) No loans or advances in the nature of loans granted by the Company which have fallen due during the year, have been renewed or extended or fresh loans granted to settle the overdues of existing advances in the nature of loans given to the same parties.

(f) According to the information and explanations provided to us, trade advances in the nature of loans provided by the Company which are repayable by way of deduction of a specific percentage from the vendors' invoice for supplies of products, are also callable on demand at the option of the Company; details whereof are given below:

Particulars	Advances in the nature of loan (Rs. in Lakhs)
Aggregate amounts of trade advances in the nature of loans	79.80
- Repayable on Demand (to parties other than promoters and related parties)	79.80
Percentage of trade advances in the nature of loans to total loans	100%

- (iv) In our opinion and according to the information and explanations provided to us the Company has not advanced any loans to the persons covered under Section 185 or given any loans, guarantees or securities or made any investments as per the provisions of Section 186 of the Act.
- (v) In our opinion and according to the information and explanation given to us, the Company has complied with the directives issued by the Reserve Bank of India and the provisions of Sections 73 to 76 or any other relevant provisions of the Companies Act, 2013 and the Companies (Acceptance of Deposits) Rules, 2014, as amended, with regard to the deposits accepted and amounts deemed to be deposits accepted. According to the information and explanations given to us, no order has been passed by the Company Law Board or the National Company Law Tribunal or the Reserve Bank of India or any Court or any other Tribunal against the Company in this regard.

## Independent Auditor's Report (Continued)

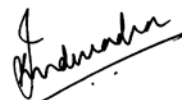
- (vi) The maintenance of cost records has not been specified by the Central Government under Section 148(1) of the Act and hence provisions of paragraph 3(vi) of the Order are not applicable.
- (vii) (a) According to the information and explanations given to us and the records examined by us, the Company is generally regular in depositing undisputed statutory dues including Goods & Service Tax, Provident Fund, Employees' State Insurance, Income Tax, Sales Tax, Service Tax, Duty of Customs, Duty of Excise, Value Added Tax, Cess and any other statutory dues with the appropriate authorities, wherever applicable and there are no undisputed dues which have remained outstanding as at March 31, 2025, for a period of more than six months from the date they became payable.
- (b) According to the information and explanation given to us there are no dues outstanding of Goods & Service Tax, Provident Fund, Employees' State Insurance, Income Tax, Sales Tax, Service Tax, Duty of Customs, Duty of Excise, Value Added Tax and Cess on account of any dispute other than the following:

Name of the Statute	Nature of Dues	Financial Year (F.Y.) to which the amount relates	Amount involved (Rs. In Lakhs)	Amount paid (Rs. In Lakhs)	Amount unpaid (Rs. In Lakhs)	Forum where Dispute is Pending
VAT, CST and Goods & Service Tax	VAT, CST and Goods & Service Tax	2010-2011 2012-2013 2017-2018	61.62	5.44	56.18	Tribunal
		2009-2010 2017-2018	24.24	1.63	22.61	Joint Commissioner
Central Excise Act, 1944 and Finance Act, 1994	Excise Duty, Service Tax and Penalties	November 2008 - September 2012	57.88	2.90	54.98	Customs, Excise and Service Tax Appellate Tribunal
Central Excise Act, 1944 and Finance Act, 1994	Excise Duty, Service Tax and Penalties	April 2016 to June 2017	10.83	-	10.83	Commissioner (Appeals)
Goods and Service Tax, 2017	GST	2017 to 2021	270.53	14.01	256.51	Appellate Authority
The Employees' Provident Funds & Miscellaneous Provisions Act, 1952	Employees Provident Fund	Oct'2000 to Apr'2008	144.52	57.81	86.71	Punjab & Haryana High Court
The Employees State Insurance Act, 1948	Employees State Insurance	Jan'2007 to Mar'2009	10.25	5.12	5.13	Bombay High Court

- (viii) According to the information and explanations given to us and on the basis of our examination of the records of the Company, there were no transactions relating to previously unrecorded income that were surrendered or disclosed as income during the year in the tax assessments under the Income Tax Act, 1961 (43 of 1961).
- (ix) (a) According to the information and explanations provided to us and based on the documents and records produced before us, the Company has borrowings which are repayable on demand and terms and conditions for repayment have not been stipulated. According to the information and explanations provided to us, such loans have not been demanded for repayment during the relevant financial year and the Company has not defaulted in the payment of interest on the same.
- (b) According to the information and explanations provided to us and on the basis of our audit procedure, the Company has not been declared a wilful defaulter by any bank, financial institution or any other lender.
- (c) In our opinion and according to the information and explanations provided to us, the Company has not taken any term loans during the year. Hence the provisions of paragraph 3(ix)(c) of the Order are not applicable.
- (d) According to the information and explanations given to us, and the procedures performed by us, and on an overall examination of the Ind-AS financial statements of the Company, we report that funds raised on short-term basis have, prima facie, not been used for long-term purposes by the Company.
- (e) According to the information and explanation provided to us, the Company does not have any subsidiaries, associates or joint ventures. Hence, the provisions of paragraph 3(ix)(e) of the Order are not applicable.
- (f) According to the information and explanation provided to us, the Company has not raised any loan during the year. Hence, the provisions of paragraph 3(ix)(f) of the Order are not applicable.
- (x) (a) According to the information and explanations provided to us, the Company has neither raised money through initial public offer or further public offer (including debt instruments). Hence, the provisions of paragraph 3(x)(a) of the Order are not applicable.

- (b) The Company has not made any preferential allotment or private placement of shares or convertible debentures (fully, partially or optionally) during the year. Hence, the provisions of paragraph 3(x)(b) of the Order are not applicable.
- (xi) (a) According to the information and explanations provided to us, considering the principles of materiality outlined in the Standards of Auditing, no material fraud on the Company or by the Company has been noticed or reported during the year.
- (b) No report under Sub-section (12) of Section 143 of the Act has been filed in Form ADT-4 as prescribed under Rule 13 of Companies (Audit and Auditors) Rules, 2014 with the Central Government, during the year and up to the date of this report.
- (c) As represented to us by the Management, there were no whistle blower complaints received by the Company during the year.
- (xii) In our opinion and according to the information and explanations given to us, the Company is not a Nidhi Company. Hence, the provisions of paragraph 3(xii) of the Order are not applicable.
- (xiii) According to the information and explanations given to us and based on our examination of the records of the Company, transactions with related parties are in compliance with Sections 177 and 188 of the Act, where applicable, and details of such transactions have been disclosed in the Ind-AS financial statements as required by the applicable Indian Accounting Standards.
- (xiv) (a) In our opinion and based on our examination, the company has an internal audit system commensurate with the size and nature of its business.
- (b) We have considered the internal audit reports of the Company issued till date, for the period under audit.
- (xv) According to the information and explanations given to us and based on our examination of the records of the Company, the Company has not entered into non-cash transactions with the Directors or persons connected with him and hence the question of commenting on compliance with provisions of Section 192 does not arise.
- (xvi) (a) The Company is not required to be registered under Section 45-IA of the Reserve Bank of India Act, 1934. Hence the provisions of paragraph 3(xvi)(a) and (b) of the Order are not applicable.
- (b) The Company is not a Core Investment Company (CIC) as defined in the regulations made by the Reserve Bank of India. Hence, the provisions of paragraph 3(xvi)(c) of the Order are not applicable.
- (c) The Group does not have any CIC. Hence, the provisions of paragraph 3(xvi)(d) of the Order are not applicable.
- (xvii) The Company has not incurred cash losses during the financial year covered by our audit and the immediately preceding financial year.
- (xviii) There has been no resignation of the Statutory Auditor during the year. Hence, reporting under clause 3(xviii) of the order is not applicable.
- (xix) According to the information and explanations given to us and on the basis of the financial ratios, ageing and expected dates of realization of financial assets and payment of financial liabilities, other information accompanying the Ind-AS financial statements, our knowledge of the Board of Directors and Management plans and based on our examination of the evidence supporting the assumptions, nothing has come to our attention, which causes us to believe that any material uncertainty exists as on the date of the audit report that the Company is not capable of meeting its liabilities existing at the date of balance sheet as and when they fall due within a period of one year from the balance sheet date. We, however, state that this is not an assurance as to the future viability of the Company. We further state that our reporting is based on the facts up to the date of the audit report and we neither give any guarantee nor any assurance that all liabilities falling due within a period of one year from the balance sheet date, will get discharged by the Company as and when they fall due.
- (xx) (a) According to the information and explanation provided to us and based on our examination of the records of the Company, the Company has fully spent the required amount toward Corporate Social Responsibility (CSR) in respect of other than ongoing projects. Hence the provisions of paragraph 3(xx)(a) of the Order are not applicable.
- (b) According to the information and explanation provided to us the Company does not have any ongoing project with respect to CSR. Hence, the provisions of paragraph 3(xx)(b) of the Order are not applicable.

For KALYANIWALLA & MISTRY LLP  
Chartered Accountants  
Firm Registration Number 104607W/W100166



Jamshed K. Udawadia  
PARTNER

Membership Number 124658  
UDIN: 25124658BMJKCI2597

Place : Mumbai  
Date : May 28, 2025

**ANNEXURE "B" TO THE INDEPENDENT AUDITOR'S REPORT**

**Referred to in Paragraph 2(g) 'Report on Other Legal and Regulatory Requirements' in our Independent Auditor's Report to the members of the Company on the Ind-AS financial statements for the year ended March 31, 2025.**

**Report on the Internal Financial Controls with reference to Financial Statements under Clause (i) of Sub-section 3 of Section 143 of the Act**

We have audited the internal financial controls with reference to Financial Statements of **HAWKINS COOKERS LIMITED** ("the Company") as of March 31, 2025, in conjunction with our audit of the Ind-AS financial statements of the Company for the year ended on that date.

**Management's Responsibility for Internal Financial Controls**

The Company's management is responsible for establishing and maintaining internal financial controls based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the Guidance Note on Audit of Internal Financial Controls over Financial Reporting (the "Guidance Note") issued by the Institute of Chartered Accountants of India (ICAI). These responsibilities include the design, implementation and maintenance of adequate internal financial controls that were operating effectively for ensuring the orderly and efficient conduct of its business, including adherence to company's policies, the safeguarding of its assets, the prevention and detection of frauds and errors, the accuracy and completeness of the accounting records, and the timely preparation of reliable financial information, as required under the Act.

**Auditors' Responsibility**

Our responsibility is to express an opinion on the Company's internal financial controls with reference to Financial Statements based on our audit. We conducted our audit in accordance with the Guidance Note and the Standards on Auditing, issued by ICAI and deemed to be prescribed under Section 143(10) of the Act, to the extent applicable to an audit of internal financial controls, both applicable to an audit of Internal Financial Controls and, both issued by the ICAI. Those Standards and the Guidance Note require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether adequate internal financial controls with reference to Financial Statements was established and maintained and if such controls operated effectively in all material respects.

Our audit involves performing procedures to obtain audit evidence about the adequacy of the internal financial controls system with reference to Financial Statements and their operating effectiveness. Our audit of internal financial controls with reference to Financial Statements included obtaining an understanding of internal financial controls with reference to Financial Statements, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Financial Statements, whether due to fraud or error.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion on the Company's internal financial controls system with reference to Financial Statements.

**Meaning of Internal Financial Controls with reference to Financial Statements**

A Company's internal financial controls with reference to Financial Statements is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of Financial Statements for external purposes in accordance with generally accepted accounting principles. A company's internal financial control with reference to Financial Statements includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of Financial Statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the Financial Statements.

**Inherent Limitations of Internal Financial Controls with reference to Financial Statements**

Because of the inherent limitations of internal financial controls with reference to Financial Statements, including the possibility of collusion or improper management override of controls, material misstatements due to error or fraud may occur and not be detected. Also, projections of any evaluation of the internal financial controls with reference to Financial Statements to future periods are subject to the risk that the internal financial control with reference to Financial Statements may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.


**Opinion**

In our opinion, the Company has, in all material respects, an adequate internal financial controls system with reference to Financial Statements and such internal financial controls with reference to Financial Statements were operating effectively as at March 31, 2025, based on the internal control over financial reporting criteria established by the Company considering the essential components of internal control stated in the "Guidance Note on Audit of Internal Financial Controls Over Financial Reporting" issued by the ICAI.

For KALYANIWALLA &amp; MISTRY LLP

Chartered Accountants

Firm Registration Number 104607W/W100166



JAMSHED K. UDWADIA

PARTNER

Membership Number 124658

UDIN: 25124658BMJKCI2597

Place : Mumbai

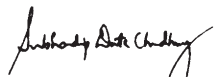
Date : May 28, 2025


## BALANCE SHEET AS AT MARCH 31, 2025

	Note No.	As at March 31, 2025		As at March 31, 2024	
		Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>ASSETS</b>					
NON-CURRENT ASSETS					
Property, Plant and Equipment	2	84,32.04		71,95.46	
Capital Work-in-Progress	3	22,45.13		11,88.22	
Intangible assets	2	45.98		11.87	
Financial Assets					
Investments	4	0.25		0.25	
Other non-current financial assets	5	9,36.04		4,45.84	
Non-current tax assets (net)	6	4,43.25		3,15.17	
Deferred tax assets (net)	7	18.97		88.29	
Other non-current assets	8	6,25.93	127,47.59	6,84.15	99,29.26
CURRENT ASSETS					
Inventories	9	150,16.63		140,45.67	
Financial Assets					
Trade receivables	10	60,99.88		47,70.81	
Cash and cash equivalents	11	10,74.26		12,06.21	
Bank balances other than above	12	179,00.06		176,28.87	
Other current financial assets	13	5,92.71		4,90.93	
Other current assets	14	49,59.61	456,43.14	45,48.34	426,90.84
TOTAL ASSETS			583,90.73		526,20.10
<b>EQUITY AND LIABILITIES</b>					
EQUITY					
Equity Share Capital	15	5,28.78		5,28.78	
Other Equity	16	377,95.72	383,24.50	328,19.24	333,48.02
LIABILITIES					
NON-CURRENT LIABILITIES					
Financial Liabilities					
Borrowings	17	16,25.45		13,47.56	
Other non-current financial liabilities	18	76.56		51.27	
Provisions	19	8,30.86	25,32.87	8,95.69	22,94.52
CURRENT LIABILITIES					
Financial Liabilities					
Borrowings	20	6,87.18		17,88.33	
Trade payables-	21				
To micro & small enterprises		34,58.73		23,83.90	
To other than micro & small enterprises		44,50.94		44,88.53	
Other current financial liabilities	22	51,42.97		49,83.14	
Other current liabilities	23	34,39.08		28,01.00	
Provisions	24	2,73.02		3,29.91	
Current Tax Liabilities (net)	25	81.45	175,33.36	2,02.75	169,77.56
TOTAL EQUITY AND LIABILITIES			583,90.73		526,20.10


See accompanying notes 1 to 38 forming part of the financial statements.


As per our report of even date  
For KALYANIWALLA & MISTRY LLP  
Chartered Accountants  
Firm Registration No.:  
104607W/W100166

  
S. Dutta Choudhury  
Chairman &  
Chief Executive Officer  
DIN:00141545

  
Sudeep Yadav  
Vice Chairman &  
Chief Financial Officer  
DIN:02909892

  
Shyamak R. Tata  
Director  
DIN:07297729

  
Ravi Kant  
Director  
DIN:00016184

  
Susan M. Vasudeva  
Director  
DIN:06935629



Jamshed K. Udawadia  
Partner, M. No.: 124658  
Mumbai: May 28, 2025



Prof. Leena Chatterjee  
Director  
DIN: 08379794



M. A. Teckchandani  
Director  
DIN: 00049563



Tej Paul Sharma  
Executive Director-Sales  
DIN: 09195422



Neil Vasudeva  
Executive Director-Marketing  
DIN:09208715



Sanjay K. Asher  
Director  
DIN:00008221




Brahmananda Pani  
Company Secretary  
M.No.:A22117

# STATEMENT OF PROFIT AND LOSS FOR THE YEAR ENDED MARCH 31, 2025

	Note No.	For the year ended March 31, 2025		For the year ended March 31, 2024	
		Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
Income:					
Revenue from operations (net)	26	1115,75.66		1024,14.97	
Other Income	27	13,52.86		10,58.36	
Total Income			1129,28.52		1034,73.34
Expenses:					
Cost of materials consumed	28	423,87.90		353,62.55	
Purchases of Stock-in-Trade		118,14.15		121,18.30	
Changes in inventories of Finished Goods, Work-in-Progress and Stock-in-Trade	} 29	—5,31.96		18,18.70	
Employee benefits expense	30	122,49.80		115,69.31	
Finance costs	31	2,90.31		4,55.02	
Depreciation and amortization expense	2	10,29.16		8,68.39	
Other expenses	32	302,01.86		265,26.15	
Total Expenses			974,41.22		887,18.41
Profit before tax			154,87.30		147,54.92
Tax expense:					
Current tax	33(a)	38,99.13		37,59.00	
Deferred tax	33(b)	1,18.90	40,18.03	12.33	37,71.33
Profit for the year (A)			114,69.27		109,83.60
Other Comprehensive Income					
Items that will not be reclassified to Profit or Loss					
Actuarial —Loss/Gain on Defined Benefit Plans		—1,97.00		52.39	
Tax Effect on the above	33(b)	49.58	—1,47.42	—13.19	39.20
Items that will be reclassified to Profit or Loss			NIL		NIL
Total Other Comprehensive Income for the year (B)			—1,47.42		39.20
Total Comprehensive Income for the year (A+B)			113,21.85		110,22.80
Earning Per Share (face value Rs. 10 each) Basic and Diluted - (in Rupees)	} 34		216.90		207.72

See accompanying notes 1 to 38 forming part of the financial statements.

 Susan M. Vasudeva Director DIN:06935629	 Ravi Kant Director DIN:00016184	 Shyamak R. Tata Director DIN:07297729	 Sudeep Yadav Vice Chairman & Chief Financial Officer DIN:02909892	 S. Dutta Choudhury Chairman & Chief Executive Officer DIN:00141545	As per our report of even date For KALYANIWALLA & MISTRY LLP Chartered Accountants Firm Registration No.: 104607W/W100166
 Brahmananda Pani Company Secretary M.No.:A22117	 Sanjay K. Asher Director DIN:00008221	 Neil Vasudeva Executive Director-Marketing DIN:09208715	 Tej Paul Sharma Executive Director-Sales DIN: 09195422	 M. A. Teckchandani Director DIN: 00049563	 Prof. Leena Chatterjee Director DIN: 08379794

  
Jamshed K. Udawadia  
Partner, M. No.: 124658  
Mumbai: May 28, 2025



# STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED MARCH 31, 2025

## A. Equity Share Capital

Particulars	Rs. Lakhs
<b>As at April 1, 2024</b>	<b>5,28.78</b>
Changes in the equity share capital during the year	NIL
<b>As at March 31, 2025</b>	<b>5,28.78</b>

Particulars	Rs. Lakhs
<b>As at April 1, 2023</b>	<b>5,28.78</b>
Changes in the equity share capital during the year	NIL
<b>As at March 31, 2024</b>	<b>5,28.78</b>

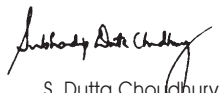
## B. Other Equity


Particulars	Reserves and Surplus			
	Securities Premium Rs. Lakhs	General Reserve Rs. Lakhs	Retained Earnings Rs. Lakhs	Total Rs. Lakhs
<b>Balances as at April 1, 2024</b>	<b>2,49.25</b>	<b>50,52.09</b>	<b>275,17.91</b>	<b>328,19.24</b>
Current year profits			114,69.27	114,69.27
Actuarial Loss on Defined Benefit Plans net of tax			—1,47.42	—1,47.42
Final Dividend on equity shares for the year 2023-24			—63,45.38	—63,45.38
Transfer to General Reserve			—1,00.00	—1,00.00
Transfer from Retained Earnings		1,00.00		1,00.00
<b>Balances as at March 31, 2025</b>	<b>2,49.25</b>	<b>51,52.09</b>	<b>323,94.39</b>	<b>377,95.72</b>

Particulars	Reserves and Surplus			
	Securities Premium Rs. Lakhs	General Reserve Rs. Lakhs	Retained Earnings Rs. Lakhs	Total Rs. Lakhs
<b>Balances as at April 1, 2023</b>	<b>2,49.25</b>	<b>49,52.09</b>	<b>218,82.92</b>	<b>270,84.25</b>
Current year profits			109,83.60	109,83.60
Actuarial Gain on Defined Benefit Plans net of tax			39.20	39.20
Final Dividend on equity shares for the year 2022-23			—52,87.82	—52,87.82
Transfer to General Reserve			—1,00.00	—1,00.00
Transfer from Retained Earnings		1,00.00		1,00.00
<b>Balances as at March 31, 2024</b>	<b>2,49.25</b>	<b>50,52.09</b>	<b>275,17.91</b>	<b>328,19.24</b>

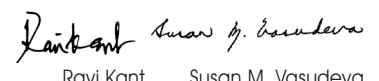
See accompanying notes 1 to 38 forming part of the financial statements.

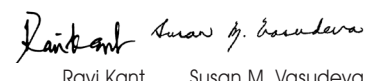
As per our report of even date  
For KALYANIWALLA & MISTRY LLP  
Chartered Accountants  
Firm Registration No.:  
104607W/W100166

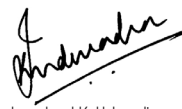
  
S. Dutta Choudhury  
Chairman &  
Chief Executive Officer  
DIN:00141545

  
Sudeep Yadav  
Vice Chairman &  
Chief Financial Officer  
DIN:02909892

  
Shyamak R. Tata  
Director  
DIN:07297729

  
Ravi Kant  
Director  
DIN:00016184

  
Susan M. Vasudeva  
Director  
DIN:06935629

  
Jamshed K. Udawadia  
Partner, M. No.: 124658  
Mumbai: May 28, 2025

  
Prof. Leena Chatterjee  
Director  
DIN: 08379794

  
M. A. Teckchandani  
Director  
DIN: 00049563

  
Tej Paul Sharma  
Executive Director-Sales  
DIN: 09195422

  
Neil Vasudeva  
Executive Director-Marketing  
DIN:09208715

  
Sanjay K. Asher  
Director  
DIN:00008221

  
Brahmananda Pani  
Company Secretary  
M.No.:A22117

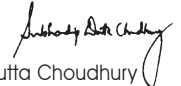
# STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2025

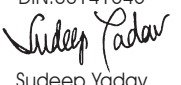
	For the Year Ended March 31, 2025 Rs. Lakhs	For the Year Ended March 31, 2024 Rs. Lakhs
<b>A. Cash Flow from Operating Activities:</b>		
Profit before tax	154,87.30	147,54.92
Adjustments for :		
Depreciation and amortization expense	10,29.16	8,68.39
Loss/(—) Profit on sale of property, plant and equipment (net)	—0.51	4.05
Interest income	—13,22.95	—10,47.00
Dividend income	—0.04	—0.04
Finance costs	2,90.31	4,55.02
Operating profit before working capital changes	154,83.27	150,35.34
Changes in working capital		
Adjustments for (—) increase/decrease in operating assets		
Inventories	—9,70.96	29,10.69
Trade receivables	—13,29.07	—29.25
Other current financial assets	—19.07	14.89
Other current assets	—4,11.27	11,21.47
Other non-current financial assets	—40.20	—13.50
Other non-current assets	—33.20	—0.60
Adjustments for increase/(—) decrease in operating liabilities		
Trade payables	10,37.24	8,24.53
Non-current provision	—64.83	51.77
Current provision	—56.89	—34.50
Other current financial liabilities	1,06.65	11,95.77
Other current liabilities	6,38.08	—75.28
Cash generated from operations	143,39.76	210,01.32
Income taxes paid (net)	—41,48.51	—35,75.34
<b>Net Cash from Operating Activities</b>	<b>A</b>	<b>101,91.25</b>
<b>B. Cash Flow from Investing Activities:</b>		
Purchase of property, plant and equipment (including capital advances and CWIP)	—32,73.87	—25,64.88
Sale of property, plant and equipment	9.05	2.64
Decrease/(—) Increase in fixed deposits with banks	—7,21.18	—85,71.54
Interest received	12,40.25	7,78.25
Dividend received	0.04	0.04
<b>Net Cash used in Investing Activities</b>	<b>B</b>	<b>—27,45.71</b>
<b>C. Cash Flow from Financing Activities:</b>		
Finance costs paid	—3,96.92	—5,89.30
Dividend paid	—63,57.30	—53,24.03
Proceeds from fixed deposits	4,15.75	4,84.31
Repayment of fixed deposits	—12,39.01	—15,78.25
<b>Net Cash used in Financing Activities</b>	<b>C</b>	<b>—75,77.48</b>
<b>Net Increase/(—) Decrease in Cash and Cash Equivalents</b>	<b>A+B+C</b>	<b>63.22</b>
Cash and cash equivalents at the commencement of the year (Note 11)	<b>D</b>	<b>12,06.21</b>
Cash and cash equivalents as at the end of the year (Note 11)	<b>E</b>	<b>12,06.21</b>
<b>Net Increase/(—) Decrease in Cash and Cash Equivalents</b>	<b>E - D</b>	<b>63.22</b>

Reconciliation of Liabilities arising from Financing Activities				
	As at April 1, 2024	Changes as per the Statement of Cash Flows	Non -Cash Changes / Fair Value Changes	As at March 31, 2025
Long-term borrowings	13,47.56	2,77.89	NIL	16,25.45
Short-term borrowings	17,88.33	—11,01.15	NIL	6,87.18
<b>Total</b>	<b>31,35.89</b>	<b>—8,23.26</b>	<b>NIL</b>	<b>23,12.63</b>
	As at April 1, 2023	Changes as per the Statement of Cash Flows	Non -Cash Changes / Fair Value Changes	As at March 31, 2024
Long-term borrowings	20,77.63	—7,30.07	NIL	13,47.56
Short-term borrowings	21,52.20	—3,63.87	NIL	17,88.33
<b>Total</b>	<b>42,29.83</b>	<b>—10,93.94</b>	<b>NIL</b>	<b>31,35.89</b>

See accompanying notes 1 to 38 forming part of the financial statements.

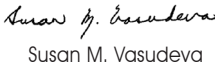
Signatures to  
Cash Flow Statement

  
S. Dutta Choudhury  
Chairman & Chief Executive Officer  
DIN:00141545

  
Sudeep Yadav  
Vice Chairman & Chief Financial Officer  
DIN:02909892

  
Shyamak R. Tata  
Director  
DIN:07297729

  
Ravi Kant  
Director  
DIN:00016184


  
Susan M. Vasudeva  
Director  
DIN:06935629

  
Prof. Leena Chatterjee  
Director  
DIN:08379794

  
M. A. Teckchandani  
Director  
DIN: 00049563

  
Tej Paul Sharma  
Executive Director - Sales  
DIN: 09195422


  
Neil Vasudeva  
Executive Director - Marketing  
DIN:09208715

  
Sanjay K. Asher  
Director  
DIN:00008221

  
Brahmananda Pani  
Company Secretary  
M.No.:A22117

Mumbai: May 28, 2025

As per our report of even date  
For KALYANIWALLA & MISTRY LLP  
Chartered Accountants  
Firm Registration No.:104607W/W100166

  
Jamshed K. Udawadia  
Partner, M. No.: 124658  
Mumbai: May 28, 2025

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS

### NOTE 1:

#### Basis of Accounting, Preparation of Financial Statements and Accounting Policies

##### 1.1 Corporate Information

Hawkins Cookers Limited (the 'Company') is a public limited Company domiciled and incorporated in India having its registered office at F 101, Maker Tower, Cuffe Parade, Mumbai - 400 005. The Company's shares are listed since 1978 and traded on the BSE. The Company is engaged in the manufacture, trading and sale of kitchenware.

The financial statements of the Company for the year ended March 31, 2025, were approved by the Board of Directors and authorised for issue on May 28, 2025.

##### 1.2 Basis of Preparation and Presentation

The financial statements of the Company have been prepared in accordance with the Indian Accounting Standards ("Ind AS") as notified by the Ministry of Corporate Affairs pursuant to Section 133 of the Companies Act, 2013 ("Act"), the Companies (Indian Accounting Standards) Rules, 2015, as amended, and other applicable provisions of the Act.

The Balance Sheet, Statement of Profit and Loss and Statement of Changes in Equity have been prepared and presented in the format prescribed in the Division II of the Schedule III to the Companies Act, 2013. The Statement of Cash Flows has been prepared and presented as per the requirements of Ind AS 7 Statement of Cash Flows. The disclosure requirements with respect to the items in the Balance Sheet and Statement of Profit and Loss Account are presented by way of notes forming part of financial statements.

The Company has considered a period of twelve months as the operating cycle for the classification of assets and liabilities as current and non-current.

##### 1.3 Basis of Measurement

These financial statements have been prepared based on accrual and going concern principles following the historical cost conventions except for those financial assets and liabilities that are measured at fair value.

##### 1.4 Functional and Presentation Currency

These financial statements are presented in Indian Rupees, which is the Company's functional currency, being the currency of the primary economic environment in which the Company operates. All amounts have been rounded off to the nearest Lakhs, unless otherwise indicated. Certain figures apparently do not add up because of rounding off but are wholly accurate in themselves.

##### 1.5 Key Estimates & Assumptions

In preparing these Ind AS compliant financial statements, the Management has made judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities (including contingent liabilities), income and expenses. The Management believes that the estimates used in the preparation of the financial statements are prudent and reasonable and a continuous evaluation is done on the estimation and judgements based on historical experience and other factors.

Actual results may differ from these estimates. The areas involving critical estimates or judgements are as follows:

- a. Useful life and residual value of property, plant and equipment (refer accounting policy 1.7(a)).
- b. Impairment of property, plant and equipment (refer accounting policy 1.7(b)).
- c. Recognition and measurement of defined benefit obligations (refer accounting policy 1.7(j)).
- d. Recognition of deferred tax assets (refer accounting policy 1.7(n)).
- e. Fair Value measurement of Financial Instruments (refer note 1.6).
- f. Provisions and contingent liabilities (refer accounting policy 1.7(g)).
- g. Allowances for Inventory (refer accounting policy 1.7(c)).
- h. Allowances for doubtful debts (refer accounting policy 1.7(d)).

##### 1.6 Measurement of Fair Values

The Company's accounting policies and disclosures require financial instruments to be measured at fair values. The Company has an established control framework with respect to the measurement of fair values. The Company uses valuation techniques that are appropriate in the circumstances and for which sufficient data is available to measure fair value maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Fair values are categorised into different levels in a fair value hierarchy based on the inputs used in the valuation techniques as follows:

Level 1: Quoted prices for identical instruments in an active market;

Level 2: Directly or indirectly observable market inputs, other than Level 1 inputs; and

Level 3: Inputs which are not based on observable market data.

If the inputs used to measure the fair value of an asset or liability fall into different levels of the fair value hierarchy, then the fair value measurement is categorised in its entirety in the same level as the fair value hierarchy of the lowest level input that is significant to the entire measurement.

The Company recognises transfers between levels of the fair value hierarchy at the end of the reporting period during which the change has occurred.

##### 1.7 Material Accounting Policies

###### a. Property, Plant and Equipment (PPE)

###### Recognition and Measurement

PPE is recognised when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. PPE other than freehold land is stated at original cost including import duties, non-

refundable taxes and any directly attributable costs of bringing the asset to its working condition for its intended use, net of tax/duty credits availed, if any, after deducting rebates and trade discounts, less accumulated depreciation and accumulated impairment losses, if any. If significant parts of an item of PPE have different useful lives, then they are accounted for as separate items (major components) of PPE. Freehold land is carried at original and historical cost and not depreciated. PPE is derecognised from the financial statements either on disposal or when no economic benefits are expected from its use. Gains or losses arising from disposal are recognised in the Statement of Profit and Loss in the year of occurrence.

Self-generated PPE is capitalised at cost attributable to bringing the assets to a working condition for its intended use. PPE which are not ready for intended use as of the balance sheet date are disclosed as "Capital Work-in-Progress". Advances paid towards the acquisition of PPE outstanding at each reporting date are classified as capital advances under "Other Non Current Assets".

#### **Subsequent Expenditure**

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the Statement of Profit and Loss during the period in which they are incurred.

#### **Depreciation & Amortisation**

Depreciation on PPE for the year has been provided on all assets on Straight Line Method, pro rata to the period of use, as per the useful lives prescribed in Schedule II to the Companies Act, 2013, except leasehold land which is amortised equally over the lease period. Assets costing less than Rs.5,000 are depreciated at 100% in the year of acquisition.

#### **b. Impairment of Non Financial Assets**

The carrying value of assets or cash generating units at each balance sheet date is reviewed for impairment if any indication of impairment exists. If the carrying amount of the assets exceed the estimated recoverable amount, an impairment is recognised for such excess amount. The impairment loss is recognised as an expense in the Statement of Profit and Loss.

#### **c. Inventories**

Inventories are valued at the lower of cost and net realisable value (NRV). Raw Materials are valued at weighted average cost. Inventory other than Raw Materials namely Packing Material, Stores & Spares and Stock-in-Trade are valued at the lower of First-In, First-Out cost and NRV. Work-in-Progress and Finished Goods include costs of conversion and an appropriate share of production overheads based on normal production capacity. Cost of inventories include all costs of purchases and other related costs incurred in bringing the inventories to their present location and condition. Slow, non-moving, obsolete and defective inventories identified are duly provided for and valued at NRV.

#### **d. Financial Instruments**

##### **Initial Recognition and Measurement of Financial Assets and Financial Liabilities**

The Company recognises a financial asset or a financial liability in its balance sheet when the Company becomes party to the contractual provisions of the financial instrument. All financial assets and financial liabilities are initially measured at fair value, except for trade receivables which are measured at their transaction price if the trade receivables do not contain a significant financing component. Transaction costs that are directly attributable to the acquisition or issue of financial assets and financial liabilities are added to or deducted from, as the case may be, the fair value of such assets or liabilities on initial recognition. Transaction costs directly attributable to the acquisition of financial assets or financial liabilities at fair value through profit or loss are recognised immediately in the Statement of Profit and Loss.

##### **Subsequent Measurement of Financial Assets**

Financial assets are subsequently measured at amortised cost as these are held within a business model whose objective is to hold the asset in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

##### **Derecognition of Financial Assets**

The Company derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire.

##### **Impairment of Financial Assets**

The Company recognises twelve month expected credit losses for the financial assets, except trade receivables, if at the reporting date the credit risk of the financial asset has not increased significantly since its initial recognition. The expected credit losses are measured as lifetime expected credit losses if at the reporting date the credit risk on financial asset increases significantly since its initial recognition.

For trade receivables the Company applies a 'simplified approach' which requires expected lifetime losses to be recognised from initial recognition of the receivables. The Company uses historical default rates to determine impairment loss of trade receivables. At every reporting date these historical default rates are reviewed and changes in the forward looking estimates are analysed.

##### **Subsequent Measurement of Financial Liabilities**

Financial liabilities are subsequently measured at amortised cost using the effective interest rate (EIR) method.

##### **Derecognition of Financial Liabilities**

A financial liability is derecognised when the obligation specified in the contract is discharged, cancelled or expires.

#### **e. Cash and Cash Equivalents**

Cash and cash equivalents include cash-in-hand, cash-at-bank in Current Accounts and Term Deposits with the banks with original maturity less than three months which are readily convertible into cash and which are subject to insignificant risk of change in value. For the purpose of the Statement of Cash Flows, cash and cash equivalents consist of cash and short-term deposits, as defined above, net of outstanding bank overdrafts as they are considered an integral part of the Company's cash management.

**f. Share Capital**

Ordinary shares are classified as equity.

**g. Provisions and Contingent Liabilities**

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Provisions are measured at the best estimate of the expenditure required to settle the present obligation at the Balance Sheet date. If the effect of the time value of money is material, provisions are determined by discounting the expected future cash flows specific to the liability, using a current pre-tax rate that reflects the current market assessment of the time value of money and risks specific to the obligation. The unwinding of the discount is recognised as finance cost.

Contingent liabilities are disclosed in the notes to the financial statements when there is a possible obligation arising from past events, the existence of which will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the Company or a present obligation that arises from past events where it is either not probable that an outflow of resources will be required to settle the obligation or a reliable estimate of the amount cannot be made.

Provisions and Contingent Liabilities are reviewed at each Balance Sheet date and adjusted to reflect the current best estimates.

**h. Revenue Recognition**

As per Ind AS 115, the Revenue from contracts with the customers is recognized only when the parties to the contract have approved the contract, they have committed to perform their respective obligations, the rights of each party regarding the goods and services to be transferred are identifiable, the contract has commercial substance and it is probable that the Company will collect the consideration which it is entitled in exchange of the goods and services which will be transferred to the customers.

The Company has only one performance obligation of supply of promised goods to the customers at an agreed price. The revenue is recognized only after the satisfaction of the performance obligation by transferring the promised goods and services to the customer, that is at a point in time when the customer obtains the control of the said goods.

The Company recognizes its revenue at transaction price which the Company expects to be entitled in exchange of promised goods to be transferred after deduction of trade discounts, volume rebates and taxes and duties collected on behalf of the government which are levied on sales such as Goods and Service Tax. There is no significant financing component in the contracts which requires adjustment.

**i. Other Income**

Interest income is recognized on accrual basis using the EIR method.

Dividend income on investments is recognised when the right to receive dividend is established, it is probable that the economic benefits associated with the dividend will flow to the Company and the amount of dividend can be measured reliably.

Other Operating Revenues: Duty benefits against exports are accounted for on accrual basis, when the right to receive them as per the terms of the entitlement is established in respect of the exports made.

**j. Employee Benefits**

**Post Employment Benefits**

Defined Contribution Plan:

Contributions to the Provident Fund, Superannuation Fund, Deposit-linked and Employee State Insurance are charged to the Statement of Profit and Loss as incurred.

Defined Benefit Plan:

Liability towards Gratuity Fund is determined by an independent actuary, using the Projected Unit Credit Method. Obligation is measured at the present value of estimated future cash flows using a discounted rate that is determined by reference to the market yields as at the Balance Sheet date on Government Bonds where the currency and terms of the Government Bonds are consistent with the currency and estimated terms of the defined benefit obligation.

Provident Fund:

The Company's Provident Fund operates under exemption granted under Section 17(1)(a) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Conditions for the exemption stipulate that the employer shall make good deficiency, if any, between the income earned on the investments and the interest payable to members at the rate declared by the Government.

Remeasurement, comprising actuarial gains and losses, the return on plan assets (excluding amounts included in net interest on the net defined benefit liability or asset) and any change in the effect of asset ceiling (wherever applicable) is recognised in other comprehensive income and is reflected in retained earnings and the same is not eligible to be reclassified to profit or loss subsequently. Defined benefit employee costs comprising current service cost, past service cost and gains or losses on settlements are recognised in the Statement of Profit and Loss as employee benefits expense.

When the benefits of a plan have changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in the Statement of Profit and Loss. The Company recognises gains or losses on the settlement of a defined benefit plan when the settlement occurs.

In case of funded plans, the fair value of the plan assets is reduced from the gross obligation under the defined benefit plans to recognise the obligation on a net basis.



**Long Term Employee Benefits**

The Company's net obligation in respect of long term employee benefits being long term compensated absences is the amount of future benefits that employees have earned in return for their service in the current and prior periods. The liability is determined by an independent actuary, using the Projected Unit Credit Method. Actuarial gains and losses are recognised immediately as income or expense in the Statement of Profit and Loss. Obligation is measured at the present value of estimated future cash flows using a discounted rate that is determined by reference to the market yields at the Balance Sheet date on Government Bonds where the currency and terms of the Government Bonds are consistent with the currency and estimated terms of the defined benefit obligation.

**k. Research and Development Expenditure**

Revenue expenditure on research and development is charged under the respective expense head in the Statement of Profit and Loss in the year in which it is incurred. Capital expenditure on research and development is included as part of the relevant Fixed Assets.

**l. Borrowing Costs**

Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds and is measured with reference to the EIR applicable to the respective borrowings. Interest and other borrowing costs attributable to qualifying assets are capitalised. Borrowing costs are expensed in the period in which they occur.

**m. Foreign Currency Translations and Transactions**

Foreign currency transactions are translated into the functional currency using the exchange rates on the dates of the transactions. Foreign exchange gain and loss arising from the settlement of these transactions, and from the translation of monetary assets and liabilities at the reporting date exchange rates are recognised in the Statement of Profit and Loss. Non-monetary items that are measured based on historical cost in a foreign currency are translated at the exchange rate on the date of the transaction. The Company has not entered into any foreign exchange forward contracts during the year.

**n. Taxes on Income**

Income tax expense/income comprises of current income tax expense/income and deferred tax expense/income. It is recognised in the Statement of Profit and Loss except to the extent it relates to the items directly recognised in Other Comprehensive Income or in Equity.

Current tax is the expected income tax payable/(recoverable) in respect of the taxable profit/(tax loss) for the year and any adjustment to the tax payable or receivable in respect of previous years. It is measured using the tax rates and tax laws that have been enacted or substantively enacted by the end of the reporting period.

Deferred tax is recognised in respect of temporary differences between the carrying values of assets and liabilities for financial reporting purposes and the amount used for tax purposes.

A deferred tax liability/asset is recognised based on the expected manner of realisation or settlement of the carrying amount of assets and liabilities, using tax rates enacted, or substantively enacted, by the end of the reporting period. Deferred tax assets are recognised only to the extent that it is probable that future taxable profits will be available against which the asset can be utilised. Deferred tax assets are reviewed at each reporting date and reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Current tax assets and current tax liabilities are offset when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle the asset and the liability on a net basis or to realise the asset and settle the liability simultaneously. Deferred tax assets and deferred tax liabilities are offset when there is a legally enforceable right to set off current tax assets against current tax liabilities and the deferred tax assets and the deferred tax liabilities relate to income taxes levied by the same taxation authority.

**o. Earnings Per Share**

Basic earnings per share is calculated by dividing profit or loss attributable to ordinary equity holders by the weighted average number of ordinary shares outstanding during the year. For the purpose of calculating diluted earnings per share, the net profit or loss for the period attributable to equity shareholders and the weighted average number of shares outstanding during the period are adjusted for the effect of all dilutive potential equity shares.

**p. Segment Information**

Operating segments are reported in a manner consistent with the internal reporting provided to the Chief Operating Decision Maker (CODM). The CODM has identified a single reporting segment namely manufacturing, trading and sale of Kitchenware.

NOTE 2  
Property, Plant & Equipment and Intangible Assets

	GROSS BLOCK			DEPRECIATION			NET BLOCK	
	As at April 1, 2024	Additions	Disposals	As at April 1, 2024	Depreciation/ Amortization	Disposals	As at March 31, 2025	As at March 31, 2024
Property, Plant and Equipment								
Land Leasehold (Right of Use)	2,50.23 (2,50.23)	NIL (NIL)	NIL (NIL)	4.81 (2.12)	2.68 (2.69)	NIL (NIL)	2,42.74	2,45.42
Land Freehold	2.00 (2.00)	NIL (NIL)	NIL (NIL)	NIL (NIL)	NIL (NIL)	NIL (NIL)	2.00	2.00
Buildings *	13,11.54 (13,04.80)	44.72 (6.74)	NIL (NIL)	1,87.93 (1,41.91)	46.74 (46.02)	NIL (NIL)	11,21.59	11,23.61
Plant & Equipment	90,12.15 (76,82.74)	19,77.86 (13,45.04)	2.49 (15.63)	35,07.04 (28,05.68)	8,55.03 (7,13.09)	0.64 (11.73)	66,26.09	55,05.11
Furniture & Fixtures	1,12.83 (1,09.24)	21.86 (5.55)	22.81 (1.95)	49.76 (41.55)	9.96 (9.13)	21.67 (0.93)	73.83	63.08
Vehicles	1,92.66 (1,78.99)	1,06.66 (13.67)	21.95 (NIL)	1,13.28 (92.23)	27.47 (21.05)	15.52 (NIL)	1,52.15	79.38
Office Equipment	5,92.31 (5,11.18)	1,11.68 (89.17)	15.89 (8.03)	4,15.45 (3,53.70)	75.48 (68.43)	16.46 (6.68)	2,13.64	1,76.86
TOTAL	114,73.72 (100,39.18)	22,62.78 (14,60.16)	63.13 (25.61)	42,78.26 (34,37.19)	10,17.37 (8,60.41)	54.30 (19.34)	84,32.04	71,95.46
Intangible Assets								
Software (purchased)	42.77 (38.20)	45.89 (4.56)	NIL (NIL)	30.90 (22.93)	11.79 (7.97)	NIL (NIL)	45.98	11.87

\* Include shares in Co-operative Societies.  
Previous year figures are given in brackets.

2.1 Title deeds of Immovable Properties not held in the name of the Company

Relevant line item in the Balance sheet	Description of item of property	Gross carrying value	Title deeds held in the name of	Whether title deed holder is a promoter, director or relative of promoter/director or employee of promoter/director	Property held since which date	Reason for not being held in the name of the company
Property, Plant and Equipment	Freehold Land located at Hoshiarpur admeasuring 20 Acres	Rs.2 Lakhs	Allotted to the erstwhile Companies Pressure Cookers and Appliances Private Limited (8 acres) and PCA Engineers Private Limited (12 Acres)	No	August 16, 1974	The possession of land has been given to erstwhile Companies Pressure Cookers and Appliances Private Limited and PCA Engineers Private Limited by the Government of Punjab, as per the agreement; the conveyance of which is yet to be finalized. M/s PCA Engineers Limited was merged with the Company under Section 391 to 394 of the Companies Act, 1956 in terms of the approval of the Honourable High Court of Bombay.
Property, Plant and Equipment	Leasehold Land located at Jaunpur admeasuring 24,282 square metres.	Rs.0.83 Lakhs	M/s PCA Engineers Limited	No	January 24, 1990	The registered lease deed is in the name of M/s PCA Engineers Limited, the erstwhile Company that was merged with the Company under Section 391 to 394 of the Companies Act, 1956 in terms of the approval of the Honourable High Court of Bombay. The Company has applied to UP State Industries Development Corporation Limited for transfer of the lease in the name of the Company.

**Note 3**

	Amount in CWIP for a period of				Rs. Lakhs
Capital-work-in progress (CWIP) ageing schedule	Less than 1 year	1 year - 2 years	2 years - 3 years	More than 3 years	Total
In progress March 31, 2025	12,40.23	9,23.73	39.36	41.82	22,45.13
In progress March 31, 2024	10,18.63	43.50	1,24.09	2.00	11,88.22
There is no item of Capital Work-in-Progress whose completion is overdue or has exceeded its cost compared to its original/ revised plan envisaged by the Management.					

**NOTE 4**

	As at March 31, 2025 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs
<b>Non-Current Investments</b>		
Investments in equity instruments (at fair value through profit or loss):		
Unquoted and Non-Trade		
Shares in Saraswat Co-op. Bank Ltd.		
(2,500 Shares of Rs. 10 each fully paid up)	<u>0.25</u>	<u>0.25</u>

**NOTE 5**

	As at March 31, 2025 Rs. Lakhs	As at March 31, 2025 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs
<b>Other Non-Current Financial Assets</b> (Unsecured and considered good)				
Security Deposits	<u>2,36.04</u>		1,95.84	
Balances with the Banks - in deposit accounts	<u>7,00.00</u>	<u>9,36.04</u>	<u>2,50.00</u>	<u>4,45.84</u>

**NOTE 6**

	As at March 31, 2025 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs
<b>Non-Current Tax Assets (net)</b>		
Advance tax (net of provision)	<u>4,43.25</u>	<u>3,15.17</u>

**NOTE 7**

	As at March 31, 2025 Rs. Lakhs	As at March 31, 2025 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs
<b>Deferred Tax Assets (net)</b>				
Deferred Tax Assets				
On employee separation and retirement	<u>2,77.82</u>		3,08.46	
On provision for debts considered uncertain of recovery	<u>0.83</u>		0.83	
On other temporary differences	<u>NIL</u>	<u>2,78.66</u>	<u>6.28</u>	3,15.58
Less: Deferred Tax Liabilities				
Difference between book balance and tax balance of Property, Plant and Equipment		<u>2,59.69</u>		<u>2,27.29</u>
Deferred Tax Asset (net)		<u>18.97</u>		<u>88.29</u>

**NOTE 8**

	As at March 31, 2025 Rs. Lakhs	As at March 31, 2025 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs	As at March 31, 2024 Rs. Lakhs
<b>Other Non-Current Assets</b>				
Capital advances	<u>1,07.94</u>		1,99.36	
Deposits	<u>5,02.54</u>		4,73.81	
Others	<u>15.45</u>	<u>6,25.93</u>	<u>10.98</u>	<u>6,84.15</u>



NOTES FORMING PART OF THE FINANCIAL STATEMENTS (Continued)

NOTE 9

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Inventories</b> (at lower of cost and net realisable value)				
Raw Materials				
Aluminium	<b>26,00.06</b>		23,51.32	
Others	<b>17,87.74</b>	<b>43,87.80</b>	15,97.48	39,48.80
Work-in-Progress				
Pressure Cookers	<b>47,94.84</b>		42,27.00	
Cookware and Others	<b>11,04.81</b>	<b>58,99.65</b>	7,17.75	49,44.75
Finished Goods				
Pressure Cookers	<b>21,99.57</b>		27,42.59	
Cookware and Others	<b>11,31.07</b>	<b>33,30.64</b>	7,67.71	35,10.30
Stock-in-Trade		<b>10,24.04</b>		12,67.32
Stores & Spares		<b>1,81.80</b>		1,37.74
Packing Materials		<b>1,92.70</b>		2,36.77
		<b>150,16.63</b>		140,45.67

Note - Certain portion of inventories are hypothecated against fund and non fund facilities sanctioned by the banks.

NOTE 10

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Trade Receivables</b> (Unsecured)				
Considered good	<b>60,99.88</b>		47,70.81	
Credit impaired	<b>3.32</b>		3.32	
	<b>61,03.19</b>		47,74.13	
Less: Allowance for credit impaired	<b>3.32</b>	<b>60,99.88</b>	3.32	47,70.81

10.1 - Certain portion of trade receivables are hypothecated against fund and non fund facilities sanctioned by the banks.

10.2. Trade Receivables Ageing Schedule

	Outstanding for following periods from due date of payment						Total
	Not Due	Less than 6 months	6 months – 1 year	1 year – 2 years	2 years – 3 years	More than 3 years	
(i) Undisputed - considered good	<b>46,28.68</b> (35,29.14)	<b>14,17.55</b> (11,49.40)	<b>32.22</b> (77.18)	<b>11.62</b> (5.81)	<b>0.49</b> (0.02)	<b>1.28</b> (1.21)	<b>60,91.84</b> (47,62.77)
(ii) Undisputed - which have significant increase in credit risk	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>8.04</b> (8.04)	<b>8.04</b> (8.04)
(iii) Undisputed - credit impaired	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)
(iv) Disputed - considered good	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)
(v) Disputed - which have significant increase in credit Risk	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)
(vi) Disputed - credit Impaired	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)	<b>3.32</b> (3.32)	<b>3.32</b> (3.32)
<b>Total</b>	<b>46,28.68</b> (35,29.14)	<b>14,17.55</b> (11,49.40)	<b>32.22</b> (77.18)	<b>11.62</b> (5.81)	<b>0.49</b> (0.02)	<b>12.64</b> (12.57)	<b>61,03.19</b> (47,74.13)

Previous year figures provided in brackets.

**NOTE 11**

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Cash and Cash Equivalents</b>				
Balances with banks - in current accounts	<b>10,74.05</b>		12,05.13	
Cash on hand	<b>0.22</b>	<b>10,74.26</b>	1.08	12,06.21

**NOTE 12**

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Bank balances other than above</b>				
Balances with banks - in deposit accounts		<b>173,46.75</b>		168,00.00
Earmarked balances with banks				
For unclaimed dividends	<b>1,64.56</b>		1,76.48	
For public deposits	<b>3,30.00</b>		5,97.00	
Margin money deposits	<b>58.75</b>	<b>5,53.31</b>	55.40	8,28.87
		<b>179,00.06</b>		176,28.87

**NOTE 13**

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Other Current Financial Assets</b> (Unsecured and considered good)				
Interest receivable	<b>5,38.65</b>		4,55.95	
Export benefits receivable	<b>33.03</b>		18.26	
Deposits	<b>21.02</b>	<b>5,92.71</b>	16.72	4,90.93

**NOTE 14**

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Other Current Assets</b> (Unsecured and considered good)				
GST recoverable	<b>39,10.38</b>		39,03.40	
Prepaid expenses	<b>87.10</b>		21.35	
Other advances	<b>9,62.13</b>	<b>49,59.61</b>	6,23.59	45,48.34

**NOTE 15**

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Equity Share Capital</b>				
AUTHORISED				
1,00,00,000 (Previous Year: 1,00,00,000)		<b>10,00.00</b>		10,00.00
Equity Shares of Rs. 10 each				
ISSUED, SUBSCRIBED AND PAID UP				
52,87,815 (Previous Year: 52,87,815)		<b>5,28.78</b>		5,28.78

Equity Shares of Rs. 10 each, fully paid up. No change in the current year and previous year.

The Company has one class of Equity Shares having a par value of Rs. 10 per share. Each shareholder is eligible for one vote per share held. The dividend proposed by the Board of Directors is subject to the approval of the shareholders in the ensuing Annual General Meeting, except in case of interim dividend. In the event of liquidation, the equity shareholders are eligible to receive the remaining assets of the Company after distribution of all preferential amounts, in proportion to their shareholding.

**NOTES FORMING PART OF THE FINANCIAL STATEMENTS (Continued)**
**NOTE 15 (continued)**

	As at March 31, 2025			As at March 31, 2024		
Shareholders holding more than 5 percent Equity Shares	Nos.	%		Nos.	%	
Neil Vasudeva	8,37,140	15.83		8,37,140	15.83	
Gitanjali Vasudeva Nevatia	5,78,900	10.95		5,78,900	10.95	
Gayatri Sudeep Yadav	5,78,846	10.95		5,78,846	10.95	
Anuradha S. Khandelwal	5,78,602	10.94		5,78,602	10.94	
SBI Mutual Fund	4,98,169	9.42		5,00,818	9.47	
Nikhil Vasudeva	3,80,032	7.19		3,80,032	7.19	
Kotak Mahindra Mutual Fund	1,95,867	3.70		3,69,386	6.99	
Shareholding of Promoters	No. of Shares	% of total shares	% change during the year	No. of Shares	% of total shares	% change during the year
Neil Vasudeva	8,37,140	15.83	NIL	8,37,140	15.83	NIL
Gitanjali Vasudeva Nevatia	5,78,900	10.95	NIL	5,78,900	10.95	NIL
Gayatri Sudeep Yadav	5,78,846	10.95	NIL	5,78,846	10.95	NIL
Anuradha S. Khandelwal	5,78,602	10.94	NIL	5,78,602	10.94	NIL

**NOTE 16**

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Other Equity</b>				
<b>A. Summary of Other Equity</b>				
Securities Premium	2,49.25		2,49.25	
General Reserve	51,52.09		50,52.09	
Retained Earnings	323,94.39	377,95.72	275,17.91	328,19.24
<b>B. Nature and purpose of reserves</b>				
1. Securities Premium: The amount received in excess of face value of the equity shares is recognised in Securities Premium.				
2. General Reserve: The Company may transfer a portion of the Net Profit before declaring dividend to General Reserve.				
3. Retained Earnings: Retained earnings are the profits that the Company has earned till date, less any transfers to General Reserve, Dividends or other distributions paid to shareholders.				
The above reserves are to be utilised in compliance with provisions of the relevant act.				

**NOTE 17**

	As at March 31, 2025		As at March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Long Term Borrowings (Unsecured)</b>				
Fixed Deposits:				
From Related Parties	3,67.50		1,78.50	
From Others	12,57.95	16,25.45	11,69.06	13,47.56

Note 17.1 - Tenure of long term fixed deposits ranges from 1 year and 1 month to 3 years and interest rate ranges from 7.5% to 8% p.a. (previous year 7.5% to 9% p.a.)

**NOTE 18**

	As at March 31, 2025	As at March 31, 2024
	Rs. Lakhs	Rs. Lakhs
<b>Other Non-Current Financial Liabilities</b>		
Interest accrued	76.56	51.27

**NOTE 19**

	As at March 31, 2025		As at March 31, 2024	
Long Term Provisions	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
Gratuity Liability	1,68.18		NIL	
Provision for employee benefits (Compensated Absences)	6,62.68	8,30.86	8,95.69	8,95.69

**NOTE 20**

	As at March 31, 2025		As at March 31, 2024	
Short Term Borrowings	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
Current maturities of long term fixed deposits (Unsecured)				
From Related Parties	1,32.00		2,10.00	
From Others	5,55.18	6,87.18	15,78.33	17,88.33
		6,87.18		17,88.33

**NOTE 21**

	As at March 31, 2025		As at March 31, 2024	
Trade Payables	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
Micro enterprises and small enterprises (refer Notes 21.2 & 21.3 below)	34,58.73		23,83.90	
Other than micro enterprises and small enterprises	44,50.94	79,09.67	44,88.53	68,72.43

## 21.1. Trade payables aging schedule

Particulars	Outstanding for the following periods from the due date of payment				
	Not due	Less than 1 year	1 year – 2 years	2 years – 3 years	More than 3 years
Undisputed dues - MSME	34,58.12	0.61	NIL	NIL	NIL
	(23,80.74)	(NIL)	(NIL)	(NIL)	(NIL)
Undisputed dues - Others	44,32.82	14.37	NIL	NIL	NIL
	(44,41.05)	(38.44)	(0.08)	(NIL)	(NIL)
Disputed dues - MSME	NIL	NIL	NIL	NIL	NIL
	(NIL)	(3.16)	(NIL)	(NIL)	(NIL)
Disputed dues - Others	NIL	3.03	0.72	NIL	NIL
	(NIL)	(3.31)	(1.39)	(2.80)	(1.46)
<b>Total</b>	<b>78,90.93</b>	<b>18.02</b>	<b>0.72</b>	<b>NIL</b>	<b>NIL</b>
	(68,21.79)	(44.91)	(1.47)	(2.80)	(1.46)

Previous year figures provided in brackets.

## 21.2. Dues to micro and small enterprises

	As at March 31, 2025	As at March 31, 2024
	Rs. Lakhs	Rs. Lakhs
a. Principal and interest amount remaining unpaid	NIL	NIL
b. Interest paid by the Company in terms of Section 16 of the Micro, Small and Medium Enterprises Development Act, 2006, along with the amount of the payment made to the supplier beyond the appointed day during the year	NIL	NIL
c. Interest due and payable for the period of delay in making payment (which have been paid but beyond the appointed day during the period) but without adding interest specified under the Micro, Small and Medium Enterprise Development Act, 2006	0.17	0.03
d. Interest accrued and remaining unpaid at the end of the year	0.17	0.03
e. Interest remaining due and payable even in succeeding years, until such date when the interest dues as above are actually paid to the small enterprises	NIL	NIL

21.3. The identification of vendors as a "Supplier" under the Micro, Small and Medium Enterprises Development Act, 2006, has been done on the basis of the information provided by the vendors to the Company and has been relied upon by the Auditors.

NOTES FORMING PART OF THE FINANCIAL STATEMENTS (Continued)

**NOTE 22**

	As at March 31, 2025		As at March 31, 2024	
<b>Other Current Financial Liabilities</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>
Interest accrued		<b>73.37</b>		2,05.27
Unclaimed Dividends (refer note 22.1)		<b>1,64.56</b>		1,76.48
Other payables:				
Employee payables	<b>41,07.87</b>		38,67.03	
Commission payable to Non-Executive Directors	<b>1,74.00</b>		1,65.76	
Trade and Security Deposits	<b>6,23.17</b>	<b>49,05.04</b>	<u>5,68.60</u>	<u>46,01.39</u>
		<b>51,42.97</b>		<u>49,83.14</u>

22.1. All amounts due to be transferred to Investor Education and Protection Fund have been duly transferred by the Company.

**NOTE 23**

	As at March 31, 2025		As at March 31, 2024	
<b>Other Current Liabilities</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>
Provision for schemes and discounts to dealers	<b>18,01.66</b>		9,57.46	
Statutory dues	<b>7,47.07</b>		7,17.44	
Advances from customers	<b>8,90.34</b>	<b>34,39.08</b>	<u>11,26.10</u>	<u>28,01.00</u>

**NOTE 24**

	As at March 31, 2025		As at March 31, 2024	
<b>Provisions - Current</b>		<b>Rs. Lakhs</b>		<b>Rs. Lakhs</b>
Provision for employee benefits (Compensated Absences)		<b>2,73.02</b>		<u>3,29.91</u>

**NOTE 25**

	As at March 31, 2025		As at March 31, 2024	
<b>Current Tax Liabilities (net)</b>		<b>Rs. Lakhs</b>		<b>Rs. Lakhs</b>
Provision for Tax		<b>81.45</b>		<u>2,02.75</u>

**NOTE 26**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
<b>Revenue from Operations</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>
Sale of Products		<b>1093,06.16</b>		1007,42.12
Other operating revenues:				
Sale of Scrap	<b>20,13.40</b>		14,83.10	
Export Benefits, Incentives etc.	<b>1,21.37</b>		97.37	
Others	<b>1,34.72</b>	<b>22,69.50</b>	<u>92.39</u>	<u>16,72.86</u>
		<b>1115,75.66</b>		<u>1024,14.97</u>
Notes-				
26.1. Disaggregation of Revenue				
Domestic	<b>1019,78.42</b>		951,14.30	
Exports	<b>73,27.74</b>	<b>1093,06.16</b>	<u>56,27.82</u>	<u>1007,42.12</u>

26.2. The Revenue from operations has been disaggregated to comply with the Ind AS 115, although it is not reviewed for evaluating financial performance for the purpose of segment reporting. Revenue recognised in the reporting period that was included in the contract liability balance at the beginning of the period is Rs. 11,26.10 Lakhs (previous year Rs. 8,15.05 Lakhs).

26.3. There is no difference between revenue recognised in the Statement of Profit and Loss and the Contracted Price.

**NOTE 27**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Other Income</b>				
Interest Income	13,22.95		10,47.00	
Dividend Income	0.04		0.04	
Other Non Operating Income	<u>29.87</u>	<u>13,52.86</u>	<u>11.33</u>	<u>10,58.36</u>

**NOTE 28**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Cost of materials consumed</b>				
Aluminium	186,09.07		160,06.57	
Steel	53,60.92		51,12.15	
Packaging	35,85.13		40,02.83	
Others	<u>148,32.78</u>	<u>423,87.90</u>	<u>102,41.00</u>	<u>353,62.55</u>

**NOTE 29**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Changes in Inventories of Finished Goods, Work-in-Progress and Stock-in-Trade</b>				
Opening Stock				
Finished Goods	35,10.30		51,45.27	
Stock-in-Trade	12,67.32		11,56.50	
Work-in-Progress	<u>49,44.75</u>	<u>97,22.36</u>	<u>52,39.29</u>	<u>115,41.07</u>
Closing Stock				
Finished Goods	33,30.64		35,10.30	
Stock-in-Trade	10,24.04		12,67.32	
Work-in-Progress	<u>58,99.65</u>	<u>102,54.32</u>	<u>49,44.75</u>	<u>97,22.36</u>
Change		<u>—5,31.96</u>		<u>18,18.70</u>

**NOTE 30**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Employee Benefits Expense</b>				
Salaries, Wages and Bonus	108,63.07		103,49.50	
Contribution to Provident Fund and Other Funds	9,30.13		8,16.53	
Staff Welfare Expenses	<u>4,56.60</u>	<u>122,49.80</u>	<u>4,03.28</u>	<u>115,69.31</u>

NOTES FORMING PART OF THE FINANCIAL STATEMENTS (Continued)

**NOTE 31**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Finance Costs</b>				
Interest Expense	2,81.44		4,48.48	
Other Borrowing costs	<u>8.87</u>	<u>2,90.31</u>	<u>6.54</u>	<u>4,55.02</u>

**NOTE 32**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Other Expenses</b>				
Sub-contracting	90,27.14		74,30.58	
Packing and Forwarding Charges	73,74.11		63,04.25	
Advertising	35,94.14		41,09.52	
Conference and Business Meeting expenses	15,61.15		13,67.62	
Power and Fuel	14,38.40		12,06.16	
Consumption of Stores, Spares and Tools	8,96.98		7,15.68	
Repairs and Maintenance - Plant and Machinery	8,71.73		7,59.35	
Commission on Sales	4,86.71		5,95.20	
Repairs and Maintenance - Buildings	3,41.01		3,74.63	
CSR Expenses	2,58.23		2,31.91	
Rent	2,03.98		1,76.82	
Rates and Taxes	95.08		93.93	
Insurance	34.93		40.44	
Miscellaneous Expenses	<u>40,18.27</u>	<u>302,01.86</u>	<u>31,20.08</u>	<u>265,26.15</u>

**NOTE 33**

	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>Income Tax</b>				
<b>a. Components of Income Tax Expense</b>				
Tax expense recognised in the Statement of Profit and Loss				
Current Tax				
Current tax for current year	39,06.00		37,59.00	
Prior Years' tax adjustments	<u>—6.87</u>	<u>38,99.13</u>	<u>NIL</u>	<u>37,59.00</u>
Deferred tax (Refer note 33(b))		<u>1,18.90</u>		<u>12.33</u>
		<u>40,18.03</u>		<u>37,71.33</u>
Tax expense recognised in Other Comprehensive Income				
Deferred tax on actuarial gain/loss on defined benefit plans		<u>—49.58</u>		<u>13.19</u>
		<u>39,68.45</u>		<u>37,84.51</u>

NOTE 33 (continued)	For the Year Ended March 31, 2025		For the Year Ended March 31, 2024	
	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs	Rs. Lakhs
<b>b. Reconciliation of Deferred Tax Assets/Liabilities (net)</b>				
Opening balance of Deferred Tax Assets (net)		<b>88.29</b>		1,13.80
Credit/(—) Debit in the Statement of Profit and Loss during the year:				
Deferred Tax Assets:				
On employee separation and retirement	<b>—80.21</b>		17.53	
On other temporary differences	<b>—6.28</b>		NIL	
Deferred Tax Liabilities:				
Difference between book balance and tax balance of Property, Plant and Equipment	<b>—32.40</b>		<b>—29.86</b>	
Total Credit/(—) Debit in the Statement of Profit and Loss		<b>—1,18.90</b>		<b>—12.33</b>
Credit/(—) Debit in Other Comprehensive Income during the year:				
Deferred Tax Assets:				
On employee separation and retirement		<b>49.58</b>		<b>—13.19</b>
Closing balance of Deferred Tax Assets (net)		<b>18.97</b>		88.29
<b>c. Reconciliation of Effective Tax Rate</b>				
Profit before tax		<b>154,87.30</b>		147,54.92
Corporate tax rate as per the Income Tax Act, 1961		<b>25.17%</b>		25.17%
Tax on Accounting Profit		<b>38,97.84</b>		37,13.52
Difference due to:				
Corporate social responsibility expense	<b>64.99</b>		58.37	
Prior Years' tax adjustments	<b>—6.87</b>		NIL	
Others	<b>12.49</b>	<b>70.60</b>	12.63	70.99
Total tax expense recognised during the year		<b>39,68.45</b>		37,84.51

NOTE 34		For the Year Ended March 31, 2025	For the Year Ended March 31, 2024
		Rs. Lakhs	Rs. Lakhs
<b>Earnings Per Share</b>			
Profit after taxation attributable to equity shareholders	(a)	<b>114,69.27</b>	109,83.60
Weighted average number of Ordinary Shares outstanding	(b)	<b>52,87,815</b>	52,87,815
Earnings per share (face value Rs. 10)			
- Basic and Diluted - (in Rupees)	(a)/(b)	<b>216.90</b>	207.72

NOTE 35		For the Year Ended March 31, 2025	For the Year Ended March 31, 2024
		Rs. Lakhs	Rs. Lakhs
<b>Auditors' Remuneration (excluding GST)</b>			
Audit Fees		<b>41.50</b>	37.50
Fees for other services		<b>2.00</b>	2.00
Out of pocket expenses		<b>0.47</b>	1.56
		<b>43.97</b>	41.06



# NOTES FORMING PART OF THE FINANCIAL STATEMENTS (Continued)

## NOTE 36

Key Financial Ratios	Numerator	Denominator	March 31, 2025	March 31, 2024	Variation
Current ratio	Current assets	Current liabilities	2.60	2.51	3.53%
Debt equity ratio (Note 1)	Total debt	Shareholder's equity	0.06	0.09	—35.83%
Debt service coverage ratio (Note 1)	Earnings available for debt service (Note 2)	Debt service (Note 3)	7.82	5.68	37.68%
Return on equity	Net profit after taxes	Average shareholder's equity	32.00%	36.03%	—11.18%
Inventory turnover ratio	Revenue from operations	Average inventory	7.68	6.61	16.22%
Trade receivables turnover ratio	Revenue from operations	Average trade receivables	20.53	21.53	—4.67%
Trade payables turnover ratio	Purchases	Average trade payables	14.76	16.15	—8.60%
Net capital turnover ratio	Revenue from operations	Working capital	3.97	3.98	—0.34%
Net profit ratio	Net profit after tax	Revenue from operations	10.28%	10.72%	—4.15%
Return on capital employed (ROCE)	Earnings before interest and taxes	Capital employed (Tangible net worth + Total debt )	38.83%	41.69%	—6.87%
Return on investment	Interest on Term Deposits + Dividend	Average term deposits and Investments	7.63%	7.15%	6.76%

Notes:

- The improvement in these two ratios is due to improved liquidity and effective working capital management, which has led to a reduction in debt.
- Earnings available for Debt Service = Net profit after taxes + Depreciation and amortisation + Finance costs
- Debt Service = Interest and Principal repayments

## NOTE 37 - Corporate Social Responsibility (CSR)

Particulars	March 31, 2025 Rs. Lakhs	March 31, 2024 Rs. Lakhs
(i) Amount required to be spent by the Company during the year	2,58.23	2,31.91
(ii) Amount of expenditure incurred	2,63.26	2,41.03
(iii) Excess spent carried forward to next year	5.03	9.13
(iv) Shortfall at the end of the year	NIL	NIL
(v) Total of previous years shortfall	NIL	NIL
(vi) Reason for shortfall	N.A.	N.A.
(vii) Nature of CSR activities,	<p><b>1. Skill Training under the Apprenticeship Act, 1961.</b></p> <p><b>2. Public service campaigns on conservation of natural resources using a pressure cooker.</b></p>	<p>1. Public service campaigns about the ill-effects of Indoor Air Pollution due to chulha smoke on the health of women and children and how to use gas and Pressure Cookers to avoid it.</p> <p>2. Skill Training under the Apprenticeship Act, 1961.</p> <p>3. Donation to Akhand Jyoti Eye Hospital.</p> <p>4. Contribution to the Prime Minister's National Relief Fund.</p>
(viii) Details of related party transactions	N.A.	N.A.
(ix) Movements in the provision during the year where a provision is made with respect to a liability incurred by entering into a contractual obligation	<p><b>Movement in provision for CSR expenses :</b></p> <p><b>Opening Provision</b> NIL</p> <p><b>Paid during the year</b> NIL</p> <p><b>Provided during the year</b> NIL</p> <p><b>Closing Provision</b> NIL</p>	<p>Movement in provision for CSR expenses :</p> <p>Opening Provision NIL</p> <p>Paid during the year NIL</p> <p>Provided during the year NIL</p> <p>Closing Provision NIL</p>

**NOTE 38****OTHER NOTES FORMING PART OF THE FINANCIAL STATEMENTS****1. Dividend**

The Board has recommended a dividend of Rs. 130 per equity share of paid-up and face value of Rs. 10 each (previous year Rs. 120 per equity share of paid-up and face value of Rs. 10 each) which, if approved by the shareholders, shall amount to Rs. 68,74.16 Lakhs (previous year Rs. 63,45.38 Lakhs).

**2. Contingent Liabilities and Capital Commitments****(a) Contingent Liabilities**

Claims against the Company not acknowledged as debts are Rs. 9,42.06 Lakhs (Previous Year: Rs. 11,00.26 Lakhs). These comprise of:

Amount (in Rs. Lakhs)					
Sr. No.	Matter	Dispute	Authority/Court	March 31, 2025	March 31, 2024
1	Power Supply	Alleged misclassification of Electricity used for anodising.	The High Court of Punjab & Haryana	2,77.46	2,77.46
2	Employees Provident Fund Contribution	PF dues in respect of the employees engaged by the independent Vendors.	The High Court of Punjab & Haryana	1,44.52	1,44.52
3	Payment of Wages	Settlement benefits to Workers who were not signatories to the Settlement.	Allahabad High Court	31.61	31.61
4	Employees State Insurance (ESI) Contribution	Demand for ESI Contribution on payments made to trainees employed under EPP Scheme of Maharashtra Government.	The High Court of Bombay	10.25	10.25
5	Excise and Service Tax	Denial of CENVAT credit on Services utilised for production and Demand of additional Excise Duty	Customs Excise and Service Tax Appellate Tribunal	68.71	4,97.41
6	Value Added Tax (VAT), Central Sales Tax (CST) and Goods and Service Tax (GST)	Denial of Tax Credit, Demand of additional Tax for non-submission of statutory forms, Demand of Tax on Tax and Penalty for Discrepancy in E-Way Bill (EWB)	Joint Commissioner of State Tax (Appeals), Deputy Commissioner (Appeals) and Sales Tax Tribunal	4,09.50	1,38.98
7	Income Tax	Alleged short deposit of TDS	Commissioner of Income Tax (Appeals)	NIL	0.04
<b>Total</b>				<b>9,42.06</b>	<b>11,00.26</b>

Since the appeals/petitions are pending before various Authorities/Courts, the settlement period depends upon the disposal by the respective Authorities/Courts.

**(b)** Estimated amount of contracts remaining to be executed on capital account not provided for is Rs. 6,50.62 Lakhs (Previous Year: Rs. 11,00.07 Lakhs).

**3. Segment Information**

The Company operates in a single segment, manufacture, trading and sale of Kitchenware.

The revenues from customers attributed to the Company's country of domicile amount to Rs. 1019,78.42 Lakhs (previous year: Rs. 951,14.30 Lakhs) and revenues attributed to all foreign countries amount to Rs. 73,27.74 Lakhs (previous year: Rs. 56,27.82 Lakhs).

No customer of the Company contributed to more than 10% of the total revenues during the current year and previous year.

**4. Foreign Exchange Translations**

The net profit/loss on foreign exchange translations debited/credited to the Statement of Profit and Loss is NIL (previous year: Rs. 0.31 Lakhs debited).

**5. Research and Development Cost**

Research and Development costs debited to the Statement of Profit and Loss are Rs. 9,72.7 Lakhs (previous year: Rs. 7,61.75 Lakhs). Research and Development expenditure of capital nature is Rs. 76.86 Lakhs (previous year: Rs. 6.75 Lakhs).

NOTE 38 (continued)

## 6. Financial Instruments - Fair Values and Risk Management

### (a) Accounting Classifications and Fair Values

Carrying amounts and fair values of financial assets and financial liabilities, including their levels in the fair value hierarchy, are presented below. It does not include the fair value information for financial assets and financial liabilities not measured at fair value if the carrying amount is a reasonable approximation of fair value.

Rs. Lakhs

	Carrying Values/Fair Values				Fair value Hierarchy			
	Fair Value through Profit and Loss	Fair Value through OCI	Amortised Cost	Total	Level 1	Level 2	Level 3	Total
<b>March 31, 2025</b>								
Non-Current Investments	0.25	NIL	NIL	0.25	NIL	NIL	0.25	0.25
<b>March 31, 2024</b>								
Non-Current Investments	0.25	NIL	NIL	0.25	NIL	NIL	0.25	0.25

**Note:** Other Non-current Financial Assets (being Security deposits and Fixed Deposit with banks with maturity of more than 12 months) and Current Financial Assets (being Trade receivables, Cash and cash equivalents, Other bank balances and Other financial assets) are all valued at amortised cost since the business model of the Company is to hold the assets in order to collect contractual cash flows. All Non-current financial liabilities (being Borrowings) and Current Financial Liabilities (being Borrowings, Trade Payables and Other Financial Liabilities) are valued at amortised cost.

### (b) Measurement of Fair Values

The fair values of financial instruments have been classified into three categories depending on the inputs used in the valuation technique. The hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and lowest priority to unobservable inputs (Level 3 measurements).

## 7. Financial Risk Management

The Company's business activities are exposed to a variety of financial risks, namely Market Risk, Credit Risk and Liquidity Risk. The Company has a well established Risk Management Policy framed by the Risk Management Committee which has been duly approved by the Board of Directors. The Risk Management Policy has been established to identify and analyse the risks faced by the Company as well as controls for mitigation of those risks. A periodical review of the changes in market conditions is also carried out by the Risk Management Committee to assess the impact of such changes on the Company and to revise the policies, if required.

### (a) Management of Credit Risk

Credit risk refers to the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Company is primarily exposed to credit risk from its trade receivables and investments in the form of term deposits with scheduled banks.

The Company's credit risk exposure towards trade receivables is very low as the majority of its sales is on advance payment basis. Customer credit period ranges from 30 days to 60 days. Credit can be extended only to those customers who have been approved by the Company and only upto a predefined approved credit limit. The Credit limit is decided after assessing the credit worthiness of the customers based on the past trends and as per the established policies and procedures of the Company. The Company's customer base is widely distributed and the Company does not have concentration of credit risk in the hands of a few customers. Outstanding customer receivables are regularly monitored by the Company to ensure proper attention and focus on realisation. The historical experience of credit risk in collecting receivables is very low. Trade receivables are considered to be a single class of financial assets.

The Company usually invests surplus funds in fixed interest bearing term deposits with the scheduled banks.

The Company's maximum exposure towards the credit risk is the carrying value of each class of financial assets amounting to Rs. 266,03.19 Lakhs and Rs. 245,42.92 Lakhs as at March 31, 2025, and March 31, 2024, respectively, being the carrying amount of current account balances with the scheduled banks, term deposits with scheduled banks, trade receivables and other financial assets.

### (b) Management of Liquidity Risk

The liquidity risk is the risk that the Company will encounter difficulty in meeting obligations associated with the financial liabilities that are settled by delivering cash or another financial assets. Management of liquidity risk ensures that it has sufficient funds to meet its liabilities when due without incurring unacceptable losses.

The Company manages liquidity risk by maintaining sufficient cash and cash equivalents in the form of fixed interest rate

## NOTE 38 (continued)

bearing term deposits with the scheduled banks and also through an adequate amount of committed credit and overdraft facilities from banks. The Company generates sufficient cash flows from operations which are used to service the financial liabilities occurring on a day to day basis. Shortfall, if any, is supported by the said committed credit and overdraft facilities available to the Company from the banks.

**Liquidity risk exposure**

The following are the remaining contractual maturities of financial liabilities at the reporting date.

Rs. Lakhs

Non-derivative financial Liabilities	March 31, 2025			March 31, 2024		
	< 1 Year	> 1 Year	Total	< 1 Year	> 1 Year	Total
Borrowings	6,87.18	16,25.45	23,12.63	17,88.33	13,47.56	31,35.89
Trade Payables	79,09.67	NIL	79,09.67	68,72.43	NIL	68,72.43
Interest accrued	73.37	76.56	1,49.93	2,05.27	51.27	2,56.54
Unclaimed Dividends	1,64.56	NIL	1,64.56	1,76.48	NIL	1,76.48
Employee payables	41,07.87	NIL	41,07.87	38,67.03	NIL	38,67.03
Commission payable to Non-Executive Directors	1,74.00	NIL	1,74.00	1,65.76	NIL	1,65.76
Trade and Security Deposits received	6,23.17	NIL	6,23.17	5,68.60	NIL	5,68.60
<b>Total</b>	<b>137,39.82</b>	<b>17,02.01</b>	<b>154,41.83</b>	<b>136,43.90</b>	<b>13,98.83</b>	<b>150,42.73</b>

The Company has not entered into any Forward Exchange Contracts during the year or has other derivative instruments as at the end of the year.

**(c) Management of Market Risk**

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market conditions. These changes may result from changes in the Foreign Currency exchange rates and in interest rates.

**I. Currency Risk**

Currency risk is the risk that the fair value of a financial instrument will fluctuate because of changes in foreign currency exchange rates. The Company has very minimal exposure towards foreign currency fluctuation on account of advances received from the foreign customers before the shipment of the goods. Production/delivery of goods is closely monitored to mitigate the said foreign currency risk.

Foreign currency exposures in respect of Export receivables/payables are tabulated below:

	March 31, 2025				March 31, 2024			
	Rs. Lakhs	USD	EURO	GBP	Rs. Lakhs	USD	EURO	GBP
Export payables (advances from customers)	90.16	1,05,856	70	546	84.75	78,001	70	19,863
Import Payables	59.93	69,600	NIL	NIL	NIL	NIL	NIL	NIL
Export receivables	49.33	57,982	NIL	NIL	NIL	NIL	NIL	NIL

The Company has not entered into any Forward Exchange Contracts during the year or has other derivative instruments as at the end of the year.

**Sensitivity analysis**

This analysis assumes that all the other variables remain constant and ignores any impact of forecast sales and purchases. An analysis of strengthening or weakening of the INR against the foreign currencies which the company is exposed to as at the balance sheet date is as follows:

Weakening and strengthening of Rupee against the foreign currencies would not have led to any impact in the Statement of Profit and Loss for the year 2024-25 and also in the previous year.

**II. Interest Rate Risk**

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in Market interest rates. The Company does not have any exposure to interest rate risks since all its borrowing and investments are fixed interest bearing.

**III. Price Risk**

Price risk is the risk that the fair value of a financial instrument will fluctuate because of changes in market value of investments. The Company does not have any material investments in the form of shares, mutual funds, etc.

## NOTE 38 (continued)

**8. Capital Management**

The Company manages its capital structure so as to ensure that all strategic as well as day to day capital requirements are met with the maximum focus on increasing the shareholders' wealth. The Management and the Board of Directors of the Company monitor the return on capital and the level of dividends to shareholders taking into account the Company's profitability, circumstances and requirements of the business. The Management of the Company ensures there is sufficient liquidity to meet the Company's short term and long term financial liabilities without any shortfalls or delays. The Company maintains sufficient levels of investments in the form of term deposits with scheduled banks. The Company also raises funds from the public and its shareholders in the form of fixed deposits of upto three years tenure as per the applicable laws, as an alternative source to bank borrowings, in order to meet its working capital needs.

**9. Employee Benefits**
**(a) Defined contribution plan**

The Company's defined contribution plans include Provident Fund, Superannuation Fund, Deposit-linked and Employee State Insurance. Contribution to these funds are recognised as an expense in the Statement of Profit and Loss under the line item employee benefit expenses. The Company has recognised an expense of Rs. 8,21.02 Lakhs during the year (previous year Rs. 7,15.11 Lakhs) towards contribution to defined contribution plans.

**(b) Defined benefit plan - Gratuity**
**I. Plan characteristics**

**Nature of Benefits:** The Company operates a defined benefit final salary gratuity plan. The gratuity benefits payable to the employees are based on the employee's service and last drawn salary at the time of leaving.

**Regulatory Framework:** There are no minimum funding requirements for a gratuity plan in India. The trustees of the gratuity fund have a fiduciary responsibility to act according to the provisions of the trust deed and rules. Besides this if the Company is covered by the Payment of Gratuity Act, 1972, then the Company is bound to pay the statutory minimum gratuity as prescribed under this Act.

**Governance of the Plan:** The Company has setup irrevocable trust fund to finance the plan liability. The trustees of the trust fund are responsible for the overall governance of the plan.

**Inherent Risks:** The plan is of a final salary defined benefit in nature which is sponsored by the Company and hence it underwrites all the risks pertaining to the plan. In particular, there is a risk for the Company that any adverse salary growth or demographic experience or inadequate returns on underlying plan assets can result in an increase in cost of providing these benefits to employees in future. Since the benefits are lump sum in nature the plan is not subject to any longevity risks.

	Gratuity (Funded)	
	March 31, 2025 Rs. Lakhs	March 31, 2024 Rs. Lakhs
<b>II. Net Asset/—Liability recognised in the Balance Sheet</b>		
1. Present Value of Defined Benefit Obligation as at year end	23,45.39	22,47.55
2. Fair value of plan assets as at year end	21,77.21	23,39.32
3. Net funded obligation	—1,68.18	91.77
4. Net defined benefit Asset/—Liability recognised in the balance sheet at the year end	—1,68.18	91.77
<b>III. Expense recognised in the Statement of Profit and Loss for the year ended</b>		
1. Current Service Cost	1,14.83	1,12.38
2. Interest on net defined benefit liability/—asset	—6.61	—15.93
3. Total expense	1,08.22	96.45
<b>IV. Amount recognised in other comprehensive income for the year ended</b>		
1. Actuarial Loss/—Gain arising from change in financial assumptions	58.42	20.75
2. Actuarial —Gain/Loss arising from change in demographic assumptions	14.61	NIL
3. Actuarial —Gain/Loss arising from change in experience changes	1,45.79	—62.71
4. Expected Return on plan assets	—21.82	—10.43
5. Total expense	1,97.00	—52.39

## NOTE 38 (continued)

		Gratuity (Funded)	
		March 31, 2025 Rs. Lakhs	March 31, 2024 Rs. Lakhs
<b>V.</b>	<b>Change in the present value of obligation during the year ended</b>		
1.	Present Value of Defined Benefit Obligation at the beginning of the year	22,47.55	22,82.08
2.	Current Service Cost	1,14.83	1,12.38
3.	Interest on defined benefit obligation	1,35.01	1,44.21
4.	Actuarial Loss/—Gain arising from change in financial assumptions	58.42	20.75
5.	Actuarial —Gain/Loss arising from change in demographic assumptions	14.61	NIL
6.	Actuarial —Gain/Loss arising from change in experience changes	1,45.79	—62.71
7.	Benefit payments	—3,70.82	—2,49.16
8.	Present Value of Defined Benefit Obligation at the end of the year	23,45.39	22,47.55
<b>VI.</b>	<b>Change in Fair Value of Assets during the year ended</b>		
1.	Fair value of plan assets at the beginning of the year	23,39.32	23,97.30
2.	Contributions by employer	45.27	20.61
3.	Interest on plan assets	1,41.62	1,60.14
4.	Actual return on plan assets less interest on plan assets	21.82	10.43
5.	Actual benefits paid	—3,70.82	—2,49.16
6.	Fair value of plan assets at the end of the year	21,77.21	23,39.32

**VII. The major categories of plan assets as a percentage of total plan and risk thereof**

Funded with Life Insurance Corporation of India (LIC)	100%	100%
Risk exposure of plan assets can not be determined as Company's investment is in traditional plan of LIC for which the underlying assets are not known to the policy holders.		

		Gratuity (Funded)	
		March 31, 2025	March 31, 2024
<b>VIII.</b>	<b>Actuarial assumptions</b>		
1.	Discount Rate	6.60%	7.20%
2.	Salary Escalation	6.00%	6.00%
3.	In-service mortality	IALM (2012-14) ultimate	IALM (2012-14) ultimate
4.	Turnover rate	1% to 16% as per age	1% to 12% as per age

The estimate of future salary increase considered in the actuarial valuation takes into account historical trends, future expectations, inflation, seniority, promotion and other relevant factors.

**IX. Sensitivity analysis:** The sensitivity of the overall plan obligations to changes in the key assumptions are as follows:

	March 31, 2025		March 31, 2024	
	Increase	Decrease	Increase	Decrease
Discount rate 0.50 %	—2.15%	2.28%	—2.38%	2.54%
Salary escalation rate 0.50 %	2.28%	—2.17%	2.56%	—2.42%

These sensitivities have been calculated to show the movement in the defined benefit obligation in isolation and assuming there are no other changes in the market conditions at the accounting date. There have been no changes from the previous periods in the methods and assumptions used in preparing the sensitivity analysis.

**X. Funding arrangements and funding policy:** The money contributed by the Company to the fund to finance the liabilities of the plan has to be invested. The trustees of the plan have outsourced the investment management of the fund to an insurance company. The insurance company in turn manages these funds and the asset allocation which is within the permissible limits prescribed in the insurance regulations. Due to the restrictions in the type of investments that can be held by the fund, it is not possible to explicitly follow an asset-liability matching strategy to manage risk actively. There is no compulsion on the part of the Company to fully pre-fund the liability of the Plan. The Company's philosophy is to fund the benefits based on its own liquidity and tax position as well as level of under funding of the plan.



NOTE 38 (continued)

**XI.** Expected contribution for the next year is Rs. 1,00 Lakhs.

**XII. Projected plan cash flow:** The table below shows the expected cash flow profile of the benefits to be paid to the current members of the plan based on the past service of the employees as at the valuation date:

	Gratuity (Funded)	
	March 31, 2025 Rs. Lakhs	March 31, 2024 Rs. Lakhs
<b>Maturity Profile</b>		
Expected Benefits for year 1	9,87.12	7,44.79
Expected Benefits for year 2	2,13.38	4,83.49
Expected Benefits for year 3	2,22.50	1,68.23
Expected Benefits for year 4	2,42.16	1,84.68
Expected Benefits for year 5	1,78.85	2,00.88
Expected Benefits for year 6	2,58.92	1,50.35
Expected Benefits for year 7	1,59.72	2,23.69
Expected Benefits for year 8	95.93	1,25.21
Expected Benefits for year 9	1,16.73	67.65
Expected Benefits for year 10 and above	9,36.99	12,48.59
<b>XIII. The weighted average duration for payment of above cash flows</b>	<b>4.42 Years</b>	<b>4.92 Years</b>

## 10. Related Party Disclosures

### 1. Related Parties

(a) Key Management Personnel and their relatives:

(i) Executive Directors and their relatives

Mr. Subhadip Dutta Choudhury (DIN: 00141545)	Chairman & Chief Executive Officer
Mr. Sudeep Yadav (DIN: 02909892)	Vice-Chairman & Chief Financial Officer
Mr. Tej Paul Sharma (DIN: 09195422)	Executive Director - Sales
Mr. Neil Vasudeva (DIN: 09208715)	Executive Director - Marketing

and relatives:

Mrs. Sonya Dutta Choudhury  
Mrs. Gayatri S. Yadav (#)  
Mr. Mahavir Singh Yadav  
Mrs. Winki Yadav  
Mrs. Ritu Sharma  
Master Varun Hans Vasudeva

(ii) Non-Executive Director and relatives:

Mrs. Susan M. Vasudeva (DIN: 06935629)	Non-Executive Director
and relatives:	
Mr. Neil Vasudeva	
Mr. Nikhil Vasudeva	
Mrs. Anuradha S. Khandelwal	
Mrs. Gitanjali V. Nevatia	
Mrs. Gayatri S. Yadav (#)	

(iii) Independent Directors and their relatives:

Gen. V. N. Sharma (Retd.) (DIN: 00177350)*	Non-Executive Independent Director
Mr. E. A. Kshirsagar (DIN: 00121824)**	Non-Executive Independent Director
Mr. Ravi Kant (DIN: 00016184)	Non-Executive Independent Director
Prof. Leena Chatterjee (DIN: 08379794)	Non-Executive Independent Director
Mr. M. A. Teckchandani (DIN: 00049563)	Non-Executive Independent Director
Mr. Shyamak R. Tata (DIN: 07297729)***	Non-Executive Independent Director
Mr. Sanjay K. Asher (DIN: 00008221)***	Non-Executive Independent Director
and relatives:	
Mrs. Sarla Murli Teckchandani	

## NOTE 38 (continued)

- (b) Employees' post-employment benefit plan  
Hawkins Cookers Limited Employees Provident Fund Trust

# Related Party Transactions and Outstanding balances as on March 31, 2025, are disclosed under the heading 'Non-Executive Director and relatives' and not under the heading of 'Executive Directors and relatives'.

\* Gen. V. N. Sharma (Retd.), Non-Executive Independent Director, retired on September 18, 2024, consequent to the completion of his second consecutive five years term.

\*\*Mr. E. A. Kshirsagar, Non-Executive Independent Director, passed away on November 11, 2023.

\*\*\* Mr. Shyamak R. Tata and Mr. Sanjay K. Asher were appointed as Non-Executive Independent Directors with effect from February 1, 2024.

**2. Disclosure of transactions between the Company and Related Parties and the Status of outstanding balances as at March 31, 2025 (Previous year's figures given in brackets)**

	<b>Key Management Personnel and their relatives</b>		
	<b>Executive Directors and their relatives</b>	<b>Non-Executive Director and relatives</b>	<b>Independent Directors and their relatives</b>
	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>	<b>Rs. Lakhs</b>
(i) Remuneration			
Short term employee benefits	<b>16,72.39</b> (15,92.01)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)
Post employment benefits	<b>67.76</b> (65.85)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)
Total Remuneration	<b>17,40.14</b> (16,57.85)	<b>NIL</b> (NIL)	<b>NIL</b> (NIL)
(ii) Non Executive Directors' Fees and Commission	<b>NIL</b> (NIL)	<b>38.60</b> (30.68)	<b>1,84.30</b> (1,75.48)
(iii) Benefits provided to the Non-Executive Directors, as Advisor	<b>NIL</b> (NIL)	<b>13.79</b> (10.74)	<b>NIL</b> (NIL)
(iv) Dividend paid	<b>10,06.33</b> (8,38.61)	<b>25,39.66</b> (21,16.38)	<b>1.12</b> (0.93)
(v) Fixed deposits accepted	<b>NIL</b> (2.00)	<b>32.00</b> (48.00)	<b>1,50.00</b> (80.00)
(vi) Interest paid on Fixed deposits (Includes Rs. 0.65 Lakhs paid post the retirement of Gen. V. N. Sharma (Retd.))	<b>2.59</b> (19.38)	<b>17.48</b> (15.41)	<b>19.72</b> (12.21)
(vii) Fixed deposits repaid (Includes Rs. 1.2 Lakhs repaid post the retirement of Gen. V. N. Sharma (Retd.))	<b>1.00</b> (2,00.00)	<b>NIL</b> (25.00)	<b>62.00</b> (20.00)
Balances as at year end			
Fixed Deposits (Unsecured)			
March 31, 2025 (Includes Rs. 8 Lakhs payable to Gen. V. N. Sharma (Retd.))	<b>27.50</b>	<b>2,22.00</b>	<b>2,58.00</b>
March 31, 2024	(28.50)	(1,90.00)	(1,70.00)

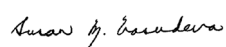
**Transactions between the Company and Hawkins Cookers Limited Employees Provident Fund Trust and the Status of outstanding balances as at March 31, 2025 (Previous year's figures given in brackets):**

During the year company has paid Rs. 7,06.38 Lakhs (previous year: Rs. 6,22.67 Lakhs) to Hawkins Cookers Limited Employees Provident Fund Trust towards the Company's and the employees' contribution. Balance payable to the said Trust as at March 31, 2025: Rs. 56.67 Lakhs (Previous Year: Rs. 54.74 Lakhs).

Note: All Related Party Transactions entered during the year were in ordinary course of the business and on arm's length basis.

11. All the values have been stated in Rs. Lakhs unless otherwise indicated.

*Signatures to Notes 1 to 38 forming part of the financial statements.*



Susan M. Vasudeva  
Director  
DIN:06935629



Ravi Kant  
Director  
DIN:00016184



Shyamak R. Tata  
Director  
DIN:07297729



Sudeep Yadav  
Vice Chairman &  
Chief Financial Officer  
DIN:02909892



S. Dutta Choudhury  
Chairman &  
Chief Executive Officer  
DIN:00141545



Brahmananda Pani  
Company Secretary  
M.No.:A22117



Sanjay K. Asher  
Director  
DIN:00008221



Neil Vasudeva  
Executive Director-Marketing  
DIN:09208715



Tej Paul Sharma  
Executive Director-Sales  
DIN: 09195422



M. A. Teckchandani  
Director  
DIN: 00049563



Prof. Leena Chatterjee  
Director  
DIN: 08379794



# New Products



- Ceramic coated inside and outside – No PTFE, No PFAS
- Advanced Ceramic coating – needs less oil
- At low or medium heat, food will not burn or stick
- Cook n Serve in style – less to clean, less to store
- Does not stain, stays looking new for years
- Elegant and sturdy handles
- Guaranteed for one year



**Casserole**  
3 Litre  
MRP: Rs. 2,500

**Baby Casserole**  
1.25 Litre  
MRP: Rs. 1,400

**Casserole**  
2 Litre  
MRP: Rs. 2,150

Back Inside Cover



- Extra-thick stainless steel Tri-Ply
- Ceramic coated outside – easy to clean
- Stays looking new for years
- Not spoilt by high heat
- Can use metal spatula
- Stay-cool stainless steel handles
- Cook n Serve in the same pan
- Guaranteed for 5 years



**Deep-Fry Pan**  
2.5 Litre  
MRP: Rs. 3,000

**Frying Pan**  
22 cm DIAMETER  
MRP: Rs. 2,500

**Handi**  
3 Litre  
MRP: Rs. 3,050

Back Cover

## FUTURA

## Electronic KETTLE

With micro-chip



**Kettle**  
1.4 Litre  
MRP: Rs. 2,750

- ♦ **Smart Kettle**  
shows temperature of liquid
- ♦ **No more scalding**  
your tongue with extra-hot tea/coffee
- ♦ **No more waiting**  
for fluids to cool down after they have overheated
- ♦ **Get water at your desired temperature**  
throughout the day
- ♦ **Ideal for infusions**  
like *Kadha* (decoctions) where the water can be held at the right temperature through the day
- ♦ **1200 Watts powerful heater**  
heats from 30°C to 100°C in 150 seconds for 2 cups of water
- ♦ **Healthy, easy to clean**  
18/8 food-grade stainless steel, wide mouth for ease of cleaning



**Superfast heating**  
Boils 500 ml water (30°C to 100°C) in 150 seconds



**Base Unit with Micro-chip**  
Ensures cut-off at set temperature. Auto cut-off prevents boil-dry



**Accurate Sensor**  
Measures the precise temperature of fluid



**Temperature Control Knob**  
Set desired temperature



**Ergonomic cool touch handle**  
Comfortable and easy to hold



**Perfect Pour Spout**  
No spills and dribbles

Front Cover



AQUA  
Cook n Serve in style

Brightens your kitchen,  
lightens your load!







Hawkins Cookers Limited

REGISTERED OFFICE: F 101, Maker Tower, Cuffe Parade,  
Mumbai 400 005, India. | [www.hawkinscookers.com](http://www.hawkinscookers.com)