

# **Hexagon Nutrition Limited's Overview**

#### **Overall Performance**

## **Hexagon's Profile**

Headquarter **Parent Company** 

India **Hexagon Nutrition Limited** 

Supplies for LSFF

Type of Ownership

Yes Private

Supplies in India/Kenya? **Millers for Nutrition Partner** 

India, Kenya

Supplies in other markets?

40 countries across 5 continents

Micronutrient/premix applications

Baked Goods, Beverages, Bouillon Cubes, Confectionery, Dairy, Edible Oil, Emergency and Therapeutic Foods, Flour, Fortified Rice Kernels, Infant Food, Rice, Savoury Snacks

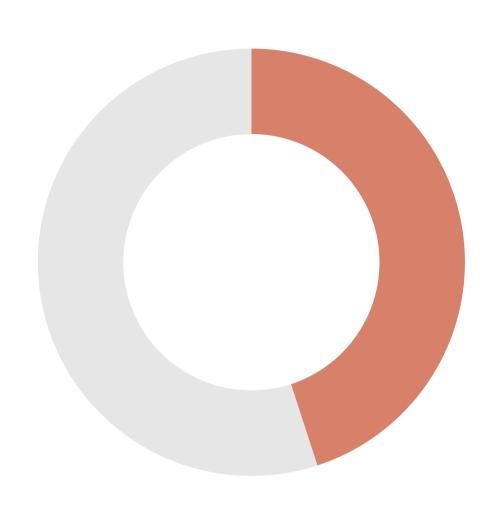
Fortificant Production Site Locations (Nr. of GPF-certified sites out of total sites) <sup>2</sup>

India (2 out of 3 sites) Uzbekistan (1 out of 1 site)

#### Footnotes:

- 1. Large-scale food fortification
- 2. The company has at least 1 GPF-certified site globally

# **Overall Performance**



Company engagement: Full Engagement

**Important** - The findings of this Assessment regarding companies' performance and their profile rely to a large extent on information shared by companies, in addition to information that is available in the public domain. Several factors beyond the companies' control may impact the availability of information. Therefore, in the case of limited or no engagement by such companies, this Assessment may not represent the full scope of their efforts or their profiles.

## Company's performance across 4 thematic categories







- Relevant information found was fully disclosed
- Relevant information found partially disclosed (i.e. some information is confidential)
- O Relevant information was fully confidential



# Commercial Nutrition Strategy Analysis

<ul> <li>□ Commitments to address nutrition</li> <li>During this assessment, Hexagon published its 2030 Strategy and Vision on its website, outlining the company's mission to improve micronutrient access and reduce commercial food fortification. The webpage outlines several global public health and nutrition commitments, some of which are measurable and time bound. For exnew small and medium-sized producers of fortified foods to enable the fortification of more than 50% of foods across markets where regulations mandate food for support, including regional formulation guidance, sample-based trials, and usage best practices]."</li> <li>□ Reporting on nutrition progress</li> <li>Hexagon discloses progress on some of its nutrition-related commitments for fiscal year 2024-2025 on its website. However, the reported metrics are not clearly defand on ont include a baseline. The company provided evidence of tracking its sales to development agencies and government entities; however, it is unclear how the nutrition commitments.</li> <li>□ Nutrition governance</li> <li>Hexagon states on its website that it conducts regular internal audits and stakeholder reviews with performance metrics aligned to its impact goals. The company also regular review meetings to monitor progress against annual objectives. However, no evidence was provided to confirm that senior level management is explicitly residence.</li> </ul>	rample, the company commits to "onboard rtification by 2030 [by extending technical fined nor aligned with specific strategic goals,
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nutrition-related commitments outlined on its website. In addition, while Hexagon shared documents detailing remuneration arrangements linked to sales performance and the role of the Nomination and Remuneration between remuneration and the achievement of the nutrition-related objectives outlined in its 2030 Strategy and Vision.	sponsible for reviewing and implementing the
☐ Responsible sales of fortificants	
Hexagon states on its website that one of its strategic priorities is to increase sales of premixes for commercial food fortification in categories such as for bakery, snar among its current food premix applications. The company informed ATNi that it guides customers on fortification as per local regulations and guidelines.	cks and dairy. Confectionery is also listed
While the company has set a goal to expand fortificant sales within specific commercial food categories, it does not explicitly commit to prioritizing sales for product international public health authorities, relative to total fortificant sales in market-driven food fortification.	s considered healthier by national and
■ Nutrition-related business risks	
Hexagon shared a document identifying various nutrition-related material risks, including nutritional quality and regulatory compliance for fortification. However, th nutrition-related material risks, was not publicly available.	is document outlining the company's



# Commercial Nutrition Strategy Analysis

Recommendations
Commitments to address nutrition
Hexagon is encouraged to publish its nutrition strategy in a more detailed and cohesive format, ensuring that all commitments are specific, measurable, and time-bound to allow effective tracking and reporting of progress.  For example, the company could develop specific plans on how it will onboard new small and medium-sized producers or maintain price competitiveness in nutritionally vulnerable regions.
Reporting on nutrition progress
Hexagon is encouraged to regularly track and publicly report on the progress of all its nutrition-related commitments, showing achievements year-on-year. Reporting should ideally be based on well-defined quantitative metrics to strengthen transparency, accountability, and recognition.
- Nutrition governance
Hexagon is encouraged to establish clear governance structures, such as board-level reviews—supported by assigned responsibilities for executive staff and accountability mechanisms such as linking remuneration to nutrition commitments—to effectively deliver progress on its nutrition-related targets.
Responsible sales of fortificants
To support healthier diets, Hexagon is encouraged to prioritize the fortificants sales for use in healthier products that align with national and international public health guidance—particularly in market-driven fortification beyond government-mandated staple food fortification. This includes stimulating fortification in products that contribute positively to nutritional outcomes and refraining from promoting the fortification of less healthy products that are high in sugar, salt, or unhealthy fats.  By aligning its sales strategy and customer engagement with public health goals, Hexagon could help ensure that fortification efforts contribute meaningfully to improved nutrition and long-term health outcomes.
Nutrition-related business risks
Hexagon is encouraged to publicly disclose nutrition-related material risks, as this aligns with corporate governance best practices, signals a proactive stance on public health, and reinforces accountability to stakeholders.



## **Engagement with Customers and Distributors Analysis**

#### **Findings Recommendations Technical support to customers ☐** Technical support to customers During the course of the assessment, Hexagon published information on its global website To strengthen its support for effective fortification practices, Hexagon is encouraged to describing the forms of technical support offered by the company to its customers. This includes develop a structured technical assistance plan with measurable targets or key regional formulation guidance, sample-based trials, usage best practices, and onboarding for small performance indicators. This would help ensure consistent and systematic support for all and medium-sized producers of fortified foods. customers, through training, research and development, and other forms of guidance. The company also shared examples of customer support through quality checks and assessment Hexagon is also encouraged to continue collecting detailed information on both the tools. These tools evaluate product needs based on micronutrient specifications, processing fortificant and the intended end-product, in line with the Pan-American Health conditions, target markets, packaging, and labelling of fortified end products, as well as shelf life. Organization (PAHO) Code of Practice for Food Premix Operations—for example, by This information helps tailor effective technical assistance and develop fortificants that meet assessing the composition of the end-product. customer requirements and market demands. In addition, the company is encouraged to publicly disclose on its website its efforts to However, Hexagon has not provided evidence that its technical support is delivered systematically support effective fortification, along with related outcomes, to promote transparency, through a structured implementation plan with defined scope and objectives, along with robust accountability, and recognition. frameworks to measure the impact of these efforts in improving fortification outcomes. Instructions on proper handling and use of fortificants Instructions on proper handling and use of fortificants To ensure product integrity and accountability, Hexagon is encouraged to explicitly Hexagon shared evidence that it includes handling instructions for its fortificants on product labels reference fortificant handling and storage instructions in formal distributor agreements. and certificates of analysis. These instructions cover the handling of micronutrients and premixes, This would help prevent mishandling that could compromise product quality. their storage conditions, and the target addition rate for the intended food vehicle. The company should also continue providing customers and distributors with clear The company also shared with ATNi fortificant product labels that provide guidance to distributors instructions on the handling and storage of fortificants—ensuring alignment with and handlers on appropriate storage and handling practices for premixes. recognized guidance such as the PAHO Code of Practice for Food Premix Operations—to support correct fortificant use and effective fortification practices.



## Nutrition-Sensitive Activities Analysis

#### **Findings**

#### Nutrition-sensitive activities

Hexagon is a regional strategic partner of the Millers for Nutrition (M4N) coalition and operates in multiple countries. The company describes its role as providing technical assistance, sharing knowledge, supplying premix, and monitoring progress.

Hexagon also shared evidence of its formal partnership with India's National Institute of Food Technology and Entrepreneurship Management (NIFTEM)—an institute under India's Ministry of Food Processing Industries—which includes joint workshops and hands-on training for small-scale industries to strengthen fortification capacity. Through this partnership, Hexagon also provides financial support to establish model fortification plants used for training NIFTEM staff.

However, no information was found or shared by the company demonstrating that these activities are linked to measurable targets.

#### Recommendations

#### **☐** Nutrition-sensitive activities

To strengthen its role in advancing global fortification efforts and ensure meaningful impact through its partnerships, Hexagon is encouraged to jointly develop structured implementation plans with measurable targets, aligned with both public health priorities and the company's strategic objectives.

Transparency and accountability can be further strengthened by publishing details of these partnerships—through annual reports or the company's website—including implementation plans, progress metrics, and outcomes. This would not only demonstrate commitment but also highlight shared value and collective impact achieved.



## Workforce Nutrition Analysis

# Workforce nutrition programme

No formal workforce nutrition programme with clear goals and objectives was found.

Healthy food at work: No relevant information was found or shared regarding a workforce nutrition programme providing healthy food in the workplace. Therefore, it is unclear whether the company offers this service to its employees.

Nutrition education: Hexagon shared internal communication regarding the launch of its 31-Day Nutrition Challenge in March 2025. This initiative provided employees with guidance on healthier daily habits, improved nutritional choices, and encouragement to increase physical activity.

Nutrition-focused health checks: Hexagon reported offering health check-ups for its employees, including consultations with nutritionists and dieticians on eating habits. However, no evidence of these consultations was provided. The company shared an example of an employee health check-up covering blood sugar, triglyceride, and cholesterol testing.

## Breastfeeding support in the workplace

Hexagon supports nursing mothers in the workplace by providing a multipurpose room that can be used as a breastfeeding area. The company shared photos of this space, as well as a designated nursery room in its factory in Chennai, India. The company noted that this service is available across all its manufacturing plants in India but did not provide evidence to demonstrate this. In addition, it is unclear whether other flexible breastfeeding arrangements are offered, such as flexible working hours or breastfeeding equipment.

## Paid maternity and secondary caregiver leave

Hexagon states that it provides paid maternity leave in accordance with the Maternity Benefit Act in India, which stipulates 26 weeks of government-mandated leave. This policy aligns with World Health Organization (WHO) and UNICEF recommendations supporting exclusive breastfeeding for the first six months.

The company also shared its parental leave policies for South Africa and Uzbekistan—where it has operations—and in both countries these policies comply with local law, offering around 18 weeks of maternity leave. Regarding paid paternity leave, the company informed ATNi that it is not included in the leave policy.

#### **Recommendations**

### **☐** Workforce nutrition programme

Hexagon is encouraged to build on its current efforts to support employee health by developing a more cohesive workforce nutrition programme that addresses healthy food at work, nutrition education, and nutrition-focused health checks, with clear goals and objectives. Each pillar should consist of multiple elements. Practical guidance can be found in the Workforce Nutrition Alliance guidebook series. Such programmes should ideally be implemented across all countries and made available to all employees, including those at manufacturing sites. The company is also encouraged to regularly publish progress on its workforce nutrition programme implementation on its website.

#### **☐** Breastfeeding support in the workplace

Hexagon is encouraged to further strengthen its support for breastfeeding mothers at work to promote maternal and child health—ensuring this support is provided consistently across all sites and equally to all employees, including those at office and manufacturing sites. Ideally, the multipurpose rooms should be comfortable and equipped with refrigerators to store breastmilk. Practical guidance on creating breastfeeding-friendly workplaces can be found in the Workforce Nutrition Alliance guidebook series.

These efforts should be publicly disclosed as part of a clear corporate policy, as transparency not only demonstrates commitment to employee well-being but also holds the company accountable and encourage continuous improvement. Furthermore, fostering a supportive workplace culture—for example, through awareness campaigns—is equally important.

## □ Paid maternity and secondary caregiver leave

Hexagon is recommended to develop a comprehensive global policy offering ideally 26 weeks (WHO recommendation) of paid maternity and primary caregiver leave consistently across all countries and for all employees including those at manufacturing sites)—even where this goes beyond national regulatory requirements. The company is also encouraged to provide secondary caregiver leave that exceeds current national regulations.