



12 July 2024

The Secretary
Corporate Relationship Dept.
The Bombay Stock Exchange
Rotunda Building
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai – 400 001

The Secretary
National Stock Exchange of India
Limited
Exchange Plaza,
Bandra Kurla Complex
Mumbai – 400 051

Dear Sir,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, we herewith enclose the Business Responsibility and Sustainability Report for Financial Year 2023-24, which also forms part of the Annual Report 2023-24.

Thanking you,

Yours faithfully,
For Page Industries Limited

Murugesh C
Company Secretary

Encl: as above



PAGE INDUSTRIES LIMITED

Head Office : 3rd Floor, Umiya Business Bay-Tower-1, Cessna Business Park, Varthur Hobli, Outer Ring Road, Bengaluru - 560 103. Ph: 91-80-4946 4646.

Corporate & Registered Office : 7th Floor, Umiya Business Bay-Tower-1, Cessna Business Park, Varthur Hobli, Outer Ring Road, Bengaluru - 560 103.
Ph: 91-80-4945 4545 | www.jockeyindia.com | info@jockeyindia.com | CIN # L18101KA1994PLC016554

ANNEXURE : V: BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

Sl. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L18101KA1994PLC016554
2.	Name of the Listed Entity:	Page Industries Limited
3.	Year of incorporation:	1994
4.	Registered office address	Cessna Business Park, Tower-1, 7th Floor, Umiya Business Bay, Varthur Hobli, Bengaluru, Karnataka - 560103
5.	Corporate address:	Cessna Business Park, Tower-1, 3rd Floor, Umiya Business Bay, Varthur Hobli, Bengaluru - 560103
6.	E-mail	investors@jockeyindia.com
7.	Telephone	91-80-4945 4545
8.	Website	www.jockey.in
9.	Financial year for which reporting is being done	31st March 24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital (INR)	111538740
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Murugesh Cellappan Company Secretary code.green@jockeyindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone basis
14.	Name of assurance provider:	BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD
15.	Type of assurance obtained:	Reasonable Assurance for BRSR Core Attributes

II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of textile garments and clothing accessories	Licensee for the production, operations, and marketing of JOCKEY branded products in India, Sri Lanka, Bangladesh, Nepal, Oman, Qatar, Maldives, Bhutan, Saudi Arabia and UAE. Sole licensee of Speedo International Ltd. in India for the production, marketing, and distribution of the Speedo branded products.	100%



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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of textile garments and clothing accessories.	14101	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	14	10*	24
International	Nil	Nil	Nil

*Including 9- Regional offices & 1 - HO & CO.

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 including India)	9

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

Exports contribute to less than 1% of total turnover

c. A brief on types of customers

Page Industries holds the exclusive license for the production, operations, and marketing of the JOCKEY brand in India, Sri Lanka, Bangladesh, Nepal, Oman, Qatar, Maldives, Bhutan, UAE and Saudi Arabia with 1,382 Exclusive Business Outlets, 1,06,835 Retail Network, 1,132 Large Format Stores (LFS) & E-Commerce.

Page Industries is also the Exclusive licensee of Speedo International Ltd. in India for the production, and non exclusive rights for marketing, and distribution of the Speedo brand with 32 Exclusive Business Outlets and 1,049 stores, E-Commerce. The products are targeted for customers who trust in quality and brand value. In FY 2024, the company achieved a production output of over 241 million pieces under the JOCKEY & Speedo brand.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES (Staff Category)						
1	Permanent(D)	3018	2576	85.35%	442	14.65%
2	Other than Permanent (E)*	1421	678	47.71%	743	52.29%
3	Total employees (D+E)	4439	3254	73.30%	1185	26.70%
WORKERS (Non Staff Category)						
4	Permanent(F)	16443	1802	11%	14641	89%
5	Other than Permanent (G)**	1682	1246	74%	436	26%
6	Total workers (F+G)	18125	3048	17%	15077	83%

Note: * Other than Permanent employees (HO-CO) - Contract Employees (Securities, House Keepers, drivers etc), Retail Offices, Regional Offices, EBS's etc.

** Other than Permanent workers (Manufacturing units) - Contract workers (Securities, House Keepers, drivers etc).

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent(D)	5	4	80%	1	20%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D+E)	5	4	80%	1	20%
DIFFERENTLY ABLED WORKERS						
4	Permanent(F)	52	14	27%	38	73%
5	Other than Permanent (G)	4	4	100%	0	0%
6	Total workers (F+G)	56	18	32%	38	68%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	14	01	7.14%
Key Management Personnel (including Directors)	03	0	0

22. Turnover rate for permanent employees and workers

	FY 2024			FY 2023			FY 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	12%	15%	17%	19%	17%	12.86%	13.06%	12.96%
Permanent Workers	33%	26%	27%	61%	55%	56%	51.73%	47.01%	49.37%

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

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

Sl. No 1	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	Nil	Nil	Nil	Nil

VI. CSR Details

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

(ii). Turnover (in ₹): 45,817 Million

(iii). Net worth (in ₹): 15,969 Million



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:

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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Any grievances from the community, regarding Page’s operations, are expected to be communicated through the Security personnel at the gate, employees, and through direct representation to the Unit HR Manager or in other forms. Grievances reported are reviewed, addressed, and communicated suitably. If necessary is the matters shall be escalated to Sr. VP – HR, Admin & CSR, and ED & CEO for further review.	01	Nil	Nil	Nil	Nil	-Nil
Investors (other than shareholders)	The Stakeholder Relationship Committee supervises and reviews matters related to investor concerns and complaints. Investor grievances shall be reported through the E-mail ID, investors@jockeyindia.com available in the company’s website.	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Shareholder grievances shall be reported through the following E-mail ID, investors@jockeyindia.com available in our company website	03	Nil	Nil	1	Nil	Nil
Employees and workers	The company prioritizes a robust grievance redressal system for employees and workers. A legally mandated Works Committee also works to promote positive employee-employer relations. PIL has established Grievance register systems across all manufacturing units for employees to submit their grievances. The grievances received will be reviewed by Head HR – Manufacturing monthly. Unresolved issues, if any, are escalated to Executive VP – Manufacturing & Operations and Sr. VP - Human Resources and are resolved with the appropriate actions or closed with a suitable response. The nature of concerns is periodically briefed to CEO and MD. Additionally, all page employees can submit complaints via email to Notify@jockeyindia.com	380	7	The pending complaints are under management review for necessary action. Analysis of employees and workers feedback revealed key areas for creating an even better workplace.	279	16	During FY 2023-24, out 16 pending complaints 15 complaints were resolved. One pending Compliant under management review
Customers	Customer complaints and feedback can be communicated via call (1800-572-1299 /1860-425-3333 Monday to Saturday, IST 10:00 AM to 7:00 PM), email (wecare@jockeyindia.com) and website in the help section on website (write to us: https://www.jockey.in/faqs). Customer care team addresses customer complaints and feedback as per SOP. The company has a designated grievance officer (“Grievance Officer”), who is responsible for consumer grievance redressal. One can contact the Grievance Officer whose contact details have been described in the privacy policy, by visiting - https:// www.jockey.in/page/privacy-policy	29,272	464	464 Pending complaints were reported during the last week of March 2024, which were resolved as per the prescribed SLA (Service Level Agreement).	24,003*	1395	1395 Pending complaints were reported during the last week of March 2023, which were resolved as per the prescribed SLA (Service Level Agreement).
Value Chain Partners	The company addresses supplier and vendor grievances through dedicated one-on-one meetings. Additionally, a dedicated Email address, vendor.support@jockeyindia.com , is provided in the Supply Chain Standards and Responsibilities Code for Suppliers and Vendors . The suppliers/vendors shall report any concerns through E-mail.	Nil	Nil	Nil	Nil	Nil	Nil
Others (Specify)	Not applicable						

*The customer complaints for FY 22-23 have been restated

Note: Please refer to the web page for relevant policy details <https://www.pageind.com/policies-documents>

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

S. No	Material issue identified (9 Missions)	Key Topics	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	Economic Performance	<ul style="list-style-type: none"> Economic Development Community development Customer Relationship Management Marketing and Communications Partnership for sustainable development/Stakeholder engagement 	Opportunity	Creation of wealth for shareholders in a sustainable manner while exploring newer markets and at the same time providing intangible benefits to other stakeholders via business activities.	PIL continues to deliver long-term economic value with consistent and sustainable business practices for all stakeholders including extended value chain by means of a strong governance framework.	Positive
2	Governance, Risks, and Compliance	<ul style="list-style-type: none"> Corporate Governance Compliance Data Privacy Risk Management 	Risk	Transparent and ethical code of conduct to achieve business goals and zero tolerance against any unethical practices for responsible business conduct.	PIL is committed to upholding the ethical governance practice with robust risk management, code of conduct, POSH, Information Security Policy, whistle blower mechanisms.	Negative
3	Energy and GHG Emissions	<ul style="list-style-type: none"> Climate strategy Energy Management Emissions Management 	Opportunity	The rise in global temperature is one of the pressing climate issues and hence it is imperative for the company to adopt strategies for managing and reducing GHG emissions.	PIL is committed to reduce the carbon footprint through large-scale adoption of renewable energy in its operations improving energy efficiency.	Positive
4	Water and Effluents	<ul style="list-style-type: none"> Water and Effluents 	Opportunity	Managing the significant water and wastewater related impacts improve the eco-efficiency of the business operations.	PIL is adopting water stewardship practices owing to limit dependence on freshwater through 3R approach (reduce, recycle and reuse).	Positive
5	Materials	<ul style="list-style-type: none"> Sustainable raw materials 	Opportunity	Resource Efficiency results in enhancing competitiveness and reducing environmental liabilities.	PIL intends to increase its share of renewable and recycled raw materials and packaging materials.	Positive
6	Product Stewardship	<ul style="list-style-type: none"> Product Stewardship 	Opportunity	Mitigating the environmental impacts of the products through innovative product design, standardised life-cycle management approach, etc., to facilitate a positive societal impact.	PIL is employing sustainable production practices with increased renewable materials and recycled materials to reduce the environmental impacts resulting from operations and product usage.	Positive
7	Responsible Supply Chain	<ul style="list-style-type: none"> Supply Chain Management Biodiversity 	Opportunity	Owing to the effect the supply chain has on the sustainability commitment of the company, it is imperative to align the suppliers with the organization's goals and targets through a defined set of controls.	PIL continuously engages with its suppliers for propagating the sustainable agenda viz., Local and Fair Procurement practices, supplier assessments and responsible sourcing policies.	Positive
8	Occupational Health and Safety	<ul style="list-style-type: none"> Occupational Health and Safety Chemical Management Waste 	Risk and Opportunity	A safe working environment for all employees is essential for driving business and retaining the workforce there by avoiding operational, financial, and reputational losses.	OHS is at the crux of PIL's culture and values. Page strives to provide a safe working environment by ensuring strict adherence to IMS policy and compliance audits. For more details refer to Principle 3	Positive
9	Diversity and Equal Opportunity	<ul style="list-style-type: none"> Human Rights and Fair Employment Diversity and Equal opportunity Training and Education 	Opportunity	Diversity in the workforce improves the company's performance as it increases the likelihood of diverse people together at the workplace. It is equally important for an organisation to avoid discrimination and uphold human rights in a diverse work environment.	PIL is an equal opportunity employer and believes that diversity fosters creativity, innovation and improves workforce agility. PIL respects Human rights and treats everyone with dignity and avoids all kinds of social injustice in the operations.	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 NGRBC Principles and Core Elements.

P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Please refer to the PIL's Policy & Document web page for relevant policy details								
2. Whether the company has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.	<p>Oeko-Tex Certification*, Member of National Safety Council, WRAP certification, NABL certificate, Integrated Management System (ISO 45001, ISO 14001, ISO 9001, ISO 50001), Zero Discharge of Hazardous Chemicals (ZDHC), Restricted Substances List (RSL), Manufacturing Restricted Substance List (MRSL), Water, sanitation and hygiene (WASH), United Nations Sustainable Development Group (UNSDG), Global Reporting Initiative (GRI) and United Nations Global Compact (UNGCC).</p> <p>*Oeko-tex certifies non-hazardous end-products and all of their components. Products that carry the Standard 100 label have been tested and proven free of harmful levels of toxic substances.</p>								



<p>5. Specific commitments, goals and targets set by the company with defined timelines, if any.</p>	<p>Economic Performance</p> <ol style="list-style-type: none"> To be a 1 billion USD (revenue) company by FY 2026 through increased market presence, diversified product portfolio and innovation, and R&D Commitment to introduce safety, climate, water, and inclusion nudge factors in investment evaluation Commitment to increase the economic value delivered to the vulnerable/disadvantaged sections in the regions that we operate in <p>Governance, Risk, and Compliance</p> <ol style="list-style-type: none"> Computation of compliance score for FY 2021-22 based on the established Compliance Score System and improvement to attain maximum score by FY 2025 Integrate ESG Risks in ERM by FY 2025 <p>Energy and GHG Emissions</p> <ol style="list-style-type: none"> Reduce Energy Intensity (GJ/Million Minutes Produced) by 17% by FY 2023-24 against FY 2019-20 baseline Reduce emissions intensity by 15% by FY 2025 and 30% by FY 2030, in alignment with India's NDCs against the FY 2019-20 baseline Reduce purchase of grid electricity by 17% through Renewable Energy by FY 2030 against FY 2019-20 baseline <p>Water and Effluents</p> <ol style="list-style-type: none"> Improve water-use efficiency by 20% by FY 2030 against the average of last three FY (FY18 - FY21) consumptions Reduction in Fresh Water by 20% by FY 2025 against average of last three financial years (FY 18-21) consumptions Conducting Water Neutrality feasibility study across manufacturing units in FY 21 22 Zero Liquid Discharge by FY 2024 (only for ETP at Unit 21) <p>Materials</p> <ol style="list-style-type: none"> All vendors/suppliers (Fabric, Elastic, Yarn) will be Oeko-Tex Certified by June 2022 100% Recycling and Management of Single Use plastics in packaging by December 2022 <p>Responsible Supply Chain</p> <ol style="list-style-type: none"> Sustainability Assessment will be conducted for all critical suppliers from FY 2021-22 Assess critical supplier-side GHG emissions and accordingly establish a baseline for future emission reduction by FY 2021-22 Implementation of RSL (Restricted Substances List) by March 2023 <p>Occupational Health and Safety</p> <ol style="list-style-type: none"> Zero Waste to Landfill with 100% traceability by 2024 Phasing Out All Restricted Substances in Manufacturing and Supply Chain in Compliance with ZDHC (Level 3) by FY 2024 Occupational Health Illness Tracking by FY 2023 and Mitigation by FY 2025 Safety Management System at all Retail Stores by FY 2023 100% Implementation of WASH Pledge and Third-Party Audit by FY 2023 A Digital Incident and Accident Management System to be Implemented Behavioural Safety Systems certification by FY 2024 To Achieve 0.8 Safety Training Index by FY 2023 <p>Product Stewardship</p> <ol style="list-style-type: none"> All new development of vendors/suppliers (Fabric, Elastic, Yarn) will be OEKO-TEX certified by June 2022 Improve design for extended life (service delivery/washes) Responsible management of materials during product design and development Continue to Increase the use of Renewable/Sustainable/Recycled Materials <p>Diversity and Equal Opportunity</p> <ol style="list-style-type: none"> Assess and Maintain Gender Pay Parity 100% sensitization towards prevention of Sexual Harassment and awareness to all employees including contract employees
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<p>6. Performance of the company against the specific commitments, goals and targets along with reasons in case the same are not met.</p>	<p>Economic Performance</p> <ol style="list-style-type: none"> ₹ 45,817 million revenues generated in FY 2023-24 Conducted an extensive analysis of the Nudge factor pertaining to Climate, water, and safety for the Odisha plant. Continued commitment to the vulnerable/disadvantaged sections of the society by contributing ₹ 84.66 million. <p>Governance, Risk, and Compliance</p> <ol style="list-style-type: none"> Significant improvement in the internal compliance scoring PIL conducted a thorough review of environmental, social, and governance (ESG) factors to identify potential risks and opportunities for the business. This materiality assessment will be used to integrate ESG risks into the Enterprise Risk Management (ERM) framework in the coming years. <p>Energy and GHG Emission</p> <ol style="list-style-type: none"> Energy Intensity at 52.41 (GJ/ Million Minutes Produced) achieving 18% reduction against FY 19-20 GHG Emission (Scope 1&2) Intensity at 7.64 (tCO₂e/ Million Minutes Produced) achieving 29% reduction against FY 19-20 27% of total energy consumption is from renewable sources to reduce the consumption of grid electricity <p>Water and Effluents</p> <ol style="list-style-type: none"> PIL in line with reducing water-use intensity through various initiatives Water Neutrality study will be conducted through third parties in upcoming years for planned units During FY 2023- 24, PIL installed the Low-Temperature Evaporator (LTE) system for ETP to ensure Zero Liquid Discharge (ZLD) to eliminate the risk of effluent transportation and disposal. 86% of STP- treated water is reused within the company premises (Flushing, Road washing, Gardening, etc) in FY 2024 to reduce fresh water consumption <p>Materials</p> <ol style="list-style-type: none"> 100% vendors/suppliers (Fabric, Elastic, Yarn) are Oeko-Tex certified in FY 2024 As per the EPR registration, the company has achieved the target to recycle 1127 MT of plastic packaging (pre & post-consumer plastic packaging) in FY 2024 through authorised recyclers. <p>Responsible Supply Chain</p> <ol style="list-style-type: none"> Sustainability Assessment for all critical suppliers is completed Extensive training sessions on GHG emissions for critical suppliers were conducted Phase 1 implementation of RSL policy is complete (Monitoring and Controlling of 5 chemicals and 1 process). Phase 2 is in progress (Monitoring and Controlling of 8 chemicals and 1 process). <p>Occupational Health and Safety</p> <ol style="list-style-type: none"> Achieved zero waste diversion to landfill in FY 2024. All (Hazardous and Non-Hazardous) third-party waste treatment sites were audited in FY 2024 All ZDHC restricted chemicals were identified and replaced with safer alternatives. Chemical purchase policy outlining “No ZDHC restricted chemicals will be procured” has been laid out EHS self-assessment by 1258 retail stores was complete and all retail store staff were trained on EHS mandates. EHS requirements were incorporated in the project manual. 100% Implementation of WASH Pledge and Third-Party Audit was completed in 2023 and 2024 Achieved the 0.8 safety trainings index for EHS trainings <p>Product Stewardship</p> <ol style="list-style-type: none"> 100% are certified & all developments are carried with vendors who have certified with OEKO-TEX in FY 2024 20 Domestic Wash programs were planned to be conducted for every new Style / Body Fabric, before bulk processing Continued the inclusion of Sustainable raw materials such as Tactile, Modal, and Bamboo fiber-based fabrics in product development. 82% of fabric inward is renewable materials consumption. <p>Diversity and Equal Opportunity</p> <ol style="list-style-type: none"> Gender Pay Parity was assessed POSH Awareness programs are conducted annually across all manufacturing facilities including staff, non-staff, and contract workers by internal committees
<p>Governance, leadership and oversight</p>	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure): Refer to Sustainability Report FY 23-24</p>	



8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Page has instituted a Sustainability Steering Committee (SCOM) which oversees the implementation, monitoring, and reporting of sustainability performance and Business Responsibility policies of the company. Mission teams are formulated to implement the sustainability agenda across operations. SCOM comprises of leadership/senior management personnel. The committee meets quarterly/half-yearly to review the sustainability targets and progress across missions. The committee also periodically apprises Back-end Steering Committee and Board on the sustainability milestones.
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. Sustainability Steering Committee (SCOM) chaired by the Managing Director is responsible for decision making on sustainability related issues. The committee includes Managing Director, Chief Financial Officer, Chief Human Resource Officer, Chief People Officer, Chief Marketing Officer, President & Chief of Manufacturing and Operations, and functional heads responsible for driving the sustainability strategy and its implementation across the organization.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by the Director/Committee of the Board/ Any other Committee	Frequency (Annually/ Half-yearly/ Quarterly/ Any other - please specify)																	
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P5	P7	P8	P9
Performance against above policies and follow up action	Yes. The Board and its committees annually conduct performance reviews against each of the company’s policies. Additionally, PIL conducts thorough reviews and audits of policies on a need basis to ensure alignment with evolving business dynamics and changes in the operating environment and regulatory requirements.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	PIL ensures timely compliance with all statutory requirements through Compliance Mantra software, Compliance Score.																		

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

Yes. Company ensures all stated policies have received approval from the Board/ Committee of the Board /Senior Management. These policies and processes undergo periodic internal audits and reviews. Additionally, following best practices and risk management principles, various business heads regularly evaluate and update policies, with final approval granted by management or the Board.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									



SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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 and awareness programmes on any of the principles during the financial year.

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	2 Awareness sessions were conducted for BoD & KMP	During the year, the Board of Directors were familiarised through various awareness sessions on an array of issues pertaining to business, regulations, economy, ESG etc. In addition, as a part of quarterly Board and Committee Meetings, all the Board Members are also apprised on developments in the Company, key regulatory changes on the governance front i.e., Guidelines/Regulations/ Circulars by IRDAI, SEBI and MCA. The Key Managerial Personnel of the Company are also part of the Board and Committee Meetings wherein the above referred presentations are made.	100%
Employees other than BoD and KMPs	970+ Training Sessions	Various training sessions were conducted on the Code of Conduct, Human Rights Policies, Health and Safety, Skill Upgradation, Capacity building sessions on sustainability values, etc., for all Employees during FY 2024.	100%
Workers	1450+ training sessions	Various training sessions were conducted on Health and Safety, Skill Upgradation, Human rights, etc., for all workers during FY 2024.	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	NA	NA	NA	NA
Settlement	None	NA	NA	NA	NA
Compounding fee	None	NA	NA	NA	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	NA	NA	NA	NA
Punishment	None	NA	NA	NA	NA

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

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

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.

Anti-corruption and bribery form integral components of PIL's **Code of Conduct** for both its Board of Directors and employees. This Code is communicated to all employees upon joining and periodically through the employee portal. PIL and its employees refrain from offering or providing company funds or property as donations to any government agency or its representatives, directly or indirectly, unless mandated by applicable laws. The company's zero tolerance stance against unethical conduct, including corruption and bribery, is communicated to all vendors and supply chain partners through the **Supply Chain Standards and Responsibilities Code for Suppliers and Vendors**.

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

	FY 2024	FY 2023
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

6. Details of complaints with regard to conflict of interest:

	FY 2024		FY 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	None	None	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	None	None	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 [(Accounts payable *365) / Cost of goods/services procured] in the following format:

	FY 2024	FY 2023
Number of days of accounts payables	18	22

9. Open-ness of business

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

Parameter	Metrics	FY 2024		FY 2023	
		Jockey	Speedo	Jockey	Speedo
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	0.49%	0.35%	0.30%	0.95%
	b. Number of trading houses where purchases are made from	16	02	20	02
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	98.97%	100%	93.11%	100%



Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	86.68%	82%	87.83%	85%
	b. Number of dealers distributors to whom sales are made	1754 distributors	1056 Dealers / 39 Distributors	1648 distributors	1250 Dealers/ 38 Distributors
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	3.1%	60.63%	3.3%	63.67%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	NA	NA	NA	NA
	b. Sales (Sales to related parties/ Total Sales)	NA	NA	NA	NA
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA	NA	NA
	d. Investments (Investments in related parties/ Total Investments made)	NA	NA	NA	NA

Note: *Concentration of purchases for Speedo is limited to the raw materials and accessories directly used in PIL's manufacturing activities.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
02 (1 awareness session for raw materials suppliers and 1 awareness session of out-sourcing garment vendors)	<ul style="list-style-type: none"> • Compliance with laws and workplace regulations • Prohibition of Child & forced Labor • Working Hours • Wages and Benefits • Regular Employment • Migrant workers and Dormitories • Prohibition of Discrimination • Harassment and Abuse • Freedom of Association and Collective Bargaining • Health and Safety • Environment 	80%

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If yes, provide details of the same.

The Board of Directors has adopted a Code of Conduct which exemplifies the company's commitment to upholding the principles of loyalty, honesty, and integrity. The Code also emphasizes the importance of avoiding conflicts of interest and requires directors to avoid from any activities or associations that could create, or even appear to create, a conflict between their personal interests and the company's business interests. For more details on the Code, refer to the PIL [code of conduct](#).



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	FY 2023	Details of technologies/ projects invested in	Details of improvements in environmental and social impacts
R&D	0.4%	-	Spring beam tensioner	It helps in optimizing the machines operation, it could lead to reduced energy consumption
Capex	-	0.2%	Replacement of Clutch motors with Servo motors	Investment in the initiative has resulted in energy savings of 1,90,444 kWh in FY 21-22 and FY 22-23
	-	0.2%	Go Green Machine	Reduction of water consumption in socks production
	-	0.1%	Hook & EYE metal forming machine	To reduce dependency on import, which in turn helps in limiting carbon emission form multiple transport
	-	1.0%	Foam Moulding Project	Improvement in energy efficiency
	0.4% (290 KVA solar installation)	0.7%	Solar Power generation	Increasing Solar Energy consumption and thereby reducing grid electricity dependency
	0.1%	0.1%	LED conversion	FTL to LED has resulted in energy savings of 1,44,960 kWh in FY 23-24
	-	0.2%	Replacement of LPG with PNG	Replacement of LPG with PNG results in lower atmospheric emissions of sulphur dioxide (SO ₂), carbon monoxide (CO), reactive hydrocarbons and carbon dioxide. It is beneficial in terms of safety as well.
	1.1%	-	ZLD at tape dyeing Hassan	Ensuring 0% disposal of treated water to atmosphere (13,000 KLD disposal has been avoided)
	10.9%	-	FHS & sprinkler upgradation	Continuous improvement of Health and safety
	0.1%	-	Beam Lifter	As an improvement in material handling with ensuring ergonomically requirement
	0.1%	-	BLDC fans & industrial exhaust fans	Regular to BLDC & industrial exhaust fans, has resulted in energy savings of 20,000 kWh in FY 23-24
	0.2%	-	Compressor	Advanced compressor with VFD drive resulted in conservation of energy

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

The company has instituted several policies and procedures to articulate its position and requirements concerning the responsible sourcing of goods and services throughout the value chain. These

encompass ethical procurement commitments, sustainability assessments, and the procurement and use of safe chemicals through RSL and MRSL policy. Through these initiatives, the company emphasises its commitment to fostering accountability for a sustainable value chain.

PAGE evaluates prospective Suppliers / Vendors rigorously against a set of business requirements before it embarks upon any relationship. The evaluation of the supplier/ Vendor is against several criteria including quality, service, assurance of supply, reputation, cost, innovation, capability and sustainability. For more details refer to **SUPPLY CHAIN STANDARDS AND RESPONSIBILITIES CODE FOR SUPPLIERS AND VENDORS**

b. If yes, what percentage of inputs were sourced sustainably?

100% of PIL's suppliers/vendors abide by **SUPPLY CHAIN STANDARDS AND RESPONSIBILITIES CODE FOR SUPPLIERS AND VENDORS** which includes evaluation of suppliers/vendors against various ESG parameters. Also, 100% of the suppliers/vendors OEKO-tex certified.

Jockey:

% of renewable raw materials (by total quantity) in Jockey Products (Fabric+ Accessories) in FY 2024	82%
% of renewable packaging material (by total quantity) in FY 2024	92%

Speedo:

% of renewable raw materials (by total quantity) in Speedo Products (Fabric+ Accessories) in FY 2024	5%
% of renewable packaging material (by total quantity) in FY 2024	75%

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.

Plastic waste: PIL is committed to reducing the environmental impact of its operations as outlined in the target "100% Recycling and Management of Single Use plastics in packaging". Accordingly, Page Industries initiated the process to reclaim the plastic packaging wastes by registering with CPCB for Extended Producer Responsibility (EPR). In FY 2024, 1127 MT of plastic wastes are reclaimed and recycled. The plastic wastes generated in operations are safely disposed to authorised vendors for recycling.

E-Wastes generated from operations are also sent to authorised vendors for recycling. In FY 2024, 3,738 tonnes of E-Wastes are safely disposed through authorised recyclers.

Hazardous Wastes are carefully handled throughout the operations and sent to authorised recyclers and incineration as per the regulatory guidelines.

Others: A significant portion of Non-Hazardous wastes such as Rubber, elastic wastes and food waste are diverted to fuel recovery and piggery respectively.

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

Yes. PIL initiated a plastic waste reclamation process by registering with the Central Pollution Control Board (CPCB) under the Extended Producer Responsibility (EPR) program. As per the EPR registration, the company has a target to recycle 1,127MT in FY 2024. In line with this target, Page Industries successfully achieved 100% recycling of plastic wastes accounting for 1,127 MT through authorised recyclers.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
14101	Product Style 2714	1.17%	The boundary for the life cycle assessment of the product style is Cradle to Grave	Yes	The Life cycle analysis is currently in progress and the results of the same will be communicated once complete.



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

Name of Product/Service	Description of the risk/concern	Action Taken
None		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024	FY 2023
% of recycled raw materials in Speedo Products (Fabric+ Accessories) in FY 2024	30%	19%
% of recycled packaging material in FY 2024 (Jockey)	52%	49%
% of recycled packaging material in FY 2024 (Speedo)	37%	41%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024			FY 2023		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) (MT)*	NA	1127	NA	NA	572	NA
E-waste	Not applicable					
Hazardous waste						
Other waste						

* As per the EPR registration target under CPCB, the company has reclaimed and recycled an equal amount of pre and post-consumer plastic waste generated through authorized recyclers.

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Jockey and Speedo Packaging	NIL, (As per the EPR registration, the company has achieved the target to recycle 1127 MT of plastic packaging (pre & post-consumer plastic packaging) in FY 2024 through authorized CPCB recyclers)

PRINCIPLE 3 Business 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:

Category	% of employees covered by										
	Total (A)	Group Medical Health Insurance (Including ESIC)		Group Personal Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2576	2576	100%	2576	100%	NA	NA	NA	NA	NA	NA
Female	442	442	100%	442	100%	442	100%	NA	NA	NA	NA
Total	3018	3018	100%	3018	100%	442	14.65%	NA	NA	NA	NA
Other than Permanent employees											
Male	678	678	100%	678	100%	NA	NA	NA	NA	NA	NA
Female	743	743	100%	743	100%	743	100%	NA	NA	NA	NA
Total	1421	1421	100%	1421	100%	743	52.29%	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Group Medical Health Insurance (Including ESIC)		Group Personal Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	1802	1802	100%	1802	100%	NA	NA	NA	NA	1802	100%
Female	14641	14641	100%	14641	100%	14641	100%	NA	NA	14641	100%
Total	16443	16443	100%	16443	100%	14641	89.04%	NA	NA	1643	100%
Other than Permanent workers - Contract Workers											
Male	1246	1246	100%	1246	100%	NA	NA	NA	NA	1246	100%
Female	436	436	100%	436	100%	436	100%	NA	NA	436	100%
Total	1682	1682	100%	1682	100%	436	25.92%	NA	NA	1682	100%

Note: Page Industries prioritizes comprehensive support for its manufacturing workforce, recognizing the importance of employee well-being and work-life balance. On-site crèche facilities provide access to high-quality childcare for parents with young children. Additionally, free lunch and snacks are offered throughout the workday, promoting employee health and productivity. These initiatives contribute to a positive and supportive work environment, fostering employee satisfaction and retention.

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

	FY 2024	FY 2023
Cost incurred on well-being measures as a % of total revenue of the company	0.7%	1.06%



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

Retirement Benefits	FY 2024			FY 2023		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	4%	100%	Y	7%	100%	Y
Others - please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

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

Yes, as part of PIL commitment to enhancing diversity, the company places more emphasis on representation and inclusion of differently-abled persons in line with Rights of Persons with Disabilities Act, 2016. All of the offices and operational units have infrastructure that include the following features:

- Ramps and handrails to facilitate movement of persons with motor disability
- Accessible parking places
- Accessible washrooms
- The emergency siren system is supplemented with visual indicators, such as hooters and flashers, to ensure easy identification of emergencies by people with hearing impairments.

- And also, personal assistance to differently-abled persons during the time of emergencies

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. The company is committed to fostering diversity and inclusion through a comprehensive **Diversity and Inclusion Policy**. This policy emphasizes fair employment and collaboration opportunities, ensuring that decisions are made without discrimination based on factors such as Race, Ethnicity, Gender, Thinking styles, Religion and belief, Sexual orientation, Differential ability and Nationality. The policy also outlines the company's Zero Tolerance on discrimination. The company actively strives to integrate fairness and equality into all aspects of its business processes, including recruitment, promotion, development, compensation, and termination.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	36%	84%	36%	17%
Total	36%	84%	36%	17%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	PIL adheres to robust whistle-blower policies aligned with regulatory standards outlined in Section 177 of the Companies Act of 2013. These policies empower employees and directors to report concerns and instances of unethical behaviour. The mechanism includes provisions for adequate safeguards for employees, including directors, and offers direct access to the MD or Chairman of the Audit Committee in exceptional cases. Additionally, employees can raise concerns with the Works committee at all units. PIL has also installed grievance boxes at all manufacturing units for employees and workers to submit grievances or suggestions. A committee comprising senior leadership regularly reviews these grievances, with monthly inspections conducted by the Head of HR - Manufacturing. Unresolved issues may be escalated to the President - Manufacturing & Operations and CHRO, with the involvement of the MD in cases of major concerns.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024			FY 2023		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	NIL					
Female						
Total Permanent Worker						
Male	NIL					
Female						

Note: All employees and workers of PIL have the right to join or form an association of their own choice and collectively bargain. The Company also ensures its Supplier / Vendor adopts Freedom of association and Collective bargaining.

8. Details of training given to employees and workers:

Category	FY 23-24					FY 22-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	2576	2576	100%	2576	100%	2702	2702	100%	2702	100%
Female	442	442	100%	442	100%	479	479	100%	479	100%
Total	3018	3018	100%	3018	100%	3181	3181	100%	3181	100%
Workers										
Male	1802	1802	100%	1802	100%	2182	2182	100%	2182	100%
Female	14641	14641	100%	14641	100%	18490	18490	100%	18490	100%
Total	16443	16443	100%	16443	100%	20672	20672	100%	20672	100%

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

Category	FY 23-24			FY 22-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	2576	2463	96%	2702	2611	97%
Female	442	428	97%	479	453	95%
Total	3018	2891	96%	3181	3064	96%
Workers						
Male	1802	390	22%	2182	1903	87%
Female	14641	1634	11%	18490	7088	38%
Total	16443	2024	12%	20672	8991	43%

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 such system?

PIL places a paramount emphasis on the safety and well-being of its employees and workers, evident through its robust Occupational Health and Safety (OHS) management system, certified to ISO 45001 standards. This comprehensive system extends across all PIL operating locations, including offices, warehouses, and manufacturing units, and applies to all personnel, including employees, workers, contract workers, and visitors. The scope of coverage of PIL's OHS management system includes

1. Ensuring strict adherence to safe operating procedures to mitigate safety hazards in the workplace.

2. Encouraging employees and workers to report any unsafe acts or conditions promptly to prevent unsafe conditions.

3. Conducting EHS celebrations and competitions to encourage employees to report safety related concerns.

4. Fire drills, Safety Audits and Emergency Plans (OEP) are formulated and tested periodically.

5. EHS committee meetings to discuss and address safety concerns, identify areas for improvement, and implement preventive measures.6. Adopting Behaviour-Based Safety (BBS) systems

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

- For routine Activities, risks are identified through Hazard Identification and Risk



Assessment (HIRA) process. These assessments are conducted by skilled and accredited professionals. The company has set up reporting cards adjacent to suggestion boxes, allowing workers to promptly report Hazards and near-misses.

- For non-routine activities, a safe work permit system has been implemented to manage potential hazards effectively during exceptional circumstances.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes. The employees are encouraged to report work-related hazards and has established defined procedure is established at PIL for reporting, recording and investigation of incidents. Root cause analysis of the incident is done through fish bone analysis by a team comprising of a representative from worker, plant head, production head, HR head, EHS officer, IE head and maintenance head. For Each Root Cause, corrective and preventive actions are determined aligning with hierarchy of controls.

To determine the improvements needed in occupational health and safety management system after an incident:

1. Existing OH&S risks and other risks are reviewed.
2. OH & S management system is reviewed and updated.
3. CAPA implemented is reviewed and updated.

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

PIL maintains a comprehensive health monitoring system for its entire workforce, including both permanent employees and contract workers such as caterers and housekeepers to ensure 100% coverage. Each manufacturing unit has established a medical dispensary staffed with a dedicated team of doctors, nurses, and an ambulance for emergencies. The dispensary operates throughout the production shifts, providing convenient access to medical care. The health services provided to employees cover both occupational and non-occupational health issues. General health checks are offered, along with job-specific check-ups such as audiometry, eye exams, and tetanus immunizations every six months. Doctors also conduct monthly prenatal check-ups for expecting mothers and provide medications as needed.

To further ensure employee well-being, PIL collaborates with the Employee State Insurance (ESI)

corporation to organize periodic health camps. The company demonstrates its commitment to the health of its contract workers as well by covering their health insurance costs through their contractor company.

11. Details of safety related incidents, in the following format:

Safety Incident/	Category	FY 2024	FY 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.047	0.05
Total recordable work-related injuries	Employees	0	0
	Workers	02	03
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

PIL acknowledges the importance of occupational health and safety (OHS) and prioritizes the well-being of all individuals involved in its business operations, including employees, contract workers, visitors, and stakeholders, both physical and mental, as outlined in its **IMS policy**. This commitment extends to creating a healthy, safe, ergonomic, and clean working environment that prioritize preventing injuries and illnesses. To continuously uphold the zero-harm work culture and reduce OHS risks in the workplace, the company has implemented several ongoing improvement measures as follows:

- Occupational Health and Safety Management
- EHS committee
- OHS Risk Assessment
- Safety Audit
- Safety Training and Awareness Programs
- EHS Communication and Engagement
- Incident Reporting
- Health Check-Ups
- Occupational Health Risk Assessment
- Ergonomic Exercises

Note: For more details refer OHS section of the sustainability report FY 2024



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

	FY 23-24			FY 22-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	369	06	The pending grievances are under management review for necessary action.	258	16	During FY 2023-24, out 16 pending complaints 15 complaints were resolved. One pending complaint under management review
Health & Safety	11	01		21	Nil	NA

* The grievances related to workplace conditions raised by employees and workers include the concerns relating to Canteen, Electrical, Housekeeping, HR, Mechanical, Medical, Shop floor, Training and Transport.

** The grievances related to Health and Safety raised by employees and workers include the following categories viz., PPE, ergonomics, mock-drill etc.

14. Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (Units and offices are assessed by the internal audit team)
Working Conditions	

Assessment type	% of manufacturing plants were assessed under third parties
Power quality electrical & Fire safety audit	67%
Thermography	67%
WRAP	100%
Insurance Audit	93%

Safety Audit

The company proactively manages safety through regular OHS risk assessments and health and safety compliance audits conducted periodically across all operating facilities by the internal audit team. To further strengthen the management system, external third-party audits are also incorporated.

Working Conditions Assessment

The company's 100% of manufacturing facilities are certified by Worldwide Responsible Accredited

Production (WRAP). The WRAP certification program is promoted by the Association of American Apparel and Footwear Industry. WRAP audits Page's facilities on 12 principles namely,

- (i) Compliance with Laws and Workplace Regulations,
- (ii) Prohibition of Forced Labour
- (iii) Prohibition of Child Labour
- (iv) Prohibition of Harassment and Abuse
- (v) Compensation and Benefits
- (vi) Hours of Work
- (vii) Prohibition of Discrimination
- (viii) Health and Safety
- (ix) Freedom of Association and Collective Bargaining
- (x) Environment
- (xi) Customs Compliance
- (xii) Security

As a part of the certification, the operations of the Company are subject to assessment in the form of internal and external audits.

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.

The company has adopted robust mechanisms to monitor, record, and mitigate unsafe conditions in the operating sites. The safety officers at the units monitor and record the unsafe conditions regularly and the same gets reviewed by management monthly to evaluate the actions taken.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of
 (A) Employees - Yes
 (B) Workers - Yes

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

The Company ensures that all applicable statutory dues related to its transactions are deducted and deposited in compliance with existing regulations. This process undergoes review during both internal and statutory audits. The Company expects its value chain partners to adhere to business responsibility principles and uphold values of transparency and accountability.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 24	FY 23	FY 24	FY 23
Employees	0	0	0	0
Workers	0	0	0	0

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

No. But the company offers skill-development training programs that meet industry standards, equipping employees with best-in-class capabilities throughout their tenure.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	To strengthen social and environmental compliance throughout the value chain, the Page compliance team will conduct bi-annual, annual (announced/semi-announced), and random on-site PIL social audits at supplier/vendor partner facilities. These audits will assess their systems, processes, and practices, with discussions on best practices and areas for improvement. In FY 2024, PIL assessed the practices of 18 outsourcing garment vendors and 24 raw material supplier factories. This assessment strengthens the understanding of social and environmental practices throughout the supply chain. The PIL Social compliance framework, built on principles aligned with legal regulations, ILO conventions, international workplace standards (e.g., WRAP, BSCI, SA8000), and ESG (environmental, social, and governance) standards, aims to assess and promote responsible business practices and supply chain sustainability by evaluating labor practices, safety, and environmental impact throughout our supplier network
Working Conditions	

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

None

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.

PIL prioritizes understanding the needs and expectations of a broad range of stakeholders. This engagement allows the company to develop sustainable short, medium, and long-term strategies. It also plays a crucial role in managing risks and opportunities within the business operations. PIL conduct an analysis to identify and prioritize both internal and external stakeholders based on their level of influence on organizational decisions and activities. Through consultation with company leadership, PIL has identified key stakeholders including: customers, employees, investors, financial partners, suppliers, regulators, business partners, distributors, local and communities at large.

PIL utilizes various methods for stakeholder interaction, both structured (e.g. surveys) and unstructured (individual or group meetings). The frequency of engagement is tailored to specific needs and may be conducted on-demand, or pre-scheduled periodically. Refer to Essential Indicator 2 of Principle 4 for more details.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	Yes, in some cases if qualified based on specified criteria such as gender, economic wellbeing etc.	<ul style="list-style-type: none"> • Shop Floor meetings • Emails • Notice Board • Employee portals • Awareness Programs • Employee Magazine • Goal Setting Process and Performance appraisal • Reward and recognition programs • Employee involvement in CSR • Employee referral program • Sports and Cultural Activities • Page Academy and Centre of Excellence - Training sessions • Leadership Connect • Customer Orientation • Grievance Redressal Mechanism • Annual reward and recognition programs 	Ongoing, continuous	<ul style="list-style-type: none"> • Employee engagement • Productivity and Efficiency enhancement • Training and Development Safety, Health and Wellbeing • Grievances Redressal • Work life balance
Customers	No	<ul style="list-style-type: none"> • Customer feedback mechanism • Grievance redressal mechanism • Ad campaigns • Social media 	Ongoing, continuous	<ul style="list-style-type: none"> • Product - related information • Grievance Redressal • Customer feedback

Investors	No	<ul style="list-style-type: none"> • Investor relationship cell • Investor group meetings • Quarterly and annual results • Investor conferences • Annual Reports • Sustainability reports 	Quarterly/ Annually	<ul style="list-style-type: none"> • Financial performance Return on Equity • Long-term business performance Risk assessment and Management
Regulators	No	<ul style="list-style-type: none"> • Submission of performance reports • Annual and Sustainability Reports • Compliance reports • Attending meetings and discussions held by regulatory bodies 	Need-based, Quarterly/ Annually	Statutory Compliances
Suppliers	No	<ul style="list-style-type: none"> • Supplier Meets • Emails and posts • Feedback via grievance cell 	Need-based	<ul style="list-style-type: none"> • Product quality Pricing and availability of raw materials • Environment aspects Safety Pricing and payment terms • Social and HR compliance • Supplier Well-Being
Business Partners	No	<ul style="list-style-type: none"> • Scheduled regular interactions Reports • Carrying out annual joint/ collaborative business plans with our distributors 	Need-based	<ul style="list-style-type: none"> • Engagement support • Performance Review
Financial Partners	No	<ul style="list-style-type: none"> • Submission of performance reports • Annual Report 	Annual/ Quarterly	<ul style="list-style-type: none"> • Financial performance • Quarterly results • ESG practices
Distributors	No	<ul style="list-style-type: none"> • Regular discussions with the assigned Sales team member • Email correspondence • Data sharing and accounts statement checks on the PIP portal (Company) • Feedback from the Distributor sales team on the SFA tab • Distributor meets 	Ongoing	<ul style="list-style-type: none"> • Retailer redistribution of Jockey Products • Stock availability and replenishment through an auto replenishment system. • Adequate funds to ensure all ARS POs are cleared on time. Price • Maintenance Warehouse • Hygiene Staffing and Field team as per norm



Communities	Yes, in some cases if they qualify based on specified criteria such as gender, economic wellbeing etc.	<ul style="list-style-type: none"> • Baseline Surveys • Focused Group Interviews • Surveys on various assessments through reputed NGO Based on inputs from the community through employees Referrals • Community representatives • School Development Committees • Through government officials 	Study and Need-based	<ul style="list-style-type: none"> • Enabling better quality of life Less-privileged communities • In the geographical areas that the company functions • Impact Assessment and CSR Intervention Monitoring and Evaluation
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Leadership Indicators

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

PIL prioritizes understanding the needs of its stakeholders, placing it at the core of business strategy. Through active engagement across various communication channels as mentioned above, the company gathers valuable insights and feedback that directly inform its objectives. Insights and feedback gathered through stakeholder consultations are regularly communicated to the Sustainability Steering Committee (SCOM). The CEO also keeps the board informed about PIL's sustainability progress and seeks their valuable feedback to ensure continuous improvement.

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

PIL actively incorporates stakeholder feedback into its policies, practices, and targets. In addition,

the company through the materiality assessment extensively engaged with external stakeholders viz., suppliers, distributors, and other value chain partners. These engagements and the feedback were integrated in the prioritisation of ESG material topics.

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

PIL prioritizes critical social issues by directing its CSR programs towards the most vulnerable populations across India, with a particular focus on women, youth, and marginalized groups. The CSR projects are dynamic to receive feedback and concerns from the community. Following program implementation, feedback is actively solicited through surveys and questionnaires, and the insights gained are then used to refine future initiatives.

The company fosters a culture of ethical, economic, social, and environmental sustainability throughout its operations, while acknowledging the needs and interests of its key stakeholders. Since women employee and workers form the major share of PIL's workforce, the company provides diverse DEI programmes and facilities like creches, health check-ups for continuous engagement and livelihood opportunities.

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, in the following format:

Category	FY 2024			FY 2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	3018	3018	100%	3181	3181	100%
Other than permanent	1421	1421	100%	1384	1384	100%
Total Employees	4439	4439	100%	4565	4565	100%
Workers						
Permanent	16443	16443	100%	20672	20672	100%
Other than permanent	1682	1682	100%	1544	1544	100%
Total Workers	18125	18125	100%	22216	22216	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024					FY 2023				
	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										
Male	2576	NIL	NIL	2576	100%	2702	NIL	NIL	2702	100%
Female	442	NIL	NIL	442	100%	479	NIL	NIL	479	100%
Other than Permanent										
Male	678	39	5.75%	639	94.25%	682	24	3.52%	658	96.48%
Female	743	67	9.02%	676	90.98%	702	16	2.28%	686	97.72%
Workers										
Permanent										
Male	1802	Nil	Nil	1802	100%	2182	NIL	NIL	2182	100%
Female	14641	38	0.26%	14603	99.74%	18490	4	0.02%	18486	99.98%
Other than Permanent										
Male	436	436	100%	NIL	NIL	1102	630	57.17%	472	42.83%
Female	1246	1246	100%	NIL	NIL	442	364	82.35%	78	17.65%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	13	--	01	--
Executive Directors	2	34,358,927	0	--
Non-Executive Director*	11	--	01	--
Key Managerial Personnel	03	12620914	0	--
Employees other than BoD and KMP	2572	680694	442	442542
Workers	1802	236520	14641	222564

* Non-executive directors are not considered for Median calculation as they are entitled only for fixed sitting fee and fixed remuneration under Section 197(l)(ii) of the Companies Act, 2013.

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

	FY 2024	FY 2023
Gross wages paid to females as % of total wages (Permanent employees + permanent workers)	52.48%	57.47%

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

Yes.

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

The company promotes a culture of transparency and accountability through its **Vigil Mechanism / Whistle Blower Policy**. This policy empowers employees to report any concerns relating to misconduct or violation of company rules, without fear of retaliation or discrimination. The policy outlines clear channels for reporting concerns, including the Chairperson of the Audit Committee or the designated Vigilance and Ethics Officer. The Whistleblower Policy is readily accessible to all stakeholders and is publicly available in the company website for transparency.

In addition, at all operating units, employees and workers can raise concerns directly with the Works Committee, a designated body composed of employee representatives. PIL has also set up grievance boxes are available throughout manufacturing facilities for written submissions. This committee comprised of senior management personnel regularly reviews grievances submitted through both channels. Head of HR - Manufacturing conducts monthly inspections to ensure the system's effectiveness. An escalation process is established for unresolved issues. In such cases, concerns can be brought to the attention of progressively senior management, culminating with the President of Manufacturing & Operations, the Chief Human Resources Officer (CHRO), and ultimately, the CEO/MD for significant matters.

POSH Members are the focal point (Individual / Committee) responsible for addressing sexual discrimination/ impact or issues caused or contributed by the business.



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

	FY 2024			FY 2023		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	03	NIL	All three cases were resolved during FY 23-24	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced Labour/Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

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

Discrimination at workplace	FY 24	FY 23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	03	NIL
Complaints on POSH as a % of female employees / workers	0.02%	NIL
Complaints on POSH upheld	03	NIL

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

The company through its policy encourages employees to report matters without the risk of subsequent victimisation, discrimination or disadvantage.

The identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law. The identity of the complainant will not be revealed unless he himself has made either his details public or disclosed his identity to any other office or authority. In the event of the identity of the complainant being disclosed, the Audit Committee is authorized to initiate appropriate action as per extant regulations against the person or agency making such disclosure.

In addition, POSH Members are the focal point (Individual / Committee) responsible for addressing sexual discrimination/ impact or issues caused or contributed by the business.

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

PIL is committed to upholding human rights throughout the business. The company actively communicates the human rights policies to all business vendors. As a mandatory requirement, all business contracts with PIL include a **Code of Conduct** annexure. This Code of Conduct outlines our expectations regarding human rights and requires our partners to read, understand, and agree to abide by its principles.

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	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	



Human Rights Assessment

The company’s manufacturing facilities are certified by Worldwide Responsible Accredited Production (WRAP). The WRAP certification program is promoted by the Association of American Apparel and Footwear Industry. WRAP audits Page’s facilities on 12 principles namely,

- (i) Compliance with Laws and Workplace Regulations,
- (ii) Prohibition of Forced Labour
- (iii) Prohibition of Child Labour
- (iv) Prohibition of Harassment and Abuse
- (v) Compensation and Benefits
- (vi) Hours of Work
- (vii) Prohibition of Discrimination
- (viii) Health and Safety
- (ix) Freedom of Association and Collective Bargaining
- (x) Environment
- (xi) Customs Compliance
- (xii) Security

As a part of the certification, the operations of the Company are subject to assessment in the form of internal and external audits.

11. Provide details of any corrective actions taken or underway to address significant risks/ concerning arising from the assessments at Question 10 above.

During the time of audit, suitable corrective actions are recommended and facilities are periodically monitored by the compliance team to ensure robustness of the system.

Leadership Indicators

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

PIL has prioritized respect for the individual as a core value, translating into upheld basic human rights principles across its operations and value chain partners. Furthermore, PIL demonstrates its commitment to continuous improvement by actively seeking feedback and monitoring developments in human rights regulations. This proactive approach ensures that its processes remain effective and adapt to evolving standards.

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

The scope and coverage of Human rights due-diligence is detailed in Principle 3 and Principle 5

3. Is the premise/office of the entity accessible to

differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the offices of the company are accessible to differently abled employees, workers and visitors in line with Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	To strengthen social and environmental compliance throughout the value chain, the Page compliance team will conduct bi-annual, annual (announced/ semi-announced), and random on-site PIL social audits at supplier/ vendor partner facilities. These audits will assess their systems, processes, and practices, with discussions on best practices and areas for improvement. In FY 2024, PIL assessed the practices of 18 outsourcing garment vendors and 24 raw material supplier factories. This assessment strengthens the understanding of social and environmental practices throughout the supply chain. The PIL Social compliance framework, built on principles aligned with legal regulations, ILO conventions, international workplace standards (e.g., WRAP, BSCI, SA8000), and ESG (environmental, social, and governance) standards, aims to assess and promote responsible business practices and supply chain sustainability by evaluating labour practices, safety, and environmental impact throughout our supplier network.
Forced/ involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	

Note: The company expects its value chain partners to be in compliance with the laws and regulation. The Supply Chain Standards and Responsibilities Code for Suppliers and Vendors and Responsible Sourcing Policy covers the compliance requirements related to Human Rights extensively. Self-assessment checklist for Human Rights assessment has been obtained from all strategic suppliers.

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

None

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

Essential Indicators

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

Parameter	Unit	FY 24	FY 23
From renewable sources			
Total electricity consumption (A)	GJ	616.16	262.57
Total fuel consumption (B)	GJ	28,044.87	38,729.10
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	28661.03	38,991.65
From non-renewable sources			
Total electricity consumption (D)	GJ	62,541.90	67,175.92
Total fuel consumption (E)	GJ	13,319.93	16,109.35
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	75,861.83	83,285.27
Total energy consumed (A+B+C+D+E+F)	GJ	104522.86	1,22,276.92
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/ Million Rupees	2.28	2.55
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)		52.20	58.42
Energy intensity in terms of physical output		NA	NA
Energy intensity (optional)- the relevant metric may be selected by the entity	GJ/Million minutes produced	52.41	54.01

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, the above details on energy consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD

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 the following disclosures related to water, in the following format:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in KL)		
(i) Surface Water (Government water supply)	30,577.10	28,343.07
(ii) Ground Water (Borewell water)	97,859.69	94,038.49
(iii) Third Party Water	77,369.72	97,063.60
(iv) Seawater / desalinated water	NA	NA
(v) Others (Rainwater)	1,081.78	456.85
Total volume of water withdrawal (in KL) (i + ii + iii + iv + v)	2,06,888.28	2,19,902.01
Total volume of water consumption (in KL)	186,778.90	194,552.45
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (Water consumed (KL)/ Turnover (₹ in million)	4.08	4.06
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	93.27	92.96
Water intensity in terms of physical output	NA	NA
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA

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, the above details on water consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD

4. Provide the following details related to water discharged:

Parameter	FY 2024	FY 2023
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water		
-No treatment	NA	NA
-With treatment-please specify level of treatment	NA	NA
ii) To Groundwater		
-No treatment	NA	NA
-With treatment-please specify level of treatment	NA	NA
iii) To Seawater		
-No treatment	NA	NA
-With treatment-please specify level of treatment	NA	NA
iv) Sent to third-parties		
-No treatment	NA	NA
-With treatment-please specify level of treatment	NA	NA
Note: The waste water which is treated in in-house Sewage Treatment Plants (STP) in all units as per specified levels regulated by the government and a major portion of the treated water is reused for toilet flushing, gardening purpose and road washing. The remaining STP-treated water (100%) is discharged through authorized recyclers and further undergoes the ASP/SBR process at the recyclers site and the final treated water will be used for irrigation on agricultural land. PIL monitors the following parameters for inhouse STP treatment plant (pH, COD, BOD, TSS, Ammoniacal Nitrogen, Total Nitrogen, Fecal Coliform, and Turbidity) are in line with PCB norms".	20,109.38	25349.56
v) Others		
-No treatment	NA	NA
-With treatment-please specify level of treatment	NA	NA
Total water discharge (in kilolitres)	20,109.38	25349.56

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, the above details on water consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD



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

Yes. Trade effluents are only generated in the company's Tape Dyeing unit, located at Hassan and are treated through an in-house Effluent Treatment Plant (ETP). To reduce reject water, a four-stage reverse osmosis system is instituted. During FY 2023- 24, PIL installed the Low-Temperature Evaporator (LTE) system for ETP to ensure Zero Liquid Discharge (ZLD) to eliminate the risk of effluent transportation and disposal. The treated water from ETP is recycled back into the production process and the ETP sludge is dried and handed over to authorized incinerators. Domestic wastewater generated in the Hassan unit is treated in PIL's in-house Sewage Treatment Plants (STPs), and 100% of treated water is reused for flushing, gardening, and road washing.

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

Parameter	Please specify unit	FY 2024	FY 2023
NOx	tonnes	1.56	1.38
Sox	tonnes	0.67	0.51
Particulate matter (PM)	tonnes	2.46	2.56
Persistent organic compounds (POP)	tonnes	NA	NA
Volatile organic compounds (VOC)	tonnes	NA	NA
Hazardous air pollutants (HAP)	tonnes	NA	NA
Others-please specify Carbon Monoxide (CO)	tonnes	NA	5.53

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, the above details on water consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD

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

Parameter	Unit	FY 2024	FY 2023
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	941	1,507
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	14,305	15,120
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/Million turnover in INR	0.33	0.35
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)	MTCO ₂ e/Million Revenue in operations adjusted to PPP	7.61	7.94
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	tCO ₂ e/Million Minutes Produced	7.64	7.34

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, the above details on water consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD



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

Yes. Page has taken various initiatives throughout the reporting year to reduce its own GHG emissions. In line with the long-term target, to reduce GHG emissions intensity by 15% by FY 2025 and 30% by FY 2030, in alignment with India's NDCs against the FY 2019-20 baseline, the following initiatives were adopted.

- Setting emission reduction targets and developing a roadmap to monitor execution
- Periodically carrying out feasibility studies to adopt and invest in renewable energy technologies in various units
- Investing in energy-efficient technologies to reduce the energy consumption
- In FY 2023-24, PIL installed 290KVA solar rooftop in one of the manufacturing units.

During the reporting year, 316.39 tCO₂e of Scope 2 emissions have been avoided as a result of effective implementation of direct energy saving initiatives and solar energy consumption from rooftop PV.

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

Category of waste	Description of Waste	Method of Waste disposal	Unit of Measurement	FY 2024	FY 2023
Total Waste generated (in metric tonnes)					
Hazardous Waste	Waste oil/Used oil* (Density 0.825 Kg / l)	Recycled	tonnes	4.52	3.97
	Used Oil filters and oil-soaked cotton	Incinerated	tonnes	3.82	3.07
	ETP sludge	Incinerated	tonnes	31.26	43.46
	Used battery	Recycled	tonnes	10.08	6.49
	Used chemical cans	Re-used	tonnes	4.45	4.83
	E- Waste	Recycled	tonnes	3.74	7.33
	Chemical contaminated waste & Waste Chemicals	Incinerated	tonnes	3.61	3.40
	Biomedical waste	Incinerated	tonnes	0.13	0.10
	Sanitary Waste	Incinerated	tonnes	8.91	7.09
Non - Hazardous Waste	Fabric waste	Recycled	tonnes	3746.46	4468.94
	Paper and cardboard Waste	Recycled	tonnes	1769.93	2528.15
	Elastic waste	Recycled	tonnes	38.42	67.14
	Elastic waste	Waste to Fuel (Calorific value harnessed in kilns for cement manufacturing by Dalmia Cement)	tonnes	221.20	355.5
	Plastic Waste	Recycled	tonnes	279.68	327.38
	Zero value waste such as broken sticker waste, lay paper etc.,	Incinerated (Sent to HAAT)	tonnes	193.60	211.08
	Metal waste	Recycled	tonnes	77.54	101.76
	Other Waste (Wood, gypsum, etc)	Incinerated	tonnes	1.05	1.23
	Food waste	Other recovery	tonnes	56.70	79.74
Total			tonnes	6455.10	8220.66



Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (Metric tonnes / million turnover)			0.14	0.17
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)			3.22	3.93
Waste intensity in terms of physical output			NA	NA
Waste intensity (optional) - the relevant metric may be selected by the entity			NA	NA
Category of Waste	Description of Waste	Unit of Measurement	FY 23-24	FY 22-23
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)				
Recycled				
Hazardous Waste	Waste oil/Used oil*	tonnes	4.52	3.97
	Used battery	tonnes	10.08	6.49
	E- Waste	tonnes	3.74	7.33
Non - Hazardous Waste	Fabric waste	tonnes	3746.46	4468.94
	Paper and cardboard Waste	tonnes	1769.93	2528.15
	Plastic Waste	tonnes	279.68	327.38
	Metal waste (Including Sharp Tool Waste)	tonnes	77.54	101.76
	Elastic waste	tonnes	38.42	67.14
Total Waste Recycled		tonnes	5930.37	7511.16
Re-used				
Hazardous waste	Used chemical cans	tonnes	4.45	4.83
Total waste re-used		tonnes	4.45	4.83
Incineration with energy recovery				
Non - Hazardous Waste	Elastic waste (Sent to cement factory)	tonnes	221.20	355.5
Total waste with energy recovery		tonnes	221.20	355.5
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)				
Other disposal options - Animal Feed				
Non-Hazardous Waste	Food Waste	tonnes	56.70	79.74
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)				
Incineration				
Hazardous Waste	Oil filters and oil-soaked cotton	tonnes	3.82	3.07
	ETP sludge	tonnes	31.26	43.46
	Biomedical waste	tonnes	0.13	0.10
	Sanitary Waste	tonnes	8.91	7.09
	Chemical Contaminated Waste & Waste Chemical	tonnes	3.61	3.40
Non - Hazardous Waste	Zero value waste such as broken sticker waste, lay paper etc.,	tonnes	193.60	211.08
	Other Waste (Wooden, Gypsum, glass)	tonnes	1.05	1.23
Total Waste Incinerated		tonnes	242.38	269.43

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, the above details on water consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD



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.

Waste management practices

The company implements a robust protocol for waste collection, treatment, and disposal. PIL maintains a central database that tracks and records all waste generation and disposal activities across all units and waste types. PIL collaborates with authorized third-party waste handlers to ensure compliance with contractual obligations and relevant legislation. This commitment extends beyond PIL’s own facilities, as the company actively tracks and supervises the aftercare process of waste managed by the vendors. To ensure the company’s waste is handled responsibly and 100% of waste is diverted from landfills, PIL conducted traceability audits for hazardous (9 vendors) and non-hazardous (7 vendors) waste vendor sites.

Strategic approach to reduce usage of hazardous and toxic chemicals

The company has adopted a chemical management policy to manage chemicals in a manner that does not cause harmful consequences to stakeholders across

the value chain. The goal is to use chemicals that have the least negative impact on the environment, workers, end users of our products & surrounding community

Responsible Chemical Management in Manufacturing and Supply Chain

In alignment with the objective of the Chemical Management policy, the following activities are carried out in our organization,

- To ensure the use of non-hazardous chemicals or least hazardous chemicals during product manufacturing, the chemicals used are compared against the ZDHC MRS� (Manufactured Restricted Substance List).
- Chemicals CAS Nos. are screened against ZDHC MRS� requirements before procurement.
- Chemical alternate assessment is being carried out to replace the chemicals listed in the Restricted Substances List.

In addition, PIL has prepared a Restricted Substances List for its supply chain in alignment with international standards including AAFA (American Apparel and Footwear Association) and AFIRM (Apparel and

Footwear International RSL Management) RSLs. Chemical Management policy and RSL implementation were launched to the strategic value chain partners in May 2022 and have come into enforcement from January 2023. The implementation and monitoring will happen over three phases spanning over FY 22-25. Phases 1 and 2 of the RSL implementation have been finalized. The program is currently in Phase 3, with an estimated completion in FY 2024-25.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			
Note: The organization adheres to standard environmental management practices. Page’s operating units are all located in industrial areas. Accordingly, there are no significant biodiversity hotspots in the area of operations. None of the protected areas that are of high biodiversity value are getting affected due to the company’s operations			

12. Details of environmental impact assessments 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). If not, provide details of all such non-compliances, in the following format:

Yes, the entity is compliant with all applicable environmental laws and regulations. There were no instances of non-compliance recorded in FY 2024 against any of these environmental laws.



Leadership Indicators

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

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

i) Name of the area:

- Bangalore cluster (Bommasandra, Bommanahalli, Gowribidnur) - Extremely High (>80%)
- Mysuru Cluster (Industrial Suburban Area, K.R. Pet and Belawadi KIDB Industrial Area) - Medium -high (20 - 40%)
- Hassan Cluster (KIDB Area, Tiptur) - High (40 - 80%)
- Tamil Nadu Cluster (Tirupur) - Medium -high (20 - 40%)

Source: **World Risk Atlas**

ii) Nature of operations:

- Bangalore cluster - Garmenting, Elastic weaving, Testing Labs & Socks Manufacturing.
- Mysuru Cluster - Garmenting, Elastic weaving, Packaging & Testing Labs.
- Hassan Cluster- Garmenting, Tape Dyeing, Elastic weaving, Packaging & Testing Labs.
- Tamil Nadu Cluster- Fabric Sourcing, Packaging & Quality checking.

iii)Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024	FY 2023
Water withdrawal by source (in KL)		
i)Surface Water	30,577.10	28,343.07
ii)Ground Water	97,859.69	94,038.49
iii)Third Party Water	77,369.72	97,063.60
iv) Seawater / desalinated water	NA	NA
v) Others (Rain water)	1,081.78	456.85
Total volume of water withdrawal (in KL)	2,06,888.28	2,19,902.01
Total volume of water consumption (in KL)	186,778.90	194552.45
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) (Water consumed (KL)/ Turnover in million ₹)	4.08	4.06
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (KL)		
i)Into Surface water		

-No treatment	NA	NA
-With treatment - please specify level of treatment	NA	NA
ii)Into Groundwater		
-No treatment	NA	NA
-With treatment - please specify level of treatment	NA	NA
iii)Into Seawater		
-No treatment	NA	NA
-With treatment - please specify level of treatment	NA	NA
iv)Sent to third-parties		
-No treatment	NA	NA
-With treatment - please specify level of treatment	20,109.38	25349.56
Note: The waste water which is treated in in-house Sewage Treatment Plants (STP) in all units as per specified levels regulated by the government and a major portion of the treated water is reused for toilet flushing, gardening purpose and road washing. The remaining STP-treated water (100%) is discharged through authorized recyclers and further undergoes the ASP/SBR process at the recycler site and the final treated water will be used for irrigation on agricultural land. PIL monitors the following parameters for inhouse STP treatment plant (pH, COD, BOD, TSS, Ammoniacal Nitrogen, Total Nitrogen, Fecal Coliform, and Turbidity) are in line with PCB norms".		
v) Others		
-No treatment	NA	NA
-With treatment - please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	20,109.38	25349.56

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, the above details on water consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD



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

Parameter	Unit	FY 24	FY 23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,78,128.15*	7,181.63
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent/ ₹ million turnover	3.89	0.15
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO2e/ Million	89.31	3.17

Note: *Scope 3 emissions of FY 2024 include additional categories not reported in previous years. Therefore, the data cannot be directly compared to past figures.

Scope 3 categories considered for FY 2023-24: Purchased Goods and Services, Capital Goods, Fuel and Energy related activities, Upstream Transportation and Distribution, Waste generated in operations, Business Travel, Employee Commuting, Downstream transportation and Distribution.

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, the above details on water consumption are verified by external agency BUREAU VERITAS INDUSTRIAL SERVICES (INDIA) PVT LTD

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Energy efficiency	Energy saving initiative (Installing energy efficient fans, lights, compressor, etc.,)	In FY 2023-24, 213278.14 kWh of energy has been saved through energy efficiency initiatives.
2.	Increasing Renewable Energy share	Renewable energy consumption from solar rooftop installation. In FY 2023-24, PIL successfully completed the installation of a 290 KVA solar system.	171156.4 kWh of solar energy has been generated and consumed in FY 2024
		Consumption of biomass-based briquettes	Biomass & solar provided 27% of the total energy mix.
3	Plastic Waste Management	Extended Producer Responsibility	100% (1127 tonnes) of the EPR recycling target has been achieved
4	Effluent Management	Zero Liquid Discharge	During FY 2023-24, PIL installed the Low-Temperature Evaporator (LTE) system for ETP to ensure Zero Liquid Discharge (ZLD) to eliminate the risk of effluent transportation and disposal.

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

The company has established robust emergency preparedness plans at each unit to deal with potential disaster/emergency situations. Onsite Emergency Plans (OEPs) detail the potential emergency and response measures including the implementation of safety controls, pre-emergency planning, and responsibilities of executives. The plans also delegate actions for safety personnel to follow during rescue operations, evacuations, rehabilitation, co-ordination, and communication. The company to ensure the effectiveness of OEPs conducts periodic assessments of OEPs. Emergency Response Teams (ERTs) has been set up at each unit who are trained to implement the controls in case of emergency situations. Frequent fire and mock drills are conducted with employees and worker participation to ensure readiness and proficiency in response procedures.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Page’s suppliers and vendors are governed by [Supply Chain Standard and Responsibility Code](#). This code inherently embraces social and environmental standards of operation for adoption at supplier’s site. The company regularly audits its suppliers to assess their performance and compliance with the code. No adverse impact to the environment has been observed in the organization’s value chain in the reporting period.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Page compliance team conducts regular on-site PIL compliance audits (bi-annual, annual announced/unannounced, and random) at supplier facilities to ensure strong social and environmental practices throughout the value chain. These audits evaluate suppliers/value chain partners’ systems, processes, and practices, promoting best practices and identifying areas for improvement. In FY 2024, the PIL compliance team assessed 18 out sourcing garment

vendors and 24 raw material suppliers using this framework, which aligns with legal regulations, ILO conventions, international standards (WRAP, BSCI, SA8000), and ESG principles. This focus on social and environmental responsibility helps the company build a more sustainable supply chain.

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.
PIL is a part of 4 trade and industry chambers/ associations
- 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Apparel Export Promotion Council	National
2	Karnataka Employers Association	National
3	National Safety Council of India	National
4	Confederation of Indian Industry (CII)	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.

Not Applicable as there were no instances of competitive behaviour exhibited by PIL

Leadership Indicators

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

S. No.	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 – please specify)	Web Link, if available
	None				



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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project	Web Link, if available
None					

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

Community grievances concerning Page's operations shall be channelled through various means including the security personnel stationed at the gate, employees, and direct representation to the Unit HR Manager. The grievances reported will undergo thorough review, appropriate addressing, and subsequent communication. If the cases necessitate further attention, the matter will be escalated to the Chief Human Resource Officer - Admin & CSR, and the Managing Director for comprehensive review and resolution.

In addition, PIL ensures the Rural Mental Health Program effectively serves the needs of our communities, we actively gather feedback through impact assessments conducted by independent external agencies. This valuable feedback allows us to continuously improve and tailor the program to maximize its positive impact on rural mental health.

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

Jockey	FY 2024	FY 2023*
Directly sourced from MSMEs/ small producers	21%	20%
Directly from within India	88%	85%
Speedo	FY 2024	FY 2023*
Directly sourced from MSMEs/ small producers	6%	11%
Directly from within India	16%	19%

*The FY 2022-2023 MSME details have been restated to include Fabrics, Accessories, and Packaging Materials. Previously, only Fabrics were included in the FY 2022-2023 report.

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	FY 2023
Rural	0.69%	0.69%
Semi-urban	1.81%	1.89%
Urban	3.81%	4.17%
Metropolitan	93.69%	93.25%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sl. No.	State	Aspirational District	CSR Project	Amount spent (In INR) in FY 2023-24
1	Karnataka	KALABURAGI	Rural Mental Health Program	40,38,024

Note: PIL considered list of aspirational districts published from the Micro, Small and Medium Enterprises (MSME) website by Govt. of India

a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable group? (Yes/ No)

No.

b. From which marginalized /vulnerable groups do you procure?

Not applicable

c. What percentage of total procurement (by value) does it constitute?

Not applicable

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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

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

Name of authority	Brief of the Case	Corrective action taken	CSR Project
Not applicable			

5. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Sri Sankara Cancer Foundation	01	100%
2	Have a Heart Foundation	35	100%
3	Pro VISION Asia: Physically, Mentally & Visually challenged	100	100%
4	Akshaya Patra	4000	100%
5	Aim For Seva	344	100%
6	Samartahnam: Physically, Mentally & Visually challenged + education for poor students	25	100%
7	Electrical tri scooter with retro fit	100	100%
8	Ambulance Van	Public use	Public use
9	PAGE Scholarship	3669	100%
10	The Live Love Laugh Foundation	1262	100%
11	Vanavasi Kalyana Karnataka	30	100%
12	Christel house India	105	100%

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.

Customer complaints and feedback can be communicated via call (1800-572-1299 /1860-425-3333 Monday to Sunday, IST 10:00 AM to 7:00 PM), Email (wecare@jockeyindia.com) and website form in the FAQ section on the website (write to us: <https://www.jockey.in/pages/faqs>). The company engages with its customers and actively addresses their queries, complaints and requests, through a robust automated system. Depending upon the nature of the query, an auto-generated reply with a unique service number is generated. The customer care team addresses customer complaints and feedback as per SOP. In case of a complaint regarding the product, the quality check team will immediately be dispatched to analyse the situation and submit a report regarding the same. Accordingly, corrective actions will be taken while the customer gets gratified simultaneously as per the laid SOP.

Customer Grievance redressal

Page has established a grievance redressal mechanism to capture, track and address consumer queries, requests and complaints. For grievance redressal, “grievance” or “complaint” includes any communication from the consumer that expresses

dissatisfaction, with respect to the products or services offered, through the website and seeks remedial action. The company has a designated grievance person (“Grievance Officer”), who is responsible for consumer grievance redressal as per the grievance redressal mechanism provided. One can contact the Grievance Officer whose contact details have been described on the Get in Touch page, by visiting - <https://www.jockey.in/pages/get-in-touch>. In the rare case of any escalation of complaint to the Grievance Officer and failure of the Grievance Officer to resolve the same despite the lapse of time frame provided by the Grievance Officer for resolving the same, you can contact the “Nodal Officer” whose contact details have been described in the privacy policy page <https://www.jockey.in/pages/privacy-policy>.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	40%
Safe and responsible usage	As part of the sustainability efforts, 100% of the products provide clear guidance on safe disposal and responsible usage.
Recycling and/or safe disposal	

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

	FY 24		Remarks	FY 23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	464 Pending complaints were reported during the last week of March 2024, which were resolved as per the prescribed SLA	NIL	1395	1395 Pending complaints were reported during the last week of March 2023, which were resolved as per the prescribed SLA
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other* (Product related)	29272	464		24003	1395	

*The complaints related to Product Quality, Delivery, Product return due to fit issues etc.

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

	Number	Reasons for recall
Voluntary recalls	None	NA
Forced recalls	None	NA

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 Company has in place board approved Information Security Policy to prevent any breaches of customer data privacy. The policy is available to internal stakeholders of the company and the same will be disclosed in the portal by FY 2024-25.

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.

No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: 1
- b. Percentage of data breaches involving personally identifiable information of customers: Nil
- c. Impact, if any, of the data breaches: Not Applicable

Leadership Indicator

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

Information relating to all the products provided by the Company are available on the official website. In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.

Link: <https://www.pageind.com/brand-history>

PIL also uses its e-commerce platform and website to manage product information. Link: <https://www.jockey.in/>

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

services.

Page Industries ensures that its customers are well-informed about the safe and responsible usage of its products through various channels. This includes dissemination of information through the company's reports, official website, and product catalogues and packaging.

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

PIL prioritizes consumer transparency by maintaining robust communication channels. This ensures customers are promptly notified of any potential disruptions or discontinuations affecting essential services. These channels include official websites, social media platforms, and dedicated customer service helplines. For more details refer to Principle 9 Essential indicator 1.

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

Yes. Each product comes with detailed information, including size, special features, and the quality of raw materials used, all in accordance with local legal requirements (National & International). This information is derived from our technical expertise and rigorous product testing.

b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No)

Consumer satisfaction is gauged through the brand scoring. PIL is planning for formal consumer satisfaction in the upcoming years.



INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT



To

The Board of Directors of Page Industries Limited

Introduction and objectives of work

The Board of Directors of Page Industries Limited (the 'Company') have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of the Company for the year ended March 31, 2024.

Intended User

The assurance statement is made solely for "PAGE and its stakeholders" as per the governing contractual terms and conditions of the assurance engagement contract between "PAGE" and "Bureau Veritas". To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than "PAGE" for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

Scope of Work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The reporting boundaries considered for this reporting period are as follows:

Page Industries Limited's office in Bengaluru and its units in and around Bangalore namely Unit 1, Bommanahalli, Unit 3, Bommasandra, Unit-4, Kodichikkanahalli, Unit-11, Hennagara gate, Unit 12-Hassan, Unit 14-Hosa Road, Unit 15- Jigini (Warehouse), Unit -16 Mysore, Unit 17-Gowribidanur, Unit 19 & 31(Warehouse) - Tirupur, Unit 20-Tiptur, Unit 21-Hassan, Unit 22-Hassan, Unit 25-KR Pete, and Unit 28-Mysore.

As part of its independent reasonable assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported. In this process, we undertook the following activities:

Assessment was conducted by means of physical site visits at Bengaluru office and Unit 1, Unit 3, Unit 11, and Unit 14 on 25th -26th March 2024. Bureau Veritas interviewed personnel of Page Industries Limited's including Environment, Health & Safety (EHS) team, HR, Finance and Accounts, Engineering, Purchase, Accounts, Medical Staff, and other relevant departments.

- The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas.
- The Company had submitted performance data on reported BRSR topics. The data pertaining to each location visited was assessed by Bureau Veritas through the process above described.
- Data on various BRSR disclosures was assessed for the locations as mentioned above. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report 2023-24.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR Report. Our sole responsibility is to provide independent Reasonable assurance on the BRSR report for the financial year ended 31st March 2024.

Our Findings

On the basis of our methodology and the activities described above,

- Nothing has come to our attention to indicate that the BRSR disclosures are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the BRSR.
- The BRSR Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Ref: BV_PIL_BRSR_20986949



ASR_T10_270823

Page 1 of 2



Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention) by Page Industries Limited and statements of future commitment.
- Competitive claims in the report claiming, “first company in India”, “first time in India”, “first of its kind”, etc.

Our assurance does not extend to the activities and operations of Page Industries Limited outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 195 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.


The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Page Industries Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company’s Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



Bholenath Vishwakarma
Lead Assuror
Bureau Veritas India Private Limited

New Delhi, India
Dt: July 10, 2024



M Rama Mohan Rao
Technical Reviewer
Bureau Veritas India Private Limited

Hyderabad, India
Dt: July 10th 2024

Ref: BV_PIL_BRSR_20986949



ASR_T10_270823

Page 2 of 2

