



NITIN SPINNERS LTD.



NITIN

REF: NSL/SG/2024-25

Date : 21.08.2024

BSE Ltd.

Phiroze Jeejeebhoy Towers

Dalal Street

Mumbai – 400 001

Company Code – 532698

National Stock Exchange of India Limited

Exchange Plaza,

Bandra Kurla Complex

Bandra (E),

Mumbai – 400 051.

Company ID - NITINSPIN

Sub. : Business Responsibility and Sustainability Report – Annual Report FY 2023-24

Dear Sir/Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) forms part of the Annual Report FY 2023-24 which has already been submitted.

Thanking you,

Yours faithfully,

For- Nitin Spinners Ltd.

(Sudhir Garg)

Company Secretary & VP (Legal)

M.No: ACS 9684

CIN. : L17111RJ1992PLC006987

Regd. Office & Plant : 16-17 Km. Stone, Chittor Road, Hamirgarh, Bhilwara (Raj.) 311 025

Tel. : 286110 to113, E-mail : nsl@nitinspinners.com, Website : www.nitinspinners.com

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WORLD'S FINEST COTTONS



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Business Responsibility and Sustainability Report

Message from the Managing Director

As we embark on a new phase in our journey as Nitin Spinners Limited, I would like to take a moment to reflect on the importance of sustainability and reaffirm our commitment to building a greener and more environmentally responsible future. Last year, we proudly published our Business Responsibility and Sustainability Report (BRSR) for the FY22-23 on a voluntary basis, a year ahead of the SEBI mandate. Sustainability has remained a top priority for our organization, and this year, as we publish our report for the FY23-24, I am pleased to share with you the key findings and initiatives taken in this regard.

Environmental Responsibility

We have continued to focus on cotton development and research, with a long-term focus on rural development. Our efforts in energy efficiency have led to the implementation of energy-efficient technologies and processes across our manufacturing facilities. Robust water management practices have been adopted, including the implementation of recycling and reuse systems. Our waste management programs have been successful in minimizing waste generation and promoting recycling and responsible disposal. We have also installed a water harvesting system at both the facilities

Supply Chain Sustainability

We are actively engaged in sourcing sustainable raw materials, promoting fair trade practices, and ensuring transparency and ethical standards throughout our supply chain. We have been procuring BCI Cotton, Organic Cotton, Recycled Cotton Fiber, regenerative cotton and Recycled Polyester Fiber from pet bottles. We are working closely with our suppliers to promote responsible practices, encourage continuous improvement, and create a sustainable supply chain ecosystem.

Social Responsibility

We continue to prioritize the well-being and professional development of our employees. We have implemented various programs to enhance their health, safety, and work-life balance. We promote fair labor practices and actively engage with local communities, supporting social initiatives, education programs, and community development programs. Some of our initiatives include the construction of a women's hostel in Bhilwara, construction of classrooms in a school, water cooler in a government school, and construction of toilets as part of the

Swachh Bharat Abhiyan. We also provide vocational training to underprivileged students and contribute to building construction for old age homes.

Governance and Ethics

We maintain a high level of transparency in our reporting practices to provide stakeholders with comprehensive information on our sustainability performance. We actively engage with our stakeholders, employees, customers, and local communities to understand their expectations and incorporate their feedback into our decision-making process.

While we are proud of the progress we have achieved thus far, we acknowledge that the journey to sustainability is continuous and requires ongoing dedication. We firmly believe that embedding sustainability in our core values will not only benefit the environment but also strengthen our position in the market and foster long-term success. Looking ahead, we have set ambitious sustainability goals, including:

1. Continuous improvement in water and waste management aiming for zero waste to landfill.
2. Expansion of sustainable sourcing practices and collaboration with suppliers to promote sustainability.
3. Increase in renewable power capacity to reduce carbon footprint
4. Strengthening our social impact through targeted community development initiatives and employee welfare programs.

We will continue to explore innovative ways to further reduce our environmental impact, engage stakeholders to raise awareness about sustainable practices, and collaborate with like-minded partners to drive positive change. I am committed to providing the necessary resources and support to continue our sustainability initiatives.

I encourage each member of Nitin Spinners family to embrace sustainability in their daily actions and decisions. Thank you for your commitment to sustainability and together, we can create a more sustainable and prosperous future for ourselves and all the stakeholders.

Dinesh Nolkha
MANAGING DIRECTOR

// SECTION A: GENERAL DISCLOSURES //

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17111RJ1992PLC006987
2.	Name of the Listed Entity	NITIN SPINNERS LIMITED
3.	Year of Incorporation	1992
4.	Registered and Corporate Office Address	16-17 Km. Stone, Chittor Road, Hamirgarh, Bhilwara – 311 025 Rajasthan
5.	E-mail id	nsl@nitinspinners.com
6.	Telephone	01482-286110-113
7.	Website	www.nitinspinners.com
8.	Financial year for which reporting is being done	FY2024 (1st April 2023 to 31st March 2024)
9.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Ltd. (NSE)
10.	Paid up Capital (INR)	₹ 5622.00 lakhs
11.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sudhir Garg Company Secretary & VP (Legal) 01482 - 286110 - 113 sudhirgarg@nitinspinners.com
12.	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)	The Company has no subsidiary.
13.	Name of assurance provider	Not Applicable
14.	Type of assurance provider	Not Applicable

II. Products/services

15. Details of business activities (accounting for 90% of the Turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of Yarn & Fabric	The company is in the business of making cotton and blended yarn and fabric for both exports and domestic market.	100%

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

S. No.	Product / Service	NIC Code	% of total contributed Turnover
1.	Yarn	13111	70%
2.	Knitted Fabric	13911	5%
3.	Woven Fabric	13121	20%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1 (Office is at Plant premises)	2
International*	Nil	Nil	Nil

18. Market Served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	All states of India
International (No. of Countries)	More than 50

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

Export contribution of Nitin Spinners Limited is around 58.65% of the total turnover of the entity

c. A brief on type of customers

Nitin Spinners Limited provides a comprehensive range of high-quality textile products (from yarn to knitted and woven fabrics) of international standards that are innovative, sustainable, and available at a competitive price to its customers across different segments in the national and international market.

IV. Employees
19. Details as at the end of Financial Year:
a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	684	684	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	684	684	100%	0	0%
WORKERS						
4.	Permanent (F)	6602	6458	98%	144	2%
5.	Other than Permanent (G)	104	104	100%	0	0%
6.	Total workers (F + G)	6706	6562	98%	144	2%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	1	1	100%	0	0%
Differently Abled Workers						
4.	Permanent (F)	14	14	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total employees (F+ G)	14	14	100%	0	0%

20. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0%

21. Turnover rate for permanent employees and workers

	Turnover rate FY 2023-24			Turnover rate FY 2022-23			Turnover rate FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.40%	0	4.40%	4.1%	NA	4.1%	3.67%	NA	3.67%
Permanent Workers	21.00%	6%	23.69%	18%	0%	18%	16.35%	14%	15.18%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**22. (a) Names of holding / subsidiary / associate companies / joint ventures**

Not Applicable as the company does not have a holding, subsidiary, associate, or joint venture

VI. CSR Details**23. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes**

(ii) Turnover (in ₹): 290564.93 lakhs (FY 2023-24)

(iii) Net worth (in ₹): 114632.82 lakhs (As on 31st March'24)

VII. Transparency and Disclosures Compliances**24. 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	Y*	-	-	-	-	-	-
Investors (Shareholder)	Y**	-	-	-	-	-	-
Shareholders	Y**	-	-	-	1	-	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	-	-	-	3	-	-
Value Chain Partners	Y*****	-	-	-	-	-	-

No complaints have been received from communities, value chain partners and employees during the FY 2023-24 and FY 2022-23.

*Complaints/Grievances from Communities and Value Chain Partners are addressed by relevant departments on a case-to-case basis.

**The Company has appointed Registrar and Share Transfer Agent (RTA) Bigshare Services Pvt. Ltd. to look into the grievances/complaints of the shareholders. In addition to it the Company has designated email ID investorrelations@nitinspinners.com, where the shareholders can send their grievances/complaints. Board has constituted several Committees of Directors with adequate delegation of powers to focus effectively on issues and ensure expedient resolution of diverse matters. The Stakeholders' Relationship Committee deals with all the grievances and complaints of the Investors and Shareholders.

***The details of grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6.

**** The various mechanisms in place to receive and respond to consumer complaints and feedback are provided in Principle 9, point No. 1. Policies & grievance redressal mechanism are accessible on <https://nitinspinners.com/policies/>.

25. 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	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 implication s)
1	Natural Fiber	O	Due to increased environmental awareness, customers now prefer natural fibers due to its low lifecycle impact, we are at an advantage of manufacturing the same and making it available in the national and global market	NA	Positive
2	Energy Consumption	R	Energy consumption is an important part of our operational expenses, and we are taking precautions to ensure lower energy consumption and reduce dependence on fossil fuels	At Begun Plant we have started using biomass pellets to reduce fossil fuel consumption for boilers We have also invested in improving energy efficiency of equipment’s, enhanced our renewable energy targets, installed Solar PV power in our plants, in addition to exceeding energy efficiency targets given by BEE.	Negative
3	Lower Cotton production	R	Cotton, which is our main raw material is highly dependent on weather changes that could lower the harvest and surge the price significantly.	We have invested in Cotton research Foundation and have planned for strategic purchases to manage these risks	Negative
4	Water Consumption	R	Our operations are dependent on water consumption which is a scare resource and needs to be used most efficiently.	We have installed systems that recycle 98% of the water at our fabric plant and ensuring Zero Liquid discharge. We have also installed Sewage water treatment plant and rain water harvesting systems.	Negative

// 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.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):

	<p>Principle P1: Transparency & Accountability</p> <ul style="list-style-type: none"> Code of Conduct for Directors and Senior Management Personnel Code of Conduct for Employees Policy on Board diversity Risk Management Policy Vigil Mechanism Policy Succession Policy Insider Trading Policy Related Party Transaction Policy 		<p>Principle P2: Product Responsibility</p> <ul style="list-style-type: none"> Integrated Management Systems Policy ISO 9001, 14001,45001 & 50001 		<p>Principle P3: Employee Development</p> <ul style="list-style-type: none"> Equal Opportunity Employer Policy Policy on Prevention of Sexual Harassment of Women at workplace SA 8000 Assessment
	<p>Principle P4: Stakeholder Engagement</p> <ul style="list-style-type: none"> Corporate Social Responsibility (CSR) Policy Dividend Distribution Policy Archival Policy 		<p>Principle P5: Human Rights</p> <ul style="list-style-type: none"> Human Rights Policy Policy on Prevention of Sexual Harassment of women at workplace 		<p>Principle P6: Environment Principle</p> <ul style="list-style-type: none"> Integrated Management Systems Policy ISO 9001, 14001, 45001, 50001
	<p>Principle P7: Policy Advocacy</p> <ul style="list-style-type: none"> Public and Regulatory Policy 		<p>Principle P8: Inclusive Growth</p> <ul style="list-style-type: none"> Corporate Social Responsibility (CSR) Policy 		<p>Principle P9: Customer Value</p> <ul style="list-style-type: none"> Customer Centricity Policy Data Privacy and Cyber Security Policy

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link* of the Policies, if available	https://nitinspinners.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the Policies has been made as per the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs, ISO 9001, ISO 14001, ISO 45001, ISO 50001, SA 8000 (Social Accountability)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are based on environment protection, employee, and customer safety.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, leadership, and oversight									
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)	The message from MD has been included at the beginning of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Dinesh Nolkha, Managing Director								
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, Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of Mr. Dinesh Nolkha, MD and the Risk Management Committee of the Company, which comprises of following members as on March 31, 2024: Mr. Dinesh Nolkha, MD Mr. Rabisankar Chattopadhyaa, NEID Mr. Rishabh Chand Lodha, NEID Mr. Purushottam Maheshwari, CFO								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The review has been done by Managing Director and the Risk Management Committee.									The frequency of the review is Annual with Risk Management Committee and Quarterly with the Managing Director.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of the land is the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the respective committees of the Board.																	

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

No, the assessment / evaluation of the working of its policies is being done internally as part of the business operating policies and procedures.

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

Not Applicable

// SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE //

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership.” While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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:

We have introduced an online Learning Management System (LMS), by mapping the learning curve of every individual to inculcate the culture of continuous learning and growth in our people.

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	1	All Principles	100%
Key Managerial Personnel	1	All Principles	100%
Employees other than BoD and KMPs	Multiple Training Programs	Employees have been given training on Principle 1 and other Principle as applicable to their respective functional area	100%
Workers	Multiple Training Programs	Principle as applicable to their respective functional area	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):

No such fines/ penalties/ punishment/ award/ compounding fees /settlement amount paid in proceedings either by the entity or by directors or KMPs.

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

Not applicable as no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings either by the entity or by directors or KMPs.

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

The Code of Conduct Policy, Code of Conduct for Directors and Senior Management Personnel and Vigil Mechanism

covers the concerns regarding anti-corruption or anti-bribery policy. All the policies are accessible at <https://nitinspinners.com/policies/>.

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

No disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption against any of the Directors/KMPs/employees.

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

No complaint was received with regard to conflict of interest of the Directors, KMPs or any other employee.

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 as no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings either by the entity or by directors or KMPs.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	11.5 days	9.7 days

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 2023-24	FY 2022-23
Concentration of purchases	a. Purchases from trading houses as % of total purchases	10.94%	18.01%
	b. Number of trading houses where purchases are made from	20	25
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	81.30%	78.65%
Concentration of Sales	a. Sales to dealer/distributors as % of total sales	21.54%	17.88%
	b. Number of dealers/distributors to whom sales are made	226	219
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	38.44%	31.65%
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

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.

	Current Financial Year 2023-24	Previous Financial Year 2022-23	Details of improvements in environmental and social impacts
R & D	Not Applicable	Not Applicable	
Capex	Not Applicable	Not Applicable	

The Company has taken following measures for energy savings in the previous year:

- i. Replacement of Old type motors with Energy efficient Motors.
- ii. Installation of New AFBC Thermo pack in place of Bubbling Bed Thermo pack for coal & Power saving
- iii. Installing centrifugal compressor in place of screw type compressor and reduced air pressure of compressors.
- iv. Installing variable frequency drive in humidification plant

- v. Installation of one Boiler of 14.5 TPH in place of two small boilers
- vi. Setting Parking Time at Overhead Blower
- vii. Optimizing WCS Suction Pressure of Machines
- viii. Installation of 10.40 MW Roof Top Solar Power Plant for captive consumption at Hamirgarh and Begun Plant.

During the year estimated expenditure on energy conservation equipments and installation of Solar Power Plant is ₹ 5830.90 lakhs.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes
- b. If yes, what percentage of inputs were sourced sustainably?
The Company has a policy to encourage a purchase of Organic Cotton, BCI (Better Cotton Initiative) certified cotton, regenerative cotton and recycled Polyester Fiber. We also use recycled cotton fiber in our manufacturing. For the FY we have procured 36% of the raw material from responsible sources which include BCI Certified Organic and Recycled Cotton and Recycled Polyester Fiber.
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.
All our natural fiber products are compostable.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Not Applicable

PRINCIPLE 3

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	684	684	100%	684	100%	-	-	-	-	-	-
Female	0%	0%	0%	0%	0%	-	-	-	-	-	-
Total	684	684	100%	684	100%	-	-	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	6458	6458	100%	6458	100%	NA	-	NA	-	-	-
Female	144	144	100%	144	100%	-	-	-	-	-	-
Total	6602	6602	100%	6602	100%	-	-	-	-	-	-
Other than Permanent workers											
Male	104	104	100%	104	100%	NA	NA	-	-	-	-
Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	104	104	100%	104	100%	NA	NA	-	-	-	-

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

	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.34%	0.34%

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

Benefits	FY 2023-24			FY 2022-23		
	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*	21%	100%	Y	19%	100%	Y

*All eligible employees are covered under ESI

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, the corporate office of the entity is accessible to differently abled employees and workers.

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

Yes, the entity does have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 and is a part of SA8000 (Social Accountability) Assessment. Policies of the company are accessible on <https://nitinspinners.com/policies/>.

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

Not applicable as no employee worker has taken any Parental leave during the financial year.

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	The company has a grievance redressal committee comprising of management representatives and worker representative and have their regular meetings. In the grievance redressal committee both the grievances and the suggestions from the employees are taken, discussed and the complaints are resolved. In every department also has separate grievance committee, presided by the departmental head, where all the complaints are resolved by mutual discussion. Company also has a suggestion/grievance box where worker can give their suggestion/grievance anonymously.
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:

There are no employee association(s) or unions recognized by the company.

8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	684	684	100%	684	100%	654	654	100%	654	100%
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	684	684	100%	684	100%	654	654	100%	654	100%
Workers										
Male	6458	6458	100%	6458	100%	4650	4650	100%	4650	100%
Female	144	144	100%	144	100%	38	38	100%	38	100%
Total	6602	6602	100%	6602	100%	4688	4688	100%	4688	100%

9 Details of performance and Career development reviews of employees

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	684	684	100%	654	654	100%
Female	0	0	0	NA	NA	NA
Total	684	684	100%	654	654	100%
Workers						
Male	6458	6458	100%	4537	4537	100%
Female	144	144	100%	38	38	100%
Total	6602	6602	100%	4575	4575	100%

10. Health and safety management system:

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

The plants are covered under ISO 45001 – Occupational Health and Safety Management Systems. The company is also certified under SA 8000 (Social Accountability) Policy.

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

Hazard identification and risk assessment process is carried out to identify the work-related hazards and risks. This assessment process helps to identify the hazards pertaining to each activity and allows us to implement control measures against each hazard to bring them to a tolerable risk level

- 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 can report the work-related hazards to the Business Manager and they are trained to remove themselves from risks.

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

Yes, the employees and workers have a access to medical consultation on the plant premises for any occupational or non-occupational medical issues.

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

No Safety related recordable incident has occurred during the FY22-23 and FY23-24.

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

Health & safety is a consistent practice at our facilities. We have installed fire protection equipment's, conducted fire safety training, and always ensured factory hygiene. Moreover, fire evacuation drills are conducted once a month to raise awareness amongst workers to ensure the safety of people, plants, and products. Health and Safety management system implemented by the company are certified under ISO 45001: 2018 and SA 8000 policies. Some of the activities undertaken are:

- Allocate light work, freedom of rest, baby feeding and leave the place of work at will for the care of expectant and nursing mother.

- Sufficient and appropriate free PPE kits to all exposed to hazardous work.
- Provide effective training on health & Safety.
- Sufficient no. of fire extinguishers, hose box, hose reels & Fire Tender.
- Provision of adequate fire safety tools.
- Formation of Works committee
- Provision of first aid tools, fire and first aid training, Annual health check-up

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

No complaints have been made by employees / workers during current financial year or the previous financial year.

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%
Working Conditions	100%

The operations are assessed for ISO 45001 certifications and SA 8000 (Social Accountability) Assessment.

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.

Not applicable as no recordable safety related incident has happened and no significant risks / concerns has arisen from assessments of health & safety practices and working conditions

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.

Nitin Spinners believes in forging a strong relationship with its stakeholders based on trust and delivery, The Stakeholders expectations and concerns offer critical inputs to the management of business and its growth. The key stakeholders include employees, customers, suppliers, investors, analysts, shareholders, regulatory bodies and community around our plants.

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
Customers	No	Customer Meetings, Customer Feedback, Website, Product Catalogues.	Ongoing	Customer Satisfaction, Product Quality
Employees	No	Notice Boards, Website, Employee Survey Feedback, Annual Performance Review, Meetings, Trainings.	Ongoing	Working Condition, Employee performance, Employee Satisfaction
Shareholders	No	AGM, Investors meet, Investor Grievance redressal mechanism	Ongoing	Business Strategies and Performance

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
Regulatory Authorities	No	Compliance Reports	Ongoing	Compliance with the law of the land.
Media	No	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating company's perspective
Community	Yes	Corporate Social Responsibility engagements, Meeting with community representative.	Ongoing	Welfare of the community

PRINCIPLE 5

Businesses should respect and promote human rights Essential Indicators

Essential Indicators

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

The employees and workers have been trained under SA 8000 (Social Accountability Standard) policies regarding child labour, forced labour, discrimination and safe and healthy workplace and other aspect related to human rights at the workplaces.

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/ A)	Total (C)	No. of employees' workers covered (D)	% (D/C)
Employees						
Permanent	684	684	100%	654	524	80%
Other than Permanent	NA	NA	NA	NA	NA	NA
Total Employees	684	684	100%	654	524	80%
Workers						
Permanent	6458	6458	100%	4575	4575	100%
Other than permanent	144	144	100%	113	113	100%
Total Employees	6602	6602	100%	4688	4688	100%

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

Category	2023-24					2022-23				
	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	684	-	-	684	100%	654	-	-	654	100%
Female	0	-	-	-	-	-	-	-	-	-
Other than Permanent										

Category	2023-24					2022-23				
	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)
Male	0	-	-	-	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	6458	-	-	6458	100%	4,537	-	-	4537	100%
Female	144	-	-	144	100%	38	-	-	38	100%
Other than Permanent										
Male	104	-	-	104	100%	113	-	-	113	100%
Female	0	-	-	0		-	-	-	-	-

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

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	3	4.0 lakhs	1	3.25 lakhs
Key Managerial Personnel	4	234.46 lakhs	NA	NA
Employees other than BoD and KMP	680	5.20 lakhs		
Workers	6706	2.44 lakhs	38	

* This is only for Independent Directors. Whole time directors are covered under KMPS.

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

	FY 2023-24	FY 2022-23
Gross wages paid to females as % total wages	1.07%	0.33%

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

Yes, the Chief Human Resource Officer is the focal point for addressing human rights impacts or issues caused or contributed to by the business

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

Yes. All the complaints regarding human rights violations are routed to Head HR. Head HR and the Grievance Redressal Committee takes action as per the Grievance Mechanism Organization Structure in compliance with SA 8000 (Social Accountability) certification.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human rights related issues	-	-	-	-	-	-

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

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Code of Conduct, Vigil Mechanism Policy and the Policy on Prevention of Sexual Harassment provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

No, this is being assessed by the legal functions.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

Assessments were done under the ISO certification 45001 and SA 8000 (Social accountability Policy) certification by independent third parties.

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

Not Applicable

PRINCIPLE 6

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From Renewable Sources		
Total electricity consumption (A)(Solar)	59093 GJ	49591 GJ
Total fuel consumption (B)	6260 GJ	7789 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	65353 GJ	57380 GJ
From Non-Renewable Sources		
Total electricity consumption (D)	1155838 GJ	840116 GJ
Total fuel consumption (E)	531399 GJ	512746 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non - renewable sources (D+E+F)	1687237 GJ	1352862 GJ
Total energy consumed (A+B+C+D+E+F)	1752590 GJ	1410242 GJ
Energy intensity per rupee of turnover (Total energy consumed/ revenue from operations)	603.18 GJ / Crore of turnover	585.96 GJ / Crore of turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	165.55 GJ / Crore of turnover	163.31 GJ / Crore of turnover
Energy intensity in terms of physical Output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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.

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (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.

Yes, the facilities of the companies have been identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Yes, the targets have been achieved

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	497687	333034
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	497687	333034
Total volume of water consumption (in kilolitres)	497687	333034
Water intensity per rupee of Turnover (Total Water consumption/ Revenue from operation)	171.29 KL/crores of turnover	138.38 KL/crores of turnover
Water intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue)	47.0 KL/crores of turnover	38.6 KL/crores of turnover

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.

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

4. Provide the following details related to water discharge

There is no water discharge as the water is treated in ZLD (Zero Liquid discharge) and the treated water released from ZLD and ETP are utilised within the premises for horticulture and housekeeping purposes.

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

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

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

Yes, the ZLD has been installed at the Begun Unit where the water is used in finishing fabric. 100% of the used process water is taken to ZLD and no effluent discharge is made. The dry sludge out of ZLD is sent to authorised collectors and recyclers.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	mg/Nm3	118.2	140.1
Sox	mg/Nm3	131.2	170.6
Particulate matter (PM)	mg/Nm3	434.5	447.1
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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, Apex Enviro Laboratory has done the stack emission testing.

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

Parameter	Unit	FY 2023-24	FY 2022-23
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	50848	48771
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	229883	189026
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ Equivalent / crores of Turnover	96.62	98.8

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 Equivalent / crores of Turnover	26.52	27.57
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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 sustainability consultants “Sustainability Actions Private Limited” has carried out the assessment of the above calculations.

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

(i) The steps taken or impact on Conservation of Energy - The Company gives high priority for conservation of energy in all fields. The Company has taken following measures for energy savings in the previous year :

- a. Replacement of Old type motors with Energy efficient Motors.
- b. Installation of New AFBC Thermo pack in place of Bubbling Bed Thermo pack for coal & Power saving
- c. Installing centrifugal compressor in place of screw type compressor and reduced air pressure of compressors.
- d. Installing variable frequency drive in humidification plant
- e. Installation of one Boiler of 14.5 TPH in place of two small boilers
- f. Setting Parking Time at Overhead Blower
- g. Optimizing WCS Suction Pressure of Machines

(ii) Steps taken by the Company for utilizing alternate sources of energy -

As renewable/green energy initiatives, the Company has installed 18.80 MW Roof Top Solar Power Plant for captive consumption of Solar Power at Hamirgarh & Begun Units. During the year Company has installed 10.40 MW Roof Top Solar Power Plant for captive consumption of Solar Power at Hamirgarh & Begun Units.

(iii) Capital Investments on energy conservation equipments.

During the year estimated expenditure on energy conservation equipment is ₹ 5830.90 lakhs.

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

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (A)	21	72.18
E-waste (B)	2.03	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	4.09	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)- Used Oil	1.40	0.80
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by material relevant to the sector)	131.25	-
Total (A+B + C + D + E + F + G + H)	159.77	72.98

Parameter	FY 2023-24	FY 2022-23
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.05 tons/Cr	0.03 tons/Cr
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.02 tons/Cr	0.01 tons/Cr
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled*	159.77	72.98
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	159.77	72.98
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

* All Material sent to recyclers / Composters through authorized collectors.

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.

We maintain a ZERO waste to landfill operations at both of our plants. Being an environmentally conscious and responsible organisation, we don't send our wastes to landfill. All the cotton, yarn and fabric wastes are either reprocessed in our own manufacturing or sent for other industrial uses. 10% of our waste out of production is recycled and reprocessed in our own operations and balance is sold for other industrial uses. For our liquid discharge we have installed ZERO LIQUID DISCHARGE (ZLD) systems hence we don't discharge effluent in our vicinity of operations. The dry sludge out of ZLD is sent to authorised collectors and recyclers.

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:

The entity's operations/offices are not in/around ecologically sensitive areas.

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

The operations of the company are not covered by the 2006 notification on Environmental Impact Assessment.

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 company is compliant with all applicable environmental laws / regulations / guidelines in India.

PRINCIPLE 7

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

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations.**
5(Five)
- 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	The Confederation of Indian Textile Industry (CITI)	National
2	Northern India Textile Research Association (NITRA)	States of Northern India
3	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
4	The Rajasthan Textile Mills Association (RTMA)	State
5	Mewar Chamber of Commerce and Industry (MCCI)	State

2. **Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**

Not Applicable as no adverse order regarding anti-competitive conduct by the entity has been issued by regulatory authorities.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

We have taken a holistic approach towards the development of the deprived groups of the society and implement Corporate Social Responsibility (CSR) programmes. The various CSR projects are firstly reviewed internally, approved by the management, and are regularly reviewed by the CSR committee. The progress of all approved CSR projects are tracked and the progress reports are evaluated from time to time. CSR Policy outlines our commitment to 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.**

The requirement of Social Impact Assessments (SIA) of projects was not applicable to the Company in the FY 2023-24.

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

There was no project involving R&R during the FY 2023-24.

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

There are several mechanisms in place to receive grievances from the community such as access to e-mail ID of Legal and Compliance officer, Website and the facilities of the company. The grievances from community are addressed by Legal and Compliance officer along-with Stakeholders' Relationship Management Committee of the Board.

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

Parameter	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	54.21%	44.88%
Sourced directly from within India	90.56%	83.02%

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

Location	FY 2023-24	FY 2022-23
Rural	100%	100%
Semi-Urban	0%	0%
Urban	0%	0%
Metropolitan	0%	0%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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.

Overall responsibility for handling the complaints lie with HOD (MKT). Managing Director is responsible for taking Complaint settling with Complainant Analysis Report on investigation. When complaints are received the yarn, Fabric is sent to the concerned department for investigating the issue raised. Also, MD is informed via email/telephone. If the complaint is in respect of quality, it is referred to HOD (QAD). All the complaints are examined, and the cause of complaint is analyzed. Considering the seriousness & nature of complaint, arrange visit to the complainant to evaluate the nature & gravity of problem being faced. HOD (MKT) may also accompany, if required discuss and the report is sent to MD. Corrective actions are taken to avoid such type of problem. Periodically the effectiveness of the corrective actions taken are reviewed. Customer feedback is taken after sales. We have consistently achieved 100% customer satisfaction in our customer satisfaction index.

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

The Company complies with disclosure requirements as per local laws. In addition, some other details are also displayed as per customers' requests and/or facilitate handling/transportation. The yarn is sold to customers, who make final products which consumer uses. We provide all the details to our customers in product details.

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

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

The company is committed to creating products and solutions that exceed customer expectations and enhance the level of business profitability. We consistently strive forth to ensure higher customer satisfaction through our efforts in production innovation, R&D activities and ensuring enhanced lifecycle of the product.

	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
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	3	-	-

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

No Product recall was done during FY 2023-24

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 a Cybersecurity and a Data Privacy policy, which is available on the company intranet.

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.

Not applicable as no regulatory action has ever been done regarding advertising, essential services, cybersecurity, data privacy or product recalls.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil

c. Impact, if any, of the data breaches

Not Applicable

For and on Behalf of the Board of Directors

Place : Hamirgarh, Bhilwara

Date : 22nd July, 2024

Dinesh Nolkha

Managing Director

(DIN – 00054658)

Nitin Nolkha

Joint Managing Director

(DIN – 00054707)

Registered Office :

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Hamirgarh, Bhilwara - 311025