

**MAYUR UNIQUOTERS LIMITED**

Manufacturers of Artificial Leather/PVC Vinyl

Ref: MUL/SEC/2024-25/52**Date: August 21, 2024**

To,

BSE Limited
Phirozee Jeejeebhoy Towers,
Dalal Street,
Mumbai-400001 (Maharashtra)
(Scrip Code: BSE- 522249)

National Stock Exchange of India Ltd
Exchange Plaza, 5thFloor, Plot No. C/1,
G-Block, Bandra-Kurla Complex,
Bandra (East), Mumbai-400 051 (Maharashtra)
(Trading Symbol: MAYURUNIQ)

Subject: Submission of Business Responsibility and Sustainability Report for the financial year ended on March 31, 2024.

Dear Sir/ Madam,

In terms of the requirement of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are herewith submitting the Business Responsibility and Sustainability Report of the Company for the Financial Year 2023-24.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report for the FY 2023-24 which has been sent today through electronic mode to the Members who have registered their E-Mail IDs with the Company's R&TA/ Depository Participant. The same is also available on the website of the Company viz. www.mayuruniquoters.com

You are kindly requested to take the same on record.

Thanking you,
Yours faithfully,

For Mayur Uniquoters Limited

Pawan Kumawat
Company Secretary and Compliance Officer
ACS 25377

A Texture For Every Idea

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Regd. Office & Works: Village Jaitpura, Jaipur-Sikar Road, Jaipur-303704 (Rajasthan) India • Tel: +91-1423-224001 • Fax: +91-1423-224420Email: info@mayur.biz • www.mayuruniquoters.com

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Annexure-VIII

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L18101RJ1992PLC006952
2.	Name of the Listed Entity	Mayur Uniquoters Limited
3.	Year of Incorporation	1992
4.	Registered Office Address	Jaipur-Sikar Road, Village: Jaitpura, Tehsil: Chomu,
5.	Corporate Address	Distt. Jaipur - 303704 Rajasthan
6.	E-mail id	secr@mayur.biz
7.	Telephone	01423-224001
8.	Website	www.mayuruniquoters.com
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) The National Stock Exchange of India Ltd. (NSE)
11.	Paid up Capital (in Rs.)	Rs. 21,97,63,000/-
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. Suresh Kumar Poddar Chairman and Managing Director & CEO DIN: 00022395 Tel: 01423-224001 Email: secr@mayur.biz
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)	The disclosures under this report are made on Standalone basis
14.	Name of assurance provider	Not Applicable
15.	Type of assurance provider	Not Applicable

II. Products / Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing of artificial leather	The company is in the business of manufacturing of artificial synthetic leather for both exports and domestic market.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Artificial leather	13999	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	3	3 (Other than plant premises)	6
International	0	0	0

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19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	All states of India
International (No. of Countries)	18

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

Exports contributes around 31.43% of the total turnover of the entity.

c. A brief on types of customers

Mayur Uniquoters Limited ("Mayur") is engaged in the business of manufacturing and selling of artificial leather and its business model is B2B (business to business). Mayur are selling majorly to the end use industries, such as those in the footwear, automotive industry and exports into more than 18 countries and the major exports are made to automotive industry.

IV. Employees

20. 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)	397	383	96.47%	14	3.53%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D + E)	397	383	96.47%	14	3.53%
WORKERS						
4.	Permanent (F)	78	78	100%	0	0.00%
5.	Other than Permanent (G)	946	945	99.89%	1	0.11%
6.	Total workers (F + G)	1024	1023	99.90%	1	0.10%

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)	0	0	0.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	0	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than permanent (G)	0	0	0.00%	0	0.00%
6.	Total differently abled workers (F + G)	0	0	0.00%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	4	0	0.00%

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22. Turnover rate for permanent employees and workers

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.89%	20.00%	19.85%	19.54%	68.75%	21.46%	11.89%	35.71%	12.67%
Permanent Workers	2.25%	0.00%	5.62%	2.35%	0.00%	2.35%	1.09%	0.00%	1.09%

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

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

S.No.	Name of the holding / Subsidiary / Associate Companies / Joint Ventures (A)	Indicate whether holding / Subsidiary / Associate Companies / Joint Ventures	% 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)
1	Mayur Uniquoters Corp.	Subsidiary	100%	No
2	Mayur Uniquoters SA (Pty) Ltd	Subsidiary	100%	No
3	Futura Textiles Inc.	Step Down Subsidiary	100%	No
4	Mayur Tecfab Private Limited	Subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: **(Yes/No) Yes**
(ii) Turnover (Rs. In Lakhs) 76,409.09/-
(iii) Net worth (Rs. In Lakhs) 75,756.43/-

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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	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	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	0	0	-	0	0	-
Investor (other than Shareholder)	Yes www.mayuruniquoters.com/investors.php	0	0	-	0	0	-
Shareholder	Yes www.mayuruniquoters.com/investors.php	01	0	-	06	0	-
Employees and Workers	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	0	0	-	0	0	-
Customers	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	11	0	-	39	0	-
Value Chain Partners	Yes www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf	0	0	-	0	0	-

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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 identified issue	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.	Oxygen Zone Development	O	The establishment of an Oxygen Zone in Mayur offers a promising opportunity. This initiative not only contributes to environmental sustainability but also brings about long-term benefits for the ecosystem. By undertaking this project, the company can effectively enhance its brand image, while fostering a deeper sense of community engagement and connection.	<p>1. We have extraordinary accomplishment of planting a total of 6000 trees across four distinct locations: Badawali, Bhomiya Ji Park, Singod Kalan, and Jaitpura School Ground. These sites, conveniently positioned within a radius of 1 km and 3 km near our Dhodsar factory, evoke a sense of joy and fulfillment.</p> <p>2. During this reporting period, a total of 6000 plants were established, and we have successfully planted 23000 trees on 28 hectares of land so far.</p>	Positive
2.	Air Quality	R	Air quality poses various risks for companies, including potential health hazards for employees, decreased productivity, increased absenteeism, higher healthcare costs, and potential damage to the company's reputation. Poor air quality can lead to respiratory issues, allergies, and other health problems, which can result in reduced employee performance and efficiency. Moreover, high levels of air pollution can lead to increased sick leaves and healthcare expenses for both employees and the Company.	During the reporting period, a Bag Filter was installed in one Thermopack unit as a technological intervention to improve air quality. The site plan highlights ten emission points, and specific points of critical emissions have been identified for monitoring purposes.	Negative
3.	Clean water & Sanitation	R	Clean water and sanitation risks for companies include compromised employee health, increased operational costs, regulatory non-compliance, reputational damage, and legal liabilities. Insufficient access to clean water can lead to waterborne diseases, while poor sanitation facilities can impact productivity and cause accidents. Non-compliance with regulations can result in fines and penalties, damaging reputation and stability. Inadequate facilities may lead to legal liabilities and financial burdens.	We have further improved the water quality by inducing technological advancement in our ETP process by installing oil skimmer & tank for separating the oil & Inhouse lab setup done for testing of waste water.	Negative

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S. No.	Material identified issue	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)
4.	Reduction in GHG emission	R	Greenhouse gas emissions can lead to regulatory non-compliance, reputational damage, increased operational costs, legal liabilities, and vulnerability to climate change impacts. Failing to address these emissions can result in fines, penalties, and negative perceptions from stakeholders, affecting the company's stability and long-term sustainability.	<p>The Company has done baseline measurement of year in 2021-22 with Global PCCS as a second party consultant.</p> <p>For 2023-24, we are doing GHG accounting with MNIT as second party consultant. We are actively analyzing and monitor our GHG gas emissions for better understanding of its environmental impact.</p> <p>For Decreasing the GHG, we are moving towards sourcing from Local Suppliers: for reducing the transportation distance</p> <p>Green Supply chain: We want our supply chain to comply with our policies and we have conducted sustainability assessment for our key suppliers</p> <p>As part of our ongoing efforts, we continue to engage in conducting a comprehensive Life Cycle Assessment (LCA) of our product. Our primary objective is to gain a thorough understanding of the product's carbon dioxide (CO₂) emissions throughout its manufacturing process. Moreover, we are actively exploring opportunities to replace certain components with Sustainable alternatives. By adopting this approach, we aim to mitigate our ecological impact and transition towards a more sustainable product.</p>	Negative
5	Energy consumption, monitoring, and efficiency	O	Exploring energy consumption, monitoring, and efficiency presents an excellent opportunity to optimize resource utilization, minimize environmental impact, and enhance operational efficiency. By focusing on these aspects, organizations can drive sustainability, reduce costs, and improve overall performance while contributing to a greener and more sustainable future.	<p>We are performing energy saving projects implemented during this fiscal year which includes:</p> <ol style="list-style-type: none"> 1. We have replaced highbay street lights to LED 48 lights on Road to saving of 15.99 MWH of saving 2. We have Replaced Floor Lights 150 watt to 70 watt saving of 72.91 MWh 3. Canteen Air Washer, Perforation Air Washer & Embossing Air Washer Unit drive Installation for saving of 23.22 Mwh 	Positive

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S. No.	Material identified issue	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)
6	Occupational Health and Safety (OHS)	R	<p>OHS is both risk and opportunity for us. It is risk because</p> <ol style="list-style-type: none"> 1. It is associated with environment, machinery, chemicals that poses to threat to employee health and safety 2. Neglecting OHS can face legal consequences, penalties, and fines. 3. OHS practices can harm a company's reputation <p>It is Opportunity due to</p> <ol style="list-style-type: none"> a. OHS demonstrates a commitment to employee well-being and creates a safer work environment. b. It enhances the productivity and efficiency. 	<p>At our Occupational Health Centre, we prioritize the well-being of individuals. When it comes to fire safety, we've implemented a robust system comprising fire hydrants and automatic sprinklers. To ensure prompt fire detection, we've installed reliable fire alarms and smoke detection systems. Our commitment extends to providing comprehensive personal protective equipment (PPE) kits for enhanced protection. Regular medical tests are conducted for our dedicated staff and employees in accordance with factory norms. Additionally, we perform thorough internal audits and monthly theme audits, along with daily patrolling, to maintain a safe environment. As part of our preparedness, we conduct regular mock drills aligned with factory protocols. Hazard identification and risk assessment are integral components of our safety practices. We have a fully equipped ambulance ready for emergencies.</p>	Positive
7	Employee Training and Development	O	<p>The Company sees employee training and development as an opportunity which:</p> <ol style="list-style-type: none"> 1. helps in the adaption of changing technologies and trends 2. helps in identifying and grooming of potential leaders 3. helps in employee retention. 4. helps the employees in acquiring new skills, knowledge and competencies relevant to their roles and responsibility 	<p>The Company ensures comprehensive employee training and development, covering various aspects. This includes skill matrix preparation, identification of training needs, creating training calendars, executing programs, and evaluating their effectiveness. In the year 2023-24, the Company conducted training sessions on different sustainability topics including code of conduct, labour policies, sustainability policies etc. Additionally, we provide training on 5S, Kaizen, Fire safety, industrial safety, hazard & risk, Chemical handling, MSDS, Emergency procedures and IATF practices. Environment management is a crucial area where we implement an impactful employee training program. Moreover, our department leaders benefit from external training sessions conducted by experts in Anti Bribery & Corruption measures.</p>	Positive

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S. No.	Material identified issue	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)
8	Resource optimization and Value creation	0	The Company actively involved in strategically managing and maximizing the utilization of resources to enhance productivity, reduce costs, and improve overall performance. By effectively harnessing available resources, businesses can generate value for stakeholders and position themselves for sustainable growth and competitive advantage. This opportunity arises due to the collaboration between optimizing resource allocation and driving value across various aspects of the organization.	Enhancing the efficiency and capacity of operational energy stands as an important component within the Company's overall strategy. In our strong and steady commitment to this cause, our proficient engineering team constantly endeavors to execute projects aiming to support energy efficiency. Across the entire organization, these initiatives are pushed by enthusiastic energy champions present at each site, leading energy teams to facilitate the seamless implementation of energy conservation projects.	Positive
9	Quality Education	0	Quality education within a community is a great opportunity for the Company. By supporting and investing in education initiatives, companies can contribute to the development of a skilled workforce. This, in turn, can benefit businesses through access to a pool of talented individuals who possess the necessary knowledge and skills for employment. Providing education can create a positive brand image which can have a positive impact on businesses operating within that community.	The Company initiated multiple programs for quality education in reporting year 2023-24 New Class rooms: Mayur Uniquoters Limited constructed 3 new classrooms with Verandas in Mahatma Gandhi Government School, English Medium ward no.6 Chomu, and for 2 new classrooms with verandas in Government Senior Secondary School, Vijaysinghpura, Bansa. Due to lack of rooms in both schools, children were forced to study in the open. Now with the completion of the construction, students can acquire knowledge with complete convenience. As a result, more than 400 students at both schools will be benefitted. Scholarship: 5 schools which scored 80 or more percent marks in the 2022-23 board exams of class 10th and 12th such as Government Higher Secondary School Chomu Girls, Government Higher Secondary School, Dhodhsar Government Higher Secondary School, Bhojlawa, Government Senior Secondary School, Radha Swami Bagh and out of total 51 students at Government Senior	Positive

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S. No.	Material identified issue	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)
				<p>Secondary School, Jaitpura, 15 students of class 10 and 36 students of class 12. A total of fifty-one students were awarded scholarships worth Rs 23 lakh 68 thousand. For the past 7 years, Mayur Uniquoters Limited has been doing the sacred work of upgrading education and promoting girl education through scholarships to economically weaker children through its CSR program.</p> <p>Educational tour - All the students at Government Higher Secondary School, Bhoj Lava and their subject teachers, who scored more than 80 percent marks in the 10th and 12th board exams, were given a two-day educational tour of Vrindavan, Mathura, Govardhan, Bharatpur Bird Century through the company. Using this method, teachers' understanding of the methods of teaching increased .</p>	
10	Health Care, Family Planning & Immunization	O	By actively engaging in promoting and supporting these initiatives, the Company will have advantages by Investing in comprehensive health care services and family planning programs that enables companies to foster a healthier and more productive workforce. This, in turn, contributes to higher employee satisfaction, reduced absenteeism, and increased overall efficiency. Supporting immunization efforts not only demonstrates corporate social responsibility but also helps prevent the spread of diseases, safeguarding both employees and the community at large. Businesses can create a positive impact such as enhanced brand reputation, increased customer loyalty, and improved employee morale.	In view of the increasing population and diseases in the country, Mayur, in the health vaccination program that has been going on continuously for the last 22 years, this year also continued the work of taking the vaccination team to eighty remote villages through his vehicle. This year, 1701 children were fully vaccinated and more than 2500 pregnant women were provided vaccination. As a result of doing this sacred work, even today Phagi block is the block with the lowest infant mortality and maternal mortality rates in Jaipur.	Positive

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S. No.	Material identified issue	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)
11	Development of Sustainable Products	O	Sustainable products can help companies to meet the growing demand for eco-friendly products, differentiate themselves from competitors, save money, improve their public image, and comply with regulations. A survey was conducted by the Company from which we came to know that approximately 73% of consumers are willing to pay more for sustainable products. It also reduces the GHG Emissions of the company.	<p>1. Recycled Yarn and Bio PVC Combinations We have achieved notable progress in developing materials that combine Recycled Yarn with Bio-based PVC. One of our key products, utilizing Recycled Yarn and Regular PVC, has successfully passed initial quality and feasibility assessments. Building on this success, we developed a product incorporating Recycled Yarn and Bio PVC. Although initial feedback highlighted the need for an additional bio filler component, our response was swift and effective. We created a new variant that includes Recycled Yarn, Bio PVC, and Bio Filler. Preliminary customer testing has yielded positive results, and we are now preparing for further emission testing and seat development evaluations.</p> <p>2. Bio PVC with Various Fabric Combinations In our quest to enhance sustainability, we have transitioned from regular fabrics to recycled fabrics in our Bio PVC products. For instance, our product combining Bio PVC with Regular Fabric has been upgraded to use recycled fabric. This change reflects our ongoing efforts to reduce environmental impact by minimizing the use of virgin materials.</p> <p>Several innovative combinations of Bio PVC with Recycled material Fabric and Bio PVC with Bio Filler and Recycled material Fabric have been developed and tested. Test packages for these advanced materials have been dispatched, with feedback eagerly anticipated. These developments underscore our dedication to incorporating recycled</p>	Positive

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				<p>and bio-based components into our products, aligning with our sustainability goals.</p> <p>3. Life Cycle Assessment and Environmental Product Declarations As part of our commitment to transparency and environmental stewardship, we have conducted Life Cycle Assessments (LCA) and Environmental Product Declarations (EPDs) for several of our products. For example, the LCA project for Regular PVC combined with Regular Fabric has been completed, providing valuable insights into the environmental impact of our materials. Similarly, we have completed an LCA project for Bio PVC combined with Recycled Fabric, further demonstrating our commitment to evaluating and improving the sustainability of our products.</p> <p>Product data for combinations of Regular Polyurethane (PUR) and Regular Fabric have also been submitted for LCA and EPD studies. These initiatives highlight our proactive approach to understanding and mitigating the environmental footprint of our products, ensuring that we remain at the cutting edge of sustainable manufacturing.</p> <p>4. Collaborative Efforts Our success in sustainable product development is bolstered by strong collaborations with leading automotive manufacturers. These partnerships are instrumental in advancing our sustainability initiatives and ensuring that our products meet the rigorous demands of the automotive industry.</p>	

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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.

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	www.mayuruniquoters.com/policies.php								
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	-	-	ISO 45001	ISO 9001	-	ISO 14001	ISO 45001	-	ISO 9001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is working towards various goals and objectives, including embedding sustainability into all its operations to contribute towards a healthier planet. The Board's Report, which forms part of this Annual Report, contains further information in this regard.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As part of the roadmap to achieve the goals and objectives, the Company has laid down activities which will aid in progress and ultimately achieving the commitment. Performance of each of the principles is reviewed periodically by various committees, if applicable led by the Management and Board of Directors.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i>	At Mayur Uniquoters Limited, we have always believed in driving business with purpose. Through reporting, we would like to communicate to our stakeholders our progress on environment, Social and Corporate Governance performance. Sustainability enables business to thrive in dynamically changing environments. Innovation and adaptation will be key to overcoming challenges and building resilience, especially in the ever- changing environments around us. We believe Sustainability is a journey, and while we belief there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business. We aim to build resilience in our business and among our stakeholders, and we monitor our activities and their environment and social impacts to ensure that we create value for all stakeholders.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Name: Mr. Suresh Kumar Poddar Designation: Chairman and Managing Director & CEO DIN: 00022395 Telephone: 01423-224001 Email ID: secr@mayur.biz								
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 Name: Mr. Suresh Kumar Poddar Designation: Chairman and Managing Director & CEO DIN: 00022395								

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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes, by Board/Respective Committee of Board									All the policies are reviewed periodically or on a need basis by departments heads, senior management personnel, respective Committee and placed before Board of Directors as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company follows all the applicable statutory and regulatory guidelines and all the Compliance with statutory requirements of relevance to the principles are reviewed periodically or on a need basis by departments heads, senior management personnel and placed before Board of Directors or respective Committee, if required.									Compliance with the laws of land are 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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		No The assessment / evaluation of the working of its policies is being done internally.							

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	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)									

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.

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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	4	<ul style="list-style-type: none"> • Regulatory Changes and Impact • Code of Conduct and Corporate Governance • Internal Control on Financial Reporting • Corporate Social Responsibility 	100%
Key Managerial Personnel	3	<ul style="list-style-type: none"> • ESG Sensitization • Code of Conduct and Corporate Governance • SEBI Regulations, Regulatory Changes and Impact 	100%
Employees other than BoD and KMPs	16	<ul style="list-style-type: none"> • Occupational Health Safety • Fire & Safety • POSH • Basic Awareness On 5 "s" • Code of Conduct • Company Polices 	73.65%
Worker	16	<ul style="list-style-type: none"> • Occupational Health Safety • Fire & Safety • POSH • Skill Upgradation 	64%

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 Case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine	NIL				
Settlement					
Compounding					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of Case		Has an appeal been preferred? (Yes/ No)
Imprisonment	NIL				
Punishment					

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.

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

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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 Whistle Blower Policy and Vigil Mechanism covers the concerns regarding anti-corruption or anti-bribery policy. This policy is applicable to all individuals working at all levels and grades, including Board Members and Senior Management Personnel, other employees, consultants, interns, contractors, agents or any other person associated with the Company and such person acting on behalf of the Company.

Web-link to the policy:- www.mayuruniquoters.com/pdf/mul-whistle-blower-policy.pdf

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

	Financial Year 2023-24	Financial Year 2022-23
Directors	NIL	NIL
KMPs		
Employees		
Workers		

There have been no cases involving disciplinary action taken by any law enforcement agency on charges of bribery/corruption against directors/KMPs/employees/workers that have been brought to the Company's attention.

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

	Financial Year 2023-24		Financial Year 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

There are no cases or incidents related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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	41	52

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	0%	0%
	b. Number of trading houses where purchases are made from	N.A.	N.A.
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	N.A.	N.A.
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	N.A.	N.A.
	b. Number of dealers / distributors to whom sales are made	N.A.	N.A.
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	N.A.	N.A.
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	N.A.	N.A.
	b. Sales (Sales to related parties / Total Sales)	169.948 Cr.	138.839 Cr.
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	6.04%	8.31%

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

Essential Indicators

- 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	0%	0%	The Company is focused on providing its customers with innovative solutions that safeguard the environment and customer wellbeing. Environmental and Social considerations are integrated into the Company's R&D. The Company is in the process of streamlining its data management system which will enable it to capture this data, moving forward.
Capex	12.80%	2%	a. Machine/ equipment purchase for energy saving. b. Sustainable formulation development and aim to expand our portfolio further.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes. The Company is procuring its raw materials from the suppliers who are doing their respective businesses sustainably.
 - If yes, what percentage of inputs were sourced sustainably?
More than 44%.

- 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.

The Company does not have any specific product to reclaim at the end of life. However, at the plant sites, there are systems in place to recycle, reuse and dispose in line with regulatory requirement for the above-mentioned waste being generated during the course of manufacturing.

- 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.

Our Plants are registered as importer to comply with the requirements of the Plastic Waste Management Rules, 2016. Consistent with the objective established by Extended Producer Responsibility (EPR), we have formed a partnership with an authorized third party waste recycler to manage the recycling of plastic.

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

Essential Indicators

- 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	383	383	100%	383	100%	0	0.00%	383	100%	0	0.00%
Female	14	14	100%	14	100%	14	100%	0	0.00%	0	0.00%
Total	397	397	100%	397	100%	14	3.52%	383	96.48%	0	0.00%
Other than Permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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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	78	78	100%	78	100%	0	0.00%	78	100%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	78	78	100%	78	100%	0	0.00%	78	100%	0	0.00%
Other than Permanent workers											
Male	945	945	100%	945	100%	0	0.00%	0	0.00%	0	0.00%
Female	1	1	100%	1	100%	0	0.00%	0	0.00%	0	0.00%
Total	946	946	100%	946	100%	0	0.00%	0	0.00%	0	0.00%

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 wellbeing measures as a % of total revenue of the company	0.15%	0.12%

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	92.15%	100%	YES	91.42%	100%	YES
Gratuity	100%	100%	NA*	100%	100%	NA*
ESI**	23.13%	80.89%	YES	12.99%	80.89%	YES

*The Company has a defined benefit gratuity plan and pays annual contribution to Life Insurance Corporation of India (LIC) through a Trust, namely Mayur Uniquoters Limited Employees Group Gratuity Scheme.

**Employees who are not covered under the ESI component are provided separate Health Insurance Policy.

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 Company's premises / offices are 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. Everyone is treated and given equal opportunities for employment, regardless of race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, married or domestic partner status, citizenship, familial affiliation, or any other comparable feature.

Web-link of the policy: www.mayuruniquoters.com/pdf/mayur-sustainability-policy-2023.pdf

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

Permanent employees Permanent workers

Gender	Permanent employees		Permanent workers	
	Return to Work rate	Retention rate	Return to Work rate	Retention rate
Male	97.55%	97.55%	100%	100%
Female	2.45%	2.45%	0%	0%
Total	100%	100%	100%	100%

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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	Yes The Company has a robust and detailed Grievance Redressal Mechanism with the overarching goal of protecting its workers, employees and Directors. Procedures have been put in place to ensure that the process of filing a complaint, investigation and finally reaching an acceptable judgement is handled professionally and confidentially. Employees are encouraged to resolve the issues informally with respective line manager/ plant head, P&A/ HR. The mechanism to receive and redress grievances are POSH, Internal Committees and HR Head.
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 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees/ workers irrespective 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	Not Applicable					
Female	Not Applicable					
Total Permanent Workers						
Male	Not Applicable					
Female	Not Applicable					

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 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	383	337	87.99%	354	92.43%	398	350	87.94%	362	90.95%
Female	14	11	78.57%	9	64.29%	10	8	80.00%	7	70.00%
Total	397	348	87.66%	363	91.44%	408	358	87.75%	369	90.44%
Workers										
Male	78	62	79.49%	65	83.33%	89	81	91.01%	78	87.64%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	78	62	79.49%	65	83.33%	89	81	91.01%	78	87.64%

9. Details of performance and Career development reviews of employees and workers:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees:						
Male	383	341	89.03%	398	366	91.96%
Female	14	9	64.29%	10	8	80.00%
Total	397	350	88.16%	408	374	91.67%
Workers:						
Male	78	61	78.21%	89	86	96.63%
Female	0	0	0.00%	0	0	0.00%
Total	78	61	78.21%	89	86	96.63%

Note - We have an annual appraisal process, where performance is assessed through ratings system.

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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?

Yes, occupational health management system including Environmental Management System confirming to the requirement of standards ISO 45001:2018 and ISO 14001:2015 has been implemented which covers all manufacturing units. The Company believes that providing a safe and healthy work environment is essential for employee well-being and that implementing best practices in occupational health and safety has a direct impact on overall performance. It aids not only in attracting good talents but also retaining those employees.

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

While regularly implementing steps to enhance employee well-being and healthcare, a proper hazard identification risk management system has been implemented to assure ongoing improvement of the organization's occupational health and safety. Consequently, the manufacturing units have mitigation plans in place for high-risk areas including machine safety. Mitigation plan includes roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities.

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

Yes. The Company has systems in place for employees and workers to report any work-related hazard. The workforce has been imparted periodically, with required training and awareness sessions to identify, and report work related hazards to the safety to the EHS team. Simultaneously, the EHS Manager in all locations daily checks the implementation of health & safety aspects through floor interactions and site walkthrough. As a system, all near misses, safety suggestions, unsafe acts and conditions are recorded promptly followed by timely corrective actions.

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

Yes, Employees have access to non-occupational medical and health care services through Company-organized medical camps where reputed doctors from various disciplines/hospitals are accessible for health checkups and consultation, including online consultation and awareness workshops. Furthermore, every employee and their designated dependents are covered by either medical insurance or ESI. Ambulance facility is also available at all the plants in case of any emergency situations.

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

Safety Incident/ Number	Category	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	5	6
Total Recordable work- related injuries	Employees	1	2
	Workers	31	52
No. of Fatalities	Employees	0	0
	Workers	0	0
Hi 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.

Our facilities adhere to all applicable health and safety regulation and maintain high standards of social governance. The health and safety of our employees is paramount. Consequently, the Company ensures its operations do not expose its employees and workers to risks or injuries at workplace. The Company has taken several structured proactive safety initiatives with an objective of making workforce safe. Following proactive initiatives are being monitored at various levels at periodical intervals to ensure the continuity, consistency and effectiveness:

- | | |
|--|---|
| a) Internal safety inspections and audits | b) Regular review meeting |
| c) Safety Training | d) Mock drill on emergency preparedness |
| e) Safety performance reviews and corrective actions | f) Recording of potential incident observations |

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

	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
Working Conditions	NIL			NIL		
Health & Safety						

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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	

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

We recognise the importance of the preparedness for mitigating and preventing occupational health and safety risks. We put serious efforts to eliminate potentially harmful workplace behaviours and practices. Our systems regularly track, report, and prevent near-miss incidences. Each reported incidence is thoroughly analysed to draw corrective and preventive measures in the form of trainings, structural interventions, behavioural changes to avert the recurrence of similar events.

No safety related incident has happened nor any significant risks / concerns arising from assessments of health & safety practices has been reported upon the assessment.

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.

The Company identifies and engages with various stakeholders with the intention of understanding and addressing their expectations and developing short, medium and long-term strategies of the Company. The internal and external groups of key stakeholders identified on the basis of their immediate impact on the operations and working of the Company include Employees, Shareholders, Customers, Communities, Suppliers, Government Authorities, Partners and Vendors.

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	<ul style="list-style-type: none"> Customer Meetings Customer Feedback Company Website Customer Survey Social Media 	Ongoing	<ul style="list-style-type: none"> Customer Satisfaction Product Quality /Information Grievance Redressal
Employees	No	<ul style="list-style-type: none"> Notice Boards Annual Performance Review Meetings Trainings Employee Survey feedback Company website 	Ongoing	<ul style="list-style-type: none"> Working condition Employee performance Employee Satisfaction Addressing employees issues
Community	Yes	<ul style="list-style-type: none"> Meeting with community representative CSR initiatives 	On going	<ul style="list-style-type: none"> Responsible Corporate citizenship To develop the CSR project along with the community, according to the need of the community
Investors & Shareholders	No	<ul style="list-style-type: none"> Email Annual General Meeting Investor meets Newspaper advertisement Company Website 	Quarterly	<ul style="list-style-type: none"> Company's quarterly and annual earnings Business Strategies and Performance Regulatory Compliance
Government & Regulatory Bodies	No	<ul style="list-style-type: none"> Official communication Channels Mandatory filings with various regulators Regulatory inspections & audits Email 	On Going	<ul style="list-style-type: none"> Compliance Tax Payments Policy Advocacy
Supplier and Vendor	No	<ul style="list-style-type: none"> Email Vendor Meeting Feedback 	On Going	<ul style="list-style-type: none"> Long-term business relations and growth Opportunities Product development Quality

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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 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	397	397	100%	408	408	100%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	397	397	100%	408	408	100%
Workers						
Permanent	78	78	100%	89	89	100%
Other than permanent	946	946	100%	867	867	100%
Total Workers	1024	1024	100%	956	956	100%

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

Category	Total (A)	FY 2023-24				Total (D)	FY 2022-23			
		Equal to Minimum Wage		More than Minimum Wage			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										
<i>Permanent</i>	397	0	0.00%	397	100%	408	0	0.00%	408	100%
Male	383	0	0.00%	383	100%	398	0	0.00%	398	100%
Female	14	0	0.00%	14	100%	10	0	0.00%	10	100%
<i>Other than Permanent</i>	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
<i>Permanent</i>	78	0	0.00%	78	100%	89	0	0.00%	89	100%
Male	78	0	0.00%	78	100%	89	0	0.00%	89	100%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
<i>Other than Permanent</i>	946	0	0.00%	946	100%	867	0	0.00%	867	100%
Male	945	0	0.00%	945	100%	866	0	0.00%	866	100%
Female	1	0	0.00%	1	100%	0	0	0.00%	1	100%

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

(a) Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (Rs. in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (Rs. in Lakhs)
Board of Directors (BoD) (Other Than KMP)	3	4.65	2	2.82
Key Managerial Personnel	4	91	0	0
Employees other than BoD and KMP	379	3.72	14	2.27
Workers*	78	2.07	0	0

Note: The remuneration of the Chairman and Managing Director & CEO and Wholetime Director have been included in the remuneration for KMPs.

*Only permanent workers have been included.

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b) Gross wages paid to females as % of total wages paid by the entity:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	1.88%	1.11%

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.

HR function of the Company's organization is responsible for addressing human right impacts. The Company has also Whistle Blower Policy in place enabling employees to report malpractices such as misuse or abuse of authority, fraud or suspected fraud, violation of Company rules, manipulations and matters affecting the interests of the Company with necessary safeguards for the protection of the whistle blower.

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

The Company is committed to keep the principles of human rights intact across the organisation as well as its business partners. The Company is committed to provide equal employment opportunities without any discrimination on the grounds of disability, gender, caste, religion, race, state, background, colour, and maintaining a work environment that is free from harassment based on the above considerations.

The Company has set in place a code of conduct and whistle blower mechanism to enable people to report their grievances. The Company has clearly documented policies and procedures in place to ensure effective resolution in case of human rights violation. The Company has also set in place processes and policies to prevent sexual harassment for effective and timely redressal of grievances.

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

	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		NIL			NIL	
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 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	Nil	Nil

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

The Company's Whistle Blower mechanism and POSH Policy allows the complainant to raise any concerns related to discrimination and harassment without the fear of adverse consequences or unfair treatment.

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

Yes

10. Assessments for the year:

Particulars	% 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	

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

The Company endeavors to provide safe and healthy working conditions across the organisation. No significant risks / concerns were identified during the assessments at Question 9 above. The Company has been conducting awareness campaign across all its manufacturing units, warehouses, retail stores and office premises to encourage its employees to be more responsible and alert while discharging their duties

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

Essential Indicators

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

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	300925.20	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	300925.20	-
From non-renewable sources		
Total electricity consumption (D)	14304948	12961844
Total fuel consumption (E)	76307622.19	71157923.80
Energy consumption through other sources (F)	-	-
Total energy consumed from nonrenewable sources (D+E+F)	90612570.19	84119767.80
Total energy consumed (A+B+C+D+E+F)	90913495.39	84119767.80
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.012	0.011
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical output (Total energy consumed / Linear meter)	3.03	2.89

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

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.
No
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	0.00	0.00
(ii) Groundwater	17958.20	14076.67
(iii) Third party water	9414	11459
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	27372.20	25535.67
Total volume of water consumption (in kilolitres)	41061.20	42755.80
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.005	0.01
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output (Total water consumed / Linear meter)	0.0014	0.0015

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

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4. Provide the following details related to water discharged.

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not applicable, all plants are Zero Liquid Discharge Plants	Not applicable, all plants are Zero Liquid Discharge Plants
- 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)		

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. Yes, the Company have implemented Zero Liquid Discharge at Dhodsar plant by installing an ETP and STP. The water from the ETP is reprocessed in our process, while the rest is utilized for solar panel cleaning. At Jaitpura and Gwalior plants, we use STPs, and the water from these plants is used for gardening purposes. At Gwalior plant, we are doing the recycle of water by using the distillation process.

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	174.74	156.411
Sox	Mg/Nm3	86.72	83.691
Particulate matter (PM)	Mg/Nm3	143.16	154.02
Persistent organic pollutants (POP)	-	-	-
Volatile Organic Compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

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, Independent assessment has been done by SCS Enviro Services Pvt Ltd., Team Institute of Science and Technology Private limited and Vibrant Enviro Lab.

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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)	<i>Metric tonnes of CO₂ equivalent</i>	32072.40	15790.13
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)	<i>Metric tonnes of CO₂ equivalent</i>	10900.37	6126.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	<i>Metric tonnes of CO₂ equivalent/Thousand Rupees</i>	0.00562	0.00289
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	-	-
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.00143	0.00075

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, Our GHG inventory evaluation is done by MNIT.

For FY 2022-23 data was for Dhodsar plant only whereas FY 2023-24 data is for all three plants.

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

Yes, we are doing projects for reducing Green House Emissions:

- We have extraordinary accomplishment of planting a total of 6000 trees across four distinct locations: Badawali, Bhomiya Ji Park, Singod Kalan, and Jaitpura School Ground. These sites, conveniently positioned within a radius of 1 km and 3 km near our Dhodsar factory, evoke a sense of joy and fulfillment.
- Recycled Yarn and Bio PVC Combinations** -We have achieved notable progress in developing materials that combine Recycled Yarn with Bio-based PVC. One of our key products, utilizing Recycled Yarn and Regular PVC, has successfully passed initial quality and feasibility assessments. Building on this success, we developed a product incorporating Recycled Yarn and Bio PVC. Although initial feedback highlighted the need for an additional bio filler component, our response was swift and effective. We created a new variant that includes Recycled Yarn, Bio PVC, and Bio Filler. Preliminary customer testing has yielded positive results, and we are now preparing for further emission testing and seat development evaluations.
- Bio PVC with Various Fabric Combinations** In our quest to enhance sustainability, we have transitioned from regular fabrics to recycled fabrics in our Bio PVC products. For instance, our product combining Bio PVC with Regular Fabric has been upgraded to use recycled fabric. This change reflects our ongoing efforts to reduce environmental impact by minimizing the use of virgin materials.

Several innovative combinations of Bio PVC with Recycled material Fabric and Bio PVC with Bio Filler and Recycled material Fabric have been developed and tested. Test packages for these advanced materials have been dispatched, with feedback eagerly anticipated. These developments underscore our dedication to incorporating recycled and bio-based components into our products, aligning with our sustainability goals.
- Life Cycle Assessment and Environmental Product Declarations**-As part of our commitment to transparency and environmental stewardship, we have conducted Life Cycle Assessments (LCA) and Environmental Product Declarations (EPDs) for several of our products. For example, the LCA project for Regular PVC combined with Regular Fabric has been completed, providing valuable insights into the environmental impact of our materials. Similarly, we have completed an LCA project for Bio PVC combined with Recycled Fabric, further demonstrating our commitment to evaluating and improving the sustainability of our products.

Product data for combinations of Regular Polyurethane (PUR) and Regular Fabric have also been submitted for LCA and EPD studies. These initiatives highlight our proactive approach to understanding and mitigating the environmental footprint of our products, ensuring that we remain at the cutting edge of sustainable manufacturing.
- Collaborative Efforts** - Our success in sustainable product development is bolstered by strong collaborations with leading automotive manufacturers. These partnerships are instrumental in advancing our sustainability initiatives and ensuring that our products meet the rigorous demands of the automotive industry.

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

Parameter	FY 2023-24	FY 2022-23
Plastic Waste (A)	97.028	121.94
E-waste (B)	2.97	2.59
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	64.44	41.17
Other Non-hazardous waste generated (H). Please specify, if any. (tonnes) (Break-up by composition i.e. by materials relevant to the sector)	3319.54	2219.84
Total (A+B + C + D + E + F + G + H)	3483.97	2385.54
Waste intensity per rupee of turnover <i>(Total waste generated / Revenue from operations) MT/Lakhs</i>	0.045	0.029
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <i>(Total waste generated / Revenue from operations adjusted for PPP)</i>	-	-
Waste intensity in terms of physical output	0.00012	0.00008
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	931.41	1532.41
(ii) Re-used	2419.99	834.04
(iii) Other recovery operations	-	-
Total	3351.40	2366.45
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	5.37
(ii) Landfilling	24.8	9.79
(iii) Other disposal operations	38.3	3.93
Total	63.1	19.09

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

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.

For Dhodsar Plant, non-hazardous waste is recycled or reused, while hazardous materials like used oil are recycled by authorized recycler. The remaining waste undergoes pre-processing & landfilling. At the Jaitpura and Gwalior Plants, waste is recycled, pre-processed, and co-processed by the authorized agencies. At Dhodsar plant, we installed ETP and STP for water treatment, water from the ETP is reused in our process, and reject water is evaporated through solar pond. At our Gwalior and Jaitpura plant, we have STP installed and the water is used for gardening.

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.
No, we don't have any of our offices in any of ecological Sensitive area			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
We are conscious of our environmental actions and our plant operations. However, we do not conduct EIA for our projects.					

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:

S.No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, we are following all applicable environmental laws, regulations, and 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.

The Company believes that conducting business as a good corporate citizen of the Country enhances brand value and leads to sustainable growth. The Company is associated / affiliated with 9 (Nine) 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	The Council of EU Chambers of Commerce in India	National
2	Confederation of Indian Industries	National
3	Council for Leather Exports	National
4	Indian Footwear Components Manufacturers Association	National
5	Automotive Component Manufactures Association of India	National
6	The Plastics Export Promotion Council	National
7	The Synthetic & Rayon Textiles	National
8	The Rajasthan Textile Mills Association	State
9	Rajasthan Chamber of Commerce	State

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.

Name of Authority	Brief of Case	Corrective action taken
There are no cases of anti-competitive conduct on the Company in FY 2023-24.		

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 projects	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results Communicated in public domain (Yes/No)	Relevant Weblink
Not Applicable					

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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 Affected Families (PAFs)	% of PAFs covered by R & R	Amount paid to PAFs in the FY (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.
To ensure effective redressal of grievances, the Company has introduced Vigil Mechanism/Whistle Blower Mechanism to enable all stakeholders to freely communicate their grievances. In addition to the introduction of Vigil Mechanism/Whistle Blower Mechanism to enable all stakeholders to freely communicate their grievances, the Company has also implemented its Policy under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and uploaded the same on the website of the Company.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs / small producers	13.39%	10.48%
Directly from within India	44.34%	44.39%

Note: Only for Raw Material.

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 2023-24	FY 2022-23
Rural	60.00%	57.00%
Semi-urban	0.00%	0.00%
Urban	38.00%	4.00%
Metropolitan	2.00%	2.00%

(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.
During the year under review, the Company maintained its focus on customer services. Any query/complaint is reported by customer to Marketing by verbal message or written communication or through mail. Quality Person visits the customer gather information, suggest suitable parameters, take trials, collect sample and send to the quality department at plant with all details for further analysis. Quality department analyses the sample/ report and gives results/ feedback which is sent to customer and close the query/ complaint, accordingly. Sometimes goods return/ claim is there in case material is not workable before closing complaint/ query.

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	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	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	NIL	None	None	NIL	None	
Advertising						
Cyber Security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

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.

Web link of the policy: www.mayuruniquoters.com/pdf/mayur-sustainability-policy-2023.pdf

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 regulatory action has ever been done regarding advertising, essential services, cyber security, data privacy or product recalls.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	None
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	Not Applicable

**For and on behalf of the Board of Directors of
Mayur Uniquoters Limited**

Place: Jaipur

Date : August 08, 2024

Suresh Kumar Poddar
(Chairman and Managing Director & CEO)
(DIN-00022395)