

PGIL/SE/2024-25/023

Date: June 28, 2024

THE GENERAL MANAGER,
DEPARTMENT OF CORPORATE SERVICES -
CRD
BSE LIMITED
1ST FLOOR, NEW TRADING RING
ROTUNDA BUILDING, P. J. TOWERS
DALAL STREET, FORT,
MUMBAI – 400 001

THE GENERAL MANAGER,
LISTING DEPARTMENT
NATIONAL STOCK EXCHANGE OF INDIA
LTD.
“EXCHANGE PLAZA”, PLOT NO. C- 1,
G- BLOCK, BANDRA - KURLA COMPLEX,
BANDRA (E),
MUMBAI - 400 051

Reg: Scrip Code: BSE-532808;

NSE – PGIL

Sub: Business Responsibility and Sustainability Report for the financial year 2023-24

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2023-24, which forms an integral part of the Annual Report of the Company for the financial year 2023-24.

You are requested to kindly take the same on your records.

Thanking you,

Yours faithfully,
for **Pearl Global Industries Limited**

(Shilpa Budhia)
Company Secretary and Compliance Officer
ICSI M. No.: ACS-23564

Encl: as above

Pearl Global Industries Limited

Corp. Office: Pearl Tower, Plot No. 51, Sector-32, Gurugram – 122001, Haryana (India)

T: +91-124-4651000 | E: info@pearlglobal.com

CIN: L74899DL1989PLC036849

Regd. Office: C-17/1, Paschimi Marg, Vasant Vihar, New Delhi - 110057

ANNEXURE-V

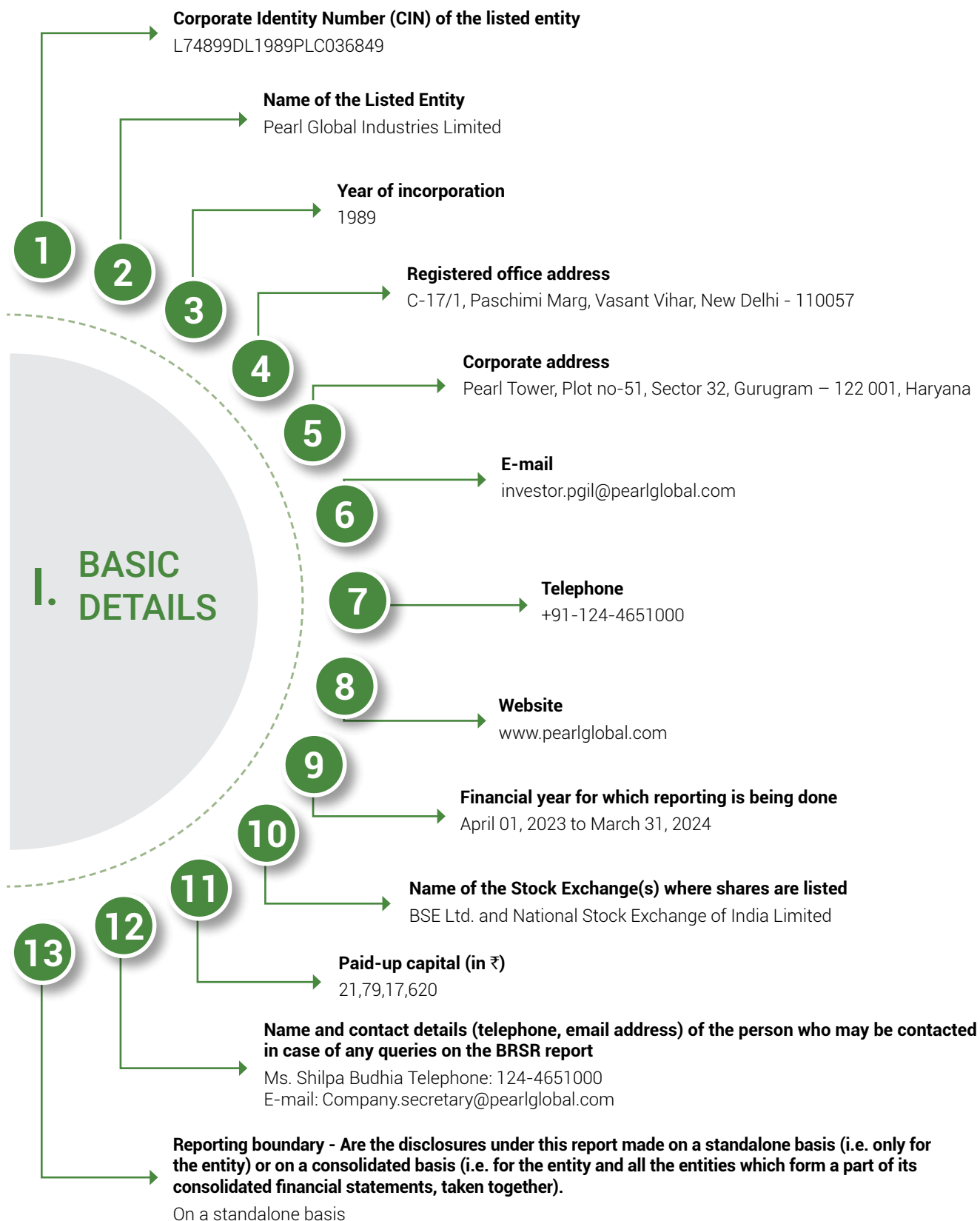


***BUSINESS
RESPONSIBILITY
AND
SUSTAINABILITY
REPORT***



A SECTION GENERAL DISCLOSURES

Required information



II. Products/services

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

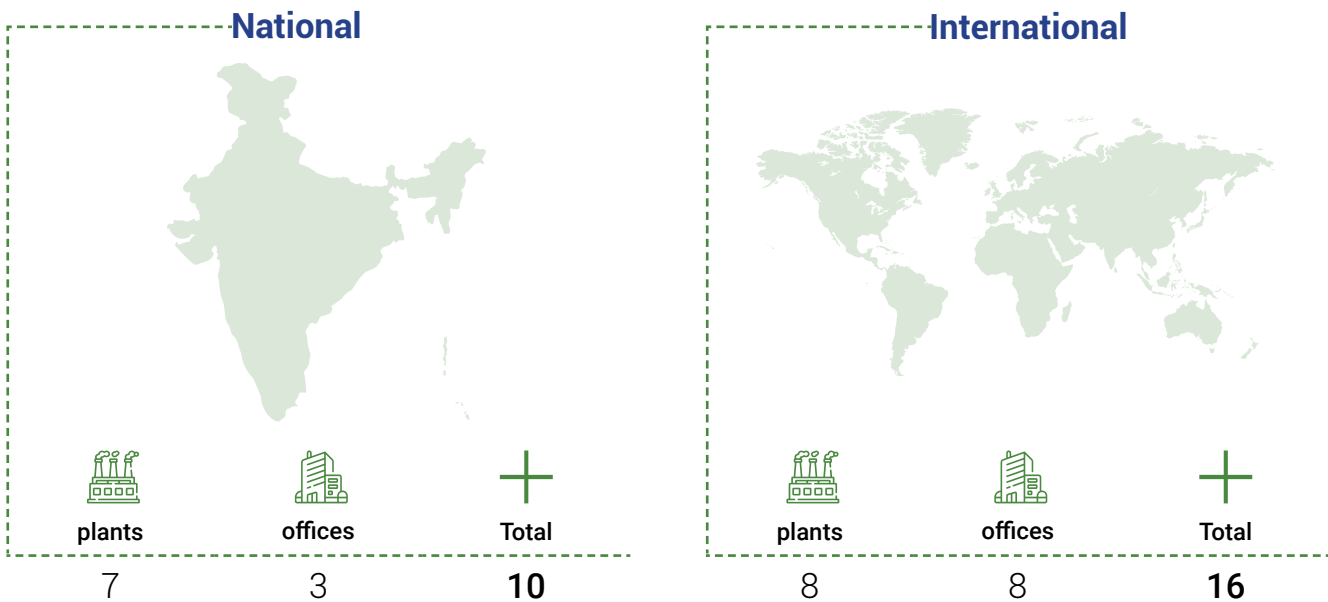
Description of main activity	Description of business activity	% of turnover of the entity
Manufacturing and export of apparels	Manufacturing and export of apparels	97.78

15 Products/services sold by the entity (accounting for 90% of the entity's turnover):

Product/service	NIC code	% of total turnover contributed
Manufacturing of wearing apparels	141	100

III. Operations

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





17 Market served by the entity:

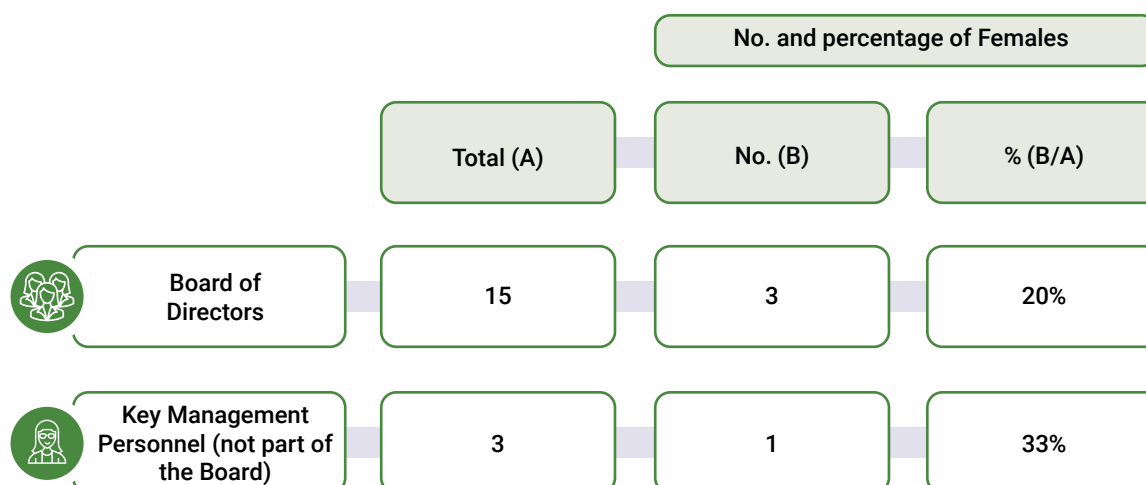
- a. Number of locations:**
- | | |
|----------------------------------|---|
| National (No. of States) | 2 |
| International (No. of Countries) | 7 |
- b. What is the contribution of exports as a percentage of the total turnover of the entity?**
- 97.78
- c. A brief on type of customers**
- Pearl Global provides apparel solutions to leading fashion brands and corporate customers across various categories. The Company's main focus is on exporting apparel, with USA being the largest contributor among all countries.

IV. Employees

18 Details as at the end of financial year:

No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled):						
Employees						
1	Permanent (D)	1731	1484	85.73%	247	14.27%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total employees (D+E)	1731	1484	85.73%	247	14.27%
Workers						
4	Permanent (F)	7385	2327	31.51%	5058	68.49%
5	Other than Permanent (G)	1797	1228	68.34%	569	31.66%
6	Total workers (F+G)	9182	3555	38.72%	5627	61.28%
b. Differently abled employees and workers:						
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%

19 Participation/inclusion/representation of women:



20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	2023-24 (Turnover rate in current FY)			2022- 23 (Turnover rate in previous FY)			2021 - 22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	43.37%	38.14%	42.64%	69.39%	58.93%	68.08%	53.54%	45.02%	52.53%
Permanent workers	115.67%	90.79%	98.84%	163.81%	108.90%	125.12%	76.57%	72.61%	73.70%

V. Holding, Subsidiary and Associate Company (including Joint Ventures)

21 (a) Name of holding/subsidiary/associate companies/joint ventures

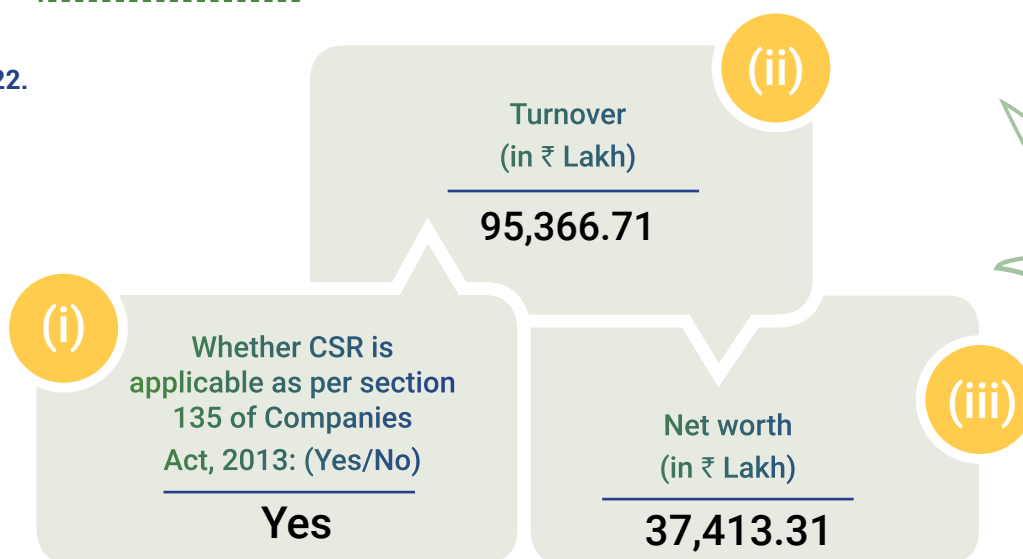
Sl. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Norp Knit Industries Limited	Subsidiary	99.99	No
2	Pearl Global Fareast Limited	Subsidiary	100	No
3	Pearl Global USA, INC	Subsidiary	100	No
4	Pearl Global Kaushal Vikas Limited	Subsidiary	100	No
5	SBUYS E-Commerce Limited	Subsidiary	100	No
6	Sead Apparels Private Limited	Subsidiary	100	No
7	Pearl Global (HK) Limited	Subsidiary	100	No
8	Vin Pearl Global Vietnam Limited	Subsidiary	100	No



Sl. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
9	Pearl Global Vietnam Company Limited	Subsidiary	100	No
10	Pearl Grass Creations Limited	Subsidiary	100	No
11	A&B Investment Limited	Subsidiary	100	No
12	Prudent Fashions Limited	Subsidiary	99.95	No
13	DSSP Global Limited	Subsidiary	100	No
14	PT Pinnacle Apparels	Subsidiary	69.92	No
15	PGIC Investment Limited	Subsidiary	100	No
16	Pearl Unlimited Inc.	Subsidiary	100	No
17	Alpha Clothing Limited	Subsidiary	76.54	No
18	Trinity Clothing Limited	Subsidiary	100	No
19	Pearl Global Industries FZCO	Subsidiary	100	No
20	Pearl GT Holdco Limited	Subsidiary	55	No
21	Corporacion de Productos Y Servicios Asociados, Sociedad Anonima	Subsidiary	55	No
22	Shoretex, Sociedad Anonima	Subsidiary	55	No

VI. CSR details

22.



VII. Transparency and disclosure compliances

23 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)*	2023 - 24			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
The list of the stakeholders							
Communities	Yes	0	0	Nil	0	0	Nil
Investors (other than shareholders)*	Yes	0	0	Nil	0	0	Nil
Shareholders*	Yes	3	0	Nil	0	0	Nil
Employees and workers	Yes	26	0	Nil	0	0	Nil
Customers	Yes	0	0	Nil	0	0	Nil
Value chain partners	Yes	0	0	Nil	0	0	Nil
Other (please specify)	Yes	0	0	Nil	0	0	Nil

*Weblink: <https://www.pearlglobal.com/investor-relations/>





24 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

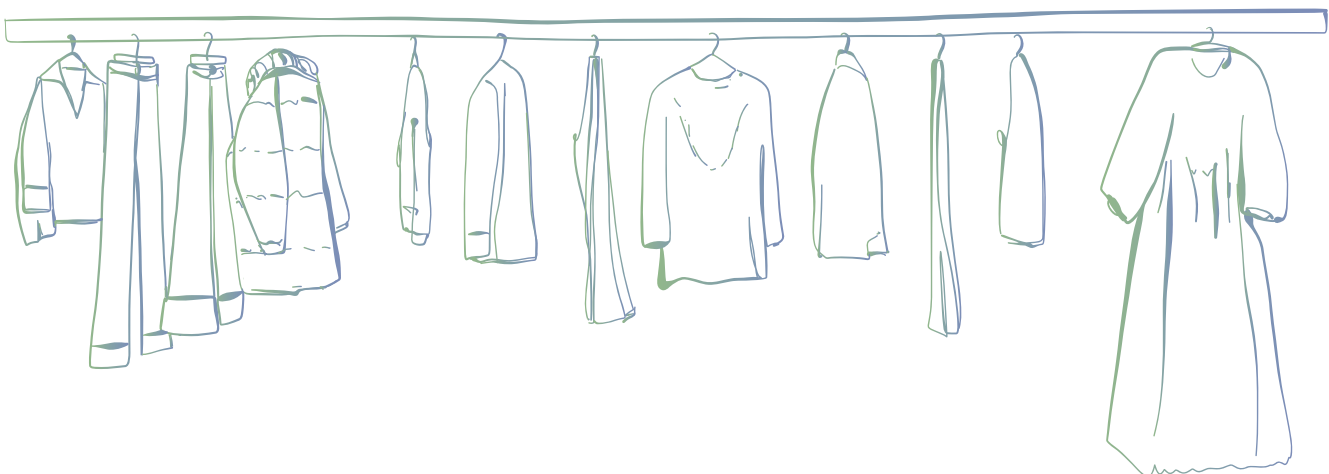
Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy efficiency & water management	Risk and opportunity	<p>Risk</p> <p>Proactively identifying risks related to energy and water management, and implementing policies to reduce consumption are crucial steps in Pearl Global's sustainability strategy. Failing to conserve energy and manage waste could result in increased costs, reduced resource efficiency and potential regulatory compliance issues.</p> <p>Opportunity</p> <p>Concrete strategies to address these risks can improve the Company's resource efficiency, reduce costs, and enhance competitiveness. Implementing comprehensive resource management plans aligned with the Company's environmental conservation strategy underscores its commitment to environmental preservation and contributes to climate change mitigation through responsible financial practices.</p>	<p>Pearl Global is deeply committed to long-term resource conservation and environmental management, as demonstrated through its extensive sustainability initiatives and certifications. The Company adheres to the Global Recycled Standard (GRS) and established frameworks to anticipate and meet environmental performance expectations, ensure regulatory compliance, minimise environmental risks and develop long-term environmental strategies. For water treatment solutions, Pearl Global employs ETP/WTP/STP systems and maintains a central water monitoring unit. Additionally, Pearl Global utilises environmental impact measurement software to identify opportunities for reducing and adopting innovative eco-friendly practices for water and energy conservation. Energy conservation efforts include:</p> <ul style="list-style-type: none"> - Installing steam boilers to replace electrical boilers - Replacing official electrical items with energy efficient models like air conditioners, fans - Implementing focussed lighting systems and reducing unnecessary lighting - Optimising workstation layouts for energy efficiency - Installing solar energy plants at factory units <p>Pearl Global remains committed to waste reduction, raw material conservation and achieving zero pollution through ongoing various initiatives, technological upgrades and improvement projects.</p>	<p>Positive</p> <p>The Company's commitment to reducing environmental impact not only progresses its decarbonisation journey but also enhances credibility among stakeholders, decreases longer-term costs and effectively meets increasing stakeholder expectations. Strengthening climate and ESG initiatives enables the Company to create long-term value and effectively meet increasing stakeholder expectations.</p> <p>Negative</p> <p>Inadequate initiatives and action plans to promote ESG awareness and address climate change could weaken the Company's ESG profile. This may hinder sustainable growth and expansion into new markets, potentially resulting in a loss of market share to ESG-focussed competitors.</p>

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Supply chain management	Risk and opportunity	<p>Risk A well-structured and efficient supply chain management system mitigates risks related to procurement, production, strikes, labour disputes, and costs that could negatively impact business activities.</p> <p>Opportunities By maintaining a transparent and unambiguous value chain engagement, the Company can optimise efforts, create a circular economy, and enhance profitability. This approach enables faster product turnaround times, increasing the wallet share of customers. Effective supply chain management fosters better collaboration, improved quality control, enhanced risk mitigation, eco-friendly initiatives, and transparent product procurement.</p>	Pearl Global prioritises providing end-to-end supply chain solutions to their partners, keeping design, technology, innovation, sustainability, and quality at the forefront. The Company complies with Organic Content Standards (OCS), which verify the organic content of products at every step of the value chain and ensure traceability back to the source. Additionally, Pearl Global is certified under the Global Organic Textile Standards (GOTS), recognised as the world's leading standard for organic fibre textile production. These certifications establish high-level environmental criteria, ensuring that products are processed sustainably.	<p>Positive Efficient supply chain management ensures that the Company delivers maximum business value at the lowest possible cost. This approach reduces environmental impact and supports the Company's long-term sustainability efforts.</p> <p>Negative A mismanaged supply chain results in inefficient resource utilisation, disrupts the natural procurement of materials, and hinders waste elimination throughout the product lifecycle.</p>
3.	Health & safety	Risk	<p>Risk The risks include hazards in the working environment stemming from employee non-compliance with safety measures, lack of awareness of a safe and secure environment, and non-adherence to Covid-19 safety protocols. These issues can result in injuries, accidents, illness, and fatalities, leading to interruptions in workplace operations and a higher attrition rate.</p>	Pearl Global values each individual as integral to the organisation and upholds high standards of safety and protection. Every employee is responsible for adhering to the Company's safety and security procedures, as well as relevant local laws and regulations, at all times. The Company operates facilities with required permits, approvals, and controls aimed at safeguarding health, safety, and the environment. It expects all other ecosystem participants to uphold comparable levels of health and safety protection.	<p>Negative Weak mechanisms to promote health and safety in the workplace result in higher absenteeism and employee turnover rates, negatively impacting overall productivity. The Company's reputation suffers, leading to a loss of confidence among stakeholders. Additionally, it may incur losses due to legal actions and claims, affecting the organisation's top-line.</p>



Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Product quality & safety	Risk and opportunity	<p>Risk</p> <p>The Company faces potential product risk losses due to non-compliance with product quality requirements or standards. This directly impacts customer satisfaction and poses a risk to ongoing partnerships, thereby affecting the Company's top-line growth.</p> <p>Opportunities</p> <p>Product quality and safety are crucial factors determining the Company's success and reputation in customer markets. They foster customer loyalty, establish brand recognition, and manage costs effectively. High product quality leads to higher return on investments and increased productivity, which in turn drives consumer demand.</p>	Pearl Global demonstrates its commitment to delivering high-quality products through internationally recognised certifications such as Standard 100 by OEKO-TEX, Organic Content Standard (OCS), and Global Organic Textile Standards (GOTS). The Company's quality systems and practices are closely aligned with customer expectations, and it maintains regular communication with customer representatives to facilitate continuous process improvements. Pearl Global also employs dedicated customer-certified associates to ensure product certification on their behalf.	<p>Positive</p> <p>Ensuring higher product quality enhances customer satisfaction and strengthens customer relationships. The Company should maintain direct relationships with all customers and continually monitor developments in the customer market.</p> <p>Negative</p> <p>Poor product quality and safety can result in several consequences, including lost customers, reduced productivity, and higher costs. Increased product recalls can lead to legal liabilities and damage the Company's reputation, thereby impacting revenue generation.</p>
5.	Employee engagement & development	Risk and opportunity	<p>Risk</p> <p>Employee development programmes and benefits provisions are considered expenses for the Company.</p> <p>Opportunity</p> <p>Structured employee development and engagement programmes significantly boost work satisfaction, enhancing overall performance and Pearl Global's topline. Improved collaboration among team members fosters better communication, trust, a robust talent pipeline, a shared understanding of company goals and priorities, and improved employee retention. An empowered and organised workforce is more stable, predictable, and productive, reducing resource shocks and generating productivity gains.</p>	The Company's forward-thinking and employee-centric human resources department is dedicated to implementing effective policies, procedures, and people-friendly guidelines to support governance within the organisation. They focus on building capabilities at all levels through programmes like iLEAD (Leadership Development Programme), SEED (Operational Development Programme), and innovating with technology using the Company's Human Resource Management System. Additionally, they implement Pay for Performance (Achieve: Pearl's Performance Management System) initiatives. These efforts aim to foster a PearlONE culture, with employee engagement central to all HR initiatives.	<p>Positive</p> <p>A strong workforce with high engagement, retention rates, and diversity brings new perspectives, experiences, and ideas, fostering innovation, enhancing performance, and nurturing a positive organisational culture. This underscores the Company's commitment to creating a conducive work environment.</p> <p>Negative</p> <p>Failure to meet workforce expectations can lead to decreased productivity, morale issues, and hinder the Company's long-term growth plans.</p>

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Business ethics	Risk	Compromising ethical standards could significantly damage the organisation's reputation and integrity. It may lead to reduced productivity and hinder business revenue growth due to the tarnished image. Investors might react negatively to unethical behaviour, impacting their willingness to invest further. This could indirectly affect employee performance, increase turnover, and pose challenges in recruitment.	Effective policies and mechanisms must be established to foster a culture of integrity and address evolving risks and challenges. The Company has implemented a conflict of interest policy and a code of business conduct that outlines the Company's standards and procedures for reporting and addressing non-compliance. All stakeholders are expected to adhere to these policies.	Negative Unethical behaviour could directly tarnish the bank's reputation and undermine morale and employee productivity, ultimately impacting the organisation's top-line growth.
7.	Regulatory & legal compliance	Risk	The risk of non-compliance exposes the Company to legal penalties and financial losses stemming from failure to adhere to industry laws and regulations. Non-compliance can directly impact the bank's revenue, valuations, and reputation, potentially leading to missed business opportunities. Companies that prioritise compliance typically achieve improved performance and enhanced process efficiency. Compliance also offers assurance and provides investors with a broader understanding of the organisation's operations.	The Company appoints an industrial engineer to ensure compliance with industry norms and monitor production processes according to established guidelines. They maintain a robust internal control and compliance system, onboarding customers only after verifying complete compliance with standards. Pearl Global's internal control system accurately records transactions, includes internal checks, and ensures prompt reporting through SAP. Additionally, the Company has adequate systems in place to ensure that transactions are properly recorded, authorised, and reported, thereby safeguarding Pearl Global's assets.	Negative Failure to comply could damage reputation and disrupt business operations. Banks that adhere to regulatory laws effectively manage risks and foster a stronger sense of fairness and loyalty among employees.





B SECTION 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.

The National Guidelines for Responsible Business Conduct (NGRBCs) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:



P1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

P2: Businesses should provide goods and services in a manner that is sustainable and safe.

P3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

P4: Businesses should respect the interests of and be responsive to all its stakeholders.

P5: Businesses should respect and promote human rights.

P6: Businesses should respect and make efforts to protect and restore the environment.

P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

P8: Businesses should promote inclusive growth and equitable development.

P9: Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure questions	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)									Yes
b. Has the policy been approved by the Board? (Yes/No)									Yes
c. Web link of the Policies, if available	https://www.pearlglobal.com/investor-relations/corporate-governance								
2. Whether the entity has translated the policy into procedures. (Yes/No)									Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)									Yes

Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<p>4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>									
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>									
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>									

All policies adhere to the applicable laws of the country, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and the National Guidance on Responsible Business Conduct. In addition, these policies are formulated in alignment with the following standards, wherever applicable: ISO 14001:2015, ISO 45001:2018, OHSAS, UNGC Guidelines and ILO Guidance.

Pearl Global holds several internationally recognised certifications, including: SLCP/FSLM, SMETA, Global Organic Textile Standards, Organic Content Standard, Global Recycled Standard, Standard 100 by OEKO-TEX, USCTP, and FLAX European Linen.

The Company firmly integrates its financial performance with social and environmental considerations. Pearl Global invests in its social and environmental commitments, aiming for responsible growth and value creation for all stakeholders. The Company continuously seeks innovative ways to minimise its carbon footprint like using renewable energy and alternative fuels like PNG in its DG and Boilers. Pearl Global undertakes sustainable initiatives like using eco-friendly fabrics with extended lifespans, environmental impact measurements, solar power generation, community solar lighting projects and green belt development near Rajiv Chowk, Gurugram. The Company is committed to waste reduction, raw material conservation and achieving zero pollution through various technological upgrades and improvement projects. Moreover, Pearl Global channels its CSR funds to empower vulnerable and marginalised communities, operating skill centres like Project - Ek Nayi Pehchaan for women's empowerment, educational programmes like Badhtey Kadam for underprivileged children, scholarships under the Mina Seth Charitable Trust and providing safe drinking water facilities in Melavalam village, Chennai. Pearl Global remains dedicated to responsible stakeholder engagement and ensures all interactions adhere to its Code of Conduct.

Pearl Global has adopted the world's leading processing standard for textiles made from organic fabrics to promote sustainable solutions. The Company has implemented a robust sustainability policy to effectively oversee and integrate ESG aspects into its business operations. Continuously striving for process improvements, the Company through its innovative measures, aims to reduce energy consumption, emissions and waste.

- The Company has enhanced biodiversity by establishing a green belt in Gurugram.
- All suppliers have undergone health & safety audits, achieving a 100% assessment rate.
- A dedicated ESG team is operational within the Company.
- Pearl Global enjoys global recognition for its accomplishments and milestones, consistently praised for excellence in operations, sales, exports, and planning.



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)**

Please refer to the Management's comments on the initial page nos. 32 and 33 of Annual Report.

- 8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

The Board of Directors, Corporate Social Responsibility Committee, Core Management Team and ESG Team are collectively responsible for overseeing and implementing sustainability initiatives across the business operations.

- 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.**

The Corporate Social Responsibility Committee and ESG team are responsible for making decisions on sustainability-related issues, guided by the Board of Directors and the Core Management team.

10 Details of review of NGRBCs by the Company:

Subject of review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (annually/half yearly/quarterly/ any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Corporate Social Responsibility Committee and the Board of Directors.									Ongoing								
Compliancec with statutory requirements of relevance to the principles, and rectification of any non-compliances	Corporate Social Responsibility Committee and the Board of Directors.									Ongoing								

- 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
----	----	----	----	----	----	----	----	----

Pearl Global has not engaged external agencies for independent assessment or evaluation of its policies. However, all policies and processes undergo specific audits and reviews conducted internally within the Company.

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

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

C SECTION MANAGEMENT AND PROCESS DISCLOSURES

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 categorised 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.

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	Business strategy, regulations, corporate governance, sustainability initiatives, CSR and supply chain management.	100%
Key Managerial Personnel	5	Supervisory skill training workplace cooperation programme, supervisory development programme, management development programme, personal advancement and career enhancement.	100%
Employees other than BOD & KMP	4	Health and safety, behaviour, capability building, and impact are to ensure overall growth and maintain the best work environment, ambiance and Human Rights Policy.	75%
Workers	12		90%



- 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 ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/fine	-	-	0	-	-
Settlement	-	-	0	-	-
Compounding fee	-	-	0	-	-

Non-monetary

	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
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

- 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.

Yes

<https://www.pearlglobal.com/investor-relations/corporate-governance/>



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

	2023-24 (Current financial year)	2022-23 (Previous financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6 Details of complaints with regard to conflict of interest:

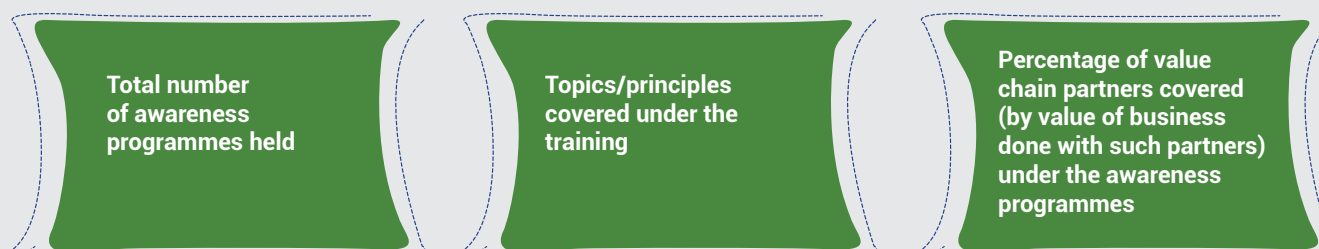
	2023-24 (Current financial year)		2022 - 23 (Previous financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of conflict of interest of the KMPs	0	-	0	-

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

Leadership Indicators

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



Pearl Global does not organise awareness programmes for its value chain partners.

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

Yes

<https://www.pearlglobal.com/investor-relations/corporate-governance/>

**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	Previous financial year	Details of improvements in environmental and social impacts
R & D			
Capex			Nil

- 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?**

23-25%

- 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)

The Company segregates all waste into appropriate categories and stores it in designated areas. Additionally, the Company ensures disposal of such waste through authorised vendors.

(b) E-waste

We have an agreement with Authorised vendors to dispose off e-waste.

(c) Hazardous waste

The management and transboundary movement of hazardous waste are conducted in compliance with the Hazardous Waste Management Rules, 2016.

(d) Other waste

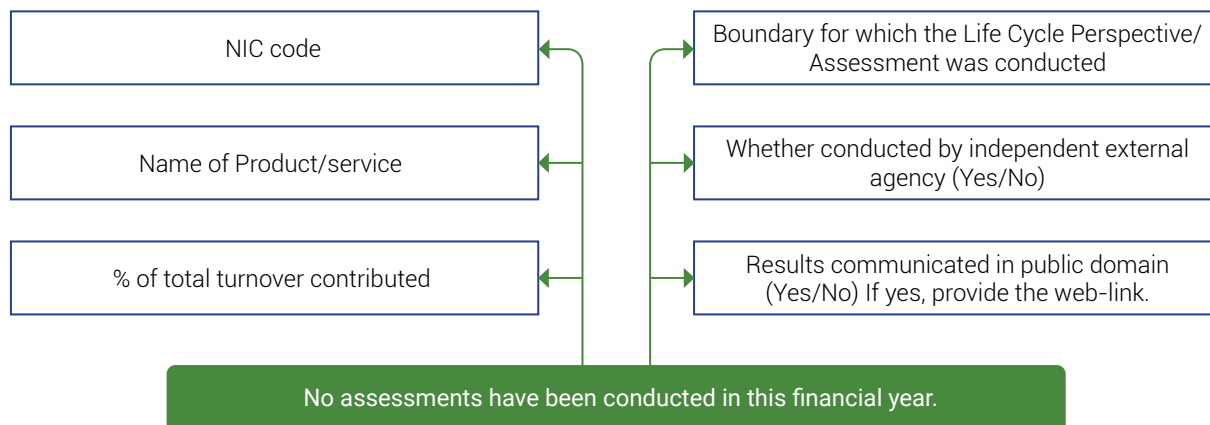
All non-hazardous waste is disposed of according to the Waste Handling Policy.

- 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.**

No, Pearl Global is committed to integrating sustainability into every business decision throughout its value chain. The waste collection plan aligns with government regulatory bodies like the Haryana State Pollution Control Board, the Tamil Nadu Pollution Control Board and the Karnataka State Pollution Control Board.

Leadership Indicators

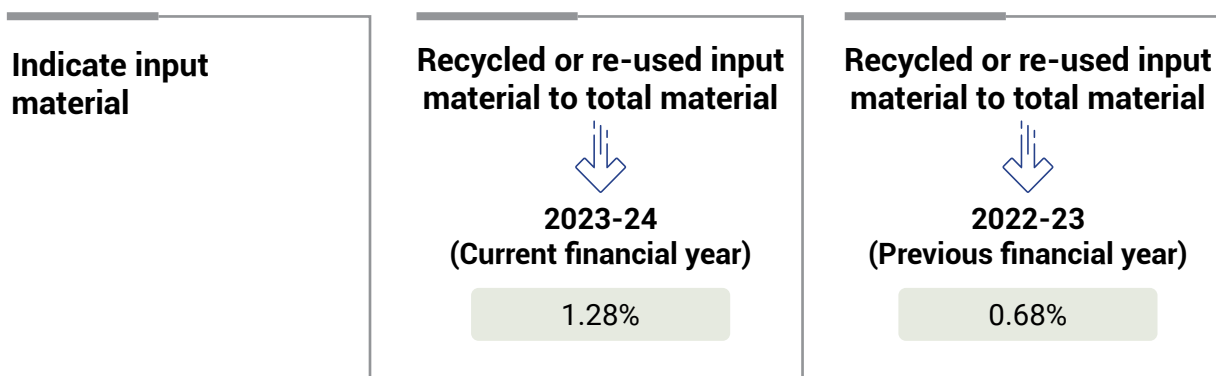
- 1 Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?



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

Name of product/service	Description of the risk/concern	Action taken
Not Applicable		

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



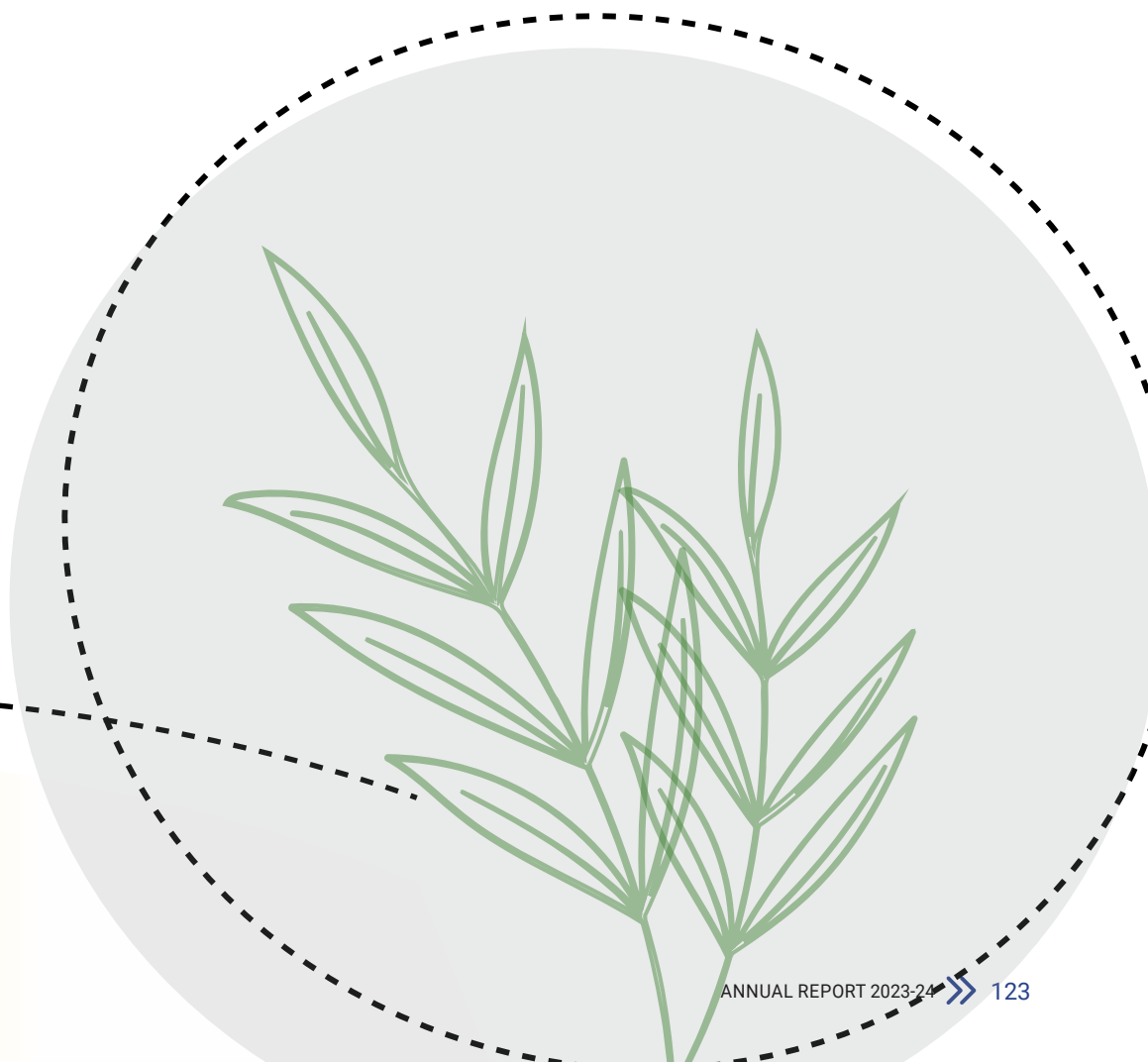


4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	2023-24 (Current financial year)			2022-23 (Previous financial year)		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	0	0	47.74	0	0	87.27
E-waste	0	0	2.05	0	0	0.17
Hazardous waste	0	0	0.866	0	0	0.718
Other waste	0	0	1,709.19	0.5	3.01	1,050.00

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

Indicate product category	Not Applicable	Reclaimed products and their packaging materials as % of total products sold in respective category
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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	% of employees covered by										
	Total (A)	Health 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	1484	1484	100%	1484	100%	Not Applicable	0	0%	0	0%	
Female	247	247	100%	247	100%	247	100%	Not Applicable	0	0%	
Total	1731	1731	100%	1731	100%	247	100%	0	0%	0	0%
Other than permanent employees											
Male	0	0	0%	0%	0%	Not Applicable	0	0%	0	0%	
Female	0	0	0%	0%	0%	0	0%	Not Applicable	0	0%	
Total	0	0	0%	0%	0%	0	0%	0	0%	0	0%

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

Category	% of employees covered by										
	Total (A)	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	2327	2327	100%	2327	100%	Not Applicable	0	0%	0	0%	
Female	5058	5058	100%	5058	100%	5058	100%	Not Applicable	0	0%	
Total	7385	7385	100%	7385	100%	5058	100%	0	0%	0	0%
Other than permanent employees											
Male	1228	1228	100%	1228	100%	Not Applicable	0	0%	0	0%	
Female	569	569	100%	569	100%	569	100%	Not Applicable	0	0%	
Total	1797	1797	100%	1797	100%	569	100%	0	0%	0	0%



2 Details of retirement benefits, for current FY and previous FY

Benefits	2023-24			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	20%	100%	Yes	29%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	15%	100%	Yes	23%	100%	Yes
Others - Please specify	-	-	-	-	-	-

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

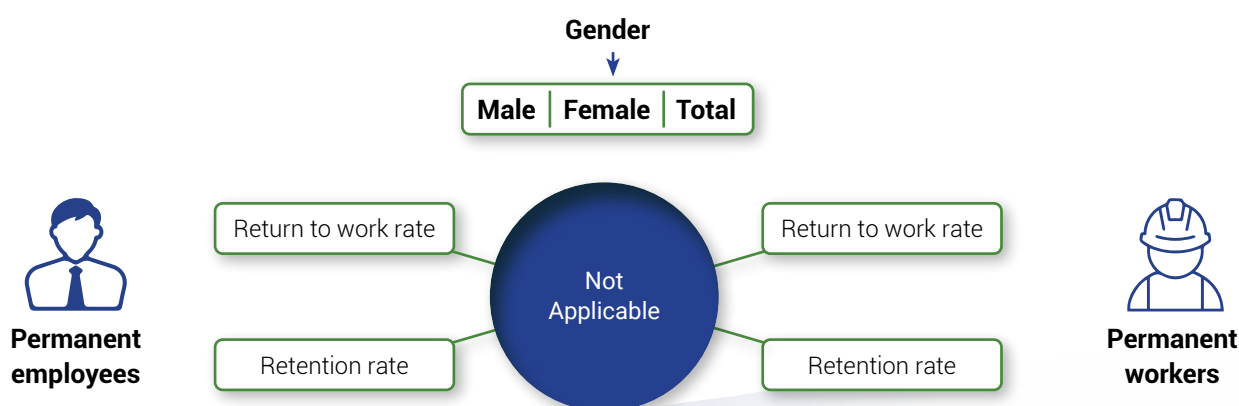
Yes

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

Yes, the Company offers equal opportunities to all its employees and eligible applicants for employment, without unfair discrimination based on race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

Weblink: <https://www.pearlglobal.com/investor-relations/>

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



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	<p>Yes, the Company provides a dedicated ethics line portal (https://secure.integritymatters.in/signin) for all the employees/workers worldwide to raise grievances at each location or factory for resolution. A nominated Global Ethics Committee handles all grievances. Additionally, anonymous toll-free helpline numbers are available for employees to report issues at any time.</p>
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	2023-24			2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees						
Male						
Female						
Total permanent workers						
Male						
Female						

Nil

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	1484	1484	100%	1484	100%	1436	1436	100%	1436	100%
Female	247	247	100%	247	100%	218	218	100%	218	100%
Total	1731	1731	100%	1731	100%	1654	1654	100%	1654	100%
Workers										
Male	3555	3555	100%	3555	100%	3898	3898	100%	3898	100%
Female	5627	5627	100%	5627	100%	5192	5192	100%	5192	100%
Total	9182	9182	100%	9182	100%	9090	9090	100%	9090	100%



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

Category	2023-24			2022-23		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	1484	1484	100%	1436	1436	100%
Female	247	247	100%	218	218	100%
Total	1731	1731	100%	1654	1654	100%
Workers						
Male	3555	3555	100%	3898	3898	100%
Female	5627	5627	100%	5192	5192	100%
Total	9182	9182	100%	9090	9090	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 such system?

Yes, as per the Factory Act.

b.

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

Pearl Global conducts risk assessments every six months to ensure safety measures across all critical areas. Starting this year, the Company has implemented daily safety protocols to monitor hazardous areas regularly.

c.

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

Health & Safety Committee meetings occur quarterly, with suggestion boxes installed within the factory for reporting safety or other concerns. Additionally, employees have access to anonymous helpline toll-free numbers to report any issues at any time.

d.

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

Yes.

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		
	Workers		
Total recordable work-related injuries	Employees	Nil	Nil
	Workers		
No. of fatalities	Employees	Nil	Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

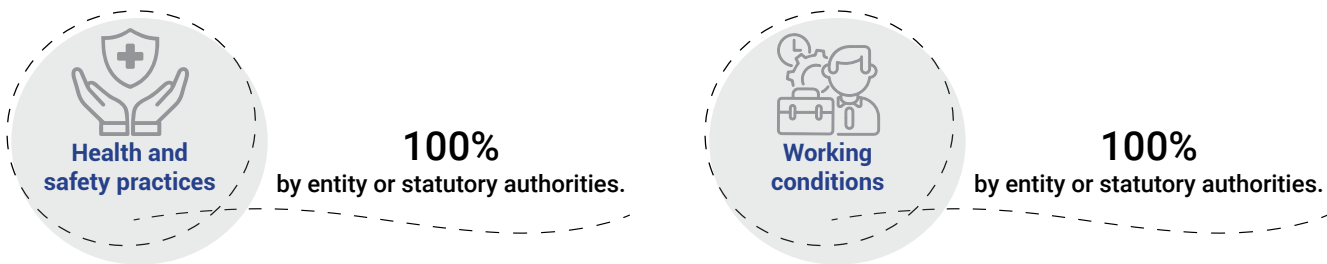
Yes, Pearl Global implements a comprehensive group-wide health & safety policy aimed at fostering safe and healthy working environments across all its facilities.

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

Category	2023-24			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	10	0	NA	Nil	Nil	NA
Health & safety	16	0	NA	Nil	Nil	NA

14 Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)



15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

The assessment did not identify any significant risks or concerns.

Leadership Indicators

1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees (Y) (B) Workers (Y)

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

Monthly reconciliation and confirmation process are in place and wherever there is gap, corrective measures are taken.



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

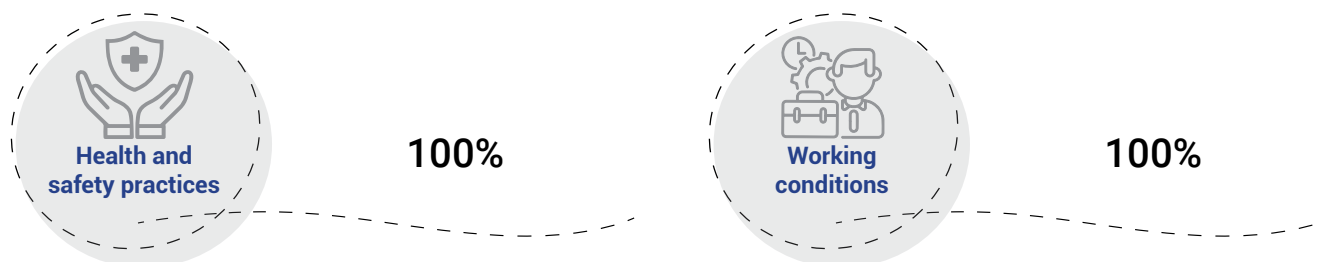
Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2023-24	2022-23	2023-24	2022-23
Employees	Nil	Nil	Nil	NA
Workers	Nil	Nil	Nil	NA

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

No

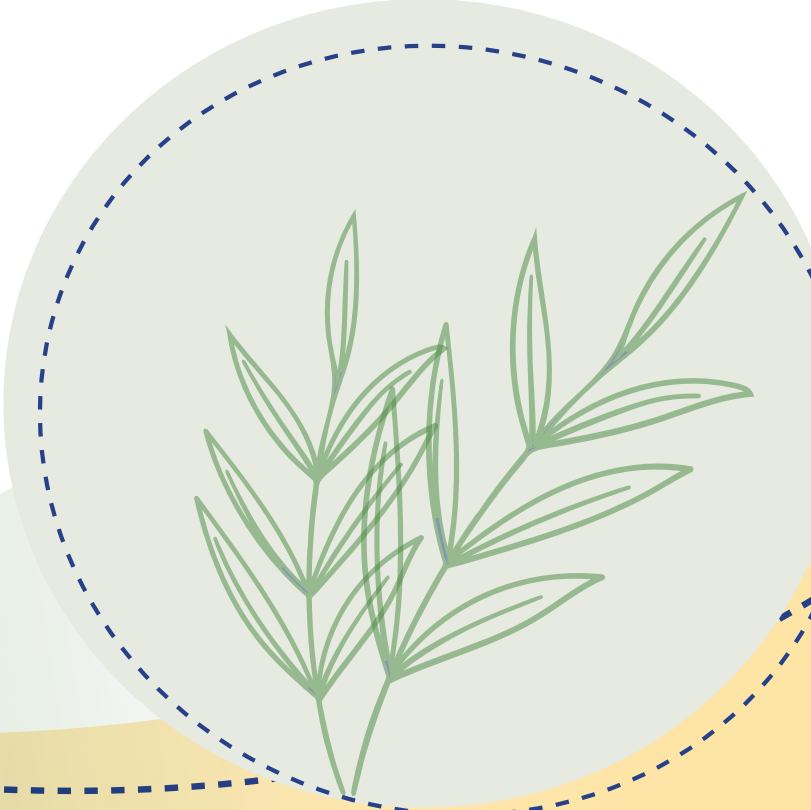
- 5 Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed



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

No significant risks or concerns were identified.



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

Pearl Global identifies its stakeholders through periodic stakeholder mapping exercises. The Company's early engagement policy provides a valuable opportunity to influence stakeholder perceptions and build long-term relationships that enhance performance. Stakeholders are prioritised based on their importance to business operations, categorised according to their connection to different stages of operations, as well as the impact and risks they face. In this financial year, Pearl Global conducted its first materiality assessment through a survey involving a diverse group of internal and external stakeholders. The feedback received played a crucial role in identifying key material issues relevant to the Company. This allows the Company to address these issues effectively and advance its sustainable business practices.

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 & marginalised group (Yes/No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), other	Frequency of engagement (annually/half yearly/ quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Team meetings • Email communication • Trainings • Orientation/induction programme • Town halls • Learning Initiatives • Annual performance reviews • Rewards and recognition • Exit interviews 	Ongoing -Throughout the year	Employee well-being, grievance handling, career development, organisational strategy, vision, policies, and procedures, workplace health and safety, and compensation and benefits
Customers	No	Customer meetings, personal/telephonic Interactions, conferences, customer surveys, face-to-face meetings, e-mails, and customer feedbacks	Ongoing -Throughout the year	Understanding customer needs, preferences, and expectations. Complaints handling and new product development communication and feedback
Shareholders	No	Annual General Meeting, shareholder meetings, plant visit, email, Stock Exchange (SE) intimations, investor/analysts meet/conference calls, annual reports, quarterly results, media releases and Company website.	Ongoing-throughout the year	Disseminating and sharing of financial performance and business updates with the shareholders with a view to updating and also to seeking their approval, as required.



Stakeholder group	Whether identified as vulnerable & marginalised 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
Value chain partners	No	Visits and personal/ telephonic interactions, trainings and communication via e-mails.	Ongoing	Maintaining relationships with suppliers of raw materials and indirect services are crucial for Pearl Global to ensure uninterrupted delivery to its consumers.
Communities	Yes	Promoting special education, advancing gender equality and empowering women and supporting children in rural areas.	Ongoing	Improved access to basics, including water, sanitation and hygiene, promoting education.
Regulators/Govt. Ministries	No	Industry associations/ forums corporate presentations/written reports/e-mails, communication briefings and direct meetings	Ongoing	Compliance, and industry concerns.

Leadership Indicators

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

Stakeholder consultation with the Board is integrated into the management process through delegation. The Company engages with its stakeholders regularly and as required, adapting the format of engagement based on the stakeholders' nature and requirements.

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

Yes, this year marks a significant milestone for Pearl Global with the launch of its inaugural sustainability report titled Fashioning 'A Green Future'. The Company prioritises transparency and precision in documenting its progress, aligning closely with the UN SDGs. Insights from the Company's materiality assessment, involving 33 stakeholders, have provided valuable guidance on stakeholder concerns and priorities, influencing decision-making and resource allocation. Compliance with legal regulations and the social well-being of Pearl Global's stakeholders are highlighted as primary priorities, underscoring its commitment to ethical business practices and community welfare.

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

Pearl Global's CSR initiatives target disadvantaged, vulnerable and marginalised segments of society. These activities are mentioned in principle no. 8.

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	2023-24			2022-23		
	Total (A)	No. employees workers covered (B)	% (B/A)	Total (C)	No. employees workers covered (D)	% (D/A)
Employees						
Permanent	1731	1731	100.00%	1654	1000	60.46%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	1731	1731	100.00%	1654	1000	60.46%
Workers						
Permanent	7385	7385	100.00%	6798	6798	100.00%
Other than permanent	1797	1797	100.00%	2292	2292	100.00%
Total Workers	9182	9182	100.00%	9090	9090	90.90%

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

Category	2022-23					2021-22				
	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	1731	0	0%	1731	100%	1654	0	0%	1654	100%
Male	1484	0	0%	1484	100%	1436	0	0%	1436	100%
Female	247	0	0%	247	100%	218	0	0%	218	100%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	7385	7385	100%	0	0%	6798	6798	100%	0	0%
Male	2327	2327	100%	0	0%	2086	2086	100%	0	0%
Female	5058	5058	100%	0	0%	4712	4712	100%	0	0%
Other than Permanent	1797	1797	100%	0	0%	2292	2292	100%	0	0%
Male	1228	1228	100%	0	0%	1812	1812	100%	0	0%
Female	569	569	100%	0	0%	480	480	100%	0	0%



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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	12	172444 p.m.	3	Nil
Key Managerial Personnel (other than BoD)	2	501024 p.m.	1	221021 p.m.
Employees other than BoD and KMP	1473	31000 p.m.	243	28169p.m.
Workers	2327	12100 p.m.	5058	10700 p.m.

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)

The ethics team is responsible for addressing human rights impacts and concerns.

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

There is an Ethics Committee, which addresses grievances related to human rights impacts. All our business units, factories and offices are committed to respect the human rights of our workforce.

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

Category	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	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
Wages						
Other Human Rights related issues						

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

The Company has a POSH committee in place and complies with all the regulatory Labour Laws. The Whistleblower policies have also been communicated to all stakeholders.

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

Yes, we have a Global Governance Manual which emphasizes on Human Rights requirements. We prefer these principles to be part of our Business agreements and contracts too.

9 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	100%

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

Not Applicable

Leadership Indicators

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

No due-diligence has been conducted on human rights

3 Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4 Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	NIL

5 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 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 Giga Joules) and energy intensity, in the following format:**

Parameter	2023-24	2022-23
Total electricity consumption (A)	28,559.78	28,674.83
Total fuel consumption (B)	47.65	6,599.80
Energy consumption through other sources (C)	8.70	4,119.05
Total energy consumption (A+B+C)	28,616.13	39,393.68
Energy intensity per rupee Crores of turnover (Total energy consumption/turnover in ₹ Cr)	30	42.19
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: 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	2023-24	2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	-
(ii) Groundwater	40,109.00	83,515.00
(iii) Third party water (tanker)	4,338.00	8,407.00
(iv) Seawater/desalinated water	NA	-
(v) Water from municipal corporation	88,287.00	-
(vi) Others	-	275.62
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,32,734.00	92,197.62
Total volume of water consumption (in kilolitres)	1,32,734.00	92,197.62
Water intensity per rupee Crores of turnover (Water consumed/turnover)	139.177	82.53
Water 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: No

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

No

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

Parameter	Please specify unit	2023-24	2022-23
NOx	µg/m3	5.13	28.83
Sox	µg/m3	1.84	11.07
Particulate matter (PM)	µg/m3	21.60	91.81
Persistent organic pollutants (POP)	µg/m3	-	-
Volatile organic compounds (VOC)	µg/m3	-	-
Hazardous air pollutants (HAP)	µg/m3	0.11	82.20
Others – please specify	µg/m3	38.21	41.90

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

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

Parameter	Unit	2023-24	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)	Ton of CO2	25.77	425.43
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)	Ton of CO2	7,170.84	6,292.53
Total Scope 1 and Scope 2 emissions per rupee Crores of turnover	Ton of CO2	7.54	7.19
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 agency. No

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

No



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

Parameter	2023-24	2022-23
Total waste generated (in metric tonnes)		
Plastic waste (A)	43.31	65.50
E-waste (B)	1.86	1.50
Bio-medical waste (C)	0.03	0.10
Construction and demolition waste (D)	-	-
Battery waste (E)	0.23	0.01
Radioactive waste (F)	-	-
Other hazardous waste (oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	0.87	1.20
Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1709.19	1,050.00
Total (A+B+C+D+E+F+G+H)	1755.49	1,118.31

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	6.95
(ii) Re-used	0.5
(iii) Other recovery operations	0
Total	7

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	
(i) Incineration	The waste is sent to authorised vendors for safe disposal.
(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

9 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

The waste is generated and disposed of responsibly in accordance with regulatory norms set by the State Pollution Control Board (SPCB) and the Central Pollution Control Board (CPCB).

10 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:

Sl. 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
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Nil

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

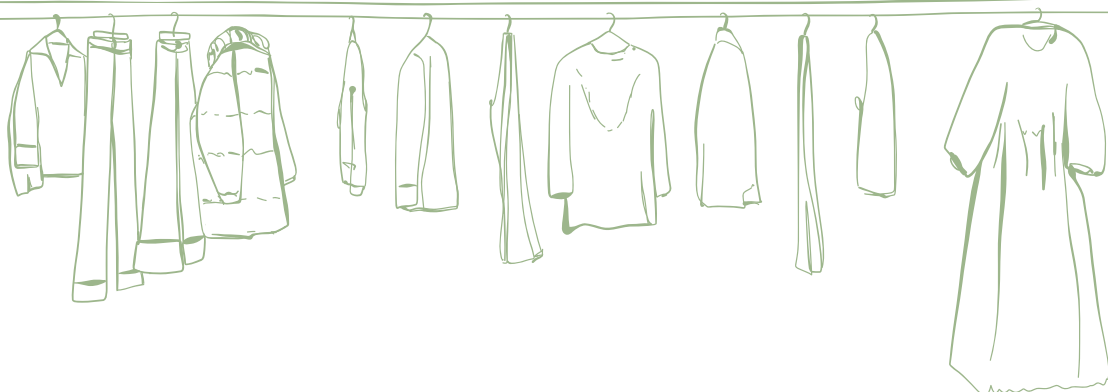
Name and brief details of project	EIA notification no.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
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The identification and assessment of environmental risks are currently underway.

12 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:

Sl. no	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance details of the noncompliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Pearl Global adheres to all relevant laws and regulations at all operational sites.





Leadership Indicators

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

Pearl Global's factories and offices do not withdraw, consume or discharge water in areas experiencing water stress.

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

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

Parameter	Unit	2023-24	2022-23
Total Scope 3 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	Pearl Global aims to track Scope 3 emissions in the upcoming financial year.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 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- No

3 With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sl. no	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy reductions	The Company has replaced its ordinary lights (36 watts) with LED lights (18 watts).	Reduced GHG emissions
2	Optimised energy use	Conversion of ordinary motors to energy efficient turbo-motors	Minimised GHG emissions
3	Conversion of diesel generators from diesel to PNG and diesel	Fuel change process in diesel generators	Decreased GHG emissions
4	ETP and STP	Capacity of ETP and STP increased	Water optimisation

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

Business continuity and disaster management planning are integral components of the Company's Risk Management Policy. Weblink: <https://www.pearlglobal.com/investor-relations/>.

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

Nil

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

Nil



**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. (As below)
- 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.

Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (state/national)
Apparel Export Promotion Council	National
Gurgaon Industrial Association	State
Gurgaon Chamber of Commerce	State
Federation of Indian Export Organisations	National

- 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.

Name of authority	Brief of the case	Corrective action taken
	NIL	

Leadership Indicators

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

Sr. no	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (annually/ half yearly/quarterly/ others – please specify)	Web link, if available
			NIL		

PRINCIPLE 8

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

Essential Indicators

- 1 **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief details of project	SIA notification no.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
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The Company has not undertaken SIA for the current financial year

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

Sl.no	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in `)
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Not Applicable

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

Pearl Global's operations have no direct or indirect negative impact on the environment or society, resulting in minimal community grievances. However, the Company engages with community stakeholders to comprehend their needs and aspirations. Pearl Global actively participates in community engagement initiatives through its CSR projects.

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

	2023-24	2022-23
Directly sourced from MSMEs/small producers	12%	16%
Sourced directly from within the district and neighbouring districts	34%	29%





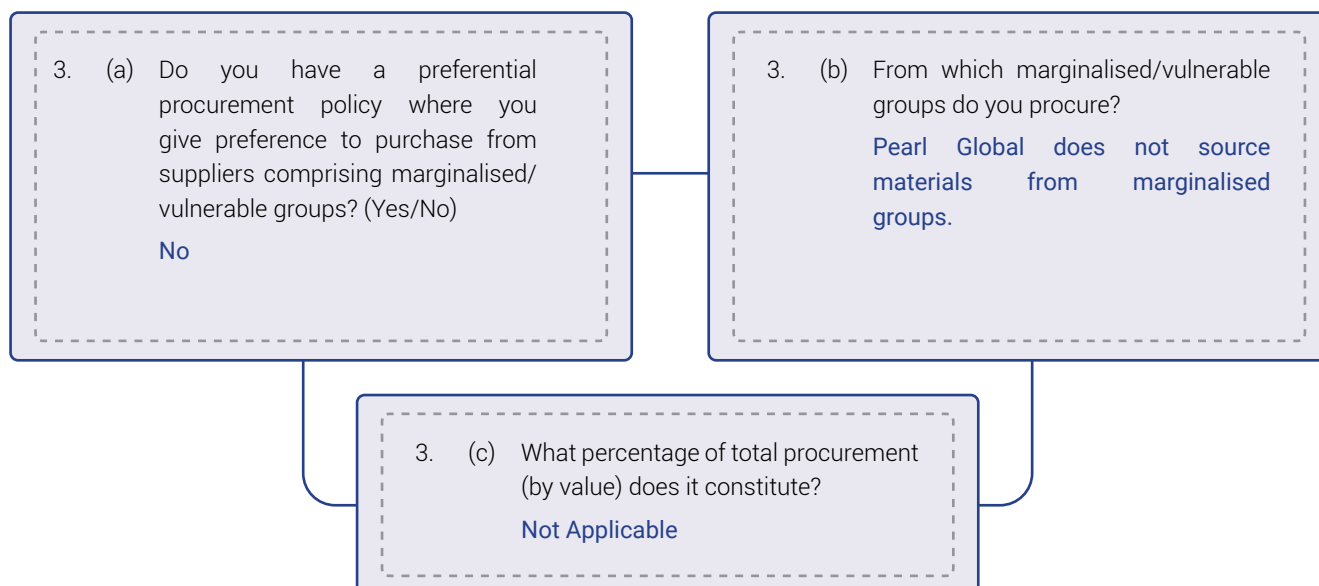
Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sl.no	State	Aspirational district	Amount spent (in `)
CSR projects not undertaken in aspirational districts			



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

Sl.no	Intellectual property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
-	-	-	-	-

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

6 Details of beneficiaries of CSR projects:

Sl.no	CSR project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education - Badhtey Kadam is a project launched in government schools in Gurgaon to support underprivileged children. The Company has introduced remedial classes to enhance their mainstream education.	770 students	100%
2	Environment Sustainability - Green Belt: At Rajiv Chowk, Gurugram, 0.5 acres of land have been adopted to develop it into a green belt area.	Community benefits include enhanced air quality, groundwater quality improvement, and temperature regulation. This initiative also supports biodiversity by providing habitats for various plants and animals.	Approx. 70%
3	Women Development - Project Ek Nayi Pehchaan aims to empower women through skill development initiatives. Women participate in specialised courses in cutting and tailoring, along with training in entrepreneurial skills to enable them to start their own businesses.	70 women & families	100%



**PRINCIPLE 9**

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

Essential Indicators**1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

A well-established system is in place for handling customer feedback and complaints. Customers have multiple options to connect with the Company, including e-mail, telephone, website, social media, and feedback forms, among others. All complaints are promptly addressed, and every effort is made to resolve them.

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

100%

Safe and responsible usage

100%

Recycling and/or safe disposal

NIL

3 Number of consumer complaints in respect of the following:

	2023-24 Current Financial Year			2022-23 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of products	0	0	Nil	0	0	Nil
Quality of products	3	0	Nil	3	0	Pearl Global recalled the consignment and replaced it with other products.
Restrictive trade practices	0	0	Nil	0	0	Nil
Unfair trade practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

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

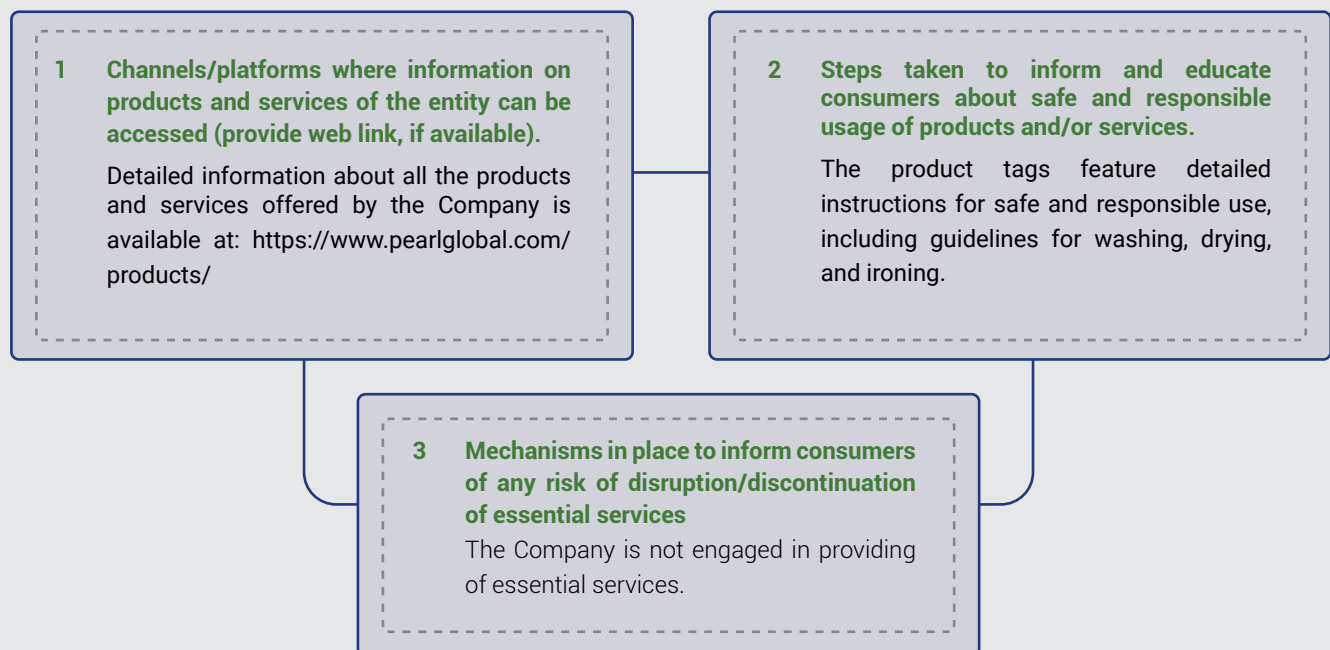
5 Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. Web Link: <https://www.pearlglobal.com/investor-relations/corporate-governance/>

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 incidents related to the mentioned topics have been reported.

Leadership Indicators





4 Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, Pearl Global displays essential product information on its labels. The Company's clients are well-known retail chains, and it actively seeks feedback on consumer fashion trends and preferences.

5 Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

NIL

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

