

REF: HSL/SEC/2023/69

September 06, 2023

To The Deputy Manager Department of Corporate Services BSE Ltd. PJ Towers, Dalal Street Mumbai -400001 <b>Scrip Code: 514043</b>	To The Manager National Stock Exchange of India Ltd. Exchange Plaza, Plot No. C/1, G Block Bandra-Kurla Complex, Bandra (E), Mumbai 400051 <b>Symbol: HIMATSEIDE</b>
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Dear Sir/Madam,

**Sub: Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2023.**

**Ref: Disclosure under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.**

Pursuant to provisions of Regulation 34 and other applicable provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report for FY 2022-23.

This is for your information & records.

Thanking you,

Yours faithfully,

**For Himatsingka Seide Limited**

**M. Sridhar**  
**General Manager-Corporate Compliance**  
**& Company Secretary**

# Business Responsibility & Sustainability Reporting (BRSR)

## SECTION A: GENERAL DISCLOSURES

### 1. DETAILS OF THE LISTED ENTITY

Corporate Identity Number (CIN) of the Listed Entity	L17112KA1985PLC006647
Name of the Listed Entity	Himatsingka Seide Limited
Year of incorporation	1985
Registered office address	#10/24, Kumara Krupa Road, High Grounds, Bengaluru-560 001
Corporate address	#10/24, Kumara Krupa Road, High Grounds, Bengaluru-560 001
E-mail	investors@himatsingka.com
Telephone	91-80-42578000
Website	http://www.himatsingka.com/
Financial year for which reporting is being done	2022-23
Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd and BSE Ltd
Paid-up Capital	₹ 49.23 Crores
Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. M. Sridhar Company Secretary, Himatsingka Seide Limited, 10/24, Kumara Krupa Road, High Grounds, Bengaluru-560 001. Telephone: +91 80 2237 8000; Fax: +91 80 4147 9384; Email: investors@himatsingka.com
Reporting boundary Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

### 2. PRODUCTS/SERVICES

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

Sl. No.	Description of main activity	Description of business activity	% of turnover of the entity (FY23)
1.	Home Linens	Home Textiles – Manufacturing	96%

### 3. PRODUCTS/SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY'S TURNOVER):

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Home Linens	131, 139	96%

### 4. NUMBER OF LOCATIONS WHERE PLANTS AND/OR OPERATIONS/OFFICES OF THE ENTITY ARE SITUATED:

Location	Number of plants	Number of offices	Total
National	2	3	5
International	0	4	4

### 5. MARKETS SERVED BY THE ENTITY:

#### a) Number of locations

Locations	Number
National (No. of States)	01
International (No. of Countries)	35

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

- Revenue – Outside India - ₹18,01,79,29,384 representing 97.71%

**C) A brief on types of customers**

Himatsingka is an integrated global textile major that designs, develops, manufactures, distributes, and retails a suite of textile products. Our installed capacities for manufacturing bedding and bath products, drapery and upholstery fabrics, and fine-count cotton yarn are amongst the largest in the world.

At Himatsingka we design, develop and manufacture products that emanate from the aesthetic and technological requirements of our global clientele. Our clients cater to a diverse cross section of consumers and hence our product portfolio is in keeping with the demand of millions of consumers across major international markets. Himatsingka brings to consumers an unparalleled suite of brands and technology led solutions that secure the transparency of the cotton value chain and fulfill the consumer’s preference for authentic and traceable products.

**6. EMPLOYEES**

**Details as at the end of the Financial Year:**

**a) Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	815	726	89%	89	11%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	815	726	89%	89	11%
<b>WORKERS</b>						
4.	Permanent (F)	6299	4046	64%	2253	36%
5.	Other than Permanent (G)	1287	903	70%	384	30%
6.	Total workers (F + G)	7586	4949	65%	2637	35%

**b) Differently-abled Employees and workers**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	21	15	71%	6	29%
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	21	15	71%	6	29%

## 7. PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	2	0	0

## 8. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	6%	16%	25.69%	1%	26.69%	22.7%	4.88%	21%
Permanent Workers	37.50%	16%	29%	87.75%	29.25%	117%	63.70%	27.30%	91%

## 9. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

a) Names 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	Himatsingka Wovens Private Limited	Wholly owned subsidiary	100	No
2	Himatsingka Holdings North America, Inc	Wholly owned subsidiary	100	No
3	Himatsingka America Inc.	Step down wholly owned subsidiary	100	No

## 10. CSR DETAILS

- i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes
- ii) Turnover (in ₹) – 20,527,410,713.60
- iii) Net worth (in ₹) – 16,672,906,353.19

## 11. TRANSPARENCY AND DISCLOSURES COMPLIANCES -

### Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Objective: Management of grievances of both internal and external stakeholders and minimize the social risks to the business.

The grievance process outlined in this document provides a road map for stakeholders to voice their concerns and provides transparency on how grievances will be managed internally and aims to reduce conflicts and strengthens the relationship between the Company and its stakeholders. Stakeholders categorized as below:

Internal Stakeholders – Groups or individuals within a business who work directly within the business such as employees, workers and contractual support staff.

External Stakeholders – Groups or individuals outside a business who are affected in some way by the decisions of the business, such as investors, lenders, value chain partners, customers, community, media and the Government.

Stakeholders may register grievance through multiple channels. In case a stakeholder is not satisfied with the resolution provided by us, he / she may escalate his/ her grievance to the next level.

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes/No) Web link	FY 2022-23 Current Financial Year			FY 2021-2022 Previous Financial Year		
		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* Human Resource Internal Grievance Committee <a href="https://www.himatsingka.com/investors/corporate-governance">https://www.himatsingka.com/investors/corporate-governance</a>	-	-	-	-	-	-
Investors (other than shareholders)	Yes ** Head Investor Relations <a href="https://www.himatsingka.com/investors/corporate-governance">https://www.himatsingka.com/investors/corporate-governance</a>	-	-	-	-	-	-
Shareholders	Yes*** Company Secretary & Compliance Officer <a href="https://www.himatsingka.com/investors/corporate-governance">https://www.himatsingka.com/investors/corporate-governance</a>	107	0	-	248	0	-
Employees and workers	Yes# Human Resource Business Partners <a href="https://www.himatsingka.com/investors/corporate-governance">https://www.himatsingka.com/investors/corporate-governance</a>	-	-	-	-	-	-
Customers	Yes^ Marketing department <a href="https://www.himatsingka.com/investors/corporate-governance">https://www.himatsingka.com/investors/corporate-governance</a>	-	-	-	-	-	-
Value Chain Partners	Yes^^ Suppliers – Central procurement SPOC Channel Partners – Sales Brand Manager <a href="https://www.himatsingka.com/investors/corporate-governance">https://www.himatsingka.com/investors/corporate-governance</a>	-	-	-	-	-	-

\* **Communities** – Any grievances from community is taken up with the concerned HR personnel at Hassan. Appropriate actions are taken to resolve the concerns. If there is an escalation then it goes to the HR Head (Hassan) who in turn addresses it, after consulting the internal stakeholders. Further escalation are taken up with the Internal Grievance Committee.

**\*\* Investors** (other than shareholders) – The Treasury Team handles investors’ concerns or issues. There are quarterly investors calls arranged at the time of publications of quarterly results where the Investors interact with the management on the results or any other issues thereon. Escalations are taken up with the Senior Management.

**\*\*\* Shareholders** – Shareholders can approach either Company or the Registrar and Transfer Agents for complaints on various shareholder issues. The same are resolved by the Registrar and Transfer Agents or by the Company. Escalations are taken up by the Company Secretary.

**# Employees and workers** – Employees and workers reach out to their respective Department HR leads for resolution of their grievances. If required, it is further escalated to the HR manager and finally to the HR Head for the resolution.

**^ Customers** – The GSM team lead attends to the complaints and provides requisite solution. In case of escalation , the Head of the Department / Business head , intervenes in the matter for resolution.

**^^ Value Chain Partners** – The sourcing team attends the first level of the grievances, however , in case of escalation , the Sourcing head attends to their problem for the resolution.

## 12. 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:

Our materiality assessment focusses on identifying and ranking the most important business conduct and sustainability issues that the business should target to maximize value the Company and its stakeholders. These issues are identified based on careful research, insights generated from operations and meaningful engagement with stakeholders. All the major stakeholder groups are represented, including employees, investors, customers, communities and suppliers as well as regulators.

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.	Emissions and Air Quality	Opportunity	<ul style="list-style-type: none"> <li>Utilize natural resources in the form of renewable energy to reduce the energy consumption</li> <li>Changes in existing regulations / emerging regulations impacting emissions &amp; Energy Management</li> </ul>	We are actively reducing our carbon footprint by adopting cleaner processes, while increasing energy and resource efficiencies.	Positive
2.	Water Stewardship	Opportunity	Cost-Reduction through efficient Water Conservation measures	Himatsingka operates best-in-class Zero Liquid Discharge (ZLD) water management plants across all its manufacturing facilities. We are mindful of our water consumption, continually optimizing its usage through the manufacturing process, capturing and recycling as much as possible, while also rejuvenating water sources.	Positive

3.	Energy Efficiency	Opportunity	<ul style="list-style-type: none"> <li>• Lowered Carbon Footprint</li> <li>• Cost-Reduction – Energy Conservation</li> <li>• Usage of Renewable energy</li> </ul>	<p>– Improving the energy productivity of our processes is a priority. Our digitized, next gen shopfloors and technology platforms have helped us rationalize our energy footprint. This is an area that is constantly being researched and improved upon every year.</p> <p>– We continue to increase the share of renewable energy as a percentage of our total consumed energy portfolio.</p>	Positive
4.	Waste Management	Opportunity	<ul style="list-style-type: none"> <li>• Environmental pollution.</li> <li>• Cost-Reduction through recycling</li> </ul>	<p>Himatsingka is leading the way in reducing waste by operating a zero-paper shopfloor, reducing the use of plastics, introducing sustainable packaging solutions and reusing waste.</p> <p>Our ‘conscious portfolio’ innovatively uses recycled fibers, natural finishes and reduced water consumption in the manufacturing process.</p>	Positive
5.	Occupational health and safety	Risk	<ul style="list-style-type: none"> <li>• Accidents involving significant injuries, loss of life or damage to equipment/ facilities.</li> </ul>	<p>Regular trainings/adequate awareness is provided to employees and workers on various safety requirements. Regular audits/visits are performed by the OHC team.</p>	Negative
6.	Customer Relationships	Opportunity	<ul style="list-style-type: none"> <li>• Concentration in certain markets and dependency on customers for substantial business.</li> </ul>	<p>The Company is continuously focusing on newer customers and geographies and pursuing opportunities in expanding market presence across new geographies and client groups in order to mitigate risk. The Company has, on a continuous basis, acquired new brand licenses and added new customers.</p>	Positive
7.	Business Ethics and Integrity	Opportunity	<ul style="list-style-type: none"> <li>• New and changing regulatory compliance, corporate governance and public disclosure requirements add uncertainty to compliance policies and increase the cost of compliance.</li> </ul>	<p>Himatsingka endeavors to achieve the highest standards of ethical conduct and compliance across all its businesses and facilities. With exacting policies and procedures, industry leading training programs and internal monitoring and auditing systems, we are equipped to provide our businesses with the monitoring and frameworks required.</p>	Positive

8.	Employee Development & Engagement	Opportunity	<ul style="list-style-type: none"> <li>• Inability to attract and retain talent could affect the organization's ability to meet its growth aspirations.</li> </ul>	All HR policies are benchmarked with the industry best practices. Employee surveys are regularly carried out. Trainings are provided to employees based on a training calendar.	Positive
9.	Protection of Human rights	Opportunity	<ul style="list-style-type: none"> <li>• The Company is committed to respect and protect human rights.</li> </ul>	<ul style="list-style-type: none"> <li>– The Company's code of conduct, Human Resource practices and policies provide guidelines on matters relating to child labour, occupational health and safety among other relevant matters that help respect and promote Human Rights.</li> <li>– The Grievance Redressal Mechanism is in place at all the locations with the proportion of workers and management as per the statutory norms.</li> </ul>	Positive
10.	Brand Management	Opportunity	<ul style="list-style-type: none"> <li>• Failure to anticipate and respond to changes in consumer preferences, purchasing behavior and market trends may adversely affect the Company's performance.</li> </ul>	The Company continues to strengthen brand and private label portfolios in order to drive market share.	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

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 NGR-BCs. (Yes/No)	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
c. Web Link of the Policies, if available**	<a href="https://www.himatsingka.com/investors/corporate-governance">https://www.himatsingka.com/investors/corporate-governance</a> The links above include various policies that cover the above principles. Some policies are internal policies of the Company which are accessible to all internal stakeholders								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	-	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No, The policies have been formally communicated to all relevant internal and external stakeholders								
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) mapped to each principle.									
Principle 1	The manufacturing locations are certified for requirements under Fairtrade, ISO 14001 (environment management system) and OHSAS 18001(Occupational Health and Safety System).								
Principle 2									
Principle 3									
Principle 4									
Principle 5									
Principle 6									
Principle 7									
Principle 8									
Principle 9									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<b>SUSTAINABILITY GOALS</b> <ul style="list-style-type: none"> <li>• Carbon Neutral by 2030</li> <li>• 100% Renewable Energy by 2030 (75% by 2025)</li> <li>• All Manufacturing Facilities to be ZWL-Certified by 2025</li> <li>• Use of 100% Sustainable Cotton by 2025</li> <li>• Operate Zero Liquid Discharge (ZLD) Water Management Plants across Manufacturing Facilities</li> </ul>								

<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<ul style="list-style-type: none"> <li>• Carbon Neutral by 2030 – Scope 1 and Scope 2 , goals have been identified and the roadmap along with action plan has been put in place. Scope 3, goals and targets are yet to be assessed and envisaged to be in place by end of FY-23-24.</li> <li>• 100% Renewable Energy by 2030 (75% by 2025). – The Company has achieved 32% of the goal. The roadmap for implementation is in place.</li> <li>• All Manufacturing Facilities to be ZWL-Certified by 2025. – Road map is being prepared for its implementation .</li> <li>• Use of 100% Sustainable Cotton by 2025 – We are using sustainable cotton and the road map for 100 % usage is being prepared.</li> <li>• Operate Zero Liquid Discharge (ZLD) Water Management Plants across Manufacturing Facilities – All our manufacturing facilities are ZLD compliant</li> </ul>
<p>Governance, leadership and oversight</p>	
<p><b>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)</b></p> <p>“We believe good ESG stewardship begins with transformative change and accountability. Himatsingka has put in place sustainable practices and set ESG goals to demonstrate its deep commitment to people and planet.” – S. Shanmuga Sundaram, Executive Director.</p> <p>Guided by our brand essence ‘Inspired Excellence’, we take every idea to its full potential. This applies to how we think about the environment, our social responsibility and governance (ESG).</p> <p><i>Embracing sustainability is at the core of our business and we are committed to taking every measure that will help make us be a more sustainable global enterprise.</i></p> <p><b>ENVIRONMENT</b></p> <p>Developing and implementing sustainable business models is probably the most important and urgent challenge the world faces today. Himatsingka is committed to participating and contributing to the transformative journey that global value chains, across industries have to embark upon to create a more sustainable world. We are determined to take initiatives that help promote sustainable businesses.</p> <p><b>SOCIAL</b></p> <p>At Himatsingka, Our Purpose is to ‘Make Better Lives Possible’. This philosophy guides us in our actions, both at the workplace and beyond. We are committed to creating a work environment that epitomizes employee engagement and promotes diversity and inclusion. We are equally committed to working with communities around us to empower women, enable education, facilitate sanitation, healthcare services, and drive skill development.</p> <p><b>GOVERNANCE</b></p> <p>Our strong and transparent governance framework helps us to meet the requirements and expectations of a cross section of stakeholders. We are continuously building on our existing processes, policies and frameworks to achieve the highest standards of governance in all spheres of our businesses.</p> <p><b>Himatsingka is committed to making ESG central to its operating philosophy and has put in place initiatives that position it to lead the ESG journey in the times to come.</b></p>	
<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</b></p>	<p>Mr. S. Shanmuga Sundaram, Executive Director DIN 09816120</p>
<p><b>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.</b></p>	<p>No specific committee as on date. Will be deployed shortly.</p>

**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	The policies of the Company are reviewed periodically or on need basis by the Board and Functional Heads.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is compliant to all applicable regulations																	
<b>11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency?</b>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
										Periodical assessment by SMETA (Sedex Members Ethical Trade Audit) undertaken								

**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)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

**Essential Indicators**

**1) Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

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	The Board members are provided with necessary documents/brochures, reports and internal policies to enable them to familiarize with the Company’s procedures and practices. In addition, presentations are made at the Board and Committee Meetings on the performance of the Company along with subsidiaries and quarterly updates on relevant statutory changes. All new Independent Directors are taken through a detailed induction and familiarization programme which covers the culture of Himatsingka and various milestones since the Company’s incorporation.		100%
Key Managerial Personnel			
Employees other than BoD and KMPs	7 types of trainings imparted on a continuous basis; @ 20 days in a month.	<ol style="list-style-type: none"> <li>1. Awareness of Compliance</li> <li>2. Fire Fighting &amp; Fire Prevention</li> <li>3. Chemical Handling &amp; Safety</li> <li>4. First Aid &amp; CPR</li> <li>5. Use &amp; Importance of PPE</li> <li>6. Electrical Safety/ Safe use of Electrical Appliances</li> <li>7. On-site Emergency &amp; Rescue Operations</li> </ol>	100%
Workers	15-20 days in a month in different sections like class room, floor, tool box talk, hands on training, practical demonstrations, skill enhancement trainings etc	<ol style="list-style-type: none"> <li>1. Induction training for workers – 100% covering operational, safety, compliance, payroll related information including security training.</li> <li>2. Other technical trainings such as machines, SOP, skill development, tailoring related, weaving related, operations related. Back up- Training Manual</li> <li>3. Freshers are provided with Technical trainings</li> </ol>	100%

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

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

\* The Company has paid fine to the Stock Exchanges in the month of July 2023 pertaining to financial year 2023-24, the details of which has been provided in the Boards’ Report and Corporate Governance Report appearing elsewhere in the Annual Report. The Company has filed waiver application with the stock exchanges for the same.

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
No such instances during Financial Year 2022-23.	

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 Company does not have a standalone anti-corruption or anti-bribery policy, but the Company’s Code of Conduct and Ethics Policy lists out the do’s and don’t’s and gives a guidance for ethics and adherence to Himatsingka Core Values. The code also enlists the procedures for deviations under the code. The Policy is applicable to all the employees & workers and extends to the Himatsingka Group Companies.

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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directors	Nil	Nil
KMPs		
Employees		
Workers		

**6) Details of complaints with regard to conflict of interest:**

	FY 2022-23 Current Financial Year		FY 2021-22 Previous Financial Year	
	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.**

None

**Leadership Indicators**

**1) Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
	NIL	

**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, the Company has a mechanism to avoid / manage conflict of interests involving members of the Board as per the Company's Code of Conduct.

The Company has adopted a Code of conduct applicable to the Board of Directors and senior management personnel of the Company. This Code requires the Directors and senior management personnel of the Company to act in accordance with the highest standard of personal and professional integrity, honesty and ethical conduct in the discharge of duties. Directors/Officers shall avoid and disclose actual and apparent conflicts of personal interest with the interest of the Company and to disclose all contractual interest, whether directly or indirectly, with the Company.

The Code guides the Directors and senior management personnel to conduct themselves in professional, courteous and respectful manner and also ensures to mitigate and prevent conflicts of interest that may arise.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**Essential Indicators**

**1) Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	8.75% (12.54 Crore) (MBR, PULSER JET, MEE, ATFD)*  MEE cum ATFD. Investment is ₹ 1.65 Crores	Fresh water saving by increasing recovery rate in R.O, MEE and VTFD. 99% Recovered water used for production activity and achieved ZLD System. Implemented sludge and salt drying system to reduce disposal cost.

\* MBR – Membrane Bioreactors  
MEE – Multi effect evaporator  
ATFD – Agitated Thin Film Dryer.

**2) Does the entity have procedures in place for sustainable sourcing? (Yes / No) b. If yes, what percentage of inputs were sourced sustainably?**

Yes, The sourcing of input materials for manufacturing activities have largely adhered to the use of such materials that are sustainable. The Company's supplier evaluation requirements stress on sustainability criteria to further the high sustainability value chain goals of the Company.

Percentage of sustainable input raw material used is 73% (Approximately)

**3) Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Not Applicable. The company is in textile Industry and does not reclaim any of its products. Usage of plastic is reduced by 25 to 30% by using product covering instead of plastic. E-waste generation is minimal and the same is collected and disposed through authorized disposal agency approved by Karnataka State Pollution Control Board ("KSPCB"). Hazardous waste like treatment waste is disposed through approved KSPCB agency. Waste-oil and empty container are sent to authorized recyclers agencies approved by KSPCB.

**4) Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

**If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not Applicable

**Leadership Indicators**

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

No, the company has not conducted LCA

NIC Code	Name of Product / Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not applicable					

**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.**

None. But we have implemented ZLD – Treatment system from the inception of the plant for recovery, re-use of the recovered water (99%) for production activity and saving fresh water. The Company is able to conserve 99% fresh water by way of re-use.

**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).**

Not Applicable. As the company is in textile Industry, the company does not recycle or reuse input material

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Not Applicable		

**4) Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed of.**

Not Applicable. The waste generated is disposed through authorized disposal agency approved by KSPCB.

(In metric tonnes)

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely	Re-Used	Recycled	Safely
Plastics (including packaging)	-	-	39.2	-	-	72.7
E-waste	-	-	0.640	-	-	0.520
Hazardous waste	-	-	3319	-	-	4519
Other Waste (Cloth & chindi waste sold to by- product manufacturer)	-	1215	-	-	2770	-

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable

**PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS.**

**Essential Indicators**

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

All employees are covered under employee welfare policies which provides benefits like life Insurance, health insurance. Eligible employees are covered under ESIC which includes all the mentioned benefits viz. Health Insurance, Accident Insurance and Maternity benefits. Further Creche facility is available at the plant.

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
<b>Permanent employees</b>											
Male	726	726	100	726	100	NA	NA	NA	NA	726	100
Female	89	89	100	89	100	89	100	NA	NA	89	100
<b>Total</b>	<b>815</b>	<b>815</b>	<b>100</b>	<b>815</b>	<b>100</b>	<b>89</b>	<b>100</b>	<b>NA</b>	<b>NA</b>	<b>815</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male	<b>Nil</b>										
Female											
<b>Total</b>											



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

All workers are covered under ESIC which includes all the mentioned benefits viz, Health Insurance, Accident Insurance and Maternity benefits. Further Creche facility is available at the plant.

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	4046	4046	100%	4046	100%	NA	NA	NA	NA	4046	100%
Female	2253	2253	100%	2253	100%	2253	100%	NA	NA	2253	100%
<b>Total</b>	<b>6299</b>	<b>6299</b>	<b>100%</b>	<b>6299</b>	<b>100%</b>	<b>2253</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>6299</b>	<b>100%</b>
<b>Other than Permanent workers</b>											
Male	903	903	100%	903	100%	NA	NA	NA	NA	903	100%
Female	384	384	100%	384	100%	384	100%	NA	NA	384	100%
<b>Total</b>	<b>1287</b>	<b>1287</b>	<b>100%</b>	<b>1287</b>	<b>100%</b>	<b>384</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>1287</b>	<b>100%</b>

### Details of retirement benefits.

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	3.48%	98.43%	Yes	3.48%	98%	Yes
Others – Workmen Compensation	–	107 – 1.57% Covered under Workmen compensation	Not Applicable There is no deduction from the employees	–	150 – 2% Covered under Workmen compensation	Not Applicable There is no deduction from the employees.

### 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 – All 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.

The Company does not have an Equal opportunity policy. However, the company's code of conduct & ethics covers its stance on equal opportunity & Non-discrimination.

The Company does not engage in or support discrimination on the basis of race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, union affiliation, sexual orientation, health status, family responsibilities, age, and disability or other distinguishing characteristics.

Our workforce reflects the richness of diverse backgrounds and abilities, making us more collaborative, innovative and equitable. Himatsingka is proud to employ people with special needs as an active part of its workforce.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	80%	60%	90%	80%
<b>Total</b>	<b>80%</b>	<b>60%</b>	<b>90%</b>	<b>80%</b>

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

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes (Suggestion Box, Speakup Email, Grievance Committee, Town Hall Meetings)
Other than Permanent Workers	Yes (Suggestion Box, Speakup Email, Grievance Committee, Town Hall Meetings)
Permanent Employees	Yes (Suggestion Box, Speakup Email, Grievance Committee, Town Hall Meetings)
Other than Permanent Employees	Yes (Suggestion Box, Speakup Email, Grievance Committee, Town Hall Meetings)

7) Membership of employees and workers in association(s) or Unions recognized by the listed entity:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	815	0	0	1017	0	0
- Male	726	0	0	912	0	0
- Female	89	0	0	105	0	0
Total Permanent Workers	6299	339	5	7341	346	5%
- Male	4046	339	7	5060	346	7%
- Female	2253	0	0	2281	0	0

### 8) Details of training given to employees and workers:

The continued focus on enhancing employee capabilities and benchmarking to be able to deliver best-in-class working environment has helped the Company maintain its leadership in the home textile industry.

The Company is committed to continuous learning and treats employees as one of the biggest resources in an organization, the Company carries out training initiatives based on specific skill requirements and nature of work. Trainings are provided to employees based on a training calendar.

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	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)
<b>Employees</b>										
Male	726	726	100%	726	100%	912	912	100%	912	912
Female	89	89	100%	89	100%	105	105	100%	105	105
<b>Total</b>	<b>815</b>	<b>815</b>	<b>100%</b>	<b>815</b>	<b>100%</b>	<b>1017</b>	<b>1017</b>	<b>100%</b>	<b>1017</b>	<b>1017</b>
<b>Workers</b>										
Male	4949	4949	100%	3707	75%	6714	6714	100%	5060	75%
Female	2637	2637	100%	2253	85%	2759	2759	100%	2281	82%
<b>Total</b>	<b>7586</b>	<b>7586</b>	<b>100%</b>	<b>5960</b>	<b>79%</b>	<b>9473</b>	<b>9473</b>	<b>100%</b>	<b>7341</b>	<b>77%</b>

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	726	623	86%	912	778	85%
Female	89	68	76%	105	78	74%
<b>Total</b>	<b>815</b>	<b>691</b>	<b>85%</b>	<b>1017</b>	<b>856</b>	<b>84%</b>
<b>Workers</b>						
Male	4949	2970	60%	6714	4364	65%
Female	2637	1614	61%	2759	1655	60%
<b>Total</b>	<b>7586</b>	<b>4584</b>	<b>60%</b>	<b>9473</b>	<b>6019</b>	<b>64%</b>

## 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, what is the coverage of such a system?

Yes, All employees & workers are covered under the occupational health & safety management system & policies.

The health and safety of our people has always been a top priority at Himatsingka, and this has been in sharper focus during the recent pandemic. Annual health camps for workers and more frequent health checks for those working in sensitive areas of manufacturing, are carried out regularly.

The company is committed not only to comply with all relevant health & safety laws, but also to conduct business in a manner that protects all its employees & workers. All employees and workers are required to comply with all applicable health and safety laws, regulations & policies relevant to their job.

The system is aimed at creating a healthy and safe environment by detecting occupational health and safety hazards and developing practical approaches to eliminate or control hazards.

The Health and Safety Management system covers a wide range of aspects such as Preventive, Therapeutic, Curative and Rehabilitative activities. Regular First Aid trainings, awareness programs on general health and personal hygiene, pre-employment, periodic and annual health checkup, inspecting the workplace regularly, investigating reportable incidents, helping establish and promote health and safety programs, policies, and training are a few other aims of the system. Regular audits/visits are performed by the OHC team.

The Company follows standard operating procedures for working in Plants & Offices, which include regular sanitization, use of PPE/ masks and availability of medical staff within the premises etc.

The manufacturing locations are certified for requirements under ISO 14001 (environment management system) and OHSAS 18001 (Occupational Health and Safety System)

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

Routine – There is a process of identification of risk through “HIRA” Hazard identification and risk Assessment. The processes are identified, and hazardous processes are mitigated with appropriate checks and controls in places.

Non-routine – These are identified and addressed via via toolbox talks, (The supervisor addresses all workers, at the beginning of the shift about their safety protocols and operational practices to be adhered during the shift.)

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

The Company is committed not only to comply with all relevant health and safety laws, but also to conduct business in a manner that protects its employees. All employees & workers are required to comply with all applicable health and safety laws, regulations and policies relevant to their jobs.

Eliminating or guarding against hazards starts with identifying them. Employees/Workers are informed to alert supervisors or the HR department, if they are aware of hazards or standards that are being ignored or hidden.

#### All employees & workers are made aware to report the following:

- Failure to obtain or comply with regulatory permits.
- Deviations from written work practices– even if these deviations have become “routine.”
- Lapses in security or emergency preparedness.
- Inadequately maintained tools or equipment.
- Missing machine guards or faulty protective equipment.
- Unsafe driving.
- Failure to use lock-out, tag-out procedures or fall protection.

The employees & workers are informed to raise the issue of hazardous risk if any during toolbox talks and the same is appropriately addressed by safety team.

### d) Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

All employees have access to non-occupational medical services . There is a group medical insurance policy in place. For all workers there is ESIC policy in place.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	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 workplace.**

The Company has the following measures to ensure a safe and healthy workplace:

- Regular trainings / adequate awareness is provided to employees and workers on various safety requirements.
- Regular audits / visits are performed by the OHC team.
- Fire Safety Checks
- Chemical Management Safety
- Electrical Safety, Building stability
- Machine Safety, Emergency preparedness and response training,
- Fire mock drills
- Establishment of EHS Committee
- Various safety signages displayed across the plant,
- Safety GEMBA walk (Japanese way of identifying the hazards in the working environment)
- Rewards and recognition for different safety KAIZEN (Japanese technique for Continual improvement).

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

	FY 2022-23 Current Financial Year			FY 2021-22 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
Working Conditions	35	NIL	-	16	NIL	-
Health & Safety	39	NIL	-	23	NIL	-

**14) Assessments for the year**

A SMETA (Sedex Members Ethical Trade Audit) audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The audit included direct employees, agency workers, workers employed by service providers and workers provided by other contractors.

**BSCI Audit and SEDEX**

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

**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.**

Machine Safety devices were deployed in different machines; Increased Number of Fire safety devices in different locations in the plant; Photographs and write ups to be shared

### 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).**

Yes

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

The Company has a practice of seeking previous month details, evidencing remittance of statutory dues by the value chain partners. Suitable penalty clauses is also incorporated in Partner agreements.

**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 rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Employees	There were no high consequence work related injury / ill-health / fatalities at the plants / facilities			
Workers				

**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:**

None

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	NIL
Working conditions	

**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.**

None

### PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

#### Essential Indicators

**1) Describe the processes for identifying key stakeholder groups of the entity.**

The company has mapped its internal and external stakeholders. Engaging with stakeholders allows our company to improve our business processes by linking sustainability issues into strategy, governance and operation, while the engaged stakeholders are also informed on corporate sustainability issues, performance and agenda. It is their involvement that broadens the horizon for improving the Company's sustainability performance.

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

List of key stakeholders & manner of engagement is as below:

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
Investors/ Shareholders	No	<ul style="list-style-type: none"> <li>• Annual shareholder meeting</li> <li>• Quarterly investor presentations and conference calls</li> <li>• Investor conferences and meets</li> <li>• Press releases and newsletters</li> </ul>	Annually / Half yearly / Quarterly / Event based	General Meetings, SEBI (LODR) Regulations, 2015: Regulation 29/30 Intimations, IEPF, Dividend related, other investor grievances
Government	No	<ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Communications with regulatory bodies</li> <li>• Formal dialogues</li> </ul>	Annually / Half yearly / Quarterly / As required	SEBI (LODR) Regulations, 2015, SEBI (SAST) Regulations.
Employees	No	<ul style="list-style-type: none"> <li>• Employee newsletters</li> <li>• Intranet Portal</li> <li>• Cultural events</li> <li>• Trainings and performance management system</li> <li>• Functional and cross functional committees</li> <li>• Emails, written communication</li> </ul>	Event based/As required	Insider Trading training, Trading Window Closures, SAP introduction training, POSH Awareness Training Program, Himatsingka Wellness Programme – “Healthy You”
Community	Yes	<ul style="list-style-type: none"> <li>• Community meetings, surveys and consultations</li> <li>• CSR interventions and initiatives</li> <li>• Awareness camps</li> <li>• Community development through various events</li> </ul>	Frequent and as need based	Support CSR projects and resolve Grievances
Customers	No	<ul style="list-style-type: none"> <li>• Direct Consumer calls</li> <li>• Customer satisfaction surveys</li> <li>• Complaint handling &amp; feedback</li> <li>• Marketing and Advertising</li> <li>• Electronic Communication</li> </ul>	Frequent and as need based	Updating customers on new product launches; Understanding the customer requirements
Contractors and Suppliers	No	<ul style="list-style-type: none"> <li>• Contractor and Supplier meets</li> <li>• Regular interaction through phone, e-mail and in person</li> <li>• Supplier Audits</li> </ul>	Frequent and as need based	Business related discussions, awareness and training programmes, workshops and seminars. Sourcing requirements

## 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.**

The Company ensures that the respective business and functional heads actively engage with stakeholder on various Environmental, Social and Governance (“ESG”) topics. Through these engagements, valuable feedback is obtained and provided to the Board. This practice enables the company to incorporate stakeholder perspectives and concerns into its decision-making processes and government practices.

### **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.**

Stakeholder engagement mechanisms are an important part of Himatsingka’s ESG strategy. We value and encourage feedback from all stakeholders, including our investors, employees, suppliers and customers

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

Yes, special initiatives have been taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders.

Local communities and society continue to be an area of focus for the Company. We endeavor to take initiatives that have a positive impact on such communities.

The Himatsingka Learning Academy (HLA) is designed to provide inclusive and equitable career opportunities to young men and women from across the country. The HLA campus is located in Hassan, Karnataka, where our recruitment process encourages rural communities to join the Himatsingka family and get a chance at a better life. In our quest to provide equal opportunities, we give special preference for women, as we believe that they have the power not only to uplift themselves but their families as well.

St Johns Hospital Bangalore run by CBCI Society for Medical Education has commenced construction of St. Johns Geriatric Centre Project. The project encompasses construction of a proposed comprehensive centre for Care, Training and Research in Ageing and Geriatrics consisting of Ground + 6 Floors facility in Bangalore. The Company has pledged Rs 5 crores for the same with Rs 2.50 crores outlay already incurred towards completion of construction milestones.

The Company has also carried out developmental work for the local communities in the vicinity of its manufacturing facilities. The initiatives include but are not limited to education, health, employment opportunities and social infrastructure.

The Company has enrolled with Ministry of Rural Development, Government of India under the Deen Dayal Upadhyaya- Grameen Kaushalya Yojana towards imparting skill development for rural youth. The Company has registered as a Project Implementing Agency with a target to train 3500 trainees in 3 years in various facets related to textiles business like tailoring, weaving etc as per the syllabus approved by Government of India. The training is for a continuous period of 3 months with the objective of absorbing them in the organization post training. The Company has successfully completed the training of allotted 3500 nos of trainees.

The Company has also enrolled under “SAMARTH” scheme for Capacity Building in the Textiles Sector and around 400 employees have been trained and certified in this programme.



## 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 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	815	815	100%	1017	1017	100%
Other than permanent	0	0	0%	0	0	0%
<b>Total employees</b>	<b>815</b>	<b>815</b>	<b>100%</b>	<b>1017</b>	<b>1017</b>	<b>100%</b>
<b>Workers</b>						
Permanent	6299	6299	100%	7341	7341	100%
Other than permanent	1287	1287	100%	2132	2132	100%
<b>Total workers</b>	<b>7586</b>	<b>7586</b>	<b>100%</b>	<b>9473</b>	<b>9473</b>	<b>100%</b>

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

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	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)
<b>Employees</b>										
<b>Permanent</b>	<b>815</b>	<b>NA</b>	<b>NA</b>	<b>815</b>	<b>100%</b>	<b>1017</b>	<b>NA</b>	<b>NA</b>	<b>1017</b>	<b>100%</b>
Male	726	NA	NA	726	100%	912	NA	NA	912	100%
Female	89	NA	NA	89	100%	105	NA	NA	105	100%
<b>Other than Permanent</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Workers</b>										
<b>Permanent</b>	<b>6299</b>	<b>6299</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>7341</b>	<b>7341</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>
Male	4046	4046	100%	NA	NA	5060	5060	100%	NA	NA
Female	2253	2253	100%	NA	NA	2281	2281	100%	NA	NA
<b>Other than Permanent</b>	<b>1287</b>	<b>1287</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>	<b>2132</b>	<b>2132</b>	<b>100%</b>	<b>NA</b>	<b>NA</b>
Male	903	903	100%	NA	NA	1654	1654	100%	NA	NA
Female	384	384	100%	NA	NA	478	478	100%	NA	NA

**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)	5	15,06,500	1	13,75,000
Key Managerial Personnel	4	1,75,75,869	0	0
Employees other than BoD and KMP	722	6,00,492	89	6,50,000
Workers	4949	1,94,652	2637	1,62,684

**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 Company remains committed to respect and protect human rights. The Company's Code of Conduct & Ethics and the HR policies addresses these aspects.

Yes – Plant HR head oversees and addresses the human rights impacts or issues.

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

As a conscious and vigilant organization, Himatsingka Seide Limited believes in the conduct of the affairs of its constituents in a fair and transparent manner, by adopting the highest standards of professionalism, transparency, and ethics.

The Company remains committed to respect and protect human rights. The Company's code of conduct & ethics, Human Resource practices and policies provide guidelines on matters relating to child labour, occupational health and safety among other relevant matters that help respect and promote Human Rights. We dissociate ourselves from all forms of slavery, torture, cruel, inhuman or degrading treatment, working conditions that are a threat to life or health, child labour and heavy, irreversible environmental damage. Himatsingka Group does not tolerate slavery, forced overtime work, forced convict labour, retainment of identification papers, trafficking in human beings or repayment of debt through work.

**Grievance Redressal Mechanism:**

The Grievance Redressal Mechanism is in place at all the locations with the proportion of workers and management as per the statutory norms. All the complaints are resolved in timely manner.

**Prevention of Sexual Harassment Policy (POSH):**

The Company is committed to provide a safe and secure work environment to all its employees & workers. All employees & workers are covered under this policy. Therefore, any discrimination and/or harassment in any form is unacceptable and the Company has in place a Prevention of Sexual Harassment Policy and an Internal Complaints Committee as per the requirements of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Policy aims to prevent, prohibit and redress any alleged incident of sexual harassment and, if necessary, to enforce disciplinary action upon such occurrence. It defines sexual harassment and provides a framework to respond to complaints of sexual harassment at workplace. The Company has adopted a Zero Tolerance approach towards sexual harassment and such an act shall be treated with severity and regarded as misconduct as per this Policy. All employees & workers are made aware to report instances of sexual harassment without fear of reprisal or retaliation. All allegations of Sexual Harassment are promptly and discreetly investigated by the Company.

**Whistleblower Policy:**

The purpose of the policy is to create a fearless environment for the employees & workers. The Company Secretary has been designated as the Chief Compliance Officer under the policy and the employees can report any instance of unethical behaviour, fraud and/or violation of the Company's Code of conduct or policy to the Chief Compliance Officer. The framework of the policy strives to foster responsible and secure whistle blowing.

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

	FY 2022-23 Current Financial Year			FY 2021-22 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	02	-	-	02	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	12	-	-	18	-	-
Other human rights related issues	-	-	-	-	-	-

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

The contents of the complaint, the identity and addresses of the Aggrieved Person, any information relating to conciliation and inquiry proceedings and the action taken by the Company are kept confidential and are not published, communicated or made known to the public, press and media in any manner.

The identity of the Aggrieved Person shall be kept confidential by all concerned. Should any person entrusted with the duty of handling the complaint, inquiry or any recommendations or action to be taken breaches the confidentiality, then such person is liable for penalty and appropriate actions.

The Company is committed to ensuring that no employee or associate who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. There are mechanisms to ensure that the Aggrieved Person or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) are subject to disciplinary action.

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

No. We are studying this requirement and we are in the process of finding the most relevant clauses to be included in the agreements.

**9) Assessments of the year**

A SMETA (Sedex Members Ethical Trade Audit) audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The scope of workers included direct employees, agency workers, workers employed by service providers and workers provided by other contractors.

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

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

No significant risks reported in the assessment.

## Leadership Indicators

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

None

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

Human rights due diligence is done by third party auditors under social audits.

### 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 – All premises/ offices are accessible to differently abled employees and workers.

### 4. Details on assessment of value chain partners:

None

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	NIL
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	

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

None

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT.

## Essential Indicators

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	KJ	510064908407	821835284824
Total fuel consumption (B) (Self generation)	KJ	1280884033800	3003763278350
Energy consumption through other sources (C)	KJ	13740963600	25839759400
<b>Total energy consumption (A+B+C)</b>	<b>KJ</b>	<b>1804689905807</b>	<b>3851438322574</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	KJ/Rupees	88	113
Energy intensity (optional) – the relevant metric may be selected by the entity	KJ/Tons of Production	89451344.3	115362396.4

**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.

None

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

Textile process activity: Linens & Terry

(in kilolitres)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source		
i) Surface water: KIADB Water supply	207490	120799
ii) Groundwater	0	0
iii) Third party water (Municipal water supplies)	33487	28452
iv) Seawater / desalinated water	0	0
v) Others (Recycled)	1265597	1701601
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1506574</b>	<b>1850852</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1506574</b>	<b>1850852</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.000073</b>	<b>0.0000647</b>
<b>Water intensity (optional) – ( Water consumption / Ton of production. KL / TON)</b>	74.67	55.44

Captive power plant: Power generation

(in kilolitres)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source		
i) Surface water : KIADB Water supply	405414	667176
ii) Groundwater	0	0
iii) Third party water (Return condensate)	25480	40646
iv) Seawater / desalinated water (Rain water collected)	17153	78319
v) Others (Recycled)	04	1050
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>448047</b>	<b>787191</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>448047</b>	<b>787191</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover) Actual Water used power generation in KL</b>	0.0000218	0.0000317
<b>Water intensity (optional) – the (Water consumption/MW Power generation: KL/MW relevant metric may be selected by the entity)</b>	22.208	23.57

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.**

The Company operates best-in-class Zero Liquid Discharge (ZLD) water management plants across all its manufacturing facilities. We are mindful of our water consumption, continually optimizing its usage through the manufacturing process, capturing and recycling as much as possible, while also rejuvenating water sources. We have achieved 99.3% Water Recovery at our ZLD Facilities.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Ton/annum	395	468
SOx	Ton/annum	305	529
Particulate matter (PM)	Ton/annum	237	262
Persistent organic pollutants (POP)	Ton/annum	NA	NA
Volatile organic compounds (VOC)	Ton/annum	NA	NA
Hazardous air pollutants (HAP)			
Others – Ozone Depleting Substances (HCFC-22 or R-22)	Ton/annum	NA	NA

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

No

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	*FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	127584	298858
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	115808	64754
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO2 equivalent	0.000011857	0.000013
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Emission/Ton of Production MT/TON	12.06	10.89

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

**7) Does the entity have any project related to reducing GreenHouse Gas emissions? If Yes, then provide details.**

As a part of our mission to be carbon neutral by 2030, we are embarking on journey by taking up specific projects such as switching from coal to biomass and enhancing green energy portfolio. We are actively reducing our carbon footprint by adopting cleaner processes, while increasing energy and resource efficiencies. Our aim is to be carbon neutral by 2030 based on improvements in energy efficiency and embracing renewable energy, among other initiatives.

We have achieved 88,142 Tonnes Reduction in CO2 Emissions.

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

(in metric tonnes)

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	42	77
E-waste (B)	0.84	0.62
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.34	0.35
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3676	4678
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2599	2773
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>6318</b>	<b>7529</b>

(in metric tonnes)

<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
i) Recycled	240.2	253.27
ii) Re-used	-	-
iii) Other recovery operations	-	-
<b>Total</b>	<b>240.2</b>	<b>253.27</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
i) Incineration	0	0
ii) Landfilling	3476	4678
iii) Other disposal operations	0	0
<b>Total</b>	<b>3476</b>	<b>4678</b>

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

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.

Himatsingka is leading the way in reducing waste by operating a zero-paper shopfloor, reducing the use of plastics, introducing sustainable packaging solutions and reusing waste. Our 'conscious portfolio' innovatively uses recycled fibers, natural finishes and reduced water consumption in the manufacturing process. We have saved and re-purposed 964 tonnes of waste.

The Company has a mechanism to recycle products and waste. Over 99% of all waste is recycled or recyclable.

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:

No

**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
NIL					

**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:**

Yes, The Company is complying to all applicable environmental law/regulations/guidelines such as Water Act, Air Act, Environment Protection Act and Rules.

Sl. 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
NIL				

**Leadership Indicators**

**1) Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format: (In Joules)**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	62099310000	268037316640
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>62099310000</b>	<b>268037316640</b>

<b>From non-renewable sources</b>		
Total electricity consumption (D)	510064908407	809697524824
Total fuel consumption (E)	1280884033800	3003763278350
Energy consumption through other sources (F)	13740963600	25839759400
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1804689905807</b>	<b>3839300562574</b>

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) Provide the following details related to water discharged:**

**(In kilolitres)**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i) To Surface water	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
ii) To Groundwater	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
iii) To Seawater	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
iv) Sent to third-parties	0	0
– No treatment	0	0
– With treatment – please specify level of treatment	0	0
v) Others (STP-Treated water)	20477	58925
– No treatment	0	0
– With treatment – please specify level of treatment	Aeration / Settling/ RO	Aeration / Settling/ RO
<b>Total water discharged (in kilolitres)</b>	<b>20477</b>	<b>58925</b>

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

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

- i) Name of the area: Textile -Sheeting and Terry process
- ii) Nature of operations: Textile wet processing (Yarn and fabric processing)
- iii) Water withdrawal, consumption and discharge in the following format:

Not applicable

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.

Not applicable

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		–	–
<b>Total Scope 3 emissions per rupee of turnover</b>		–	–
<b>Total Scope 3 emission intensity</b> (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

**5) 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

**6) 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.	ZLD (Zero Liquid discharge of treated effluent) -System	Entire effluent generated from process is being treated to recycling standards, recovered and re-used for production activity.	Water requirement for production activity only through the recycled water and meeting ZLD.
2.	Water savings in process production	Reduced water consumption from 48KL/Ton of production to 42KL/Ton of production	Reduced effluent generation followed by operation cost.

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

The business continuity and disaster management plan is part of the internal Information Security/Cyber Security Policy.

Appropriate contingency and data back-up plans are formulated to ensure that the organization is able to effectively deal with major disasters, to protect critical business process from the effects of major failures and ensure their timely resumption.

**8) 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.**

No significant impact.

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

None

**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 is a member of six (6) trade and industry chambers/ associations.

**b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of / affiliated to.**

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National)
1.	TEXPROCIL – Cotton Textile Export Promotion Council	National
2.	ISEPC – Indian Silk Export Promotion Council	National
3.	FKCCI – Federation of Karnataka Chamber of Commerce and Industry	State
4.	FIEO – Federation of Indian Export Organization	National
5.	CII – Confederation of Indian Industry	National
6.	BCIC – Bangalore Chamber of Industry and 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.**

No adverse orders received from regulatory authorities for anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
Nil		

**Leadership Indicators**

**1) Details of public policy positions advocated by the entity:**

The Company has advocated on economic reforms, export policies and infrastructural needs through various trade and industry chambers/ associations organizations.

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually / Half yearly / Quarterly / Others – please specify)	Web Link, if available
Nil					

**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.**

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil					

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

Not applicable

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 INR)
Not applicable						

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

At Himatsingka Seide Ltd., we believe that the growth of our company depends on the economic, environmental and social sustainability of our communities.

The company is informed of any grievances from communities through face to face meetings or through any medium. The focus areas are decided based on the requirements or recommendations received by the general public or nearby panchayats. In addition, the Company also has an internal grievance mechanism that covers all our stakeholders including communities in which we operate.

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

The Company sources goods and services from the area surrounding its operating facilities to the extent possible.

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	67.96%	50%
Sourced directly from within the district and neighboring districts	51.86%	22%

**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:**

The Companies plant locations does not fall under Aspirational districts. Hence CSR Projects do not cover any designated aspirational districts

Sl. No.	State	Aspirational District	Amount spent (In INR)
Not applicable			

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

No

**b) From which marginalized /vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

**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
Nil				

**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 benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	The Company has spent towards Corporate Social Responsibility as per the statutory requirements in areas permitted under the Company Act 2013 and as per the CSR Policy adopted by the Company.  The Company has not undertaken any social impact assessment and hence quantification of persons benefited under CSR projects or beneficiaries of people from vulnerable and marginalized groups is not available.		

**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.**

We have the following mechanism in place to receive and respond to Customer complaints:

**Customer Complaints:**

- Acknowledge the email from customer within 24hrs.
- Log the complaint in the complaint register and send the detail to factory along with the complaint number.
- Root cause analysis will be done by the factory team and the Corrective and preventive Action (CAPA) to be submitted with in 48hrs.
- CAPA will be submitted to Customer with the assurance that it won't occur in the future.
- Closure to the complaint will be made with a replacement of the product or with a credit note, based on the agreement.

**Customer Feedback:**

- Customer Feedback will be assessed through Customer Satisfaction Form.
- There is a questionnaire (set of 10 questions under different parameters) that will be sent to customer at the end of every fiscal year.
- Customer will rate our service 1 to 10 (Not Satisfactory/Good/Very Good/Excellent) under each of the parameters in the feedback form.
- The feedback form will be reviewed with factory once we receive it from the Customers.
- The respective department submit their CAP if their service is rated 7 or below (Not Satisfactory/Good) for Management review.
- The continuous improvement in the service level will be monitored by the Senior Management team.

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

The Company adheres to all the applicable regulations regarding product labelling and display's relevant information on it.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	86%
Safe and responsible usage	74%
Recycling and/or safe disposal	21%

**3) Number of consumer complaints in respect of the following:**

None received till date

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			Nil			
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Not Applicable

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

**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.**

The Company has an internal Information Security/Cyber Security Policy. The objective of the policy is to provide management direction and support for Information Security in accordance to the business requirements, relevant laws and regulations.

The policy applies to employees, contractors, consultants, temporary workers and other workers at Himatsingka Seide Limited (HSL), including all personnel affiliated with third parties. The policy also applies to all equipment that is owned or leased by HSL.

The information security policy is communicated to all the employees and is made available to relevant interested parties. All staff will receive at the minimum a yearly information security awareness e-mail.

The organization works to protect the integrity of its software and its information assets against the introduction of malicious code (malware).

**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 Cyber Security/Data Privacy:**

None

## Leadership Indicators

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

<https://www.himatsingka.com/brands>

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

Our business success depends upon our ability to foster lasting customer relationships. The Company is committed to dealing with customers fairly, honestly and with integrity. We take measures to ensure information we supply to customers should be accurate and complete to the best of our knowledge, and we should not deliberately misrepresent information to customers. Our Product labels have all the valid and required information.

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

Our products do not form part of essential services. Hence not applicable.

**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.**

Not Applicable

**5) 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 through informal communications.

**6) Provide the following information relating to data breaches:**

**a) Number of instances of data breaches along-with impact**

None

**b) Percentage of data breaches involving personally identifiable information of customers**

Nil