

WIL/SEC/2023

To

Bombay Stock Exchange Limited Department of Corporate Services, SP. J. Towers, Dalal Street, Mumbai - 400 001 (Scrip Code-514162)	National Stock Exchange of India Limited Listing Compliance Department Exchange Plaza, Bandra-Kurla Complex, Bandra (E), Mumbai - 400 051 (Symbol: WELSPUNIND)
---	--

Dear Sir / Madam,

Sub.: Submission of Business Responsibility and Sustainability Report (BRSR).

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms part of the Annual Report for the financial year 2022-23.

Please take the same on record.

Thanking you.

For **Welspun India Limited**

Shashikant Thorat
Company Secretary
FCS - 6505
Encl: As above

Welspun India Limited

Welspun House, 6th Floor, Kamala City, Senapati Bapat Marg, Lower Parel (West), Mumbai 400 013, India.

T : +91 22 6613 6000 / 2490 8000 F : +91 22 2490 8020 / 2490 8021

E-mail : companysecretary_wil@welspun.com Website : www.welspunindia.com

Registered Address: Welspun City, Village Versamedi, Taluka Anjar, District Kutch, Gujarat 370 110, India.

T : +91 2836 661 111 F : +91 2836 279 010

Works: Survey No. 76, Village Morai, Vapi, District Valsad, Gujarat 396 191, India.

T : +91 260 2437437 F : +91 260 22437088

Corporate Identity Number: L17110GJ1985PLC033271

Business Responsibility & Sustainability Report

The Securities and Exchange Board of India (SEBI) has issued a circular (SEBI/HO/CFD/CMD-2/P/CIR/2021/562) that requires the top 1,000 listed companies (by market capitalization) to file the Business Responsibility and Sustainability Report (BRSR) instead of the existing Business Responsibility Report (BRR) from the financial year 2022-2023 onwards.

To stay ahead, we have proactively mapped our existing ESG information with the requirements of BRSR. We understand the importance of staying on top of changing regulatory requirements and are excited to report our progress in the BRSR.

We believe that our commitment to sustainability and responsible business practices is not just an obligation, but a moral imperative. And with the new BRSR, we are proud to showcase our efforts in creating a better future for all stakeholders.

Welspun's approach to Business Responsibility and Sustainability

Welspun India Limited (WIL) has established itself as a pioneer in responsible business practices, driven by an unwavering commitment to transparency, honesty, and professionalism. The company recognizes that creating long-term value goes beyond financial success, encompassing the well-being of the environment, society, and its people.

In pursuit of this goal, WIL has developed WELOCITY, a transformative approach to ESG that emphasizes economic growth, environmental conservation, and social empowerment with a focus on acceleration. Anchored by robust governance, WIL ensures accountability and builds trust among all stakeholders.

Taking a proactive stance, WIL has identified and prioritized key sustainability issues such as GHG emissions, water, waste, cotton sourcing, diversity inclusion, and sustainable supply chain. The company has embraced a circularity-driven strategy, integrating sustainable solutions throughout its value chain.

WIL's dedication to sustainable development is evident in its ambitious goal to achieve 100% sustainable cotton procurement by 2030. By effectively implementing sustainable sourcing practices in its supply chain, WIL not only reduces costs but also minimizes environmental impact through lower transportation, inventory, and packaging waste.

With a firm focus on environmental, social, and governance responsibilities, WIL has implemented robust processes to address potential issues. A strategic ESG roadmap guides the company's short, medium, and long-term actions, enabling continuous improvement in sustainable value creation. Through collaboration with suppliers, WIL drives social

and environmental enhancements, encouraging suppliers to adopt social accountability and regular performance assessments. Annual supplier meetings and a Supplier Manual further support the adoption of sustainable business practices. WIL aims to assess most suppliers based on ESG parameters, aligning its entire supply chain with sustainability goals.

Acknowledging its significant contribution to greenhouse gas emissions, WIL proactively invests in low-carbon technologies and process improvements. The company has joined the Science Based Targets initiative to align its emissions reduction targets with scientific evidence on climate change. Furthermore, WIL is ambitiously transitioning to 100% renewable energy by 2030, reducing its reliance on fossil fuels. Our focus lies in a wide range of renewable energy sources, encompassing the installation of solar power generation systems, utilizing waste as a power generation source, and harnessing the energy from food waste by means of a bio gas plant.

Water efficiency is a critical focus for WIL, given its water-intensive operations. The company is committed to cutting water consumption levels and achieving freshwater positivity by 2030, safeguarding local water sources in all operating areas.

WIL prioritizes responsible waste management, implementing initiatives to reduce waste generation, promote recycling and upcycling of textile waste, and ensure responsible disposal of hazardous waste. The company monitors waste across its facilities, constantly identifying opportunities for improvement. It aims to achieve zero hazardous waste going to landfills by 2025 and actively engages in afforestation and tree plantation efforts to reduce its environmental footprint.

Energy conservation is another area of focus for WIL. By adopting advanced technologies and enhancing efficiency, the company aims to reduce its energy footprint and associated costs. ISO 14001 certification of its facilities ensures adherence to stringent environmental standards.

Recognizing the importance of inclusivity and diversity, WIL fosters a work environment that provides equal opportunities to all employees. Respect, dignity, and human rights guide the company's approach to human resources management. WIL also invests in education, healthcare, and environmental conservation, embedding sustainability into its decision-making processes. Ethical, compliant, and sustainable business practices are reinforced through policies and codes of conduct.

By aligning all stakeholders around its sustainability goals, WIL strives to achieve sustained value creation. Through innovative business solutions and a commitment to stakeholder needs, WIL continues to pave the way as a responsible and forward-thinking organization.

Section A: General Disclosures

I. Details of the listed entity

1. Corporate Identity number:	L17110GJ1985PLC033271
2. Name of the Listed Entity:	Welspun India Limited
3. Year of incorporation:	1985
4. Registered office address:	Welspun City, Village Versamedi, Taluka Anjar, District Kutch, Gujarat -370110, India
5. Corporate address:	Welspun House, 6th Floor, Kamala Mills Compound, Senapati Bapat Marg, Lower Parel (W), Mumbai 400 013, India
6. E-mail:	companysecretary_WIL@welspun.com
7. Telephone:	+91 22 6613 6000
8. Website:	www.welspunindia.com
9. Financial year for which reporting is being done:	April 01, 2022 to March 31, 2023
10. Name of the Stock Exchange(s) where shares are listed:	The National Stock Exchange of India & BSE Limited
11. Paid-up Capital:	₹ 98,80,58,484.00
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Name: Mr. Shashikant Thorat- Assistant Vice President, Secretarial Contact no: 022 – 66136000 Email id: companysecretary_WIL@welspun.com
13. Reporting boundary:	The reporting boundary on standalone basis covering 2 plants (Anjar and Vapi) and 1 corporate office of Welspun India Limited for period from 01, April 2022 to 31, March 2023

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Production of Textile products	Welspun India Limited, is renowned worldwide in the field of Home Textiles, excels as a leading global supplier to B2B enterprises, encompassing esteemed retail and hospitality brands. Additionally, WIL operates a thriving B2C division, catering to customers through its retail stores and online platforms.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Towels	1399	59.8%
2.	Bed Sheets	1392	27.9%
3.	Rugs	139-1393	8.8%
4.	Top of Bed	1392	1.3%
5.	Carpet	139-1393	2.0%
6.	Bath robe	1399	0.2%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1 Corporate Office	3
International	0	5	5

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	WIL serves in the majority of states and union territories within India. (28 states and 8 Union territories).
International (No. of Countries)	European markets and USA

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

86%

c. A brief on types of customers

WIL caters to both B2B and B2C customers. In the B2B segment, WIL distributes its products domestically to renowned retailers such as Amazon, Flipkart, and Myntra. On the global front, WIL supplies its products to major retailers like Walmart and IKEA. Moreover, the Company offers its products directly to individual customers through stores, both in India and abroad.

IV. Employees

18. Details as at the end of Financial Year 2022-23:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,350	1,246	92%	104	8%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1,350	1,246	92%	104	8%
WORKERS						
4.	Permanent (F)	13,974	10,467	75%	3507	25%
5.	Other than Permanent (G)	4,668	3,349	72%	1319	28%
6.	Total workers (F + G)	18,642	13,816	74%	4826	26%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	146	125	86%	21	14%
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	146	125	86%	21	14%

19. Participation/Inclusion/Representation of women

No. and percentage of Females	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	29%
Key Management Personnel	4	1	25%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-2023			FY 2021-2022			FY 2020-2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	38%	19%	20%	37%	22%	26%	34%	27%
Permanent Workers	36%	29%	34%	53%	46%	51%	48%	44%	47%

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

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

Welspun India Limited has 26 subsidiaries as of 31st March 2023.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / or 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	Welspun Group Master Trust (Private Trust, not a company)	Holding	69.46	No
2	Welspun Global Brands Limited	Subsidiary	98.03	Yes
3	Welspun USA, Inc. (USA)	Subsidiary	98.68	Yes
4	Welspun Mauritius Enterprises Limited (Mauritius)	Subsidiary	98.03	(Holding shares of Mexico Co.)
5	Welspun Holdings Private Limited (Cyprus)	Subsidiary	98.11	(Holding shares of WUK business)
6	Welspun Home Textiles UK Limited (UK)	Subsidiary	98.11	(No business)
7	CHT Holdings Limited (UK)	Subsidiary	98.11	Yes
8	Christy Home Textiles Limited (UK)	Subsidiary	98.11	(No business)
9	Welspun UK Limited (UK)	Subsidiary	98.11	Yes
10	Christy 2004 Limited (UK)	Subsidiary	98.11	(No business)
11	E. R. Kingsley (Textiles) Limited (UK)	Subsidiary	98.11	(No business)
12	Christy Welspun GmbH (Germany)	Subsidiary	98.11	Yes
13	Christy UK Limited (UK)	Subsidiary	98.11	Yes
14	Christy Lifestyle LLC (USA)	Subsidiary	98.11	Yes
15	Besa Developers and Infrastructure Private Limited	Subsidiary	100	(No business)
16	Welspun Captive Power Generation Limited	Subsidiary	77	Yes
17	Anjar Integrated Textile Park Developers Private Limited	Subsidiary	100	(No business)
18	Welspun Zucchi Textiles Limited	Subsidiary	100	(No business)
19	Welspun Anjar SEZ Limited	Subsidiary	100	Yes
20	Novelty Home Textiles S.A. de C.V. (Mexico).	Subsidiary	98.03	(No business)
21	Welspun Flooring Limited	Subsidiary	100	Yes
22	Welspun Nexgen Inc.	Subsidiary	100	(No business)
23	TILT Innovations Inc.	Subsidiary	98.68	(No business)
24	Welspun Advanced Materials (India) Limited	Subsidiary	100	Yes
25	TMG (Americas) LLP	Subsidiary	98.68	(Property company)
26	Anjar Terry Towels Limited	Subsidiary	100	Yes

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in INR.)- 8,215.10 Cr (Consolidated).

(iii) Net worth (in INR.)- 4,087.81 Cr (Consolidated).

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)(If Yes, then provide web-link for grievance redress policy)	FY 2022-2023 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	0	-	-	0	0	-
Investors (other than shareholders)	Yes	0	-	-	-	-	-
Shareholders	Yes	23	0	-	30	0	-
Employees and workers	Yes	0	-	-	-	-	-
Customers	Yes	0	-	-	-	-	-
Value Chain Partners	-	0	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

24. Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product Stewardship	O	WIL's business objectives and principles have been mapped with various industry trends and global frameworks including Sustainability Accounting Standards	Launch of sustainable products	Positive implication
2	Water and waste management	R	Board (SASB), Global Reporting Initiative (GRI), ESG metrics, National Voluntary Guidelines (NVGs). This analysis has enabled in identifying the risks and opportunities for WIL.	WIL measures and monitors the quantity of water consumed across all its business locations and operations. It has set up a 30 MLD Sewage Treatment plant at our Anjar factory, which recycles sewage wastewater from the neighbouring areas, leading to zero intake of freshwater for manufacturing processes. Rainwater harvesting is carried out for WIL factories, enabling more freshwater availability for neighbouring communities. Waste management practices include segregation at source, recycling and upcycling textile waste, responsible disposal of hazardous waste and reducing waste. Across all facilities, WIL regularly monitors the waste generated from its operations and identifies areas for developing zero waste by recycling and up-cycling hazardous and non-hazardous waste generated in the factory. Waste disposal is carried out through appropriate methods and directed to authorised disposal channels as per the laws and regulations of the respective State Pollution Boards.	Negative Implication
3	Climate change	R		WIL has identified and assessed its physical and transition risks in line with recommendations provided by Task Force in Climate-Related Financial Disclosures (TCFD)	Negative Implication

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Circular economy	O		Recycle of textile and process wastes for beneficial use	Positive implication
5	Energy and carbon	R		WIL has set a target to increase its renewable energy consumption to 100% by 2030. The Company has implemented various energy saving initiatives.	Negative Implication
6	Corporate social value	O		Increase in the livelihood opportunities for communities	Positive implication
7	Governance	O			
8	Human rights	R		Our Code of Conduct and Ethics Policy, Prevention of Sexual Harassment (PoSH) Policy, and HR practices covers aspects of human rights for WIL's operations and are extended to subsidiaries, suppliers and business partners.	Negative Implication
9	Supply chain Management	R			
10	Innovation	O		Improving process efficiencies, development of new products across categories.	Positive implication
11	Customer centricity	O		Reaching customers through multiple platforms, providing them easy access to our products, developing new designs as per the customer requirements.	Positive implication
12	Occupational health & safety	R		SA 8000 certified factories to enable sound human rights as well as health and safety practices ISO 45001-2018 certification at all WIL facilities to ensure our operations are conducted according to international standards on health and safety. Mandatory safety training to our employees, contractors, sub-contractors, and other agencies regularly on HS aspects such as fire safety, emergency preparedness, and office safety	Negative Implication
13	Market leadership	O			
14	Risk, opportunities, and crisis mgmt.	R		WIL has evolved a robust governance architecture to identify and evaluate potential risks and formulate an appropriate mitigation strategy. The Company is ably guided by the Risk Management Committee of the Board, which reviews the management's enterprise-wide risk management efforts. The Company has established a risk management policy that defines the overall risk management framework. The risk management committee of the Board oversees and reviews the risk management framework as well as the assessment of risks, its management and mitigation procedures. The committee reports its findings and recommendations to the Board.	Negative Implication
15	Product quality and safety	O		Better products for customers which enhance their quality of life.	Positive implication
16	Employee well-being	O		Various initiatives for employee engagement and well-being launched by HR department of the Company	Positive implication
17	Biodiversity	R		Plantation initiatives through Welspun Foundation near all operation sites.	Positive implication
18	Industry collaboration	O		Sharing of knowledge and good practices will improve the overall ecosystem of the textile industry	

Section B: Management and Process Disclosures

Disclosure Questions	P 1	P 2	P	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	YES	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	NO	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	No	Yes	Yes	NO	No	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, ISO, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 90001, ISO 14001, ISO 45001, UNGC guidelines and ILO guidance.								
5. Specific commitments, goals and targets Set by the entity with defined timelines, if any.	100% closure of all Ethics related issues. Maintain a clear logbook (digital) and 100% compliance expected	30% recycling of Textile Scraps 70% of Packaging Material to make sustainable 45% Sustainable Cotton (Vapi + Anjar)	Assess 100% of critical suppliers through ESG parameters	Increase diversity across levels and have at least 25% women in the workforce	GHG Emissions intensity 1% lower than FY 21-22 Electricity intensity 1% lower than FY 21-22 Water intensity 1% lower than FY 21-22	Minimum 10% volunteering out of total 25000 employees. Target of 2500 numbers of employees	Customer satisfaction score in excess of 90%		
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	94% achieved (Remaining issues are pending due to lack of evidence)	58 % recycling of Textile Scraps achieved 76 % of Packaging Material to make sustainable achieved 75 % Sustainable Cotton achieved	100% of Critical suppliers are assessed by the audit	25% Increased across whole of WIL	Achieved 24% Lower GHG emissions intensity Achieved 3% Lower Electricity intensity Achieved 9% lower water intensity	4499 employees volunteered for local community engagements			

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

India has demonstrated a strong commitment to the IPCC and the UNSDGs and has been taking significant steps to address the challenges of climate change and sustainable development.” Embracing sustainability as a fundamental aspect of our sustainable business model allows us to build an organization that is prepared for the long term”.

WIL has developed a sustainable business strategy that aims to reinforce its business drivers, elevate its stature in the textile industry, and deliver value to all stakeholders. By devising distinctive customer-centric solutions, WIL strives to address upcoming challenges and positively impact people’s lives. Furthermore, the company’s initiatives to enhance the proficiency of its employees, optimize its processes, and manufacture sustainable and innovative goods are creating a noteworthy impact on customers while simultaneously preserving the environment and benefiting the communities where it operates.

We aspire to be the most reliable and socially accountable organization in our sector, and we aim to achieve this by implementing a well-crafted plan that involves state-of-the-art manufacturing units renowned for their excellent product quality and efficient resource utilization, creating a unique and long-lasting brand identity through innovation, promoting a diverse and inclusive workplace, and making a significant contribution to the economic and social growth of the regions we serve.

Since the inception of our organization, we have placed significant emphasis on environmental stewardship, and we have a comprehensive plan in place to communicate our sustainability vision and the approach to realizing it via a well-defined roadmap containing specific objectives, benchmarks, and initiatives. Throughout the FY23, we have persevered towards achieving our sustainability objectives, which span across ecological, societal, and managerial considerations, such as energy consumption, water management, waste reduction, occupational safety, staff well-being, inclusivity, utilization of sustainable resources, and corporate social responsibility.

In order to ensure that our endeavors are in sync with the significant material challenges that have been recognized, we have established objectives for energy, carbon, water, waste, safety, community development activities, and public disclosures. Moreover, we have implemented a comprehensive governance framework to steer and evaluate our advancement towards accomplishing these objectives. Key performance indicators are frequently assessed at the board level to ensure responsibility and support sound decision-making.

At WIL, we believe that sustainability is not just about protecting the environment but also about creating shared value for all our stakeholders. We have identified environmental, social, and governance (ESG) material issues as priority material themes and have developed a maturity assessment to identify the activities and programs needed to accomplish our sustainability objectives. Through our sustained efforts, we are confident that we will achieve our goal of becoming a net positive impact on both society and the environment, and we look forward to continuing our journey towards sustainability.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<ol style="list-style-type: none"> 1. DIN Number 00007199 2. Name- Dipali Goenka 3. Designation Managing Director 4. Telephone Number 022 - 66136000 5. Email-ID companysecretary_WIL@welspun.com
<p>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.</p>	<p>Yes, the entity has a specified ESG & CSR Committee of the Board/Director responsible for decision making on sustainability-related issues. The committee is responsible for overseeing and directing the entity’s sustainability strategy, policies, and initiatives.</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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board Committee									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board Committee									Quarterly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. -	No.								

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

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

Section C: Principle Wise Performance Disclosure

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year: 2022-23

Segment	Total number of training and awareness programmes held	Principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness Program
Board of Directors Key Managerial Personnel	7	The Board members spent on average 22 hours on familiarisation programs which included updates on: 1. Raw material (Principle 2) 2. Brands and Marketing (Principle 9) 3. Consumer Insights (Principle 9) 4. Business specific updates operational updates (Principle 6) 5. Different channels of customers (Principle 9) 6. CSR activities (Principle 8) 7. Code of conduct (Principle 1)	100%
Employees other than BoD and KMPs	101	The employees and workers were given training on health and safety (Principle 3), skill up gradation (Principle 3) and human rights (Principle 5)	40%
Workers	60		37%

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 FY23, 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):

Welspun India Limited did not face any penalties from the Stock Exchanges, SEBI, or any statutory or regulatory authority during the reporting period. Additionally, there were no instances of significant fines imposed or non-compliance observed regarding regulations pertaining to environmental, labor, health and safety aspects of products and services, marketing communications, and disclosure and labeling of product information.

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

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

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.

NA

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

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

Yes, WIL does have an anti-corruption and anti-bribery policy. The policy is available publicly on the following Web link: Anti-Bribery and Anti-Corruption Policy https://www.welspunindia.com/uploads/investor_data/AntiBriberyAntiCorruptionPolicy.pdf

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

	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Directors	No Complaints	No Complaints
KMPs	No Complaints	No Complaints
Employees	No Complaints	No Complaints
Workers	No Complaints	No Complaints

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

	FY 2022-2023 Current Financial Year		FY 2021-2022 Previous Financial Year	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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.

No reports were made to the Board. Nevertheless, any such complaints are go to Mr. Pradeep Kumar, the Chief Ethics Officer, and the Ethics Committee.

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	Topic/ Principle Covered under the training	Percentage of value chain Programs partners covered (by value of business done with such partners) under the awareness programs
4	Business code of conduct, Occupational Health & Safety & Environmental Management & Performance - ESG Awareness	100%

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 directors are obligated to disclose their interests in entities or firms, as well as those of their relatives, as required by law. Any transactions pertaining to such interests are reported as related party transactions (RPTs). If a director has an interest, they abstain from participating in the discussion. Additionally, the company has implemented fair purchasing and recruitment procedures to prevent any conflicts of interest.

	FY 2022-2023 Current Financial Year		FY 2021-2022 Previous Financial Year	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	INR 32.24 Cr.	INR 22.21 Cr. (overall R&D)	<ol style="list-style-type: none"> The focus is on creating environmentally friendly products by utilizing recycled materials, resulting in a reduced environmental impact. Towels, rugs, and sheets are being developed using up to 50% recycled materials. Collaborative efforts with Dupont Biomaterials and FFG are driving the development of a sustainable product range. Technology adoption is being employed to decrease power and electricity requirements. Intensive efforts are being made to reduce water, electricity, and greenhouse gas (GHG) emissions. Sustainable packaging materials are being developed, incorporating recycled materials. Special emphasis is placed on diversity and inclusion, local community engagement, and employee engagement, with defined targets and key performance indicators (KPIs) in place.
Capex	-		

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes
- b. If yes, what percentage of inputs were sourced sustainably?
- 76% of sustainable packaging
 - 75% of sustainable cotton sourced
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.**
- a. The plastic packaging is collected and send to authorized recyclers under EPR.
- b. Authorized recyclers handle the transportation of e-waste.
- c. The ETP (Effluent Treatment Plant) sludge is utilized as a boiler fuel in the TFH (Thermic Fluid Heater) boiler. In compliance with the Pollution Control Board Manifest system, other hazardous waste is disposed of in the TSDF (Treatment, Storage, and Disposal Facility).
4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**
Yes.

WIL holds registration with the Central Pollution Control Board (CPCB) and adheres to a plastic waste collection plan that aligns with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

Leadership Indicators

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

NIC Code	Name of the 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
Yes, WIL conducted LCA of its products.					

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

Name of Product / Service	Description of the risk/concern	Action Taken
Towel and bed sheet	Environmental impact of conventional cotton used as raw material	WIL has implemented sustainable farming program. In FY23 it used 76% sustainable cotton as raw material.

According to the LCA study, there is room for improvement in the overall environmental impact of cotton products compared to the industry average, specifically by reducing energy consumption in the gate-to-gate processes. WIL has implemented various energy-saving initiatives such as installing heat recovery systems and optimizing processes to minimize energy consumption in the production process.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Recycled cotton	10 % of total cotton use	6% of total cotton use
Packaging material	76% of sustainable packaging used.	70% of total packaging use is from recycled material

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable	Not Applicable	Not Applicable	-	1455 MT	-
E-Waste				-	-	-
Hazardous Waste				1655 MT	-	332 MT
Other Waste				-	1897 MT	-

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
	NA

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

Essential Indicators

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

Category	Percentage % of Employees Covered by										
	Total (A)	Health Insurance		Accidental Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,246	1,246	100%	1,246	100%	-	-	1,246	100%	1,246	100%
Female	104	104	100%	104	100%	104	100%	-	-	104	100%
Total	1,350	1,350	100%	1,350	100%	104	8%	1,246	92%	1,350	100%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Percentage % of Employees Covered by										
	Total (A)	Health Insurance		Accidental Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	10,467	10,467	100%	10,467	100%	-	-	-	-	10,467	100%
Female	3,507	3,507	100%	3,507	100%	3,507	100%	-	-	3,507	100%
Total	13,974	13,974	100%	13,974	100%	3,507	25%	-	-	13,974	100%
Other than Permanent Workers											
Male	3,349	1,372	41%	3,349	100%	-	-	-	-	3,349	100%
Female	1,319	371	28%	1,319	100%	1,319	100%	-	-	1,319	100%
Total	4,668	1,743	37%	4,668	100%	1,319	28%	-	-	4,668	100%

2. Details of retirement benefits, for FY2022-2023 and FY2021-2022

Benefit	FY 2022-2023 Current Financial Year			FY 2021-2022 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	100%	100%	Yes	100%	100%	Yes
Other Please Specify	NA	NA	NA	NA	NA	NA

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

Yes

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

Yes, WIL has an equal remuneration policy.

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	100%	100%	Not Applicable	Not Applicable
Female	63%	63%	66%	66%
Total	94%	94%	66%	66%

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

	Yes/NO (If Yes, then give details of the mechanism in brief)
Permanent Workers	
Other than Permanent Workers	Yes, we have established formal procedures that address grievance redressal mechanisms, encompassing a hotline number, committees, and a designated GR/IR officer.
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 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	No. of employees/worker in respective category, who are part of associations(s) or union	% (D/ C)
Total Permanent Employees	1,350	0	0%	1,957	47	2%
Male	1,246	0	0%	1,780	33	2%
Female	104	0	0%	177	14	8%
Total Permanent Workers	13,974	5,999	43%	19,423	115	1%
Male	10,467	4,484	43%	14,508	100	1%
Female	3,507	1,515	43%	4,915	15	0%

8. Details of training given to employees and workers:

Category	FY 2022-2023 Current Financial Year					FY 2021-2022 Previous Financial Year				
	Total (A)	On Health and Safety measure		On skill Up gradation		Total (A)	On Health and Safety measure		On skill Up gradation	
		Numbers (B)	% (B/A)	Number- (C)	% (C/A)		Numbers (B)	% (B/A)	Number- (C)	% (C/A)
Employees										
Male	1,174	222	19	495	42	1,780	610	34%	1096	62%
Female	127	69	54	61	48	177	42	24%	158	89%
Total	1,301	291	22	555	43	1,957	652	33%	1,254	64%
Workers										
Male	11,319	7,529	66	4,460	39	14,508	8,006	55%	14,359	99%
Female	4,222	2,800	66	1291	31	4,915	2,159	44%	3,104	63%
Total	15,541	10,329	66	5,751	37	19,423	10,165	52%	17,463	90%

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

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	Numbers (B)	% (B/A)	Total (A)	Numbers (B)	% (B/A)
Employees						
Male	1,246	1,133	91%	1,780	1,780	100%
Female	104	74	71%	177	177	100%
Total	1,350	1,207	89%	1,957	1,957	100%
Workers						
Male	10,467	10,467	100%	14,508	14,508	100%
Female	3,507	3,507	100%	19,423	19,423	100%
Total	13,974	13,974	100%	33,931	33,931	100%

10. Health and safety management system:

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

Yes. Our manufacturing facilities have obtained certification for ISO 45001:2018, which ensures compliance with the Occupational Health and Safety Management 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?

Welspun has established, implemented, and maintained a process for hazard identification taking into consideration the following:

1. Factors such as workflow, social aspects (including working hours, workload, harassment, and abuse), leadership, and the culture within the organization.
2. Both routine and non-routine activities and circumstances, encompassing hazards related to infrastructure, machinery and tools, raw materials, physical workplace conditions, products, testing methods, production processes, maintenance, goods dispatch, and human elements.
3. Previous relevant incidents and events, whether internal or external, including emergencies and their underlying causes.
4. Potential emergency scenarios.
5. Access of employees or individuals to the workplace, as well as their activities, involving both direct and indirect workers, as well as those who work or reside in close proximity to the workplace.

6. Any other issues including but not limited to:
- The configuration of the workplace, production procedures, machinery and tools, operational protocols, and work organization, taking into account the requirements and capacities of the workers involved.
 - Incidents happening in the vicinity of the workplace due to work-related activities that are within the organization's control.
 - Incidents taking place in the vicinity of the workplace that are beyond the organization's control but have the potential to cause harm or health issues to individuals present in the workplace.
7. Existing or planned alterations in the organization, operations, processes, activities, and the management of occupational health and safety (OH&S).

A team comprising of health and safety representatives, HR personnel, Operation Head, Quality Head, Department Head, as well as workers or their representatives, has been engaged in determining the OH&S hazards, conducting assessments of aspects and impacts, and evaluating associated risks and opportunities related to all activities, processes, and services of the Company.

The level of risk associated with each identified hazard has been determined through risk assessment, considering factors such as severity and probability. Criteria have been established to assess the level of risks and their significance.

Hazard Identification and Risk Assessment (HIRA) is also employed within the health and safety management system.

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

Yes. WIL has established documented procedures that empower workers to remove themselves from situations they perceive as potentially harmful to their well-being or health. This action is supported without any adverse impact on their employment status. Direct contact numbers for the Health & Safety and Compliance teams are provided to enable workers to directly report such situations. Additionally, a Health & Safety Committee, consisting of equal representation from workers, has been formed, and regular meetings are held. Furthermore, a near miss reporting system has been implemented to identify hazards promptly and take necessary actions for rectification.

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

Yes

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

Safety Incident/ Number	Category	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.20	0.15
Total recordable work-related injuries	Employees	0	0
	Workers	8	4
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company has established a documented procedure aimed at ensuring safe working conditions that take into account the current industry knowledge and any specific hazards. This procedure is designed to promote the well-being of employees across all operations and job categories, while minimizing the likelihood of risks, accidents, or hazards to the safety of the establishment, the employees, and the surrounding community.

- WIL Anjar has established a dedicated team of 9 qualified safety officers who are responsible for implementing, monitoring, and enhancing the workplace health and safety conditions.
- The Health and Safety committee has been formed, ensuring equal representation of workers, with the primary objective of overseeing and ensuring the maintenance of optimal safety standards across all operational facilities.

3. Comprehensive health and safety training and awareness are integral parts of the orientation training program. Additionally, periodic refresher training programs are organized to reinforce knowledge and skills.
4. Regular internal audits are conducted to assess the health and safety performance. The findings from these assessments are thoroughly reviewed, and root cause analysis is performed to identify underlying causes. Corrective actions are implemented based on the root cause analysis report. Additionally, ergonomic assessments are conducted annually. Notably, The Vapi plant has implemented ISO 45001:2018 and holds certification from Intertek.

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

Category	FY 2022-2023 Current Financial Year			FY 2021-2022 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 Condition	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plant and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%. The entire premises, undergo external assessments on a quarterly basis. Internally, evaluations are conducted every six months for WIL Anjar and Vapi Plants. Furthermore, an annual OH&S Management System audit is carried out by an accredited third-party audit firm. The purpose of these assessments is to ensure compliance and maintain high standards of occupational health and safety.
Working Conditions	100%. An internal evaluation of working conditions takes place biannually, examining all activities, operations, offices, and warehouses, encompassing all categories of employment. Additionally, third-party external audits are conducted annually for SA 8000, WCA, and SMETA compliance. These audits are in addition to the audits of customers' code of conduct, which are carried out either by the customers themselves or by third-party agencies nominated by the customers. The assessment of working conditions comprehensively encompasses the entire premises.

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.

Throughout the year, no accidents or incidents resulting in Lost Time Injury (LTI), injury, or illness have occurred. Furthermore, no significant risks with potentially significant impacts have been identified or reported. However, an annual review of Hazard Identification and Risk Assessment (HIRA) is conducted, incorporating internal and external assessment reports, near miss incidents, and reports of minor injuries, if any. Any necessary corrective action is taken based on the findings of internal and external audit reports, following the established procedures outlined in the Standard Operating Procedures (SOP).

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death Of

- (A) Employees (Y/N) - Yes
- (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.

Suppliers undergo assessments based on ESG (Environmental, Social, and Governance) parameters, and it is guaranteed that statutory obligations such as PF (Provident Fund), gratuity, etc., are deducted and promptly fulfilled.

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

	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	
	Number	Remarks	Number	Remarks
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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)

Yes. Indeed, there is a retainership policy in place for employees who express their intention to continue working, subject to the availability of opportunities in a specific department. Additionally, employees are eligible for gratuity or severance pay based on their age and years of service.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety practices	100% Critical suppliers are audited annually
Working Conditions	100% Critical suppliers are audited annually

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.

Depending on the gravity of the findings from suppliers' assessments, a provisional timeline is provided to address the findings through root cause analysis and necessary corrective actions. We anticipate our suppliers to actively participate and enhance their sustainability performance, contributing to the broader objective of establishing a sustainable value chain. If a severe or significant violation of our code of conduct occurs, a follow-up assessment is conducted within the agreed target date for resolving the identified findings.

RINCIPLE 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.

Welspun maintains an ongoing engagement with both internal and external stakeholders using a variety of processes, ensuring the timely collection of feedback to identify key stakeholder groups.

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

Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channel of communication (Email, SMS Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half Yearly/ Quarterly / other - Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Quarterly meetings Presentations, Investor relation calls	Quarterly	Economic value, Sustainable
Government and regulators	No	Need basis participation in industry level consultation groups, participation in forums	Continuous	Compliance Sustainable practices, Inclusive growth
Employees	No	Surveys, Workshops, Capacity building, appraisals newsletters, Town halls, Rewards	Continuous	Professional growth, Diversity at the workplace, Leadership connect sessions, Workplace safety, Equal opportunities, Work-life balance

Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channel of communication (Email, SMS Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half Yearly/ Quarterly / other - Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Business partners/ suppliers and contractors	No	Direct interactions, Supplier meets, Associations	Continuous	Payment processing cycles, Business ethics, transparency, Compliance
Communities & NGOs	Yes	Direct engagement, Dedicated CSR team, visits, and camps, 2 Community needs assessments	Continuous	Infrastructure development,

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.

Stakeholders' feedback is collected in a timely manner, and the inputs are then shared with the Board.

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

Yes

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

Our unwavering dedication lies in the domains of Education, Empowerment, Environment, and Health, as we collaborate closely with neighboring villages to make a positive impact, uplift their lives, and promote well-being. Every endeavor we undertake is deeply rooted in our commitment to sustainable development, harmonizing the requirements of the present with the aspirations of the future. WIL has introduced initiatives such as Wel-Shiksha, Wel-Netrutva, Wel Swasthya, and WSSW to specifically address the concerns of vulnerable groups, including children and women within the community.

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 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Total (A)	No. of employees/ Workers covered (B)	% (B/A)	Total (C)	No. of employees/ Workers covered (D)	% (D/C)
Employees						
Permanent	1350	596	44%	1957	674	34%
Other than permanent	-	-	-	-	-	-
Total Employees	1350	596	44%	1957	674	34%
Workers						
Permanent	13974	4870	35%	19,423	8,957	46%
Other than permanent	4668	455	9.7%	4,318	1,496	35%
Total Workers	18642	5325	29%	23,741	10,453	44%

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

Category	FY 2022-2023 Current Financial Year					FY 2021-2022 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)
Employees										
Permanent	1350	0	0	1350	100%	1957	0	0%	1957	100%
Male	1246	0	0	1246	100%	1780	0	0%	1780	100%
Female	104	0	0	104	100%	177	0	0%	177	100%
Other Than Permanent	-	0	0	0	0%	-	0	0	0	0%
Male	-	0	0	0	0%	-	0	0	0	0%
Female	-	0	0	0	0%	-	0	0	0	0%
Workers										
Permanent	13974	278	2%	13696	98%	19423	561	3%	18862	97%
Male	10467	114	1%	10353	99%	14508	385	3%	14123	97%
Female	3507	164	5%	3343	95%	4915	176	4%	4739	96%
Other Than Permanent	4668	1691	36%	2977	64%	4318	464	11%	3854	89%
Male	3349	974	29%	2375	71%	3398	420	12%	2978	88%
Female	1319	717	54%	602	46%	920	44	5%	876	95%

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	-	2	-
Key Managerial Personnel (KMP)	3	1.7 Cr	1	4.12 Cr
Employees other than BoD & KMP	1243	7.60 Lakh	103	6.00 Lakh
Workers	10467	1.70 Lakh	3507	1.42 Lakh

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

Yes

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

There is a documented procedure on Grievance Redressal Mechanism and as per the standard operating procedures, the following mechanisms are in place to address employees' grievances:

1. Separate designated IR Officers for each department
2. Committees such as Works Committee, Grievance Redressal Committee and H&S Committee, which have been formed to receive and address grievances related to human rights

3. Suggestion/Complaint boxes have been placed at conspicuous places, encouraging employees to submit suggestions, comments, and complaints anonymously.

4. Hotline numbers

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 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 Harassments	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human Rights related Issues	-	-	-	-	-	-

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

Company's Non-discrimination and Whistleblower policies have been communicated to all stakeholders and have been prominently displayed in bilingual form. As per the policy statement, employees are free to lodge any complaint or report misconduct, using various mechanisms. Suggestion/complaint boxes are placed at conspicuous places encouraging employees to submit complaints anonymously. The employees who report misconduct or suspected violation are protected from retaliation

8. Do human rights requirements form part of your business agreements and contracts?

(Yes/No)

Yes

9. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - Please specify	(Ethics, Environment, Health and safety, CTPAT Aspects etc) 100 %

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

No violations of significant concern have been reported during the year. However, any moderate or minor violations raised during the Supplier's assessment throughout in the supply chain are addressed through root-cause analysis and corrective actions, within the agreed time frame.

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

No complaints so far hence not applicable.

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

The Human Rights assessment is conducted on a yearly basis. All critical suppliers and business partners are audited, annually. Based on the findings/result of the assessment, a follow-up audit is scheduled within 90 to 120 days of initial or annual audit if violations or significant risks are found.

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

Yes.

4. Details on assessment of value chain partners

	% of value chain partners (by entity or statutory authorities or third parties) that were assessed
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%
Others - Please specify	(Ethics, Environment, Health and safety, CTPAT Aspects etc) 100 %

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

An annual Human Rights assessment is conducted for all critical business partners. Any findings or concerns identified during the assessment are promptly addressed through root-cause analysis, along with appropriate corrective and preventive actions, within the agreed target date for completion. In the event of a major violation or significant risks, a follow-up assessment is conducted.

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

Essential Indicators

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

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total electricity consumption (A)	8,95,259 GJ	19,22,322 GJ
Total fuel consumption (B)	33,09,614 GJ	36,35,534 GJ
Energyconsumption through other sources (C) (Steam	10,79,293 GJ	-
Total energy consumption (A+B+C)	52,84,166 GJ	55,57,855 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	912 GJ per INR Cr	593 GJ per INR Cr

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

Yes. Limited assurance for total energy consumption is provided by Price Waterhouse Chartered Accountants LLP.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes, the both the plants are registered as designated consumers under PAT scheme of Government of India: WIL Anjar and WIL Vapi (PAT Cycle III).

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

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water		-
(ii) Groundwater		-
(iii) Third party water	18,73,702 KL	WIL Total: 21,10,291 KL (Municipal Water) WFL Total: 2,06,049 KL (Soft Water + DM Water + Domestic Water)
(iv) Seawater / desalinated water	-	-

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
(v) Others (STP recycled water)	23,52,335 KL	2,88,137 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	42,26,037 KL	26,04,477 KL
Total volume of water consumption (in kilolitres)	15,59,141 KL	26,04,477 KL
Water intensity per rupee of turnover (Water consumed / turnover) Water intensity (optional) - the relevant metric may be selected by the entity	269 KL per INR Cr	277 KL per INR Cr

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

Yes. Limited assurance for total volume of water withdrawal and consumption is provided by Price Waterhouse Chartered Accountants LLP.

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

NO

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

Parameter	Please specify unit	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
NOx	MT	47	51
SOx	MT	60	20
Particulate matter (PM)	MT	48.05	258
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others - please specify		NA	NA

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

Yes. Limited assurance for NOx, SOx and PM emissions is provided by Price Waterhouse Chartered Accountants LLP.

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

Parameter	Please specify unit	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3,14,802	3,44,082
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,96,417	7,07,312
Total Scope 1 and Scope 2 emissions per rupee of turnover		139.97 tCO ₂ e per INR Cr	112 tCO ₂ e per INR Cr

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

Yes. Limited assurance for Total Scope 1 and Scope 2 emission is provided by Price Waterhouse Chartered Accountants LLP.

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

Yes. The company is transitioning towards green energy sources and embracing renewable energy solutions such as solar and wind power. Additionally, the company has implemented initiatives to utilize biomass for fulfilling its energy requirements. Furthermore, ETP and STP sludge are utilized as fuel for boilers.

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

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	240 MT	1455 MT
E- waste (B)	3.48 MT	0
Bio-medical waste-C	0.78MT	1 MT
Construction and demolition waste (D)	-	
Battery waste- E	0	0
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1. Used Drums: 315 2. Used Oil: 20.37 3. ETP Sludge: 540	1. Used Drums: 287 MT 2. Used Oil: 45 MT 3. ETP Sludge: 2250 MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Composition (MT): Wooden scrap: 628 Paper scrap: 1,890 Metal Scrap: 700 LDPE scrap: 518 HDPE Scrap: 81 Cotton Sweeping Waste:141 Fly ash: 7534 Electric Scrap: 26 Spinning Waste: 3242 Miscellaneous : 1042 Process Waste: 6285 STP Sludge: 367	Composition (MT): Wooden scrap: 1,331 Paper scrap: 2,899 Metal Scrap: 601 LDPE scrap: 65 HDPE Scrap: 102 Carton Puttha: 833 Cotton Sweeping Waste: 379 Cotton Sweeping Waste with Burka: 430 Fly ash: 4,984 Spinning Waste: 3,282 Others (Process Waste): 6,750
Total (A+B + C + D + E + F + G+H)	Total: 23,574 MT	Total: 25,694 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
(i) Recycled	15131	1897
(ii) Re-used	8396	
(iii) Other recovery operations		
Total	23,527	1897
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	45.6 MT (Bio-Medical+ ETP Sludge)	2251 (Bio-Medical + ETP Sludge)
(ii) Landfilling		
(iii) Other disposal operations	23,252 MT (Sold to recyclers)	23,443 (Sold to recyclers)
Total	23,574 MT	25,694 MT

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

Yes. Limited assurance for total volume of water withdrawal and consumption is provided by Price Waterhouse Chartered Accountants LLP.

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.

There is a documented procedure for waste management which includes the following steps:

1. The first step involves identifying the various types of waste and the locations where they are generated, including operations, processes, and activities.
2. Each process or department is provided with a designated area where waste can be segregated and properly packed.
3. Waste is transported from the temporary storage location to the main scrap yard on a regular basis, either daily or weekly.
4. Waste is stored in a specifically allocated area, segregated based on the type of waste and further categorized as reusable or recyclable.

5. Vendors for recycling different types of waste are identified, and authorization is granted to selected vendors based on their compliance with both legal requirements and the company's standard operating procedures (SOP).
6. The transportation of waste to the vendors follows specific procedures, including proper packaging of different types of waste and adherence to the requirements for suitable vehicles or transport methods.
7. Waste is only transported to authorized vendors/recyclers, and an annual assessment is conducted at the vendor's place of business to ensure compliance and proper waste management practices.

There is a documented policy and procedures on identification, testing, storage, transportation and handling of chemicals which includes the following procedures:

- a. Prior to acquiring chemicals, suppliers are required furnish certificates and documentation that validate their adherence to the MRSL standard. These may include certificates like OEKO-TEX 100, GOTS, REACH, SDS/MSDS, and the ZDHC MRSL Declaration.
- b. An assigned Chemical Manager assumes the responsibility of assessing and granting approval for chemicals. The approval process entails the submission and evaluation of the aforementioned documents and certificates for dyes/chemicals.
- c. An annual assessment is conducted to analyze and map the risks associated with chemicals. This process is known as Chemicals Risk Analysis/Mapping.

Our in-house laboratory conducts daily testing of the ETP in-let water, ETP out-let water, and sludge. Additionally, a government-approved agency performs monthly testing, while globally recognized laboratories like SGS and Hohenstain conduct annual tests based on the ZDHC MRSL parameters.

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:

S. No	Locations of operations / offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with ? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable as there are no operations near above-mentioned zones.			

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 projects	EIA Notifications No	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes / No)	Relevant Web link
No EIA undertaken in FY 2022-2023					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, we have valid CC&A for Air, Water and Hazardous waste.

S. No	Specify the law /regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL	NA	NIL	NA	

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

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
From renewable sources		
Total electricity consumption (A)		
Total Fuel consumption (B)	16,172 (GJ)	39,094 (GJ)
Energy consumption through other sources - C		
Total energy consumed from renewable sources (A+B+C)	16,172 (GJ)	39,094 (GJ)
From non-renewable sources		
Total electricity consumption (D)	8,95,259 (GJ)	19,22,322 (GJ)
Total Fuel consumption (E)	33,09,614 (GJ)	36,35,534 (GJ)
Energy Consumption through other sources (Steam) (F)	10,79,293 (GJ)	
Total energy consumed from non-renewable sources (D+E+F)	52,67,995 (GJ)	55,57,855 (GJ)

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:

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment - please specify level of treatment	Treatment: ETP Discharge: 26,66,896 KL	Treatment: ETP Discharge: 34,12,829 KL
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kiloliters)	26,66,896 KL	34,12,829 KL

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 kiloliters):

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

- Name of the area- Anjar
- Nature of operations- Textile Manufacturing
- Water withdrawal, consumption and discharge in the following format:

The WIL facility located in Anjar is situated in a region facing water stress. To address this challenge, we have established a 30 MLD Sewage Treatment Plant at our Anjar factory. This plant plays a crucial role in recycling sewage wastewater obtained from neighboring areas. As a result, our manufacturing processes no longer rely on freshwater intake, effectively achieving a state of zero freshwater consumption.

Parameter	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water	1,85,039 KL	
(iv) Seawater / desalinated water		
(v) Others (STP Recycled Water)	23,52,335 KL	
Total volume of water withdrawal (in kilolitres)	23,52,335 KL	0
Total volume of water consumption (in kilolitres)	4,52,693 KL	3,54,671 KL
Water intensity per rupee of turnover (Water consumed / turnover)	78.11 KL per INR Cr	
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
# No Treatment		
#With treatment- Please specify level of treatment		
(ii) To Groundwater		
# No Treatment		
#With treatment- Please specify level of treatment		
(iii) To Seawater		
# No Treatment		
#With treatment- Please specify level of treatment	18,99,642 (ETP Treated water)	
(iv) Sent to third-parties		
# No Treatment		
#With treatment- Please specify level of treatment		
(v) Others		
# No Treatment		
#With treatment- Please specify level of treatment		
Total water discharged (in kilolitres)	18,99,642 KL	

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

Parameter	Please specify unit	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,94,628 (The emission inventories includes 9 categories of scope 3)	5,98,072 (The emission inventory includes 8 out of 12 applicable categories of Scope 3)
Total Scope 3 emissions per rupee of turnover		137.11 tCO ₂ e per INR Cr.	64 tCO ₂ e per INR Cr.

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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installed STP of 30 MLD and ETP of 29 MLD to recycle wastewater and reuse within the manufacturing process at WIL Anjar.	This process ensures recycling and treatment of sewage and effluent water generations. 100% of water requirement is met through the recycled water thus ensuring zero freshwater usage.	100% recycled water usage in our production activities at Anjar
2	ETP and STP Sludge	The Company has initiated ETP and STP sludge use as boiler fuel. The CPCB/GPCB accepted our proposal and have given permission to use ETP sludge as boiler fuel	100% generated ETP and STP sludge used as boiler fuel along with coal in the ratio of 80:20. WIL has stopped sending ETP and STP sludge to TSDf site for landfilling.
3	Installed 30MT Solar sludge dryer	The sludge generated from the operating facility has an equivalent calorific value as coal. Therefore, it is dried and used as an alternative fuel in boilers	About 2000 MT coal saved by using dried ETP bio sludge
4	Reduction of GHG emissions	Usage of public transport leads to reduction of carbon footprint emission. (e.g., 95% of employees are using public transport). Use of ETP sludge as an alternative fuel for coal produce lesser emission	GHG emission has been reduced Compared to the previous years.
5	Installed ESP in boiler stacks	Installation of ESP ensures filtration of fine particles including dust and smoke, from flowing gas in the boiler.	Reducing air pollutants like SPM, SoX and NoX
6	Recycling and Reuse of soft and hard waste	100% of soft and hard waste generated from the manufacturing of textile is being recycled and reused in the process	Reduced raw material consumption

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

Yes.

WIL has implemented a comprehensive disaster management plan to be activated in the event of sudden calamities or a series of events that disrupt normal operations within the factory premises. These events have the potential to cause severe injuries, loss of life, and extensive property damage. Such incidents can arise from natural phenomena like floods, earthquakes, cyclones, and forest fires, which disrupt the daily routines of individuals and leave them in a state of helplessness and suffering. Consequently, there is a need for protective measures, clothing, shelter, medical assistance, and essential life necessities.

The primary objectives of this Disaster Plan are to:

- Control and mitigate disasters
- Effectively combat fires
- Execute rescue operations to save individuals
- Extend assistance not only within the factory but also to the neighboring areas in the event of an accident.

Through this plan, WIL aims to ensure that employees in the factory are well-prepared and equipped to handle such emergencies, safeguarding lives and minimizing the impact of the disaster on both the factory and its surrounding areas.

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 regards.

Environmental Aspects and Impact analysis is conducted and reviewed on an annual basis to identify significant and non-significant environmental aspects. Preventive and additional control measures are taken to mitigate or minimize the identified significant environmental impacts.

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

100% critical suppliers are assessed for environmental impacts, annually.

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.

Welspun India Limited is a part of 6 associations.

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Indian Merchants Chamber	National
3	TEXPROCIL (The Cotton Textiles Export Promotion Council)	National
4	SRTEPC (The Synthetic & Rayon Textile Export Promotion Council)	National
5	Well Living Lab	International
6	Cotton Egypt Association (CEA)	International

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

Name of authority	Brief of the case	Corrective actions taken
Nil	Nil	Nil

Leadership Indicators

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

S. No	Public policy advocated	Method resorted for such advocacy	Frequency of review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
	Adoption of sustainability parameters in textile industry to reduce overall impact			

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Result communicated in public domain (Yes/No)	Relevant Web Link
Welspun Foundation has on-boarded a third party agency that will be conducting Impact Assessment of CSR programs. Once the IA is complete, we will be able to share this data.	Not Applicable.				

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

None of our projects require R&R implementation.

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAF covered by R&R	Amount paid to PAFs in the FY (In INR)
None of our projects require R&R implementation.						

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

In the event of any grievances from the community, they are initially conveyed to the CSR team. Subsequently, the nature of the grievance is evaluated, and discussions take place with the relevant department. Suggestions and potential solutions to address the issue are then shared with the community. Upon reaching a mutual agreement, an action plan is implemented to resolve the matter.

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

	FY 2022-2023 Current Financial Year	FY 2021-2022 Previous Financial Year
Directly Sourced from MSME/ Small Producers	61% (other than cotton) 40% cotton	59% (other than cotton) 40% cotton
Sourced directly from within the district and neighbouring district	64% (other than cotton) 50% cotton	64% (other than cotton) 50% cotton

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
No negative social impact identified.	

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

S. No	Name of Project for which R&R is ongoing	State	Aspirational District	Amount Spent (In INR)
CSR initiatives are implemented within the villages surrounding our manufacturing sites. Currently, no aspirational districts are included in our CSR endeavors.				

- 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?
No
- c.** What percentage of total procurement (by value) does it constitute?
No

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:

S. No	Intellectual Property based on traditional Knowledge	Owned / Acquired (Yes/No)	Benefits Shared (Yes/No)	Basis of calculating benefits share
	NA	NA	NA	NA

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
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	WelShiksha	1,09,857	100% (Children)
2	WelNetrutva	42,002	100% (Women)
3	WelSwasthya	1,66,938	100% (Children+ Women+ Elderly Citizen)
5	WSSW	32	100% (Women)
6	WelPrakruti	9,420	-
7	WelKrishi	1,01,000	-
8	We Volunteer	4,499	-

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 established a documented procedure to receive and handle consumer complaints and feedback. A dedicated team is assigned the responsibility of receiving, addressing, and providing responses to any consumer complaint or feedback. As per the documented policy of the Company, all feedback and complaints are promptly addressed and responded to within a period of 7 days.

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

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

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

	FY 2022-2023 Current Financial Year			FY 2021-2022 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	0
Advertising	0	0		0	0	0
Cyber-security	0	0		0	0	0
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	0
Other	0	0		0	0	0

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

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

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

WIL considers data privacy a critical aspect. A cyber security framework has been developed and is followed in order to take appropriate security measures.

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.

Since there were no complaints, there was no need for any corrective action

Leadership Indicators

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

Product information is publicly available on customer e-comm sites where it is listed as well as our own brand sites. <https://www.spaces.in>; <https://www.christy.co.uk/>;

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

Care instructions on the product as well as packaging are provided based on specific retailer and program guidelines

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

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. 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. Made in Green Label provides information that the product doesn't contain any harmful substances and has been tested for them and produced sustainably in accordance with OEKO-TEX guidelines. WIL has carried out partner satisfaction surveys with international and domestic customers as well as suppliers to take feedback, further improve service experience and identify improvement areas.

5. Provide the following information relating to data breaches:

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

Nil

b. Percentage of data breaches involving personally identifiable

Information of customer

Nil

Independent practitioner's limited assurance report on Identified Sustainability Indicators in Welspun India Limited's Business Responsibility and Sustainability Report

To the Board of Directors of Welspun India Limited

We have undertaken to perform a limited assurance engagement for Welspun India Limited ('WIL') (the 'Company') vide our Engagement Letter dated June 1, 2023, in respect of the agreed indicators / parameters listed below (the "Identified Sustainability Indicators"). These parameters are as included in the Business Responsibility and Sustainability Report (BRSR) of the Company for the year ended March 31, 2023. The reporting boundary for BRSR is as disclosed in Question 13 of Section A of the BRSR, with exceptions, if any, been disclosed as a note under the respective questions under BRSR.

Identified Sustainability Indicators

The Identified Sustainability Indicators for the year ended March 31, 2023 are summarised in Appendix 1 to this report.

Our limited assurance engagement was with respect to the year ended March 31, 2023 information only and we have not performed any procedures with respect to comparative previous year information i.e. year ended March 31, 2022 reported in the Business Responsibility and Sustainability Report for the year ended March 31, 2023 and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by Welspun India Limited is Guidance note for BRSR format.

Management's Responsibility

The Company's Management is responsible for engagement with stakeholders, content and presentation of the Business Responsibility and Sustainability Report in accordance with the Criteria mentioned above. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of the Business Responsibility and Sustainability Report and measurement of Identified Sustainability Indicators, which are free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial indicators allows for different, but

acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) and Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Indicators based on the procedures we have performed and evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' and International Standard on Assurance Engagements 3410 'Assurance Engagements on Greenhouse Gas Statements', issued by the International Auditing and Assurance Standards Board. These standards require that we plan and perform this engagement to obtain limited assurance about whether the Identified Sustainability Indicators are free from material misstatement.

A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the Identified Sustainability Indicators, assessing the risks of material misstatement of the Identified Sustainability Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Indicators.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Indicators and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and /or measurements of the Identified Sustainability Indicators.
- Made enquiries of Company's Management, including those responsible for Sustainability, Environment Social Governance (ESG), Corporate Social Responsibility (CSR), etc., and those with responsibility for managing the Company's BRSR.
- Obtained an understanding and performed an evaluation of the design of the key structures, systems, processes, and controls for managing, recording and reporting on the Identified Sustainability Indicators including at the sites/offices covered.
- Based on above understanding and the risks that the Identified Sustainability Indicators may be materially misstated, determined the nature, timing and extent of further procedures.
- Checked the consolidation for various sites and corporate office under the reporting boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported.

- Performed limited substantive testing on a sample basis of the Identified Sustainability Indicators at the corporate office and in relation of the samples of the site visited (Anjar), to verify that data had been appropriately measured with underlying documents recorded, collated and reported.
- Assessed records and performed testing including recalculation of sample data.
- Assessed the level of adherence to the 'Guidance note for BRSR format' issued by the Securities and Exchange Board of India (SEBI) and followed by the Company in preparing the BRSR.
- Assessed the BRSR for detecting, on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to agreed parameters / Indicators and relevant source data/information.
- Obtained representations from Company's Management.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Indicators have been prepared, in all material respects, in accordance with the Criteria.

Exclusions

Our limited assurance scope excludes the following and therefore we do not express a conclusion on the same:

- Testing the operating effectiveness of management systems and controls;
- Performing any procedures over other information/ operations of the company/aspects of the report and data (qualitative or quantitative) included in the BRSR not agreed under our engagement letter/ Scope of Assurance
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/or data.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Welspun India Limited's Identified Sustainability Indicators included in the Business Responsibility and Sustainability Report (BRSR) for the year ended March 31, 2023 are not prepared, in all material respects, in accordance with the criteria.

Restriction on Use

Our limited assurance report including the conclusion has been prepared and addressed to the Board of Directors of the Welspun India Limited at the request of the Company solely to assist the Company in reporting on the Company's Sustainability

performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For Price Waterhouse Chartered Accountants LLP
Firm Registration Number: 012754N/N500016

Neeraj Sharma

Partner

Place: Pune

Membership Number: 108391

Date: August 29, 2023 UDIN: 23108391BGTBXY4251

Appendix 1

Identified Sustainability Indicators

S. No	BRSR Indicators Reference ('E' denotes essential indicator)	Description of the indicator
1	Section C - Principle 6 - E1	Details of total energy consumption*
2	Section C - Principle 6 - E3	Water withdrawal and water consumption*
3	Section C - Principle 6 - E5	Emissions other than GHG emissions (Air emissions)
4	Section C - Principle 6 - E6	GHG emissions (Scope 1 and Scope 2)*
5	Section C - Principle 6 - E8	Total waste generated, recovered and disposed
6	Section A - 18a	Total number of employees and workers
7	Section A - 18b	Total no. of differently abled employees and workers
8	Section A - 19	Representation of women in Board of Directors and KMP
9	Section A - 20	Turnover rate for permanent employees and workers
10	Section C - Principle 3 - E1	Details of measures for the well-being for employees and workers
11	Section C - Principle 3 - E7	Membership of employees and worker in association(s) or Unions recognized by the listed entity
12	Section C - Principle 3 - E9	Details of performance and career development reviews of Employees (Excluding data on workers, which is not part of assurance scope)
13	Section C - Principle 3 - E11	Safety Incidents
14	Section C - Principle 5 - E1	Employees who have been provided training on human rights issues and policy(ies) of the entity (Excluding data on workers, which is not part of assurance scope)

Note : * For these indicators intensity related information is not part of assurance scope.