



SECRETARIAL DEPARTMENT

Jekegram, Pokhran Road No.1, Thane (W)-400 606
Maharashtra, India
CIN No.: L17117MH1925PLC001208
Tel: (91-22) 4036 7000 / 6152 7000
Fax: (91-22) 2541 2805
www.raymond.in

RL/SE/23-24/82
June 22, 2023

To
The Department of Corporate Services – CRD
BSE Limited
P.J. Towers, Dalal Street
Mumbai - 400 001
Scrip Code: 500330

National Stock Exchange of India Limited
Exchange Plaza, 5th Floor
Bandra-Kurla Complex
Bandra (East), Mumbai - 400 051
Symbol: RAYMOND

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report of Raymond Limited for the financial year 2022-23.

Please take the above information on record.

Thanking you.

Yours faithfully,
For **Raymond Limited**

Rakesh Darji
Company Secretary

Encl.: a/a



REGISTERED OFFICE

Plot No. 156/H No. 2, Village Zadgaon,
Ratnagiri - 415 612, Maharashtra
Tel: (02352) 232514
Fax: (02352) 232513

Annexure-D

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L17117MH1925PLC001208
2	Name of the Listed Entity	Raymond Limited
3	Year of incorporation	1925
4	Registered office address	Plot No. 156/H No. 2, Village Zadgaon, Ratnagiri - 415612 Maharashtra, India
5	Corporate address	New Hind House, Narottam Morarjee Marg, Ballard Estate, Mumbai - 400 001, Maharashtra, India
6	E-mail	corp.secretarial@raymond.in
7	Telephone	+91 2352 232514 ; +91 2352 232513
8	Website	www.raymond.in
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (https://www.bseindia.com/stock-share-price/raymond-ltd/raymond/500330/) 2. National Stock Exchange of India (https://www.nseindia.com/get-quotes/equity?symbol=RAYMOND)
11	Paid-up Capital	INR 66,57,37,310
12	Contact Person	
	Name of the Person	Mr. Rakesh Darji - Company Secretary
	Telephone	+91 22 6152 7000
	Email address	corp.secretarial@raymond.in
13	Reporting Boundary	
	Type of Reporting (Standalone / Consolidated)	Standalone basis

II. Product/Services

14	Details of business activities	S.No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
		1	Manufacturing	Textile, leather, and other apparel products	81%
		2	Real Estate	Real estate activities with own or leased property	19%

15	Products/Services sold by the entity contributing 90% of total turnover	S.No.	Product/Service	NIC Code	% of Total Turnover contributed
		1	Worsted, Suiting Fabric	13133	20.80%
		2	PV Fabric	13134	22.20%
		3	Cotton & Linen Shirting Fabric	13131	9.30%
		4	Men's Shirts	62052002	10.00%
		5	Men's Trousers	62034300	4.50%
		6	Men's Suits	62031100	3.70%
		7	Realty Business	68100	19.00%
		8	Others	-	10.50%

Statutory Reports

III. Operations

16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices	Total
		National	3 Jalgaon (Maharashtra), Vapi (Gujarat), Chhindwara (Madhya Pradesh)	2 Mumbai and Thane (Maharashtra)	5
		International	0	1	1

17	Market served by the entity	Locations	Numbers
a.	No. of Locations	National (No. of States)	27
		International (No. of Countries)	90+
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	5.6%	
c.	A brief on types of customers	Raymond Limited caters to both B2B (Business to Business) and B2C (Business to Customers) markets and on a pan-India basis, offers a wide range of products in the textile and apparel segments through a diverse portfolio of sub-brands such as Raymond Ready to Wear, Park Avenue, Ethnix etc. Raymond Limited reaches consumers through its wide network of stores - The Raymond Shop (TRS), organized trade, e-commerce and franchisee stores. Raymond Limited's real estate business primarily caters to individual homebuyers and investors looking to purchase residential properties.	

IV. Employees

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

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled):						
Employees						
1	Permanent (D)	1,961	1,729	88%	232	12%
2	Other than Permanent (E)	4	3	75%	1	25%
	Total (D+E)	1,965	1,732	88%	233	12%
b. Workers (including differently abled):						
Workers						
1	Permanent (F)	4,721	4,601	97%	120	3%
2	Other than Permanent (G)	2,218	2,059	93%	159	7%
	Total (F+G)	6,939	6,660	96%	279	4%
c. Differently abled Employees:						
Employees						
1	Permanent (H)	7	7	100%	0	0%
2	Other than Permanent (I)	0	0	0%	0	0%
	Total (H+I)	7	7	100%	0	0%
d. Differently abled Workers:						
Workers						
1	Permanent (J)	1	1	100%	0	0%
2	Other than Permanent (K)	0	0	0%	0	0%
	Total (J+K)	1	1	100%	0	0%

19. Participation/Inclusion/Representation of women

S.No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	7*	2	29%
2	Key Management Personnel	2	0	0%

*Shri K. Narasimha Murthy was appointed as Independent Director w.e.f. April 21, 2023

20. Turnover rate for permanent employees and workers

Category	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male*	Female*	Total
Permanent Employees	10.79%	22.63%	12.13%	13.41%	31.13%	15.36%	35.53%	69.39%	39.76**
Permanent Workers	1.80%	0.84%	1.78%	3.13%	5.76%	3.20%	0.91%	2.29%	0.95%

*The turnover rate is high due to the business affected by COVID-19 pandemic

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

S. No.	Name of the Holding / Subsidiary / Associate / Joint Ventures	Indicate whether it is a Holding / Subsidiary / Associate/ or Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Celebrations Apparel Limited	Subsidiary	100.00%	No
2	Colorplus Realty Limited	Subsidiary	100.00%	No
3	Everblue Apparel Limited	Subsidiary	100.00%	No
4	Jaykayorg AG	Subsidiary	100.00%	No
5	JK Files & Engineering Limited	Subsidiary	100.00%	No
6	JK Talabot Limited	Subsidiary	90.00%	No
7	Pashmina Holdings Limited	Subsidiary	100.00%	No
8	R&A Logistics Inc.	Subsidiary	100.00%	No
9	Raymond (Europe) Limited	Subsidiary	100.00%	No
10	Raymond Apparel Limited	Subsidiary	100.00%	No
11	Raymond Lifestyle (Bangladesh) Private Limited	Subsidiary	100.00%	No
12	Raymond Lifestyle Limited	Subsidiary	100.00%	No
13	Raymond Luxury Cottons Limited	Subsidiary	75.69%*	No
14	Raymond Woollen Outerwear Limited	Subsidiary	98.45%	No
15	Rayzone Property Services Limited	Subsidiary	100.00%	No
16	Ring Plus Aqua Limited	Subsidiary	89.07%	No
17	Scissors Engineering Products Limited	Subsidiary	100.00%	No
18	Silver Spark Apparel Ethiopia PLC	Subsidiary	100.00%	No
19	Silver Spark Apparel Limited	Subsidiary	100.00%	No
20	Silver Spark Middle East FZE	Subsidiary	100.00%	No
21	Ten X Realty Limited	Subsidiary	100.00%	No
22	P.T. Jaykay Files Indonesia	Associate	39.20%	No
23	J.K. Investo Trade (India) Limited	Associate	47.66%	No
24	Raymond Consumer Care Limited	Associate	47.66%	No
25	Ray Global Consumer Trading Limited	Associate	47.66%	No
26	Ray Global Consumer Products Limited	Associate	47.66%	No
27	Ray Global Consumer Enterprise Limited	Associate	47.66%	No
28	J.K. Helene Curtis Limited	Associate	47.66%	No
29	Radha Krishna Films Limited	Associate	25.38%	No
30	Raymond UCO Denim Private Limited	Joint venture	50.00%	No

*100% as on April 28, 2023

VI. CSR Details:

22 a. Whether CSR is applicable as per Section 135 of Companies Act, 2013:	No
Turnover (in ₹)	₹ 5,780 Crore
Net worth (in ₹)	₹ 2,253 Crore

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 2022-23		FY 2021-22	
		Number of Complaints Filed during the year	Remarks Pending resolution at close of the year	Number of Complaints Filed during the year	Remarks Pending resolution at close of the year
Communities	Yes, the complaints of the communities are redressed on a one-to-one basis and the medium of communication is in-person meetings	0	0	0	0
Investors (other than shareholders)	Yes, the complaints are received by mail and forwarded to the respective departments meant to solve and the solutions are directed via the same channel https://www.raymond.in/investor-contact	0	0	0	0
Shareholders	Yes, complaints are either received from Registrar and Transfer Agents (RTA) or through the SCORES portal and the actions are uploaded in the portal to be viewed by the shareholder https://www.raymond.in/investor-contact	43	0	87	0
Employees and workers	Yes, the grievance of the employees and workers are redressed through emails, artificial chatbots or open forum meetings.	0	0	0	0
Customers	Yes, the customer complaints are redressed in the following ways: -Case management tool: Customer walk-ins and emails are captured in a case management tool. A case is generated and accordingly, the resolution is provided - Traditional method: Complaints can be registered through the helpline, websites & social media https://www.raymond.in/contact-us	2,276*	0	2,340*	0
Value Chain Partners	Yes, the complaints pertaining to the value chain partners are redressed through one-on-one interaction	0	0	0	0
Others	-	0	0	0	0

* As part of its continuous efforts to improve customer service, Raymond Ltd. is currently working on bifurcating queries and complaints. Hence FY 2021-22 and FY 2022-23 contains queries along with complaints regarding tailoring, services and quality.

Note: Value Chain Partners, Communities, Employees and Workers can register their grievances through the Whistle-blower Hotline at www.raymond.ethicshelpline.in

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

Sr. No.	Material Issue Identified (High-priority material issues are listed below)	Indicate whether Risk or opportunity	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	Water Management	Risk	Water forms an indispensable part of company operations as well as the community. Due to climate change, we may face an increase in extreme weather events, leading to resource shortages from drought-like situations and extreme heat waves	1. Zero Liquid Discharge (ZLD) at two plants (Chhindwara and Jalgaon) of Raymond 2. Effluent Treatment plant (ETP) at Vapi plant of Raymond 3. Rainwater harvesting at all plants	Positive Implications

Sr. No.	Material Issue Identified (High-priority material issues are listed below)	Indicate whether Risk or opportunity	Rationale for identifying the Risk/ Opportunity	In case of Risk, approach to Adapt or Mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Carbon generated from the use of fossil fuel / non-renewable energy	Risk	Textile business is energy-intensive and there is an impending energy crunch expected to occur in future years, due to exhaustion of non-renewable sources of energy. Further, the combination of geopolitics, economics, and production factors may lead to tighter market conditions, resulting in higher costs. Higher fossil fuel consumption leads to higher Greenhouse Gas (GHG) emissions and a severe impact on climate change	<ol style="list-style-type: none"> Renewable energy portfolio: <ol style="list-style-type: none"> Installation of Solar Plants Installation of Solar rooftops Procurement of hybrid power (Wind and Solar) Energy saving initiatives Usage of blended fuel in boilers 	Positive Implications
3	Health & Safety	Risk	The health and safety of human capital such as customers, employees, workers, contractors, farmers, etc. is of paramount importance for the company. The company has manufacturing facilities at various locations and labor-intensive nature of work at such facilities comprises health risks for the workforce due to reasons like machinery breakdown, human negligence, among others	<ol style="list-style-type: none"> All three plants of company, namely Vapi, Chhindwara and Jalgaon are ISO 45001: 2018 Occupational Health and Safety (OH&S) certified Periodical medical and body checkups conducted at all plants. Periodical health and safety trainings 	Positive Implications
4	Labour Relations and Collective Bargaining	Risk	Human resource is the most valuable resource available to the company. Building and sustaining healthy and transparent relationship with the labourers through industrial relations and collective bargaining is integral to smooth functioning of business operations, ensuring adherence to human rights, endorsing high performance culture and amiable work environment	Raymond gives liberty to follow and join unions for all permanent workers and none for contractual workers. All workers at plants are part of Workers Union or Workers' Committee	Positive Implications
5	Gender Diversity	Opportunity	Comprehensive spectrum of skills; Positive work culture; higher productivity; reduced employee turnover	Enhance gender diversity at group level	Positive Implications
6	Employee Wellbeing	Risk	Workforce including employees, workers, farmers, etc. is key element of our business and their well-being is important. Lack of their well-being can lead to lower efficiency, degeneration of growth and adverse impact on society	Employee well-being initiatives across the company: <ul style="list-style-type: none"> - Health and Accident insurance - Maternity and Paternity leaves - Day care facility - Equal opportunities 	Positive Implications
7	Business Ethics and Integrity and Code of Conduct	Risk	Company believes in conducting its business in an ethical and transparent manner. The company is committed to highest standards of ethics and good governance. The policy relating to ethics, transparency and accountability covers the company and its Group companies including Joint Ventures and Associate Companies. The Suppliers / Contractors / NGOs dealing with the Company are also encouraged to maintain ethical standards in all their practices	Company has well defined Code of Conduct and third-party managed whistle-blower hotline in place	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	https://www.raymond.in/investor/disclosures-under-regulation-46-of-the-lodr/corporate-governance/code-of-conduct-policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards adopted by your entity and mapped to each principle.	All the plants are certified by ISO 9001: 2015: Quality Management system, ISO 14001: 2015: Environmental Management system, ISO 45001: 2018: Occupational Health and safety Management system, ISO 50001:2018 - Energy management system.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Raymond has accelerated sustainability journey, significantly expanded the coverage and enhanced the initiatives. The company has set goals and targets focusing on ESG Key Performance indicators related to: <ul style="list-style-type: none"> Water Management: Target for Zero Liquid discharge at all locations Carbon generated from use of fossil fuel / non-renewable energy: Increasing the share of renewable energy in the energy mix Waste Management: Utilizing by-products such as fly ash from various boilers and thermopacs Health & Safety: Continue to have Zero Fatalities Gender Diversity: Increasing the share of women across the Group workforce Business Ethics and Integrity and Code of Conduct: Increase the coverage of employees that are given training for POSH, Code of Conduct, Whistle-blower. 								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	The company has been focused on the sustainability initiatives and have set goals and targets in FY 2023. Going forward the performance against each goal and targets will be reviewed periodically by the management committee and Board of Directors								
Governance, Leadership and Oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	At Raymond, we have always believed in driving business with purpose. Through reporting, we would like to communicate to our stakeholders, our progress on Environmental, Social and Corporate Governance performance. Sustainability enables businesses to thrive in dynamically changing environments. Innovation and adaptation will be key to overcoming challenges and building resilience, especially in the ever-changing environments around us. We have been working in the past year to strengthen our commitments towards Sustainability, this includes integrating ESG risks to our Enterprise Risk Management framework; building aspirational goals of sustainable performance and water positive for our operations; investing in products and processes that are energy efficient; promoting products and services that help in lowering environmental impact and supporting communities. We believe Sustainability is a journey, and while we believe there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Risk Management and ESG Committee								
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	Risk Management and ESG Committee is responsible for decision making on sustainability related issued. The Committee <i>inter alia</i> approves the ESG strategy and provide oversight to the execution of the Company's ESG initiatives including the short-term and long-term commitments or targets								

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								
	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	Yes									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Not Applicable																	

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

P1	P2	P3	P4	P5	P6	P7	P8	P9
It is covered under Annual Internal Financial Controls (IFC) review conducted by EY LLP								

12. If all Principles are not covered by a policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held during the year	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4 familiarization programmes	Raymond Limited Code of Conduct and Ethics	100%
Key Management Personnel	1	Code of conduct, Raymond Limited's code on prohibition of insider trading [SEBI (Prohibition of Insider Trading) Regulations, 2015]	100%
Employees other than Board of Directors and Key Management Personnel	11	The employees are given various training on functional and behavioral skills which includes Prevention of Sexual Harassment (POSH), Business communication, leadership competencies, Employee well-being, Management Skills, Health & Safety, etc.	54%
Workers (Contractual)	7	Regular trainings and programmes are conduct for contractual personnel such as Prevention of Sexual Harassment (POSH), Health & Safety, technical skills specific to technique or machinery, wellbeing, etc.	49%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

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

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

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

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, Raymond Limited has anti-corruption anti-bribery policy. Link: [Anti Corruption & Anti Bribery Policy.pdf \(raymond.in\)](#)

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

Category	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Topic	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of KMPs				

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

Not Applicable

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

The Company is developing a well-defined training programme for the value chain partners. This programme is aimed at inculcating the NGRBC Principles. We continuously engage with them through various mediums and facilitate capacity building workshops and awareness sessions for its key value chain partners. The Company emphasizes and ensures that suppliers strive to adhere to Raymond's Code of Conduct and Ethics as well as Health, Safety and Sustainability initiatives.

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 Code of Conduct provides guidance to manage conflicts of interest, it states that, "The Directors and each Employee of the Company must not allow personal interest to conflict with the interest of the Company or to come in the way of discharge of duties of the office". It can be found under "Duties Of Independent Directors". Also, as per the requirements of the Companies Act, the disclosure of interest is required to be given by the Directors in prescribed Form MBP-1 which is brought to the attention at a Board Meeting and taken on record. Further, any transaction in which any Director is interested is brought to the attention of the Board and the interested Director (if any) does not participate in that discussion.

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.**

Type	FY 2022-23	FY 2021-22	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	-
Capital Expenditure (CAPEX)	8.22%	12.26%	Efforts are taken to reduce the environmental impact by the installation of rooftop solar, energy efficient pumps, etc.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes, there are procedures in place for sustainable sourcing.

b. If yes, what percentage of inputs were sourced sustainably?

In the year under review, more than 5.07% of the total wool sourced was non-mulesed wool and 35.99% of the Dyes used by the company was Nonylphenol Ethoxylate (NPEO) Free. The company also used 0.85% of organic yarn and 1.59% of spun yarn.

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.

The Company is engaged in B2B and B2C sector. In B2B, the material used in packaging is reused by the channel partner but in B2C sector we do not reclaim products for reusing, recycling, and disposing of them at the end of their life.

However, we have waste management systems in place:

- Plastic waste is sent to authorized recyclers.
- 100% e-waste is sold to authorized vendors.
- Hazardous waste sent to authorized state control board.

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, Extended Producer Responsibility (EPR) is applicable. The manufacturing facility at Vapi, Gujarat is in process to implement EPR.

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?**

No Life Cycle Assessment has been carried out for any product of the Company.

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 LCA or through any other means, briefly described the same: Not Applicable**3. Percentage of recycled or reused 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 2022-23	FY 2021-22
Recycled Polyester	-	2.94%* (Recycled polyester tow of total polyester procured)
Recycled spun yarn	1.59% (Recycled spun yarn of total spun yarn procured)	-

*Approximate figure

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

	FY 2022-23			FY 2021-22		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste	NIL			NIL		
Hazardous waste						
Other waste (Packaging Carton)	The company approximately recycled around 26% of cartons used for dispatch to customers from the Apparel warehouse.					
Other waste	Raymond Ltd. launched a garment exchange program called 'Look good, do good' in collaboration with Goonj. The initiative focused on the 'dignity of work' and allowed customers to donate their old clothes and avail of free tailoring services or gift vouchers. Raymond pledged to donate over a million garments through Goonj, which aimed to alleviate poverty and enhance the dignity of underprivileged people.					

5. Reclaimed products and their packaging materials for each product category: Not Available**PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains****ESSENTIAL INDICATORS****1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1,729	1,729	100%	1,729	100%	-	-	1,729	100%	1,729	100%
Female	232	232	100%	232	100%	232	100%	-	-	232	100%
Total	1,961	1,961	100%	1,961	100%	232	12%	1,729	88%	1,961	100%
Other than Permanent Employees											
Male	3	-	-	3	100%	-	-	-	-	-	-
Female	1	-	-	1	100%	-	-	-	-	-	-
Total	4	-	-	4	100%	-	-	-	-	-	-

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

Category	% of Workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	%(C/A)	No.(D)	%(D/A)	No. (E)	%(E/A)	No. (F)	%(F/A)
Permanent Workers											
Male	4,601	4,601	100%	4,601	100%	-	-	-	-	4,601	100%
Female	120	120	100%	120	100%	120	100%	-	-	120	100%
Total	4,721	4,721	100%	4,721	100%	120	3%	-	-	4,721	100%
Other than Permanent Workers											
Male	2,059	1,556	76%	2,059	100%	-	-	-	-	-	-
Female	159	159	100%	159	100%	159	100%	-	-	-	-
Total	2,218	1,715	77%	2,218	100%	159	7%	-	-	-	-

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

Sr. No.	Benefits	FY 2022-23			FY 2021-22		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	100%	100%	Yes	100%	100%	Yes
4	Others	-	-	-	-	-	-

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

Yes, the corporate office of the entity and Jalgaon Plant are accessible to differently abled employees. For the differently abled employees, we have provided dedicated parking space, transport the office doorsteps, a wheelchair is provided as and when required and a separate Washroom for differently abled people. The Company is continuously working towards improving infrastructure for eliminating barriers to accessibility.

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.

Raymond provides equal opportunities based on the merit and business needs.

The Company provides equal opportunities to all Employees and aspirants for employment in the Company irrespective of gender, caste, religion, race or colour, merit being the sole differentiating factor. Link: [Equal Opportunity 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%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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

Category	Yes/No
Permanent Workers	Yes, there are QR codes installed throughout the campus for registering complaints in order to redress grievances. These codes are linked to a portal that provides a user interface for filing complaints. Raymond Ltd. has Expresso Chat and another AI Chatbot named Amber where employees can interact and provide their feedbacks. Negative feedbacks are then tracked and considered for Face-to-Face interaction to resolve their grievance. The company also have one-to-one interaction initiative across the company on a periodical basis managed by the Human Resource team. Employees/Workers can also raise their concerns at Townhalls (open meetings) or with their reporting manager or Business HR Unit. Further, Whistle blower policy and Ethics Hotline implemented available for all employees to report their grievances/complaints.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Permanent Employees						
Male	1,729	-	-	1,680	-	-
Female	232	-	-	201	-	-
Other	-	-	-	-	-	-
Total	1,961	-	-	1,881	-	-
Permanent Workers						
Male	4,601	4,601	100%	4,596	4,596	100%
Female	120	120	100%	118	118	100%
Other	-	-	-	-	-	-
Total	4,721	4,721	100%	4,714	4,714	100%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health & Safety measures		On Skill Upgradation		Total (D)	On Health & Safety measures		On Skill Upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Permanent Employees										
Male	1,729	981	57%	427	25%	1,680	600	36%	481	80%
Female	232	188	81%	57	25%	201	103	51%	59	57%
Total	1,961	1,169	60%	484	25%	1,881	703	37%	540	77%
Permanent Workers										
Male	4,601	2,887	63%	2,015	44%	4,596	2,147	47%	1,506	33%
Female	120	108	91%	66	55%	118	86	73%	83	70%
Total	4,721	2,995	63%	2,081	44%	4,714	2,233	47%	1,589	34%

Note: This may include repeat training sessions for same employee due to lack of bifurcation.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Employees						
Male	1,729	1,729	100%	1,680	1,680	100%
Female	232	232	100%	201	201	100%
Total	1,961	1,961	100%	1,881	1,881	100%
Workers						
Male	4,601	1,282	28%	4,596	1,287	28%
Female	120	32	27%	118	32	27%
Total	4,721	1,314	28%	4,714	1,319	28%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, the Occupational Health and Safety Management System has been implemented in all manufacturing plants, sites and offices. The Company's health and safety management system is based on the International Standard for Occupational Health and Safety and the manufacturing plants are certified with ISO 45001:2018. Also, the company encourages a culture of safety by providing health and safety trainings to employees and workers.
What is the coverage of such system?	100%
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The company has developed a system for hazard identification and risk assessment based on five key controls that can be used to assess risk and mitigate it. Risk assessment and safety audits are performed semi-annually, and third-party safety audits are performed annually.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Through the safety sampling round, the company has developed a process for work-related hazards, as well as online software that can easily capture unsafe acts and unsafe working conditions. Safety committee at the corporate level and at the Plant level are in place. Near-miss reporting system have been implemented to easily capture unsafe acts & unsafe conditions at the workplace.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, the company have a full-fledged system for equipped medical & health care services, as well as a medical health centre in the corporate office and dispensary is provided at all the plants

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

Safety Incident/Number	Category	FY 2022-23			FY 2021-22		
		Vapi	Jalgaon	Chhindwara	Vapi	Jalgaon	Chhindwara
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-	-	-	-	-
	Workers	1.07	0.49	0.98	0.76	0.68	0.59
Total recordable work-related injuries	Employees	-	-	-	-	-	-
	Workers	-	1	5	-	2	3
No. of fatalities	Employees	-	-	-	-	-	-
	Workers	-	-	-	-	-	-
High-consequence work-related injury or ill health (excluding fatalities)	Employees	-	-	-	-	-	-
	Workers	-	-	-	-	-	-

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

Raymond Limited has a formalized Environment, Health and Safety policy where they are committed to providing safe, healthy and environment-friendly work areas as well as work conditions for their employees, shareholders, visitors, and customers. Raymond Limited ensures a safe and healthy workplace through various measures, including toolbox talks, hazard identification, induction training, and health & safety awareness training. Even safety week is conducted every year at the corporate office.

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

The Company encourage proactive identification of health hazards and safety risk so that the same can be plugged / corrected before any incident.

Topic	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	33	0	All complaints addressed	22	0	All complaints addressed
Health & Safety	19	0	All complaints addressed	18	0	All complaints addressed

14. Assessments for the year:

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

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

Vapi Plant: Regular safety audits are conducted, and accordingly corrective actions are taken.

Jalgaon Plant: Incident Investigation Software used, and corrective actions are taken.

Chhindwara Plant: Hazard Identification and Risk Assessment (HIRA) Registers updated to include social and psychological hazards. Contractor OHS Audit checklist developed and performed.

Design and development department context document updated to address regulatory and statutory requirements. Monthly safety and security audits are conducted with documented reports circulated to management.

LEADERSHIP INDICATORS

- Does the entity extend any life insurance or any compensatory package in the event of the death of (A) Employees Yes (B) Workers Yes**

GPA policy coverage for all employees is provided by the Corporate General Insurance Plan. As per the Act, we provide a variety of benefits such as EDLI, EPF, COVID programme (in the event of an individual's death due to COVID), etc.

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

TDS deducted & deposited by our customers (value chain partners) is monitored and accounted for in SAP accordingly. Further, contractors are required to provide all the statutory documentation.

As contractees, we are responsible for compliance of PF and ESIC payments by contractors and the above process is followed to ensure the same.

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

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes. There is Performance Improvement Plan for the employee to give them an opportunity to improve before considering termination. The company provide clear feedback, support, and guidance to the employee to enable them to improve their performance and to give them a chance to demonstrate that they can meet the required standards. Further, critical employees having the intent to work are provided with extensions and onboarded as consultants.

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	

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

Not Applicable

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

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

Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by assessing their contribution towards day-to-day business activities. We have identified the key stakeholder's group and each stakeholder continues to contribute in their own way in creating a shared value.

Our key stakeholders are our investors, customers, employees, shareholders, and value chain partners.

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	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Email, Post, Newspaper notices, Website, Meetings-like AGM, Postal ballot	Quarterly	Statutory Communication
Investors	No	Meetings, Calls, One-on-one interactions	Quarterly, Investor calls on ad-hoc basis	Statutory Communication and company performance and reports
Value Chain Suppliers	No	Meetings, Calls, One-on-one interactions	On ad-hoc basis	Company requirements and terms of trade
Employees	No	Emails, Townhall, Sessions, Meetings, One-on-one interaction	On real-time basis	Employee- matters
Customer	No	Email, SMS, Newspaper campaigns, Website, Conferences	On ad-hoc basis	New products, Fashion Updates, Launches, Campaigns, to understand the Issues, Order Booking, etc.

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:

Raymond Limited firmly believes that stakeholder engagement is critical to deepen dialogue and develop our understanding of important business and societal issues. Raymond is part of various platforms where stakeholders engage on issues pertaining to the economic, environmental & social topics. The relevant information is shared with the Board of Directors of the Company regularly. The Board of Directors, through Risk Management and ESG Committee, reviews, monitors, and provides strategic direction to the Company's social responsibility obligations and other societal and sustainability practices.

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

Engaging stakeholders on important issues lies at the heart of how the Company does business. Raymond Limited engages with relevant stakeholder platforms that are used to seek relevant expertise and support to address environment and social topics. Raymond has put in place systems and procedures to identify, prioritize and address the needs and concerns of its stakeholders across businesses in a continuous and consistent manner.

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

Raymond Ltd. is strongly committed to address the emerging needs of the community. Under Skilled Tailoring Institute by Raymond Ltd. (STIR) unemployed youth, women, minority communities are trained in art and science of tailoring. It is a unique employment-linked initiative with centers at Lucknow and Kolkata.

In FY 2022-23 - 201 women enrolled and 201 passed out; in FY 2021-22 - 106 enrolled and 57 passed out.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)
Permanent	6,682	-	-
Other than permanent	2,222	-	-
Total	8,904	-	-

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

Category	FY 2022-23				FY 2021-22					
	Total Count	Employees Paid Minimum wage	%	Employees Paid more than Minimum wage	%	Total Count	Employees Paid Minimum wage	%	Employees Paid more than Minimum wage	%
Permanent Employees										
Male	1,729	-	-	1,729	100%	1,680	-	-	1,680	100%
Female	232	-	-	232	100%	201	-	-	201	100%
Other than Permanent Workers										
Male	3	3	100%	-	-	3	3	100%	-	-
Female	1	1	100%	-	-	1	1	100%	-	-
Permanent Workers										
Male	4,601	-	-	4,601	100%	4,596	-	-	4,596	100%
Female	120	-	-	120	100%	118	-	-	118	100%
Other than Permanent Workers										
Male	2,059	2,059	100%	-	-	1,850	1,850	100%	-	-
Female	159	159	100%	-	-	135	135	100%	-	-

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

Category	Male		Female	
	Number	Median remuneration/salary/ wages of the respective category	Number	Median remuneration/salary/ wages of the respective category
Board of Directors	5*	₹ 39,00,000	2	₹ 31,50,000
Key Managerial Personnel	2	₹ 3,06,88,177	-	-
Employees other than BoD and KMP	1729	₹ 8,49,453	232	₹ 8,17,972
Workers	4601	₹ 4,93,301	120	₹ 5,48,267

*includes Chairman & Managing Director

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)

Ethics committee is the focal point for addressing human rights impacts or issues caused. Whistleblower hotline in place for raising complaints pertaining to human rights as per the mechanism defined in human rights policy.

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

Grievances related to Human rights impacts are addressed via the Whistle Blower Hotline reporting channels. Any such grievance or violation of policy can be reported through this Hotline.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-				
Child Labour	-	-				
Forced Labour / Involuntary Labour	-	-				
Wages	-	-				
Other human rights-related issues	-	-				

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

Yes, the mechanism is there for prevention of adverse consequences for the complainant, it is covered under Whistleblower and POSH Policy. The identity of the complainant is kept confidential and protected. The reporting of such complaints can be done via Protected Disclosure under Whistleblower policy through various channels such as:

- Dedicated Helpline number- 1800 100 1123
- Write to mail Id - raymond@ethicshelpline.in
- Report the concerns and update details by using the web portal www.raymond.ethicshelpline.in
- Hard copies of the Protected Disclosure can be sent to "P. O. Box No 71, DLF Phase 1, Qutub Enclave, Gurgaon - 122002, Haryana, India"
- Write to the chairman of the audit committee - chairperson.auditcommittee@raymond.in

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

Yes, necessary due diligence is undertaken before any agreement/contract is entered into to ensure that there are no violations of the Human Rights policy of the Company.

9. Assessments for the year: (CE)

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

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

Not Applicable

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints	Not Available
2. Details of the scope and coverage of any Human rights due-diligence conducted	Not Available
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:	

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
Others – please specify	0.00%
5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Not Applicable

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

ESSENTIAL INDICATORS

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (MWh) (A)	1,02,518.10	92,927.24
Total fuel consumption (B)	937.50	837.30
Energy consumption through other sources (C)	14,168.60	9,217.06
Total energy consumption (A+B+C)	1,17,624.10	1,02,981
Energy intensity per rupee turnover (Total energy consumption in MWh / turnover in rupees)	20.30	17.80
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: The reporting boundary includes all the 3 plants, the Realty business and the Thane office. No independent assessment/ evaluation/ assurance has been carried out by an external agency.

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

Yes, the following plants are registered as designated consumers under the PAT scheme of the Government of India and have achieved the set targets: Vapi Plant, Jalgaon Plant and Chhindwara Plant.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres) (1)		
(i) Surface water	19,99,790	16,94,844
(ii) Groundwater	4,973	-
(iii) Third party water	3,64,254	4,47,386
(iv) Seawater / desalinated water	-	-
(v) Others	1,15,630	56,607
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	24,84,647	2198837
Total volume of water consumption (in kilolitres)	30,07,319*	26,79,182
Water intensity per rupee of turnover (Water consumed / turnover) (kl per crore INR of revenue)	520.3	463.5

*The value includes rainwater

Note: The boundary includes all the 3 plants, the Realty business and the Thane office. No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, the Company's Jalgaon plant has successfully implemented and maintained Zero liquid Discharge.

Chhindwara Plant has two RO Plants where the company are in the process of completing the implementation of Zero Liquid Discharge.

Vapi Plant has the Effluent treatment plant in place including primary, secondary & tertiary treatment and water is discharged following the Gujarat Pollution Control Board norms.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Vapi	Jalgaon	Chhindwara	Vapi	Jalgaon	Chhindwara
NOx	MT	1.30	0.09	9.50	2.15	0.61	6.60
SOx	MT	1.80	0.19	10.80	3.08	1.36	11.30
Particulate matter (PM)	MT	3.10	0.12	4.50	4.08	0.66	6.10
Persistent organic pollutants (POP)	-	-	-	-	-	-	-
Volatile organic compounds (VOC)	-	-	-	-	-	-	-
Hazardous air pollutants (HAP)	-	-	-	-	-	-	-
Others – Carbon Mono-oxide (CO)	-	-	-	-	-	-	-

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	45,651*	43,692*
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	83,205.7	75,422
Total Scope 1 and Scope 2 Emissions	tCO2e	1,28,857	1,18,914
Total Scope 1 and Scope 2 Emissions per rupee of turnover	tCO2e / INR	22.3	20.6

*Coal, Diesel and CNG consumption are considered for calculation of Scope 1

Note: The boundary for scope 1 & 2 includes all the 3 plants, the Realty business and the Thane office. No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, at Vapi Plant energy efficiency projects are implemented and based on their savings, we are achieving GHG reduction. We are also having a renewable energy portfolio of up to 52%.

Jalgaon Plant reduced GHG emission from plant by replacing coal fired boiler with clean source i.e., electric steamer and using renewable Solar energy by Installation of 1 MW roof top solar panels.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3.9	3.2
E-waste (B)	0.2	1.2
Bio-medical waste (C)	0.2	0.2
Construction and demolition waste (D)	36,396	6,719
Battery waste (E)	3,570	2,260
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	115	92
Other Non-hazardous waste generated (H)?	259	158
Total (A+B+C+D+E+F+G+H)	40,344	9,234

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of Waste	FY 2022-23	FY 2021-22
(i) Recycled	3,586	2,271
(ii) Re-used	2,366	437
(iii) Other recovery operations	108	81
Total	6,060	2,789

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

Category of Waste	FY 2022-23	FY 2021-22
(i) Incineration	-	-
(ii) Landfilling	136	115
(iii) Other disposal operations	-	-
Total	136	115

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

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes:

A streamlined process is established for waste classification, which is followed by segregation and storage in distinct areas.

After storage, waste is collected periodically and responsibly disposed of/transported to an authorized vendor/recycler.

Jalgaon Plant reduced an environmental landfill load of rubber by recycling and reuse of rubber cots in Spinning Department.

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:

Not applicable as none of our operations and offices are around any ecologically sensitive areas.

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

No Environmental Impact Assessment undertaken

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N)? If not, provide details of all such non-compliances, in the following format:

Yes, the Company is compliant with the applicable environmental laws/ regulations/ guidelines in India.

LEADERSHIP INDICATORS

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (MWh) (A)	13,196	8,160
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	737	795
Total energy consumed from renewable sources (A+B+C)	13,933	8,956
From non-renewable sources		
Total electricity consumption (D)	94,628	92,927
Total fuel consumption (E)	837	9,062
Energy consumption through other sources (F)	212	262
Total energy consumed from non-renewable sources (D+E+F)	9,567	1,02,251

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	11,04,621	10,34,480
• No treatment	-	-
• With treatment – please specify the level of treatment	In Vapi - Primary, Secondary, Tertiary	In Vapi - Primary, Secondary, Tertiary
(ii) To Groundwater	-	-
• No treatment	-	-
• With treatment – please specify the level of treatment	-	-
(iii) To Seawater	-	-
• No treatment	-	-
• With treatment – please specify the level of treatment	-	-
(iv) Sent to third parties	-	-
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(v) Others	1,15,630	56,607
• No treatment	-	-
• With treatment – please specify level of treatment	1,15,630	56,607
Total water discharged (in kiloliters)	12,20,251	10,91,087

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

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

None of our factories or offices withdraw, consume and discharge water in areas of water stress.

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

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

Parameter	Unit	FY 2022-23	FY 2021-22
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)	-	Not tracked	
Total Scope 3 emissions per rupee of turnover	-	-	

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

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 the outcome of such initiatives as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	Decanter	Decanting of water from sludge	Moisture reduction from sludge
2	Clarifier	For cleaning of water softening plant's backwash turbid water	Reuse of clear water
3	Mechanical Vapor Re-compression Evaporator (MVRE)	For concentration of spent salt solution from softener regeneration	Reuse as regeneration solution hence new salt quantity reduced
4	Electricity Saving	Replacement of old inefficient motors with new energy efficient motors	46,069 kWh Saving
5	Electricity Saving	Installation of 1 MW Roof Top Solar	2,07,391 kWh Saving
6	Electricity Saving	Energy Saving By controlling Pneumaphil suction in Zinser R/F(OP)	21,609 kWh Saving
7	Electricity Saving	Replacement of two 40 Years old Transformer	45,083 kWh Saving
8	Coal Saving	Stoppage of underutilized 6TPH boiler by replacing steam Heater with Electric heater in Yarn Conditioning Machine	650 MT Coal Saving

7. Does the entity have a business continuity and disaster management plan?

The Company is in the process of formulating a business continuity and disaster management plan.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard: Not Available

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts: Not Available

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:

15

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	Bureau of Energy Efficiency	National
2	Jalgaon Industrial Association	State
3	Gujarat Chamber of Commerce & Industry	State
4	Federation of Indian Chambers of Commerce and Industry	National
5	The Indian Society of Advertisers	National
6	Vidharba Industrial Association	National
7	Confederation of Indian Industry	National
8	Textile Sector Skill Council	National
9	The Advertising Standards Council of India	National
10	Indian Technical Textile Association	National

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:

Nil

LEADERSHIP INDICATORS

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

The Company is not currently engaged in public policy advocacy.

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:

SIA is not applicable for any project undertaken by the Company.

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

There were no projects which needed Rehabilitation and Resettlement (R&R).

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

Jalgaon Plant - Raymond, Jalgaon is in the MIDC area surrounded by factories. For addressing this issue, Raymond's representative visits neighboring industries every six months. Feedback/complaints/suggestions are taken in a prescribed format. Chhindwara Plant - Raymond Chhindwara plant is member of "Boregaon Industrial Association" (BIA) w.e.f. January 2011, which serves as a platform for addressing grievances and issues related to all industries and nearby villages. Vapi Plant - Raymond Ltd, Khadki (Vapi) is surrounded by factories and residential areas and there could be grievances raised by the community. Plant to maintain a tracker to record, monitor and resolve the complaints raised by the community.

Further, plants regularly interact and contribute to the local community by way of training, local employment, religious rituals and festivals.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

Business	FY 2022-23		FY 2021-22	
	Apparel	Realty	Apparel	Realty
Directly sourced from MSMEs/ Small producers	26.78%	8.97%	25.42%	4.80%
Sourced directly from within the district and neighboring districts	-	99.13%	-	98.20%

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):

Not Applicable

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

Not Applicable

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

While there is no preferential procurement policy, Raymond follows business practices that enable the stakeholders to be part of our sustainability journey.

(b) From which marginalized /vulnerable groups do you procure? Not applicable

(c) What percentage of total procurement (by value) does it constitute? Not Available

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:

Not Applicable

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:

Not Applicable

6. Details of beneficiaries of CSR Projects:

S.No.	CSR Project	No. of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized group
Not Applicable			

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:

The CARE mechanism is followed by the lifestyle business for consumer complaints and feedback. CARE stands for Customer-first, Aggregation, Resolution and Elimination.

The consumer complaints in this process are tracked by primary (via escalations, legal notice, social media feedback etc.) and secondary sources (call center and Raymond website).

Registered cases are then channelized to their respective stakeholders and the actions are tracked and monitored

For realty business all walk-in and emails are captured in the SFDC tools, these queries also include complaints. Automatically a case is generated and assigned to an RM (Relationship manager).

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

	As a percentage to total turnover	Remarks
Environment and Social parameters relevant to product	100%	
Safe and responsible usage	100%	-
Recycling and/or safe disposal	-	-

3. Number of consumer complaints:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others (Repay and refund)	-	1	Same case as previous year - Pending for hearing at the judicial forum	1	1	Customer seeking refund along with interest

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

	Number	Reason for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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 to the policy:

Raymond has an IT information security policy, it covers all employees, contractors, outsourced parties, and all equipment whether owned or leased. The policy covers all the usage and practices which are acceptable and non-acceptable. Some general guidelines included in the policy are password protection, software and internet usage, email usage etc. The policy also states that there is a help desk available which provides support on a first come first served basis.

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 the safety of products / services:

No such incident related to the mentioned topics has been reported

LEADERSHIP INDICATORS

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

www.raymond.in; www.myraymond.com; www.raymondrealty.in

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

Our product tags include instructions on how to use our products safely and responsibly, such as washing, drying, and ironing instructions. These instructions are printed on all our clothing solutions.

3. 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, the product description is displayed on all the products as per the local law. The entity also carries out consumer surveys via an SMS link, which helps the consumer to provide feedback after the purchase of the product or services.

4. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along with impact - NIL
- b. Percentage of data breaches involving personally identifiable information of customers – Not Applicable