

RSWM/SECTT/2023
August 22, 2023

BSE Limited Corporate Relationship Department, 1st Floor, New Trading Ring, Rotunda Building, P.J. Towers, Dalal Street, MUMBAI - 400 001. Scrip Code: 500350	National Stock Exchange of India Limited Listing Department, Exchange Plaza, C-1, Block - G, Bandra-Kurla Complex, Bandra (East), MUMBAI - 400 051. Scrip Code: RSWM
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Sub: Business Responsibility and Sustainability Reporting for the FY 2022-23

Dear Sir,

Pursuant to Regulation 34(2) of SEBI (LODR) Regulations, 2015, we are submitting herewith Business Responsibility and Sustainability Report for the financial year 2022-23 which also forms part of Annual Report of the Company for the financial year 2022-23.

Yours faithfully,
For **RSWM LIMITED**

SURENDER GUPTA
VICE PRESIDENT – LEGAL & COMPANY SECRETARY
FCS - 2615
rswm.investor@lnjbhilwara.com

(Formerly Rajasthan Spinning & Weaving Mills Limited)

Corporate Office :
Bhilwara Towers, A-12, Sector-1
Noida - 201 301 (NCR-Delhi), India
Tel: +91-120-4390300 (EPABX)
Fax: +91-120-4277841
Website: www.rswm.in
GSTIN: 09AAACR9700M1Z1

Regd. Office :
Kharigram, P. B. No. 28, Post Office Gulabpura - 311 021
Distt. Bhilwara, (Rajasthan), India
Tel. : +91-1483-223144 to 223150, 223478
Fax : +91-1483-223361, 223479
Website: www.lnjbhilwara.com
GSTIN: 08AAACR9700M1Z3

Corporate Identification Number: L17115RJ1960PLC008216

Business Responsibility & Sustainability Reporting

Director Responsibility Statement

We are committed to promoting sustainable business practices at RSWM Limited as we believe that sustainability should be at the core of every business decision we make.

We manufacture polyester staple fiber from PET bottles, yarn from polyester staple fiber made from PET bottles and fabric from yarn so made. We save water in dyeing & processing and also protect the environment by complying with relevant regulations. There are crucial advantages of using recycled polyester over virgin polyester as it results in reduction of bottles in landfills; plastic bottles are reused benefiting in the reduction of contamination of the earth as well as water and air pollution.

RSWM has been investing in preserving and improving the environment for close to six decades by various activities. The company have one of the cleanest and greenest campuses in India. Our sustainability initiatives are not guided by legal or regulatory requirements only but are rooted in our core values.

At RSWM Limited, our goal is to create a circular economy where materials are recycled and repurposed, and waste is minimized. We invest in sustainable and ethical sourcing of raw materials, as well as promoting fair labor practices for workers throughout the supply chain. We ensure that our products are made with the least environmental impact possible.

To achieve these goals, we work collaboratively with all stakeholders, including customers, suppliers, employees, and regulators. We engage in continuous dialogue to promote transparency and accountability in our practices and seek out innovative solutions to address challenges.

We are committed to promoting sustainable business practices at RSWM Limited. We will work with our team to drive change and ensure that we are making a positive impact on the environment and society. We believe that we must act today to ensure a sustainable future for generations to come.

RSWM's Core Competency for Growth & Resilience: -

We at RSWM Limited, engaged in the production of textiles, commit ourselves to total stakeholder's satisfaction by setting high standards of Quality, Environment, Health & Safety practices by:

- Continual improvement in our quality, environmental health & safety management and performance by setting & reviewing objectives and targets. Continuous cost cutting exercises through internal program "KIFAYAT".
- Complying with all the applicable legal & other requirements related to our products, environmental aspects and health & safety hazards. Implemented compliance management system (Developed by an independent agency).
- Preventing defects, pollution, injuries & ill health using modern technology, improved processes competence and systems.

Journeying into a bright future

Our Vision is to forge ahead in sustainable business practices by minimizing the negative environmental and social impacts of our operations and maximizing the positive ones. We aspire to innovate new trends in the textile industry through Excellence and seamlessly grow to pose as a Global Leader by positioning our finest and diverse product worldwide. We are committed to achieve growth by promoting integrity & ethics and co-prosperity to ensure that our success is mutually beneficial for our customer, employees and the community. Our sustainability strategy will work around 3 E's i.e., Equity, Environment and Economics.

Mission & Values

RSWM envisages itself as a trend setter of the textile industry. It is committed to introducing innovative products in the industry which will set new standards while being sustainable.

Our commitment to managing our environmental and social impacts is not just a business priority, it is a moral imperative.

To continuously grow on a sustainable basis and be a major, innovative, profitable and the most admired textile manufacturer in Asia.

Our Core Values

- a) Giving back to Society
- b) Respect for Individual
- c) Integrity
- d) Passion

Strategic priorities and key topics for RSWM Limited to focus on in the short and medium-term with respect to sustainability are:

1) Short-term priorities:

- **Implement sustainable sourcing:** Company is prioritizing sustainable sourcing of raw materials such as cotton, wool, and synthetic fibers. This means sourcing from suppliers who adhere to environmental and social standards such as organic, fair trade, or recycled materials.
- **Minimize waste:** Textile production generates a significant amount of waste, including fabric scraps, yarns, and packaging materials. The company is reducing waste by implementing a waste management system that includes recycling, reuse, and waste-to-energy solutions.
- **Reduce water consumption:** Textile production is a water-intensive process. Therefore, reducing water consumption can help the company to minimize its impact on the environment. The company is achieving this by implementing water-efficient technologies, such as low-flow nozzles and closed-loop systems.

2) Medium-term priorities:

- **Ignite 2026:** As we look ahead to the future of textiles, we recognize the critical role that leadership plays in driving innovation and growth. Ignite 2026 is not just an event, it is about unlocking new possibilities. Our vision is to foster an environment of innovation, collaboration and sustainable growth, where the team gets together to create a better tomorrow.
- **Adopt circular economy principles:** The textile industry can play a significant role in a circular economy by designing products for reuse, recycling, and composting. The company is adopting circular economy principles by implementing closed-loop production systems, reducing the use of virgin materials, and designing products with circularity in mind.
- **Reduce carbon emissions:** The textile industry is a significant contributor to greenhouse gas emissions, mainly from energy use and transportation. The company is reducing its carbon footprint by using renewable energy sources such as solar and wind power, optimizing its production processes, and implementing energy-efficient technologies.

- **Enhance supply chain transparency:** Company is aiming to enhance supply chain transparency by monitoring and reporting on its environmental and social impact throughout its supply chain. This includes monitoring suppliers' compliance with labor and environmental regulations and identifying opportunities to improve performance.

3) Broader Trends Influencing Sustainability Priorities at RSWM Limited

- **Climate change:** As the world becomes more aware of the effects of climate change, we are working to reduce our carbon footprint and adopt sustainable practices in our operations.
- **Resource depletion:** Textile production requires significant amounts of water, energy, and raw materials. As these resources become scarcer, we are working to find more sustainable ways to produce products.
- **Circular economy:** The circular economy is a new economic model that emphasizes recycling, reusing, and reducing waste. We are adopting circular economy principles to reduce our environmental impact.
- **Consumer demand:** Consumers are becoming more conscious of the environmental impact of the products they buy. As a result, we are adopting sustainable practices to meet consumer demand.
- **Regulations and standards:** Governments and industry bodies are introducing regulations and standards to promote sustainability in the textile industry. The company needs to comply with these regulations and meet these standards to stay competitive.
- **Water management:** RSWM manufactures yarns dyed with advanced techniques that use less water and chemicals. 1,350 kiloliters of water is saved every day and around 4,93,000 kiloliters of water is saved annually through the advanced techniques that we use. Our advanced fabric dyeing process is water efficient. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment as clean as when used initially.
- **Sewage:** The Company has also set up Sewage Water Treatment Plants at its operating facilities.

The treated water is used for plantation activities. Over the years, the Company has successfully implemented numerous initiatives to reduce the consumption of fresh water.

- **Energy management:** For RSWM, energy consumption is not just a cost element, but is considered as its burden on the Earth. As a result, the Company zealously works toward reducing its energy consumption at all levels. The shopfloor team continuously monitors energy consumption real-time; this is then analyzed and steps to optimize consumption are implemented. The Company continues to replace legacy equipment with contemporary and energy-efficient variants; lighting solutions have been altered in favour of LED solutions. The Company, with an aim to reduce consumption of fossil fuel, enhanced its dependence on renewable energy. This trend is expected to continue over the coming years. The Company has reduced 800,000 Tonnes of Co2 emissions annually.

RSWM Limited, Group units were awarded State Energy Conservation Award on different positions in different financial years.

- **Energy Policy:** RSWM limited is committed to achieve energy performance improvements in manufacturing cotton & synthetic blended grey, dyed and specialty yarn, mélange yarn and polyester staple fibre including entire boundaries of the organization, by conserving the energy use and consumption by procurement of energy efficient products and services, design for energy performance improvements.
- This will be achieved by ensuring the availability of information and resources compiled with applicable legal and other requirements related to energy use, reviewing energy objectives and targets, and laying down procedures to improve energy performance and ensure that it is adequate and effective. This policy is committed to all levels of the organization by displaying at strategic locations and providing training to all employees. The policy is reviewed during management review to ensure that it remains relevant and appropriate to the organization.
- **Clean energy:** The Company's clean energy initiative comprises solar installation and tie-ups for the sourcing of wind power. RSWM has entered into a Power Purchase Agreement (PPA) arrangement

with a company engaged in generation and supply of wind power to RSWM. The total capacity of wind power is 40 MW.

- RSWM has also installed Solar Power Plants at its various manufacturing locations including Kanyakheri, Mandpam, Gulabpura, Kharigram, Mordi, Ringas and Rishabdev. The total solar capacity is 28.08 MW's.
- **Responsible sourcing:** The Company sources its raw materials from environment respecting vendors for its man-made and natural fibre requirements. Man-made fibre is sourced from reputed corporates that are environmentally conscious and compliant with global environment standards. For natural fiber, the Company sources its requirements from mandis at fair market prices. Furthermore, the Company assists cotton growers to enhance their farm output.
- **Increase in green vegetation:**
We deliver positive green energy and procure more people to participate in activities related to promotion of green ideas, environmental protection and nature conservation, with an aim to make proper contributions to the Company's green development. We ourselves have planted trees inside our facilities and premises to promote greenery.

4) Recycle-Reuse-Sustain

India Plastic Packaging Industry-Vision-Targets

- India's packaging market size \$73 Billion
- Plastic packaging accounts to around 40%
- India's recycled plastic market is set to grow at a rate of 11% CAGR for next few years.
- India had pledged to reduce emissions intensity of GDP by 30-35% by 2030.
- India targets 100% recycling and reuse PET plastic by 2025

RSWM is one of the few textile players in India who can claim to be converting waste into wealth. We proudly offer recycled yarn in our fabrics. Our state-of-the-art Garnett machine efficiently breaks down post-consumer waste fabrics and converts them into new usable fibres, we're weaving new fabrics while eliminating excess waste from landfills. Around 30 tonnes of fabric is recycled per month by us.

According to a recent survey, it is estimated that a massive

25,940 tonnes of plastic waste are generated in India every day. This converts to almost 11 Kgs of plastic (on an average) per capita consumption. The practical usage of plastic cannot be stopped by companies, industries or by common public entirely since it has become a part of our lifestyle. Moreover, plastic is reasonable, flexible and sturdy to use. However, they can be appropriately recycled into many creative and innovative products like kitchenware, clothing, and attractive carpets. It is our job to make the Earth a better place. We can efficiently convert these pesky plastics into fibre which can be used for many end-uses and one among them is designer clothes you wear or the pillow you sleep in.

1. Plastic to fiber: Plastic/PET bottles have become a menace for the Earth on land and in water. RSWM, albeit in a small way, is trying to address this issue. The Company has invested in a 120 MT/day green fibre unit which processes about 150 MT of waste plastic bottles per day into green fibre, which is then spun into yarn. This plant has received approval from global brands with regard to the fibre quality and its usage for their products.

Advantages of recycled polyester –

- Sustainable, durable and economical.
- It's durable, lightweight, crease resistant, color fast, quick drying, stain resistant, eco-friendly and economical.
- It results in huge energy savings (of up to 45%) during the production as compared to virgin polyester.
- Choosing recycled polyester over its virgin counterpart also means 20% reduction in water consumption and 30% less CO2 emissions.
- Each T-Shirt manufactured = 12 plastic bottles recycled

RSWM Limited recently received Global Recycle Standard (GRS) Certification for its Ringas location.

Company recycles plastic pet bottles using advanced technology and as per undermentioned process: -

1. Washing Line -Input of PET bottle in wash line to convert into wash flakes. First soil & dust removed by Dealer after that PET bottles goes into hot water tank for the purpose of pre-wash. After that PET bottles go into label remover and manual sorting conveyer belt. Further PET-Bottle cuts into 12-14 mm pieces which called PET Flakes.

2. Spinning– Washed Flakes charged into hopper through pneumatic flow, after that flake comes into crystallizer for removal of moisture and crystallization. Further flakes are stored in dryer for 4-5 hours for removal of moisture, then flakes melt into polymer in Extrusion process. In precise spinning process, polymer melts, or solutions are extruded from a fine hole and is elongated by applying a tensile external force on the extruded portion. As the polymer melts or solution is pulled, it is cooled or precipitated, respectively, to form a solid filament and converted into TOW.

3. Draw Line – Transfer the collected TOW in Draw line for stretching. TOW passes through different speeds on draw rolls for stretching, further stretched and flatted TOW passed through Crimper machine, which helps to make crimps, crimped TOW passes through Hot Air Chamber's Dryer for moisture removal, then fibre goes into cutting section in which we cut the length of fiber according to customers demand.

2. Fiber to Yarn (Liva reviva)

Liva Reviva yarns are made up of viscose fibres, with 20% pre-consumer textile industrial waste and 80% wood pulp at the fibre manufacturing stage. It is sourced by 100% Sustainability Forestry and is RCS Certified.

Cupro is an ideal sustainable yarn for summer clothing. Clothes made of cupro are comfortable, breathable, luxurious, and suitable for warmer, humid weather. With its silky luster and bright colors, Cupro can be used for traditional wear, linings, apparel textile, activewear and intimates.

Damask, the coffee charcoal yarn by RSWM, speaks of luxury, sustainability, and coziness in one. It is a yarn made with charcoal from upcycled coffee grounds which is blended with the finest quality cotton. The yarn provides superior moisture absorption, odour control, and UV protection and is environmentally friendly.

Hemp Yarn comes from the stalks of the Cannabis stavia plant which is 4x stronger than cotton. It uses only 1/20th the amount of water as regular cotton to grow and process. It resists bacterial growth and is naturally porous and breathable.

3. Yarn to fabric: The Company recycles post-consumer waste fabrics into new usable fibres. About 30 tonnes of waste fabrics are effectively and efficiently recycled every month.

5) **Supporting Inclusive Growth and Equitable Development**

Through CSR (Corporate Social Responsibility) initiatives as well as an ingrained mechanism for sustainable development in core business activities, RSWM supports the principles of inclusive growth and equitable development.

The Company has, in effect, a detailed CSR policy monitored by a CSR Committee appointed by the Board of Directors. CSR initiatives at RSWM are developed with a key emphasis on promoting education, offering advanced health care facilities, contributing to rural development, conservation of environment etc.

RSWM is committed to invest in growing its people, their skills and capabilities through knowledge-enhancing initiatives. People are the cornerstones of RSWM's success and sustained growth. Their dedicated passion and disciplined efforts have positioned RSWM as one of the leading players in the Indian textile industry.

Team building is an essential part of RSWM's people practices. The Company encourages cross functional teams to address complex operational challenges. It leverages people's knowledge for operational improvements by encouraging members to suggest and implement ideas. Team bonding happened through cultural events and festival celebrations.

Good governance practices stem from the dynamic culture and positive mindset of the organization. We are committed to meeting the aspirations of all our stakeholders. This is demonstrated in shareholder returns, high credit ratings, governance processes and an entrepreneurial performance focused work environment.

Ethical business practices and high governance standards have been the bedrock of our business policies and practices. Efficient conduct of the business of the Company through complete transparency in discharging its corporate responsibilities and accurate accountability thereof has resulted in sustained business excellence and delivering value to all our stakeholders.

RSWM's Code of Conduct aims at maintaining the highest standards of business conduct in line with the Ethics of the Company, provides guidance in difficult situations involving conflict of interest & moral dilemma and

ensures compliance with all applicable laws. It extends to all directors and senior employees of the Company. They are mandated to read and understand this code and agree to abide by it.

Over the years, we have strengthened governance practices. These practices define the way business is conducted and value is generated. Stakeholders' interests are considered before making any business decision. The Company has put in place an internal governance structure with defined roles and responsibilities of every constituent of the system. The Company's shareholders appoint the Board of Directors, which in turn governs the Company. The Board has established seven Committees to discharge its responsibilities in an effective manner.

At RSWM, we strive to conduct our business and strengthen our relationships in a manner that is dignified, distinctive and responsible. We adhere to ethical standards to ensure integrity, transparency, independence and accountability in dealing with all stakeholders. Therefore, we have adopted various codes and policies to carry out our duties in an ethical manner. Some of these codes and policies are:

1. Dividend Distribution Policy
2. Preservation Of Documents
3. Sexual Harassment Policy
4. RSWM Economic Environment and Social Policy
5. RSWM Board Performance Evaluation Policy
6. Related Party Transaction Policy
7. Whistle Blower Policy
8. Nomination & Remuneration Policy
9. Determination of Materiality of Events
10. Material Subsidiary
11. CSR Policy
12. Policy Of Archival
13. Risk policy
14. HR Policy
15. Energy Policy
16. Quality, Environment, Health & Safety Policy

RSWM maintains the highest standards of Corporate Governance. It is the Company's constant endeavor to adopt the best Corporate Governance practices, keeping in view the international codes of Corporate Governance and the practices of well-known global companies. Some

of the best implemented global governance norms include the following:

- The Company has designated Directors with their defined roles.
- All securities-related filings with Stock Exchanges and SEBI are reviewed at regular intervals by the Company's respective officials.
- The Company has Board Committees for matters related to Corporate Governance and stakeholders' interface.
- The Company's internal audit is also conducted by independent auditors.
- The Company also undergoes a secretarial audit conducted by an independent company secretary who is in whole-time practice and the annual secretarial audit report placed before the Board is included in the Annual Report.

6) Key events and achievements: -

1. RSWM Limited is the first to create a market in Europe for Polyester/ Viscose, blended yarn and is amongst the first three to produce blends for the first time in the world.
2. RSWM Limited, KGM was India's first composite textile unit to get the coveted ISO 9001 certification.
3. RSWM Limited is the winner of the SRTEPC Highest Export Award for Polyester/ Viscose yarn exports for the last 19 consecutive years.
4. RSWM Limited, Rishabhdev unit received National Export Award for the year 1997-98. Rishabhdev unit also won SRTEPC Excellence Award for highest production in the export of 100% Polyester spun yarn in the year 1996-97.
5. RSWM Limited has been awarded the Star Trading House by the Government of India
6. RSWM Limited, Mayur Nagar, Banswara unit won the "Rajeev Gandhi National Quality Award-2006" (commendation certificate) in the large-scale Textile manufacturing company.
7. RSWM Limited, Kharigram unit won the "Rajeev Gandhi National Quality Award-2007" (commendation certificate) in the large-scale Textile manufacturing company.
8. RSWM Limited, Rishabhdev unit won the "Rajeev Gandhi National Quality Award-2008" (commendation certificate) in the large-scale Textile manufacturing company.
9. RSWM Limited Mandpam unit is the first unit in Mélange Yarn that is certified for Global Recycle Standard (GRS).
10. RSWM received Rajasthan Export Awards for the year 2009-10.
11. RSWM Limited units were awarded by State Energy Conservation Award in different positions in different financial years.
12. RSWM Limited recently received Global Recycle Standard (GRS) Certification for its Ringas location.
13. RSWM Limited has won the TEXPROCIL GOLD TROPHY for the highest export of cotton mélange yarn during the year 2017-18 in category - II. In 2016-17, Texprocil Gold Trophy in the category – I, and in 2014-15 and 2015-16 Bronze trophy.
14. RSWM Limited was the highest exporter of Mélange Yarn in 2020-21 in Rajasthan
15. Best employer award in FY 2022-23.
16. RSWM'S long-standing commitment to being a responsible organization is pivoted in its ability to embrace and align with global sustainability best practices. These facets of sustainability play a pivotal role in formulating every business strategy at the Company.

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17115RJ1960PLC008216
2.	Name of the Listed Entity	RSWM Limited
3.	Year of Incorporation	Date of Incorporation - 17/10/1960 Year – 1960
4.	Registered Office Address	Kharigram, P.O. Gulabpura – 311021, Distt. Bhilwara, Rajasthan
5.	Corporate Office Address	Bhilwara Towers, A-12, Sector -1, Noida – 201301 (U.P.)
6.	E-mail	skg@lnjbhilwara.com
7.	Telephone	Tel.: +91-1483-223144 to 223150, 223478
8.	Website	www.rswm.in
9.	Financial year for which reporting is being done	April 2022 to March 2023
10.	Name of the Stock Exchange(s) where shares are listed	1). BSE Limited 2). National Stock Exchange of India Limited
11.	Paid-up Capital	47.10 Crores
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. Avinash Bhargava (Chief Financial Officer) Contact Details: -Telephone - +91-9414005164 Email ID- cfo.rswm@lnjbhilwara.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	RSWM is reporting on standalone basis.

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business	% of Turnover of the Entity
1	Manufacturing	Textile and Other	100%

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

Sr. No.	Product/Service	NIC Code	% Of Total Turnover Contributed
1	Spinning, Weaving & Processing of Man-made Textile fibers	2470	63.16 %
2	Cotton Spinning & Weaving	2352	36.84 %

As a leader in the domestic and international textile industry, our innovative mindset and visionary approach has blessed us with associations across the globe. Our yarns adhere to the worldwide leading textile processing standard for organic fibers, including ecological and social criteria along with certification of the entire supply chain.

We strive to produce textiles that are environment friendly, sustainable, and socially responsible. From carefully selecting raw materials to implementing eco-friendly manufacturing processes, we are committed to reducing our carbon footprint and conserving natural resources. We prioritize responsible sourcing, recycling, and waste reduction throughout our supply chain to minimize our environmental footprint.

Our commitment to the environment extends to the entire lifecycle of our products. We aim to create textiles that are durable, long-lasting and of high quality, to reduce the need for frequent replacements and minimize waste. We're proud to produce a natural and beautiful array of hues, textures, blends and various other concoctions when it comes to yarn.

We produce various blends of yarns including cotton, synthetic, core-spun, zero-twist, hollow-core, greige, dyed and fancy, mélange and eco-friendly, and green yarns meant for knitting and weaving which can be utilized in various segments such as suiting, shirting, knits, sewing thread, home furnishing, carpets and industrial applications.

We are committed to produce quality by which we have earned an excellent reputation amongst many international and domestic brands.

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	11	10	21
International	0	0	0

Plant Name	Location	Address	Commercial Head	Contact Details
Kharigram	Gulabpura	RSWM Limited, Village-Kharigram, P.O.- Gulabpura, Dist.- Bhilwara (Raj) 311021	Shri Anil Bhandari	Mob- +91 94133 57239 Email- anil.bhandari@lnjbhilwara.com
HJ21	Gulabpura	RSWM Limited, Village-Kharigram, P.O. - Gulabpura, Dist. - Bhilwara (Raj) 311021	Shri Anil Bhandari	Mob- +91 94133 57239 Email- anil.bhandari@lnjbhilwara.com
Mandpam	Bhilwara	RSWM Limited, P.O. - Mandpam, Dist. - Bhilwara (Raj) 311001	Shri Pramod Singhal	Mob- +91 94133 02362 Email- pramod.singhal@lnjbhilwara.com
KanyaKheri	Bhilwara	RSWM Limited, Unit-Kanyakheri, Vill. Kanyakheri, Teh. -Hamirgarh, Dist. - Bhilwara (Raj) 311025	Shri Pramod Singhal	Mob- +91 94133 02362 Email- pramod.singhal@lnjbhilwara.com
Ringas-Spinning	Ringas	RSWM Limited, P.O. - Ringas, Dist. - Sikar (Raj) 332404	Shri Sachin Sodani	Mob- +91 98281 09150 Email- sachin.sodani@lnjbhilwara.com
Ringas-RCPF	Ringas	RSWM Limited, P.O. - Ringas, Dist. - Sikar (Raj) 332404	Shri Sachin Sodani	Mob- +91 98281 09150 Email- sachin.sodani@lnjbhilwara.com
Banswara	Lodha, Banswara	RSWM Limited, Mayur Nagar Village - Lodha, Dist. - Banswara (Raj) 327001	Shri Narendra Bhandari	Mob- +91 94140 13203 Email- narendra.bhandari@lnjbhilwara.com
Power	Mordi, Banswara	RSWM Limited, Thermal Power Division, LNJ Nagar Village- Mordi Dist. - Banswara (Raj) 327001	Shri Sandeep Porwal	Mob- +91 92523 04904 Email- sandeep.porwal@lnjbhilwara.com
Knits	Mordi, Banswara	RSWM Limited, Knits Division, LNJ Nagar Village- Mordi Dist. - Banswara (Raj) 327001	Shri Gopal Mundra	Mob- +91 78911 25990 Email- gk.mundra@lnjbhilwara.com
Denim	Mordi, Banswara	RSWM Limited, Denim Division, LNJ Nagar Village- Mordi Dist. - Banswara (Raj) 327001	Shri Pradeep Kumar Sharma	Mob- +91 94141 02397 Email- pradeep.sharma@lnjbhilwara.com
Rishabhdev	Rishabhdev	RSWM Limited, P.O. - Rishabhdev, Dist - Udaipur (Raj) 313802	Shri Ashok Sodani	Mob- +91 94140 05134 Email- ashoksodani@lnjbhilwara.com

17. Market served by the entity:

We began as a small textile mill in Bhilwara and have become a leader in the domestic and international textile industry transforming Bhilwara into one of the most important textile hubs in India. The journey of our company has been one of perseverance, innovation, and continuous growth. Starting from humble beginnings, we embarked on a mission to create high-quality textiles and build a reputable brand in the industry.

a. No of Locations

Locations	Number
National (No. of States and Union Territories)	25
Name of States and Union Territories	Maharashtra, Rajasthan, Gujarat, Punjab, Delhi, Haryana, Tamil Nadu, Karnataka, Uttar Pradesh, West Bengal, Dadra and Nagar Haveli and Daman and Diu (Newly Merged Ut), Madhya Pradesh, Uttarakhand, Andhra Pradesh, Jharkhand, Himachal Pradesh, Goa, Telangana, Odisha, Bihar, Kerala, Chhattisgarh, Jammu and Kashmir, Chandigarh etc.
International (No. of Countries)	70 Countries (In FY 2022-23)
Name of Countries	Afghanistan, Algeria, Argentina, Australia, Bangladesh, Belgium, Brazil, Canada, Chile, Colombia, Denmark, Dominican Republic, Dubai, Ecuador, Egypt, Ethiopia, France, Germany, Greece, Guatemala, Honduras, Hong Kong, Horn Of Africa, Indonesia, Ireland, Israel, Italy, Japan, Jordan, Kenya, South Korea, Kuwait, Lebanon, Lithuania, Madagascar, Malaysia, Mauritius, Mexico, Moldova, Mongolia, Morocco, Mozambique, Oman, Panama, Peru, Philippines, Poland, Portugal, Romania, Salvador, Saudi Arabia, Singapore, Slovenia, South Africa, Spain, Sri Lanka, Switzerland, Syrian Arab Republic, Taiwan, Tanzania, Thailand, Tunisia, Turkey, Ukraine, United Arab Emirates, United Kingdom, United States, Venezuela, Vietnam, Yemen.

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

Exports are incredibly important to modern economies because they offer entities many more markets for their goods. One of the core functions of diplomacy and foreign policy between governments is to foster economic trade, encouraging exports and imports for the benefit of all trading parties.

We believe that export and environmental sustainability are not mutually exclusive, but rather go hand-in-hand. We are dedicated to finding innovative solutions that balance economic growth with environmental conservation. By promoting environmentally friendly export practices, we aim to contribute to a sustainable future, protect the environment, and ensure the long-term success of our business.

We produce and supply high-quality yarns to some of the most renowned brands in 70 countries all over the world. Our diverse products are used in many different markets worldwide.

The total turnover of the entity for the period April 2022 to March 2023 is 3788.90 Crores, (Previous Year 3817.42 Crores), and a significant part i.e., 24.73% is covered by export. RSWM is committed to contribute to nation's growth and prosperity by exporting its high-quality products all across the world.

Summary of export awards received by RSWM: -

RSWM has received various awards for its contribution to nation's growth and development through its high volume of exports: -

SRTEPC award details:

Sr. No.	Awards	Year	EPC
1	Best Export Performance Spun Yarn	2021-22	SRTEPC- The Synthetic & Rayon Textiles Export Promotion Council
2	Best Export Performance Man-made Fiber Yarn Blended with Natural Fiber	2021-22	
3	Best Export Performance Spun Yarn	2020-21	
4	Second Best Export Performance Man-made Fiber Yarn Blended with Natural Fiber	2020-21	
5	Third Best Overall Export Performance in Synthetic & Rayon Textiles	2020-21	
6	Best Export Performance Spun Yarn	2019-20	
7	Second Best Export Performance Man-made Fiber Yarn Blended with Natural Fiber	2019-20	
8	Third Best Overall Export Performance in Synthetic & Rayon Textiles	2019-20	
9	Best Export Performance Spun Yarn	2018-19	
10	Second Best Export Performance Man-made Fiber Yarn Blended with Natural Fiber	2018-19	
11	Fourth Best Overall Export Performance in Synthetic & Rayon Textiles	2018-19	
12	Best Export Performance Spun Yarn	2017-18	
13	Second Best Export Performance Man-made Fiber Yarn Blended with Natural Fiber	2017-18	
14	Fourth Best Overall Export Performance in Synthetic & Rayon Textiles	2017-18	
15	Best Export Performance Spun Yarn	2016-17	
16	Second Best Export Performance Man-made Fiber Yarn Blended with Natural Fiber	2016-17	
17	Third Best Overall Export Performance in Synthetic & Rayon Textiles	2016-17	

TEXPROCIL award details:

Sr. No	Awards	Year	EPC
1.	Silver Trophy for The Second Highest Export Performance in Cotton Fabrics - Denim Fabrics Under Category II: Denim Fabrics	2020-21	TEXPROCIL- The Cotton Textiles Export Promotion Council
2.	Silver Trophy for The Second Highest Export of cotton yarn (Processed Yarns) in Category II	2020-21	
3.	Silver Trophy for The Second Highest Export Performance in Cotton Yarn - Processed Yarns Under Category II: Mélange Yarns	2019-20	
4.	Silver Trophy for The Second Highest Export Performance in Cotton Fabrics - Denim Fabrics Under Category II: Denim Fabrics	2019-20	
5.	Silver Plaque for The Second Highest Export Performance in Cotton Yarn - Counts Sos & Below Under Category I Banswara Cotton Export	2019-20	
6.	Highest Exports of Processed Yarns - Gold Trophy/Plaque: Mélange Yarns	2017-18	
7.	Denim Fabrics - Silver Trophy/Plaque	2017-18	
8.	Highest Exports of Processed Yarns - Gold Trophy/ Plaque: Mélange Yarns	2016-17	
9.	Highest Exports of Denim Fabrics - Gold Trophy/Plaque	2015-16	
10.	Processed Yarns- Bronze Trophy/Plaque: Mélange Yarns	2015-16	
11.	Processed Yarns- Bronze Trophy/Plaque: Mélange Yarns	2014-15	
12.	Denim Fabrics - Bronze Trophy/Plaque	2014-15	

c. A brief on types of customers

As a responsible textile company, we recognize the profound significance of both our customers and the environment.

Our customers are at the heart of everything we do, and their satisfaction is our top priority. We strive to provide them with the highest quality products and services, listening to their feedback and incorporating it into our operations to continuously improve.

At the same time, we are acutely aware of the critical need to protect our environment. As a textile company, we understand the impact our operations can have on the environment, and we are committed to minimizing our carbon footprint, reducing waste, and promoting sustainable practices throughout our supply chain. We believe that sustainable business practices are not only essential for the health of our planet but also for the well-being of our customers and future generations.

RSWM is one of India's leading manufacturers of high-quality cotton, mélange, synthetic and novelty yarns, along with knitting and denim fabric. Mainly, our company is engaged in Business to Business (B-2-B) transactions as the products manufactured by our company need further processing before, they reach the final consumer. Our customers consist of fabric manufacturers and wholesalers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	1599	1533	95.87	66	4.13
2	Other than Permanent (E)	11	10	90.91	1	9.09
3	Total Employees (D+E)	1610	1543	95.84	67	4.16
WORKERS						
4	Permanent (F)	14673	12544	85.49	2129	14.51
5	Other than Permanent (G)	1329	1120	84.27	209	15.73
6	Total Workers (F+ G)	16002	13664	85.39	2338	14.61

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	3	100.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total Differently abled Employees (D+E)	3	3	100.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	0	0	0.00	0	0.00
5	Other than Permanent (G)	0	0	0.00	0	0.00
6	Total differently abled Workers(F+ G)	0	0	0.00	0	0.00

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel (other than BOD)	2	0	0
Other Personnel			

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

	FY 2022-23 (Turnover rate in Current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.39	8.93	16.11	16.68	18.18	16.72	17.85	12.50	17.72
Permanent Workers	73.87	86.55	75.71	57.64	58.88	57.81	52.37	46.69	51.53

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

Sr. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Bhilwara Energy limited	Associate	7.56	No
2	LNJ Skills & Rozgar Private Limited	Associate	47.30	No

VI. CSR Details**22. Whether CSR is applicable as per section 135 of Companies Act,2013: (Yes/No)- Yes**

Particulars	Amounts ₹ in Lakh
ii. Turnover	3,78,890
iii. Net worth	1,26,842

CSR (Corporate Social Responsibility) initiative is an ingrained mechanism for sustainable development in core business activities.

RSWM supports the principles of inclusive growth and equitable development. The Company has, in effect, a detailed CSR policy monitored by a CSR Committee appointed by the Board of Directors. Company's CSR policy reflects its commitment to sustainability, responsible business practices, and making a positive impact on the environment and society.

CSR initiatives at RSWM are developed with a key emphasis on promoting education, offering advanced health care facilities, contributing to rural development, conservation of environment etc.

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	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, our Corporate Finance Department is regularly keeping track over the complaints of communities to resolve them on real time basis. email id: info.rswm@lnjbhilwara.com	0	0	-	0	0	RSWM's CSR initiatives addressing priority areas of improving lives and livelihood.
Investors (Others than Shareholders)	Yes, the Company has created a dedicated email id: rswm.investor@lnjbhilwara.com where the members can send their grievances and the same are addressed promptly.	0	0	-	0	0	Demonstration of LNJBhilwara Group's ethical and governance practices, transparent and adequate disclosure, business and profitability performance and prospects and capital appreciation. Regular interactions with investors help us in understanding their requirements and taking actions in the response.
Shareholders	Yes, we have constituted a separate department "Secretarial Department" to look over the grievances of shareholders and resolve them on real time basis. Email id: rswm.investor@lnjbhilwara.com	74	0	-	3	0	Regular meetings and discussions help us in understanding our Shareholders concern and take required actions on real time basis.
Employees and Workers	Yes, company is having detailed HR Policy covering different areas including grievance redressal mechanism for employees and workers. Web link is not available.	38	14	-	0	0	Productivity, training, learning and development, career growth, work environment and culture. Regular interactions of Senior management with employees and workers at respective units helps in encouraging them to raise their concerns.

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	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
Customers	Yes, company has sales policy and standard operating procedure in place to resolve the grievances of its customers and ensure best level of customer satisfaction. Web Link: https://cms.lnjbhilwara.com/Complaint/	805	105	Quality related complaints	871	177	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions also include virtual meet with customers by senior management including JMD.
Value Chain Partners	Yes, we have constituted separate departments "Corporate Commercial Department" & "Corporate Finance Department" to look over the grievances and resolve them on real time basis. email id: info.rswm@lnjbhilwara.com	0	0	-	0	0	RSWM is committed to serve its value chain partners in a sustainable and economically beneficial manner, RSWM is regularly engaged in discussion on business issues and requirements, quality improvements and business plans with its value chain partners.

The Company is committed to pursue its business objectives in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior and for the purpose, encourage and protect all of its stakeholders who wish to raise and report their genuine concerns.

During the current and previous financial year, the company has received complaints from its shareholders and customers. RSWM is committed to serve its customers' needs on a priority basis, our set procedures for responding and resolving grievances of customers help us in taking care of customers grievances in the mutual benefits of both the parties involved.

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

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:

Sr. 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)
1	Subdued demand scenario in overseas markets	Moderate Risk	1. During the year, due to Ukraine war, other geo political issues and high volatility in raw material prices especially cotton has an adverse impact on textile markets. Due to inflationary conditions in American and European countries, consumers cut spending on discretionary items like textiles which has resulted into steep drop in textile exports.	1. Capacities redirected to domestic markets. 2. Change in product mix to lower down the consumption of high-priced cotton.	Negative implications Revenue remains lower than estimates that resulted into lower cash generation.
2	Risk of casualties of life & injuries	Risk	1. Inadequate fire safety precaution measures and non compliance with statutory requirements including lack of maintenance and inspection with regard to firefighting infrastructure (for instance lack of fire extinguisher placed, absence of ramps, inadequate safe-assembly areas etc.) 2. Improper storage of flammable materials. 3. Staff not aware of the fire safety measures or the safe-assembly areas due to fire drills not being conducted on a regular basis. 4. Lack of staff training for the disaster recovery and management process on occurrence of a catastrophic fire. 5. Safety standards for the firefighting equipment and assembly points were not met. 6. Smoking in the premises/near storage areas (especially near flammable substances). 7. Instance of fire incident in the past, where adequate risk mitigation measures have not been implemented. 8. Inadequate fire alarm and warning systems. 9. Non Compliance with Fire / Boiler Safety Acts and Rules, e.g., expired Fire / Boiler license or NOC.	1. The company's technical cell organizes safety audit, training and awareness programs periodically and findings are put up in Board meetings. Findings are also shared with all the units. 2. External and Internal safety audits are also carried out regularly. Environmental Audits through outside agencies are also being carried out regularly. 3. Third party fire safety audits are conducted periodically, including assessment of fire alarms and warning systems.	Negative implications Risk of casualties of life & injuries of staff, workers, visitors), major damage to property and assets and potential reputational, operational and financial damages in the event of any major fire / gas explosion related incident.

Sr. 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)
3	Environment, Health & Safety (EHS)	Risk	<ol style="list-style-type: none"> No. of instances where emissions and hazardous wastes had resulted in operational disruptions during the period. No. of instances where noncompliance with EHS norms have resulted in notices / penalties from Statutory authorities. No. of instances of accidents or near misses during the period, where reasons are attributed to EHS factors (ref. "impact scale" tab for EHS consequence guidelines). 	<ol style="list-style-type: none"> The Company's operations are ISO 9001: 2008 (Quality Management Systems) and ISO 14001: 2004 (Environmental Management Systems) certified. The Company has in place sound Governance policies and procedures for EHS, including oversight by Sr. Management of RSWM. The Company is committed to protection and restoration of the environment. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment, implying Zero discharge. The Company's products are sustainable, approx. 40% of input material is sustainable. We have a polyester recycling plant in place. RSWM has institutionalized important training practices for its team members including workmen. It has various HR monitored development activities that are carried out from time to time for employees at different levels. The organization subscribes to various economic, environmental and social or charters, codes or voluntary initiatives. The Company complies with stringent EHS measures as prescribed by key global clients such as Levis. 	<p>Negative implications</p> <p>Risk of potential health hazards and/or accidents due to noncompliance with defined EHS norms and guidelines resulting in production disruptions, potential financial losses and statutory fines / penalties.</p>
4	Customer Complains	Risk	<ol style="list-style-type: none"> Inability to meet customer expectations in terms of product quality, longer time for product development etc. (e.g., lead time by Brands is 30 days only). Absence of a single point of contact / complaint redressal cell for customers. Lack of training, overwork and fatigue, time pressures, interruptions or distractions, anxiety, fear etc., on part of staff. 	<ol style="list-style-type: none"> Established service policy for customers, from inquiry to closure. Regular and direct engagement with Brands. Four member Key Account Management (KAM) team has been created to interact with Brands and related Key Vendors. Engagement with customers take place with Senior most Management of RSWM. Weekly Zoom meetings are held with key customers. Continued focus on value-added products that cater to the demanding aspiration of global brands; product development and innovation. 	<p>Negative implications</p> <p>Risk of customer dissatisfaction resulting in potential loss of business and brand reputation.</p>

Sr. 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)
5	Cyber Security	Opportunity	<p>1. We follow a well-documented security policy where only secured and licensed applications are permitted for use by the employee. Unlicensed software is strictly prohibited for any usage.</p> <p>2. Authorization to business application is provided based on business requirement under IT Policy & these authorizations are periodically reviewed.</p> <p>3. No users may install any third-party software by their own as it is centrally restricted. Only approved software is installed by IT Manager.</p> <p>4. DLP tools have been installed and USB access have been disabled.</p> <p>5. Restricted internet is provided to employees as per business requirement under IT Security Policy. No user has access to unauthorized websites to download any malicious software that restricts downloading of malicious content</p>		<p>Positive implications</p> <p>As we are committed towards Cyber security which results in less chances of data breaches and prevent downtime through which Company is better placed amongst competitors.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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									
Determination of Materiality of Events Policy	https://rswm.in/pdf/policy/Determination_Materiality_of_Events_Policy.pdf	https://rswm.in/pdf/od/RSWM_Economic_Environment_and_Social_Policy_PDFn	https://rswm.in/pdf/od/Sexual_Harassment_Policy.pdf	https://rswm.in/pdf/policy/Dividend_Distribution_Policy.pdf	https://rswm.in/pdf/od/Sexual_Harassment_Policy.pdf	https://rswm.in/wp-content/uploads/2020/04/RSWM_sustainability.pdf	https://rswm.in/pdf/policy/Dividend_Distribution_Policy.pdf	https://rswm.in/wp-content/uploads/2022/05/RSWM-CSR-Policy.pdf	http://15.241.144.10/rswm/pdf/2%20QMS.pdf
Material Subsidiary Policy	https://rswm.in/pdf/policy/Material_Subsidary_Policy.pdf								
Nomination And Remuneration Policy	https://rswm.in/pdf/policy/Nomination_and_Remuneration_Policy.pdf								
Related Party Transactions Policy	https://rswm.in/pdf/policy/Related_Party_Transaction_Policy.pdf								
Whistle Blower Policy / Vigil Mechanism Policy	https://rswm.in/pdf/policy/Whistle_Blower_Policy.pdf								
Dividend Distribution Policy	https://rswm.in/pdf/policy/Dividend_Distribution_Policy.pdf								
Corporate Social Responsibility Policy									
Product Quality Control policy									
2. Whether the entity has translated the policy into procedures. (Yes / No)	<p>Yes, RSWM is committed to conduct its operation as per prescribed policies in place, top level management has circulated all relevant policies across all units and respective departments and company ensures that all the conducted tasks have been done keeping in mind the established policies and procedures of the entity. RSWM's commitment to translating the policy into procedures reflects its dedication to compliance, accountability, and responsible business practices, promoting a culture of integrity and excellence within the organization.</p>								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>RSWM always encourages its value chain to partners to work in ecologically and socially beneficial manner. RSWM conducts its business operations keeping in mind sustainability requirements and adherence to its various policies and procedures in place. Company always ensures that its business operations add value to the society and will help to heal the environmental disparities. Currently Company's policies apply to it on standalone basis. However, company is making continuous efforts to persuade its value chain partners to join hands with RSWM for working towards benefit of environment and society.</p>								

<p>4. Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<p>ISO 14001:2015 & ISO 9001:2015</p>	<p>ISO 9001:2015</p>	<p>OHSAS 18001:2007</p>	<p>ISO 14001:2015</p>	<p>SA 8000:2014</p>	<p>Global Recycled Standard (GRS) - Version 4.0</p>	<p>-</p>	<p>ISO 14001:2015 & SA 8000:2014</p>
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5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

RSWM is continuously working towards betterment of environment and society. The Company's dedication goes beyond compliance with the law and encompasses the integration of sound environmental practices into its business decisions. It is guided by its environmental principles and considers the environment in all aspects of its business.

The company is committed to work towards betterment of environment and sustainability related issues through its efficient water management, energy conservation and waste management practices. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment as clean as when used initially. The Company has also set up Sewage Water Treatment Plants at its operating facilities. The treated water is used for plantation activities. The company is also zealously working toward reducing its energy consumption at all levels.

Plastic/PET bottles have become a menace for the Earth on land and in water. RSWM, being one of the responsible companies, is trying to address this issue. The Company has invested in a 120 MT/day green fibre unit which processes about 150 MT of waste plastic bottles per day into green fibre, which is then spun into yarn. This plant has received approval from global brands regarding the fibre quality and its usage for their products.

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)

Company has provided Director's statement in the beginning of the report over Business Responsibility and Sustainability Reporting.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (is)</p>	<p>Name</p>	<p>Mr. Avinash Bhargava (CFO)</p>
<p>Telephone</p>	<p>+91-9414005164</p>	<p>Email ID</p>
<p></p>	<p></p>	<p>cfo.rswm@lnjbhilwara.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.

Yes, the Company has constituted Risk Management Committee (RMC) of the board which oversees the sustainability related issues. RMC meets at least twice in a financial year to discuss and review business responsibility and sustainability related issues.

Risk Management Committee			
SL.NO.	NAME	DESIGNATION	DIN
1	Shri Riju Jhunjhunwala	Chairman	00061060
2	Dr. Kamal Gupta	Member	00038490
3	Shri Amar Nath Choudhary	Member	00587814

10. Details of Review of NGRBCs by the Company:

Subjects for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Company conducts regular audits and evaluations for compliance of its policies and procedures across all units and offices. Evaluation has been done internally.									On a quarterly basis, RSWM Ltd. diligently reviews its performance, progress, and objectives.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	RSWM ensures compliance of all statutory requirements and taking immediate action in case of any noncompliance identified, for this company has incorporated various control and checks in its day-to-day operating activities to avoid non-compliance.									Taken care on Day-to-Day basis. Also, an independent agency has been engaged to ensure compliances through compliance management system.								

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	RSWM is having mechanism of renewal of policies wherever required as per changing requirements of internal and external factors affecting the entity. Operation of policies has been regularly assessed through Internal audits.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	N/A								
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: PRINCIPAL 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- Importance to Investors:

Overview / Objective: It illuminates entity values & a commitment to high standards of ethical conduct. Demonstrating a "good faith effort" to prevent illegal acts may reduce the financial risks associated with government fines for ethical misconduct. This principle is aligned with **SDG 16- Peace, Justice and Strong Institutions**.



1. Percentage coverage by training and awareness programs on any of the principles during the year

Overview / Objective: This gives insight into how our company embeds its policy commitments for responsible business conduct, including the commitment to respect human rights, throughout its activities. It also ensures that everyone in the company is aware of the policies & respects human rights.

Segment	Total Number of training and awareness programs held	Topics / principles covered under the training and its impact	% of person in respective category covered by the awareness programs
Board of Directors	0	-	0
Key Managerial Personnel	0	-	0
Employees other than BOD and KMPs	46	<ol style="list-style-type: none"> 1. Learning for Leap 2. Training on Prevention, Prohibition & redressal against Sexual Harassment of Women 3. Mock drill 4. Training ISO 45001:2018 5. Career Planning 6. Knowledge of Hazardous Waste (MSDS) 7. Stress Management and many more. 	>70%
Workers	466	<ol style="list-style-type: none"> 1. SA -8000 Awareness 2. Fire & safety 3. Material Handling & Chemical Handling and many more. 	>80%

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

Overview / Objective: This gives insight into the ability of management to ensure that our company conforms to certain performance parameters & to enable stakeholders to evaluate the efficacy & scope of enterprise risk management.

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	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-
Non-Monetary					

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

Overview / Objective: This gives insight into the ability of management to ensure that the organization conforms to certain performance parameters & to enable stakeholders to evaluate the efficacy & scope of enterprise risk management.

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

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.

Overview / Objective: It enables the stakeholders to know about the company’s compliance with the applicable laws relating to bribery & corruption & illuminates company values & a commitment towards high standards of ethical conduct.

RSWM is committed to providing regular training and awareness programs on anti-corruption and bribery to all employees, officers, directors, contractors, agents, and other representatives. RSWM is dedicated to maintaining the highest standards of integrity and ethical conduct in all aspects of its operations. All employees, officers, directors, contractors, agents, and other representatives are expected to comply with this Anti-Corruption Policy and take proactive measures to prevent corruption in all forms.

Being a responsible organization, RSWM has proactively taken measures in combating bribery and corruption. As an additional pillar to support the existing governance mechanism, it has consciously worked towards establishing a robust Anti-Bribery Management System (ABMS).

Requirements and guidance to achieve these goals were already available in some form, albeit in different documents. Mainly our HR policy has detailed description over this to prevent or detect and correct such matters. The company has also implemented a compliance management system developed through an independent agency to prevent non-compliance of policies in place and to prevent any unethical practices.

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

Overview / Objective: It enables the stakeholders to know about the company’s compliance with the applicable laws relating to bribery & corruption & illuminates company values & a commitment towards high standards of ethical conduct.

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

In addition to the Code of Conduct, RSWM has implemented internal checks and controls to monitor compliance and mitigate risks. These internal checks may include regular audits, reviews, and assessments to ensure adherence to policies, procedures, and applicable laws and regulations. RSWM also maintains channels for employees and stakeholders to report any suspected violations or concerns through whistleblowing mechanisms, which are treated with confidentiality and without fear of retaliation.

Companies' robust code of conduct and internal check and controls help in avoiding any of such instances. Ethical business practices and high governance standards have been the bedrock of our business policies and practices. Efficient conduct of the business of the Company through complete transparency in discharging its corporate responsibilities and accurate accountability thereof has resulted in sustained business excellence and delivering value to all our stakeholders.

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

Overview / Objective: It enables the stakeholders to know about the entity's compliance with the applicable laws relating to bribery & corruption & illuminates entity values & commitment towards high standards of ethical conduct.

RSWM is committed to maintain a culture of transparency, fairness, and ethical conduct. We encourage all employees and stakeholders to report any suspected conflicts of interest to ensure that our business practices are conducted with the highest standards of integrity and in compliance with applicable laws and regulations.

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints related to issues of Interest of the Directors	-	-	-	-
Number of complaints related to issues of Interest of the KMPs	-	-	-	-

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

Overview / Objective: It enables the stakeholders to know about the entity's compliance with the applicable laws relating to bribery & corruption & illuminates entity values & a commitment towards high standards of ethical conduct.

Not applicable, as the company has not undergone through any of such instances.

Leadership Indicators (Good Governance)

1. 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, RSWM's Code of Conduct aims at maintaining highest standards of business conduct in line with the Ethics of the Company, it provides guidance in difficult situations involving conflict of interest & moral dilemma and ensures compliance with all applicable laws. It extends to all directors and senior employees of the Company. They are mandated to read and understand this code and agree to abide by it.

The Directors and Senior Management are scrupulous in avoiding 'conflicts of interest' with the Company. In case there is likely to be a conflict of interest, in the case of Senior Management personnel, he/she should make full disclosure of all facts and circumstances thereof to the Managing Director and a prior written approval should be obtained. In case there is likely to be a conflict of interest in the case of Managing Director, he should make full disclosure of all facts and circumstances to the Chairman of the Board. The Chairman and any Director of the Board in like circumstances should make full disclosures to the Board. The Code of Conduct is available at the Company's website.

Weblink for company's code of conduct is: - <https://www.rswm.in/investors/code-of-conduct/>

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

Essential Indicators – Importance to Investors

Overview / Objective: This covers an organization's support for local suppliers or those owned by members of vulnerable groups. It also covers how the organization's procurement practices (such as the lead times it gives to suppliers, or the purchasing prices it negotiates) cause or contribute to negative impacts in the supply chain or environment. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 5: Gender Equality, GOAL 6: Clean Water and Sanitation,

GOAL 7: Affordable and Clean Energy, GOAL 7: Affordable and Clean Energy, GOAL 8: Decent Work and Economic Growth, GOAL 9: Industry, Innovation and Infrastructure, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities, GOAL 12: Responsible Consumption and Production, GOAL 13: Climate Action, GOAL 14: Life Below Water, GOAL 15: Life on Land and GOAL 16: Peace and Justice and Strong Institutions.



Essential Indicators – Importance to Investors

- 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.**

Overview / Objective: Measuring expenditure on R&D on specific technologies to improve the environmental and social impacts: Casts light on major technological shifts & technological advantages, which also demonstrates how the entity has been focusing on mitigating its adverse environmental & social impact.

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of Improvements in Environmental and social impacts
R&D	0.00%	0.07%	Testing of water and air emission
Capex	39.06%	0.22%	For improvement of ground water level and energy conservation

Low carbon footprint, truly sustainable, green, internationally patented technology (USA, Europe & India) developed after years of R&D, tested to perfection in technical collaboration with IIT Delhi (Indian Institute of Technology, Delhi).

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

Overview / Objective: By actively managing sustainable sourcing, companies act in their own interests, the interests of their stakeholders & the interests of society at large.

The Company does not have specific procedures in place for sustainable sourcing. However, company sources its raw materials from environment respecting vendors for its man-made and natural fibre requirements. Man-made fibre is sourced from reputed corporates that are environmentally conscious and compliant with global environment standards. For natural fibre, the Company sources its requirements from mandis at the fair market prices. Furthermore, the Company assists cotton growers to enhance their farm output.

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

RSWM sources approximately 99.99% of its fibre (other than cotton) from vendors who are certified to be compliant with social, environmental standards such as SA 8000, ISO 14001 etc.

- 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.**

Overview / Objective: Reclaiming refers to collecting products & their packaging materials at the end of their useful lives, for reusing, or recycling or safe disposal. Reclaimed items can include products & their packaging materials that are collected by or on behalf of the organization, by a third-party contractor.

We produce textile products which are normally disposable. However, we are reusing the used fabrics and making recycled denim fabrics.

With respect to other waste generated, RSWM is following the practice of selling all waste generated to renowned buyers of such waste and after complying with all regulations, the buyer will reuse the waste as per their individual requirement.

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.

Overview / Objective: "Extended Producer Responsibility" means the responsibility of a producer for environmentally sound management of product until the end of its life. The Uniform Framework for Extended Producers Responsibility issued by Ministry of Environment, Forest & Climate Change places responsibility on producers, importers & brand owners to establish a system for collecting back the plastic waste generated due to their products & submit a plan for such collection with the relevant Pollution Control Board(s)

The Company sold all its E-waste to environmentally reputed vendors, to ensure safe disposal of E-waste generated. The company is also having set norms related to E-waste and other hazardous waste to ensure that their disposal will result in environmental degradation. However, Extended Producer Responsibility is not applicable to the company.

Leadership Indicators (Good Governance)

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

Overview / Objective: This can predict the possible overloading on current waste management facility capacities & provide decision support for designing strategies to approach resource sustainability.

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Recycled Polyester Fibre (In Spinning)	24.43%	17.99%
Plastic Pet Bottles (In Recycled fibre manufacturing)	100%	100%

2. 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:

Overview / Objective: This can predict the possible overloading on current waste management facility capacities & provide decision support for designing strategies to approach resource sustainability.

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	53519.3	472.5	0	56079	351
E-Waste	0	0	1.3	0	0	3
Hazardous Waste	0	0	3231	0	0	250
Other Waste	0	0	8949	0	47	1423

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

Overview / Objective: This can predict the possible overloading on current waste management facility capacities & provide decision support for designing strategies to approach resource sustainability.

Indicate Product Category	Reclaimed product and their packaging Material as % of total product sold in respective category
Synthetic Blended Yarn	44.22
Recycled Fabric	13.48
RCPF Fibre	100.00

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

Essential Indicators – Importance to Investors

Objective - This Principle encompasses all policies & practices of an organization relating to the well-being of all employees or its value chain partners, without discrimination & in an inclusive manner. The principle recognizes that an employee’s well-being includes his/her family’s well-being & a positive work environment. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 4: Quality Education, GOAL 5: Gender Equality, GOAL 8: Decent Work and Economic Growth, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities and GOAL 16: Peace and Justice and Strong Institutions.



Essential Indicators

Overview / Objective: This illustrates the entity’s engagement with sustainability reporting frameworks that most investors value.

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

Overview / Objective: This disclosure gives insight into the organization’s approach towards employees & workers by understanding the kind & extent of benefits it offers. The quality of benefits offered has a key role/influence on an organization’s attrition rate. Policies like no gender bias for maternity & paternity leave can lead to the greater recruitment & retention of qualified employees. Offering health/accidental insurance & daycare facilities is a way to promote/ensure the mental well-being of the employee & their family.

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1533	1533	100	1533	100	0	0.00	0	0.00	1533	100
Female	66	66	100	66	100	66	100	0	0.00	66	100
Total	1599	1599	100	1599	100	66	4.13	0	0.00	1599	100
Other than Permanent Employees											
Male	10	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00
Female	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	11	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00

The well-being of employees is a top priority for RSWM, and we have implemented several measures to support and promote the physical, mental, and emotional well-being of our employees.

(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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	12544	12544	100	12544	100	0	0.00	0	0.00	12544	100
Female	2129	2129	100	2129	100	2129	100	0	0.00	2129	100
Total	14673	14673	100	14673	100	2129	14.51	0	0.00	14673	100
Other than Permanent Workers											
Male	1120	628	56.07	1254	111.96	0	0.00	0	0.00	0	0.00
Female	209	113	54.07	158	75.60	95	45.45	0	0.00	0	0.00
Total	1329	741	55.76	1412	106.25	95	7.15	0	0.00	0	0.00

The company is committed to ensure the well-being of its workers through comprehensive measures that promote a safe, healthy, and supportive work environment, while providing opportunities for growth.

RSWM employs 20% women workforce and provides the environment and the facilities to support the ambitions of women also.

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

Overview / Objective: In the interest of employees: to provide security. Offering retirement benefits is a way to promote/ensure the mental well-being of the employee & their families as well as the organization's willingness to have a long-term association with its employees & workers.

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	97.50	86.48	Yes	99.87	89.71	Yes
Gratuity	80.35	73.85	N/A	99.61	85.27	N/A
ESI	9.72	82.82	Yes	15.31	95.33	Yes

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.

Overview / Objective: Accessibility refers to physical accessibility such as wheelchair ramps, braille signage & accessible restrooms, & digital accessibility, where information & communication technology is accessible to all and compatible with assistive technology devices. This disclosure on accessibility to differently abled persons provide valuable insight into human capital strategy & the level of inclusivity offered by the management regarding certain protected employment classes.

RSWM considers its team as a most valuable asset. The Company has a culture of empowerment which values and respects individual potential and helps each one in achieving it to the fullest. The individual is made to feel like he owns the job and not just perform it. Also, the Company strive hard to improve the quality of work-life for total job satisfaction and social harmony of its people.

We believe that no person should be discriminated based on an individual's disability. We have constructed our premises by keeping in mind the hardships of differently abled persons. We do our best to mitigate the discrimination against the differently abled people.

At RSWM, we are committed to creating an inclusive and accessible workplace for all our employees, including those with different abilities. We strive to ensure that our workplaces are designed and maintained in a way that promotes equal opportunities and removes barriers for our differently abled employees and workers.

In this view, our premises have elevators and ramps for the benefit of wheelchair users and accessible restrooms available on our plants.

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.

Overview / Objective: Freedom from discrimination is a human right & a fundamental right at work. Discrimination can impose unequal burdens on individuals or deny fair opportunities on individual merit basis.

RSWM provides equal opportunity to all the people. The company is dedicated to fostering an inclusive and diverse workplace and has implemented an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016. This policy ensures that all employees, including those with disabilities, are treated with dignity, respect, and fairness, and are provided with equal access to opportunities for employment, promotion, training, and career advancement

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

Overview / Objective: This disclosure gives an overview of whether or not the entity believes in equitable gender choice for maternity & paternity leave & also an insight into the work pressure & working system of the entity. Parental leave refers to maternity & paternity leave.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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.

Overview / Objective: Gives an overview of whether there exists a channel for an employee to voice his/her concern over any grievances & how the entity resolves them in order to ensure that the organization can provide for or cooperate in the remediation of negative impacts that it identifies it has caused or contributed to.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

RSWM is committed to protecting the interests of its employees and workers. The management safeguards the interests of the employees and ensures that the grievances of the employees are attended promptly and effectively within a time frame defined in the policy.

Grievance redressal at RSWM follows a three-tier mechanism. The following contact points are at the disposal of employees for reporting their concerns:

- 1) Immediate or Next Supervisor/HOD
- 2) Plant HR Head/Plant Head
- 3) FH/BH
- 4) If the employee is not comfortable resolving the issue with the above three-tier, can directly report his/her concerns to CHRO. Note: Any grievance raised beyond HOD, should be intimated to CHRO. At all units and offices of RSWM, senior level management regularly interacts with workers and staff members, in case of any issue they can freely report the same to the senior management and get it resolved on real time basis.

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

Overview / Objective: Gives insights into whether or not the employees' freedom of association & collective bargaining is respected by the entity. Data from both the previous & the current year improves comparability & transparency.

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or union (B)	% (B/A)	Total employees/ Workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	660	202	30.60	1516	0	0.00
Male	648	202	31.17	1471	0	0.00
Female	12	0	0.00	45	0	0.00
Total Permanent Workers	13239	12523	94.59	15099	13528	89.60
Male	11718	11014	93.99	12971	11438	88.18
Female	1521	1509	99.21	2128	2090	98.21

8. Details of training given to employees and workers:

Overview / Objective: This disclosure provides insight into the scale of an organization's investment in training & the degree to which the investment is made across the entire employee base. Also to review the current status of the strategies, processes, & activities used by an organization to control risks to health & safety. Training on health & safety can include general training on health & safety as well as training on specific work-related hazards, hazardous activities, or hazardous situations. It can also include training on mental health. Training programs on skill upgradation can include both internal training courses & funding support for external training or education.

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and Safety		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1543	1239	80.30	979	63.47	1476	870	58.90	1168	79.08
Female	67	36	53.73	22	33.33	45	31	68.89	13	28.89
Total	1610	1275	79.19	1001	62.17	1521	901	59.20	1181	77.60
Workers										
Male	13664	9181	67.19	9215	67.44	14167	7619	53.78	7597	53.62
Female	2338	1301	55.65	642	27.46	2359	666	28.23	689	29.21
Total	16002	10482	65.50	9857	61.60	16526	8285	50.13	8286	50.14

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

Overview / Objective: Regular performance & career development reviews can also enhance employee satisfaction, which correlates with improved organizational performance. Regular performance & career development review refers to review based on criteria known to the employee / worker & his or her superior. This disclosure measures the extent to which an organization regularly appraises employee performance. Such a review is undertaken with the knowledge of the employee.

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	1543	818	53.00	1476	1366	92.48
Female	67	36	53.73	45	42	93.33
Total	1610	854	53.04	1521	1408	92.51
Workers						
Male	13664	2184	15.98	14167	3881	27.39
Female	2338	329	14.07	2359	597	25.31
Total	16002	2513	15.70	16526	4478	27.10

10. Health and safety management system:

Overview / Objective: It gives insights into how the quality of occupational health services is ensured, whether the services are provided by competent individuals with recognized qualifications & accreditations, & whether it complies with legal requirements &/or recognized standards/guidelines. It enables an organization to identify deficiencies in its overall management of occupational health & safety; address resources, policy, & operational controls; & ensure continual improvement

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

RSWM implemented the occupational health and safety management system to consistently identify and control its health and safety risks, reduce the occurrence for incidents, helps in achieving compliance with health and safety legislation and continually improve its performance.

It covers safe risk procedure and written instruction, health and safety training instruction, identifying hazards and managing risks, Inspection of premises, equipment, workplaces & work practices, Investigation of incidents, Program administration, Occupational health and safety programs and health & safety committee headed by Safety officer and senior Plant representatives.

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

At all units of RSWM, the Company has constituted a separate department named the safety department. The safety department is headed by a Safety officer (HOD) and the safety officer is entrusted with the task of prevention or detection and correction of any work-related hazard. The Safety department regularly conducts training on safety related issues for workers, Workers are instructed to report immediately to the safety officer in case any safety related issue is noticed. Safety officers also visit the plant at regular intervals for identification of any work-related hazard if any. The Company celebrates the 4th of March as safety day and gives a token of appreciation to all those workers who reported any safety related incident to the safety officer and helped in saving any major loss on account of that issue.

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

Yes, please refer to the above explanation.

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

Human resources being the most valuable asset, the company ensures the protection of their interests and rights and is committed to providing the best working conditions for its employees and workers. In line, RSWM provides non occupational medical healthcare services to its employees and Workers.

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

Overview / Objective: It is a measure of the extent of harm suffered by employees & workers & enables the entity to recognize & rectify lacks/loopholes in its OHAS Management. Lost time is an indicator of the loss of productivity for an organization as a result of a work-related injury or ill-health. Work related injury & ill-health arise from exposure to hazards at work & are directly related to performance of work-related tasks.

Safety Incident / Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.06	-
Total recordable work-related injuries	Employees	-	-
	Workers	16	25
No. of Fatalities	Employees	-	-
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	7

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

Overview / Objective: This disclosure gives an overview of the efforts taken by an entity to protect its workers & employees, & shows the commitment of an entity towards the protection & well-being of its employees.

RSWM's endeavor to create a culture of safe and healthy workplace by its various programs and diverse practices followed across all locations. The main goal of safety and health programs is to prevent workplace injuries, illnesses, and deaths, as well as suffering and financial hardships. Company's Safety and health programs helps to:

- 1) Prevent workplace injuries and illnesses
- 2) Improve compliance with laws and regulations
- 3) Reduce costs, including significant reductions in workers' compensation premiums
- 4) Engage workers more efficiently,
- 5) Enhance their social responsibility goals
- 6) Increase productivity and enhance overall business operations

Company strives to achieve the objective of safe and healthy workplace:

- Educate all employees, workers and contractors by conducting seminars, workshops, training and discussion forums.
- Designing plants with proper and adequate safeguards for ensuring process safety.
- Following effective use of safe working procedures and practices for operation, maintenance, inspection and emergency situations.
- Reviewing and updating the system and procedure regularly.
- Conducting all work in a safe manner and to ensure integrity of all the assets, by providing personal protective equipment, tools and tackles.
- Auditing periodically internal and external work procedure and practices.
- Investigating all incidents relating to Health and safety, including minor ones and near misses, followed implementation of corrective measures.
- Communicating learning from investigation of incidents, internal and external, to all employees and taking steps to prevent such occurrence in its works.
- Identifying and evaluating health risks related to operations and carrying out pre-employment and periodic medical check-up of its employees.

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

Overview / Objective: Gives insights into the attentiveness of the entity toward the working environment, how effective their grievance redressal system is, data from both the year improves comparability & transparency.

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	7	2	0	0	0	0
Health & Safety	31	12	0	0	0	0

14. Assessments for the year:

Overview / Objective: This indicates the relative trustworthiness of the sustainability data published by the entity through various reporting channels.

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Condition	100%

RSWM is committed towards taking health and safety measures and providing the best working conditions to its employees. The company has constituted a separate department, the "Safety Department" at each of its manufacturing facilities for ensuring provision of best working conditions to its employees and the safety officer is charged to ensure the same. All manufacturing facilities of RSWM have been reviewed by an outside agency through a special audit program named Environment, Health and Safety (EHS) audit to ensure best Health & Safety and Working conditions.

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

Overview / Objective: This disclosure gives an overview of the efforts taken by an entity to protect its workers & employees from health & safety related risks, & shows the commitment of an entity towards the protection & well-being of its employees.

Due to robust safety control system at its plants, Company has not identified any major safety related incident throughout the year, however in case any issue is identified, the company deals with such issue in a set manner examined in earlier questions.

Leadership Indicators (Good Governance)

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

Overview / Objective: Gives an overview of whether or not the entity is concerned about protecting the employees / workmen & their dependents in case they meet any accident or injury while working in the organization.

Yes, Company's Medclaim and accidental policies extends to the event of death of employees and Workers. In case of Death of employees or workers of the company, a defined amount is paid to their family members.

2. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported)

Overview / Objective: It gives insights into whether or not the entity's value chain partners comply with the statutes & legal requirements.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	-	-	-	-
Workers	28	33	-	-

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

Essential Indicators – Importance to Investors

Overview / Objective: It provides an overview of the strategies used by an entity to engage with its various types of stakeholders & also intends to highlight how effectively the entity engages them. Through this process, engaging with stakeholders helps the organization identify & manage its negative & positive impacts. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 5: Gender Equality, GOAL 11: Sustainable Cities and Communities and GOAL 16: Peace and Justice and Strong Institutions.



Essential Indicators

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

Overview / Objective: Gives insight into the organization’s approach to identifying & engaging with various stakeholders.

The Company believes that the stakeholder engagement is the greatest source of input for its development activities and it also broadens the horizon for improving the Company’s sustainability performance. The mapping of internal and external stakeholders is an outcome of the analysis of issues that have the potential to impact on the Company’s activities as well as that are of critical importance to the Company’s stakeholders.

RSWM interacts with stakeholders frequently through various modes and ensures prompt actions to meet stakeholder expectations.

One of the reasons for the Company’s prominence in the Indian textile industry has been its collaborative approach towards various internal and external stakeholder groups.

RSWM identifies its key stakeholder groups by determining the impact of various stakeholder groups on the operations of the entity, analysis of their needs in relation to entities business and then priorities the list. RSWM has identified six stakeholder groups. RSWM considers every group of people as important stakeholders directly or indirectly affected by the company, and protection of their interest is the company’s responsibility.

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

Overview / Objective: Gives insight into how it provides stakeholders with information that is understandable & accessible through appropriate communication.

Stakeholders Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly /Others-Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Meetings conferences and other correspondence.	Annually	Demonstration of LNJ Bhilwara Group's ethical and governance practices, transparent and adequate disclosure, business and profitability performance and prospects and capital appreciation
Employees	No	Personal/group interactions, mails and trainings.	Periodically/ throughout the year	Productivity, training, learning and development, career growth, work environment and culture
Suppliers / Partners	No	Meetings and annual report.	Annually	Discussion on business issues and requirements, quality improvements, business plans and information on applicable statutory requirements and safety standards
Customers / Dealers	No	Meeting, Survey and Web portal	Quarterly	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions also include virtual meet with customers by senior management including JMD.
Community	No	CSR initiatives	Whenever required	CSR initiatives and Affirmative Action (AA) initiatives addressing priority areas of improving lives and livelihood.
Government / Regulators	No	Industry representations, meetings and filings	Whenever required	Compliance, Ethics, Corporate governance, corporate citizenship

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators – Importance to Investors

Overview / Objective: This Principle is aimed at helping entities demonstrate their performance in integrating their human Rights related values & morals with key processes & decisions. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 4: Quality Education, GOAL 5: Gender Equality, GOAL 8: Decent Work and Economic Growth, GOAL 10: Reduced Inequality and GOAL 16: Peace and Justice and Strong Institutions.



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:

Overview / Objective: This disclosure indicates the proportion of the employees & workers that can reasonably be assumed to have been sensitized to the importance of human rights. Also it gives an insight about an entity's policy commitments for responsible business conduct, including the commitment to respect human rights.

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	1599	0	0	1516	0	0
Other than permanent	11	0	0	5	0	0
Total Employees	1610	0	0	1521	0	0
Workers						
Permanent	14673	0	0	15099	0	0
Other than permanent	1329	0	0	1427	0	0
Total Workers	16002	0	0	16526	0	0

RSWM is committed to protecting the interests of its employees and workers. We have a detailed HR manual which includes all relevant policies for prevention of human rights and the policy abides all the employees and worker of the company. The company has not conducted any formalized training program on the issue of Human Rights for its employees and workers, however we regularly encourage our employees and workers to report their grievance, if any.

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

Overview / Objective: Measuring wages & salaries contributes in the standardization of an equitable wage & compensation structure, as well as an understanding of pay disparities across different sections of employees.

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1533	0	-	1533	100.00	1471	0	-	1471	100.00
Female	66	0	-	66	100.00	45	0	-	45	100.00
Other than permanent										
Male	10	0	-	10	100.00	5	0	-	5	100.00
Female	1	0	-	1	100.00	-	0	-	-	-
Workers										
Permanent										
Male	12544	1059	8.44	11485	91.56	12971	214	1.65	12757	98.35
Female	2129	182	8.55	1947	91.45	2128	41	1.93	2087	98.07
Other than permanent										
Male	1120	111	9.91	1009	90.09	1196	453	37.88	743	62.12
Female	209	8	3.83	201	96.17	231	146	63.20	85	36.80

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

Overview / Objective: Maintains transparency between the entity & its stakeholders on Senior Management pay policies & gives insights into whether or not Remuneration policies further support the organization's strategy & contribution to sustainable development & align with stakeholders' interests.

	Male		Female	
	Number	Median remuneration/ Salary/Wages of respective category	Number	Median remuneration/ Salary/Wages of respective category
Board of Directors (BOD)	9	12,75,000	1	9,75,000
Key Managerial Personnel	2	68,07,498	0	-
Employees other than BOD and KMP	1610	4,70,592	67	4,21,800
Workers	16002	1,82,172	2338	1,82,172

- **Details of Median remuneration/Salary/Wages of the respective category shown above are annual.**

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)

Overview / Objective: Indicates the seriousness with which human rights issues are looked at & investigated.

Yes, complaints at RSWM are being addressed and investigated by the "Internal Complaints Committee" (Internal Committee/ ICC). Any aggrieved may make, in writing, a complaint to the Internal Complaints Committee. Also, at every unit and offices of RSWM, Company has constituted a Human Resource department and the Head of Department is entrusted with the task of taking care of any human rights related issues identifies at respective locations. Head of HR department regularly interacts with employees and Workers to encourage them to report such issue, if any. The head of HR department also takes various unformalized training sessions on Human rights.

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

Overview / Objective: It enables stakeholders to know how they can raise concerns about, & seek remedy for, the organization's potential & actual negative impacts on them, also it shows an organization's commitment to remediate its negative impacts.

The Company, through its redressal mechanism, ensures a healthy and safe work environment. The complaints at RSWM are being addressed and investigated by the "Internal Complaints Committee" (Internal Committee/ICC). Any aggrieved may make, in writing, a complaint to the Internal Complaints Committee. The Labour Welfare Officer ensures that all basic amenities necessary for a congenial working ecosystem are in place in every manufacturing location and is available to all workers.

Grievance redressal at RSWM follows a three-tier mechanism. The following contact points are at the disposal of employees for reporting their concerns:

1. Immediate or Next Supervisor/HOD
2. Plant HR Head/Plant Head
3. Functional Head/Business Head
4. If the employee is not comfortable resolving the issue with the above three-tier, can directly report his/her concerns to CHRO. Note: Any grievance raised beyond HOD, should be intimated to CHRO.

Further, the senior officials of the plant regularly interact with the employees and workers to address their grievances with the objective of maintaining a harmonious working environment. RSWM has been certified under OHSAS 18001 by BSI since 2013. During the year, no complaints were received pertaining to human rights violations.

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

Overview / Objective: It indicates the workplace culture of the entity. 'Discrimination' refers to unjust or prejudicial treatment of people, especially on the grounds of, but not limited to, caste, creed, sex, race, ethnicity, age, color, religion, disability, socio-economic status or sexual orientation.

'Forced Labour' or 'Involuntary Labour' refers to all work or service that is extracted under the menace of penalty. It also includes terms such as, bonded labour & modern slavery. It also includes any labour for which the worker receives less than the government-stipulated minimum wage.

Sexual Harassment' refers to unwelcome acts or behavior (direct or indirect) via physical contact, advances, demand or request for sexual favours, making sexually colored remarks, showing pornography or any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplaces	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages						
Other human rights related issues	-	-	-	-	-	-

Employees are encouraged to resolve the grievance in the workplace at the earliest possible opportunity and usually with the least possible formality. In case of an unsatisfactory outcome, we encourage our employees to take the matter to higher authorities of the company as per grievance redressal mechanism of RSWM. Due to the company's friendly attitude and robust governance system the company has not identified any complaints from its employees and workers during the financial year.

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

Overview / Objective: It indicates the workplace culture of the entity & highlights the mechanisms in place to safeguard the complainants from further harassment

At the request of the complainant, the senior management at respective units and offices of RSWM (as the case may be) may provide interim measures until the final judgement on the identified issue is rendered, such as: transfer of the aggrieved or the respondent to any other workplace; granting leave to the aggrieved person; restrain the respondent from reporting on the work performance of the aggrieved or writing confidential report, which duties may be transferred to other employees..

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

Overview / Objective: Shows the commitment of an entity to protect the human rights of its stakeholders

Yes, all business agreements and contracts specifically mention that the entity is required to follow all required and applicable statutory norms. The company is committed to following human rights requirements, as non-compliance of such requirements is against the company's ethics and policies.

9. Assessments for the year:

Overview / Objective: Provides insight into the entity's commitment to protect the well-being & human rights of its employees.

	% 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%

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

Overview / Objective: Provides insight into the entity's commitment to protect the well-being & rights of its employees.

Not applicable, as no such incidences has been identified during the financial year.

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

Essential Indicators – Importance to Investors

Overview / Objective: This Principle emphasizes the importance of environmental stewardship in ensuring long-term economic prosperity & societal well-being by highlighting the interconnections of environmental issues at the local, regional, & global levels, making it critical for businesses to address pollution, biodiversity conservation, sustainable natural resource management, & climate change (mitigation, adaptation, & resilience) in a fair, comprehensive, & systematic manner. The principle encourages businesses to assess the environmental consequences of their products & operations & to take steps to reduce & mitigate those consequences where they cannot be avoided. The principle encourages businesses to adopt environmental practices & methods that reduce or eliminate the negative impacts on/of their operations & supply chain. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 6: Clean Water and Sanitation, GOAL 7: Affordable and Clean Energy, GOAL 8: Decent Work and Economic Growth, GOAL 9: Industry, Innovation and Infrastructure, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities, GOAL 12: Responsible Consumption and Production, GOAL 13: Climate Action, GOAL 14: Life Below Water and GOAL 15: Life on Land.



“The Group is committed to giving back to the nature more than what it draws from it (nature) in all spheres of the business.”

Essential Indicators – Importance to Investors

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

Overview / Objective: Energy cost, source, availability, & resilience directly impact entity's ability to operate. Knowing such detail aids transparency & pushes efficiency over time.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	1725.65	1685
Total fuel consumption (B)	0.55	0.50
Energy Consumption through other sources (C)	39.20	0
Total Energy Consumption (A+B+C)	1765.4	1685.50
Energy intensity per rupee of turnover (Total energy consumption/turnover In Rupees)	0.0000000466	0.000000044
Energy Intensity (Optional)- the relevant metric may be selected by the entity	-	-

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

No independent assessment/ evaluation/assurance has been carried out by an external agency; the company is involved in regular evaluation exercises performed through its internal technical team to ensure efficient consumption of energy.

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.

Overview / Objective: Perform Achieve & Trade (PAT) scheme has been launched by Bureau of Energy Efficiency under the National Mission for Enhanced Energy Efficiency (NMEEE) [details available at the link]. Under the Scheme, certain sites / facilities are identified as designated consumers & targets are set for such entities in relation to the energy consumption.

RSWM is committed to conducting its operations in a sustainable and environment friendly manner, we ensure safe disposal of all types of waste that we generate and also contribute towards betterment of environment through recycling the waste of others. However, PAT scheme of Government of India is not applicable to the company.

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

Overview / Objective: Gives insights into the negative effects of an organization's activities on the environment i.e water. Also confirms whether the reporting organization has identified significant water-related impacts in the value chain, which includes activities carried out by the organization, & by entities upstream & downstream from the organization.

Total water consumption is a measure of water used by an organization, that it is no longer available for use by the ecosystem or local community, such as water that has been withdrawn & incorporated into products or has evaporated or is polluted to the point of being unusable by other users, & is therefore not released back to surface water, groundwater, seawater, or a third party. It also includes water that has been stored during the reporting period for use or discharge in a subsequent reporting period.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
i. Surface Water	694725.00	1181790.00
ii. Ground Water	648905.18	875723.00
iii. Third Party water	7645.00	46340.00
iv. Seawater/ desalinated water	0	0
v. Others		15119.00
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	1351275.18	2118972.00
Total Volume of water Consumption (in kiloliters)	1351275.18	2118972.00
Water intensity per rupee of turnover (Water consumed/ Turnover)	0.000036	0.00006
Water Intensity (Optional) - the relevant metric may be selected by the entity	-	-

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

No independent assessment/ evaluation/assurance has been carried out by an external agency however the Company is committed to conducting its operations as per government prescribed norms and standards.

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

Overview / Objective: A zero liquid discharge system involves using advanced waste-water treatment technologies to recycle, recover & then re-use the treated waste-water; towards ensuring that there is no discharge of waste-water to environment. This question reveals efforts taken by entity to eliminate liquid discharge & promote recycling & reuse of water.

Yes, RSWM manufactures fabrics dyed with advanced techniques that use less water and chemicals. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment as clean as when used initially.

The Company has also set up Sewage Water Treatment Plants at its operating facilities. The treated water is used for

plantation activities. Over the years, the Company has successfully implemented numerous initiatives to reduce the consumption of fresh water. The Company is working towards reducing fresh water consumption by use of STP water for plantation through drip irrigation, water drip irrigation, use of rejected R.O. water for plantation.

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

Overview / Objective: Disclosure of air emissions helps in assessing the efforts taken to lower its emissions, & increases transparency & comparability. Greenhouse Gas (GHG) emissions are significant determinants of climate change & global environmental health.

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	ug/m3	26	22
Sox	ug/m3	14.5	10.9
Particulate Matter (PM)	ug/m3	80.1	73.4
Persistent organic pollutants (POP)	Microgram/m3	<0.5	<0.5
Non-Methane Hydrocarbon	mg/Nm3	25	30
Oxides of Nitrogen	ppmv	270	264
Carbon Monoxide	mg/Nm3	130	122
Suspended Particulate Matters (SPM)	µg/m2	310	326.4
Sulphur Dioxide	Mg/Nm3	BDL(<2.0)	BDL(<2.0)

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, Company conducts regular testing programs through independent agencies for testing of its air emissions and to have proper control for safe and healthy environment. The independent agencies involved in testing are Mumbai Waste Management Limited & Enviro Tech Services.

The independent agency has used different methods like Gravimetric Method, Improved West and Greak Method, Modified Jacob and Hochheiser Method, Chemical Method, IS: 5182-1975 PartX, Indophenol Blue Method, AAS Method etc. for testing the air quality/air emission in the air.

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

Overview / Objective: GHG reporting is an opportunity for businesses to be transparent. Complete & accurate GHG emissions disclosures provide greater clarity to stakeholders. This enables better decision-making & helps to guide capital towards companies that are consciously addressing their impact on climate change.

‘Green-house Gases’: Carbon dioxide (CO2), Methane (CH4), Nitrous oxide (N2O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur hexafluoride (SF6) and Nitrogen trifluoride (NF3)

Scope 1 emissions are direct GHG emissions from sources that are owned or controlled by the entity. Source refers to any physical unit or process that releases GHG into the atmosphere.

Scope 2 emissions are energy indirect emissions that result from the generation of purchased or acquired electricity, heating, cooling, & steam consumed by the entity.

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
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	-	-
Total Scope 1 and Scope 2 emissions per rupee of Turnover	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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.

Overview / Objective: Apart from disclosing data, the organization can describe reduction initiatives & their targets when reporting how it manages this topic.

Not Applicable, as company is not involved in greenhouse gas emissions.

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

Overview / Objective: To have availability of valuable materials to reuse - reducing, reusing & recycling the waste is important for the environment, which also generates new business opportunities. This question provides a holistic overview of waste generation & its causes & reveals the effectiveness of the waste management practices adopted by the organization.

Waste may be 'recovered' through any operation wherein products, components of products, or materials that have become waste are prepared to fulfill a purpose in place of new products, components, or materials that would otherwise have been used for that purpose. Preparation for re-use & recycling are examples of recovery operations.

Parameter	FY2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in Metric Tonnes)		
Plastic Waste (A)	497.30	323.88
E-Waste (B)	2.36	0.00
Bio-Medical Waste (C)	0.00	2.34
Construction and demolition waste (D)	0.30	1.00
Battery Waste (E)	2.71	356.55
Radioactive Waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	2753.95	334.07
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	9816.75	793.84
Total (A+B + C + D + E + F + G+ H)	13073.37	1811.69

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

Category of Waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations(Sales of waste generated)	13073.37	1811.69
Total	13073.37	1811.69

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 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 usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Overview / Objective: To have availability of valuable materials to reuse - reducing, reusing & recycling the waste is important for the environment, which also generates new business opportunities. This question provides a holistic overview of waste generation & its causes & reveals the effectiveness of waste management practices adopted by the organization.

RSWM is committed to undertake continuous efforts in reducing the adverse impact of its products and facilities on the Earth and its environment. The Company's dedication goes beyond compliance with the law and encompasses the integration of sound environmental practices into its business decisions.

The Company recycles post-consumer waste fabrics into new usable fibres. Plastic/PET bottles have become a menace for the Earth, on land and in water. RSWM, albeit in a small way, is trying to address this issue. We are following the practice of converting waste material into fibre. In this process, the loss of useful resources is minimized. Disposed PET bottles are converted into flakes which are finally turned into fibre in different deniers and cut for spinning into yarn. By using waste PET bottles which would otherwise have been incinerated or dumped into landfills or oceans, we are contributing to the mission of saving the environment and our soil. Company has received approval from global brands regarding the fibre quality and its usage for their products.

RSWM uses ecologically favorable inputs and is committed to serve the society by its environmentally friendly waste management practices.

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:

Overview / Objective: Monitoring which activities are taking place in both protected areas & areas of high biodiversity value outside protected areas makes it possible for the organization to reduce the risks of impacts. It also makes it possible for the organization to manage impacts on biodiversity or to avoid mismanagement.

Sr. No.	Location of operations/offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N/A			

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

Overview / Objective: A key element in managing environment impacts on people in local communities is assessment & planning in order to understand the actual & potential impacts, & strong engagement with local communities to understand their expectations & needs. There are many elements that can be incorporated into local community engagement, impact assessments, & development programs. This disclosure seeks to identify which elements have been consistently applied, organization-wide.

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
-	-	-	-	-	-

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:

Overview / Objective: Non-compliance with laws & regulations can give insight into the ability of management to ensure that the organization conforms to certain performance parameters.

Sr. 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
N/A				

The entity is committed to conducting its operations in a true and fair manner and by complying with all statutory norms. For compliances of statutory requirement company has implemented various checks and controls in its internal system to ensure prevention or detection and correction of non-compliances on real time basis. During the current financial year, the company has complied with all the requirements of applicable environmental laws/regulations/ guidelines and no non-compliance has been identified.

Leadership Indicators (Good Governance)

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

Overview / Objective: It aids in the identification of energy sources & provides a comprehensive overview of how much renewable & non-renewable energy is consumed. Disclosing previous years' data aids in comparison.

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	454.18	196
Total fuel consumption (B)	0	0
Energy Consumption through other sources (C)	0	0
Total Energy Consumed from renewable sources (A+B+C)	454.18	196
From non-renewable sources		
Total electricity consumption (D)	1271.47	1489
Total fuel consumption (E)	19482.49 MT	16659 MT
Energy Consumption through other sources (F)	39.20	0
Total energy consumed from non-renewable sources (D+E+F)	1310.67+19482.49 MT	1489+16659 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.

No independent assessment/ evaluation/assurance has been carried out by an external agency; The company is involved in regular evaluation exercises performed through its internal technical team to ensure efficient consumption of energy.

2. Provide the following details related to water discharged:

Overview / Objective: This question provides a holistic overview of the water usage & the methods adopted by the organization for its discharge

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface Water	N/A	
- No Treatment		
- With Treatment-please specify level of treatment		
(ii) To Groundwater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iii) To Seawater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iv) Sent to third-parties		
- No Treatment		
- With Treatment-please specify level of treatment		
(v) Others		
- No Treatment		
- With Treatment-please specify level of treatment		
Total Water discharged (in Kiloliters)		

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.

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:

Overview / Objective: Gives insights into the negative effects of an organization’s activities on the environment i.e water in water stressed areas. Also confirms whether the reporting organization has identified significant water-related impacts in the value chain, which includes activities carried out by it, & by entities upstream & downstream from the organization.

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface Water	N/A	
(ii) Ground Water		
(iii) Third Party water		
(iv) Seawater/ desalinated water		
(v) Others		
Total Volume of water withdrawal(in kiloliters) (i+ii+iii+iv+v)		
Total Volume of water Consumption (in kiloliters)		
Water intensity per rupee of turnover (Water consumed/ Turnover)		
Water Intensity (Optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kiloliters)		

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
(i) To Surface Water	N/A	N/A
- No Treatment		
- With Treatment-please specify level of treatment		
(ii) To Groundwater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iii) To Seawater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iv) Sent to third-Parties		
- No Treatment		
- With Treatment-please specify level of treatment		
(v) Others		
- No Treatment		
- With Treatment-please specify level of treatment		
Total Water discharged (in Kiloliters)	N/A	N/A

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

Overview / Objective: Scope 3 emissions are indirect GHG emissions (not included in energy indirect (Scope 2) GHG emissions) that occur outside of the organization, including both upstream & downstream emissions. Upstream categories can include purchased goods & services, capital goods, upstream transportation & distribution, business travel, etc.

Downstream categories can include downstream transportation & distribution, processing of sold products, end-of-life treatment of sold products etc.

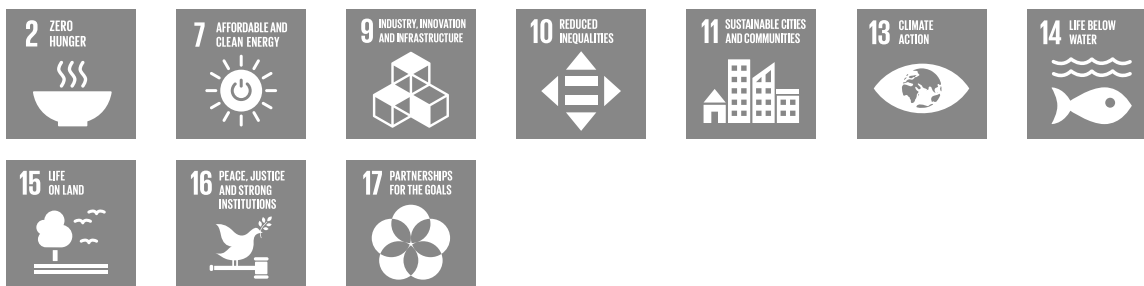
Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of Turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Overview / Objective: The organization may have a significant role in an association or advocacy organization when it holds a position in the governance body, participates in projects or committees, or provides substantive funding beyond routine membership dues. The role may also be significant when the organization views its membership as strategic to influencing the mission or objective of the association that is critical to the organization's own activities. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 7: Affordable and Clean Energy, GOAL 9: Industry, Innovation and Infrastructure, GOAL 10: Reduced Inequality, GOAL 11: Sustainable Cities and Communities, GOAL 13: Climate Action, GOAL 14: Life Below Water, GOAL 15: Life on Land, GOAL 16: Peace and Justice Strong Institutions and GOAL 17: Partnerships to achieve the Goal.



Essential Indicators – Importance to Investors

1. a. Number of affiliations with trade and industry chambers/ associations.

Overview / Objective: It gives insight into whether or not an organization's affiliation with a particular trade & industry association influences the mission or objective of that particular association. Also, to find out whether an Associations' primary objective of helping existing businesses to grow locally, expand into new markets& remain competitive in an increasingly complex & evolving global marketplace is being fulfilled or not.

RSWM is a member of several industrial and trade associations and is certified by 11 trade 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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Confederation of Indian Industry (CII)	National
2	The Denim Manufacturing Association	National
3	The Cotton Textile Export Promotion Council (TEXPROCIL)	National
4	Federation of Indian Exporters Organization (FIEO)	National
5	Indian Spinners Association (ISA)	National
6	Rajasthan Textile Mills Association (RTMA)	State
7	Synthetic and Rayon Textile Export Promotion Council (SRTEPC)	National
8	Rajasthan Employers Association	State
9	Indian Merchant Chambers (IMC)	National
10	Northern India Textile Research Association (NITRA)	National

Quality & Other Social Compliance Certifications -

Sr. No.	Certification	Certification Number	Certification Body
1	Quality Management System - QMS ---ISO 9001: 2015	FM-602678	BSI
2	Environmental Management System - EMS --- ISO 14001: 2015	EMS-602680	BSI
3	Health & Safety Management System - OHS ---ISO 45001	OHS-602681	BSI
4	Social Accountability --- SA 8000: 2014	SA 613026	BSI
5	Global Recycle Standard --- GRS	CU 812424 GRS-2021-00076685	CUC
6	Recycled Claim Standard --- RCS	CU812424 RCS-2021-00119385	CUC
7	Forest Stewardship Council --- FSC	C862424 CU-COC- 01.2021	CUC

Product related certifications

Sr. No.	Certification	Certification Number	Certification Body
1	Oeko Tex Raw White (Grey) & Dyed --- Oeko Tex 100	07.JA.52858	Hohenstein, Germany
2	Cellulosic Oeko Tex --- Oeko Tex 100	07.JA.52856	Hohenstein, Germany
3	Organic Cotton Oeko Tex --- Oeko Tex 100	21.HIN.45612	Hohenstein, Germany

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.

Overview / Objective: This disclosure addresses non-compliance, or failure to comply with, laws & regulations that apply to the organization. Level of compliance with laws & regulations can give insight into the ability of management to ensure that the organization conforms to certain performance parameters.

Name of authority	Brief of the case	Corrective action taken
N/A		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Overview / Objective: The Principle recognizes the value of the energy & enterprise of businesses & encourages them to innovate & contribute to the overall development of the country with a specific focus on disadvantaged, vulnerable & marginalized communities, as articulated in Section 135 of the Companies Act, 2013. The principle also emphasizes the need for collaboration amongst businesses, government agencies & civil society in furthering this development agenda in line with SDGs. This principle is aligned with SDG GOAL 1: No Poverty, GOAL 2: Zero Hunger, GOAL 3: Good Health and Well-being, GOAL 4: Quality Education, GOAL 5: Gender Equality, GOAL 8: Decent Work and Economic Growth, GOAL 9: Industry, Innovation and Infrastructure, GOAL 11: Sustainable Cities and Communities, GOAL 13: Climate Action, GOAL 14: Life Below Water, GOAL 15: Life on Land, GOAL 16: Peace, Justice and Strong Institutions and GOAL 17: Partnerships to achieve the Goal.



Essential Indicators – Importance to Investors

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

Overview / Objective: A key element in managing impacts on people in local communities is assessment & planning in order to understand the actual & potential impacts, & strong engagement with local communities to understand their expectations & needs. There are many elements that can be incorporated into local community engagement, impact assessments, & development programs. This seeks to identify which elements have been consistently applied, organization-wide.

Name and brief details of projects	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant web link
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-

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

Overview / Objective: This educates stakeholders about an entity’s understanding of its negative effects on the community. It also allows the business to better prioritize & improve its attention to local communities across the board.

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
N/A						

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

Overview / Objective: To have an effective grievance redressal mechanism which is legitimate, accessible, predictable, equitable, transparent, rights-compatible, & a source of continuous learning further it shows how an organization deals with the grievances.

RSWM is committed to serving communities by contributing to their well-being through its CSR initiatives. RSWM believes that growth of community by contributing to improving their lives and livelihood will ultimately affect entities growth and development.

Extensive engagement with the community in all phases of program planning and implementation not only helps in identifying needs of the stakeholders, but also leads to a greater sense of ownership among the people and better capacity to plan and manage the program. This ensures continued support for the initiative and adoption of good practices even after the exit of RSWM from the intervention area.

Multiple interactions are held with the communities through meetings, and meetings with local administration and officials from the line departments to understand the basic necessities of people and invest in addressing these. The Company

continues to support the provision of quality health care through interventions such as infrastructure building. Such initiatives help build a positive perception about the business and earn public goodwill, which is important for the adoption of the program in the long run.

RSWM also encourages regular feedback from the beneficiaries to continuously improve facilities and services in locations where there is a demand.

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

Overview / Objective: To have an effective grievance mechanism which is legitimate, accessible, predictable, equitable, transparent, rights-compatible, & a source of continuous learning further it shows how an organization deals with the grievances.

Particulars	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producer	24.51	21.26
Sourced directly from within the district and neighboring districts	44.59	32.99

Leadership Indicators (Good Governance)

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

Sr. No.	State	Aspirational District	Sector in which project is covered	Amount spent (In Lakh)
1	Rajasthan	Banswara, Bhilwara, Udaipur & Sikar	Healthcare, sanitation & safe drinking water	22.86
2	Rajasthan	Bhilwara, Udaipur & Sikar	Promoting education & skills development	70.73
3	Rajasthan	Bhilwara, Udaipur & Sikar	Ensuring environment sustainability and ecology balance	8.79
4	Rajasthan	Banswara, Bhilwara, Udaipur & Sikar	Protection of national heritage and culture	17.85
5	Rajasthan	Banswara & Bhilwara	Training to promote rural sports	1.51

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

Overview / Objective: Gives insight into the organization’s support for marginalized or vulnerable groups.

No, Company is not having specific written policies in place for purchase from marginalized / vulnerable group. However, companies procure a huge amount of its input materials from micro, small and medium enterprises to encourage and help small suppliers to grow and contribute to overall growth and development of the nation.

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

Company produces a significant portion of its input requirements from MSME vendors.

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

It covers approx. 25% of total procurement.

6. Details of beneficiaries of CSR Projects:

Overview / Objective: Being able to measure & report on your organization's social impact can ultimately attract investors, retain top talent, boost reputation, & boost business performance alongside several other potential benefits

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1	Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation (including contribution to the Swachh Bharat Kosh) and making available safe drinking water;	We ensure betterment and development of society through our CSR projects. Company contributes for development of society at large.	
2	Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects;		
3	Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centers and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backwards groups;		
4	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water		
5	Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art, setting up public libraries, promotion and development of traditional arts and handicrafts;		
6	Measures for the benefit of armed forces veterans, war widows and their dependents;		
7	Training to promote rural sports, nationally recognized sports, Paralympics sports and Olympic Sports;		

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Overview / Objective: This principle addresses the topic of customer health & safety, including an organization's systematic efforts to address health & safety across the life cycle of a product or service, & its adherence to customer cyber security & privacy regulations & voluntary codes. This principle is aligned with SDG GOAL 2: Zero Hunger, GOAL 4: Quality Education, GOAL 12: Responsible Consumption and Production, GOAL 14: Life Below Water, GOAL 15: Life on Land and GOAL 16: Peace and Justice and Strong Institutions.



Essential Indicators – Importance to Investors

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

Overview / Objective: Gives a holistic overview of the Grievance redressal mechanism in place: whether they enable users to raise privacy related issues, can the consumer use this mechanism anonymously, etc.

Customers are the life blood of business. We understand what drives value for our customers, and we offer the best quality

products with a prime focus on developing memorable customer experiences. Keeping this in mind, RSWM engages in multiple forums to know the customer complaints and valuable feedback so that necessary steps to be taken.

The Company follow the several modes to connect with customers to understand the complaints and feedback. Our process of receiving and redressal of customer complaint is as follows: -

- a. Receive the customer complaints (Letter/Fax/E-mail) & record details in ERP system after sharing all information with Quality Assurance & Technical teams.
- b. Send the Supporting details/samples of the complaints to HOD(QA) & Plant head along with copy of letter/Fax/E-Mail from the customer
- c. Internal investigation of complaint by QA team and will be discussed with concerned department Head / plant team as well as with the Plant Head for Corrective and preventive action.
- d. If required the complaints are investigated at the customer’s site by deputing a person for visit/Discussion with the customer.
- e. In case Quality Assurance is unable to complete the investigation or any dispute / un –resolved matter remain between plant and marketing , the same is discussed at senior management level. Further if required investigation is done through outside agencies like SITRA, BTRA, ATIRA etc.
- f. Based on the findings of the internal/external complaint investigations, necessary corrective & Preventive action are taken by the plant team. Also Comprehensive analysis report is submitted to Marketing team.
- g. Coordinate through respective CMO/BH/Respective Marketing Team Member to arrive at mutually agreed redressal with the customer through any of the following means.
 - By paying in claim.
 - By Replacing the material
 - By Convincing the Customer
- h. After the above action, the respective Head of marketing shall close the complaint & get the same updated in ERP system.
- i. Redressal of complaints within the maximum period specified in Company SOP from the date of receipt.

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

Overview / Objective: It provides an overview to understand what could be potential risks & opportunities in terms of ESG compliances or investment or finance could be related to any product & its overall impact on the organization’s turnover & financial standing.

	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	29%

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

Overview / Objective: This disclosure provides an evaluation of the success of complaints management systems & procedures relating to them.

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Quality Complaints	930	317	-	871	177	-

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

Overview / Objective: A product recall is the process of retrieving defective &/or potentially unsafe goods from consumers. Such data can reveal the extent of the entity's safety measures & their effectiveness.

Not applicable, as no such product recalls happened during the current financial year.

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.

Overview / Objective: This disclosure can help stakeholders assess an entity's cybersecurity risk & level of disclosures & provide regulators with information on whether additional legislative standards are necessary for encouraging companies to disclose more about their cybersecurity.

Yes, the entities IT policy includes instructions over cyber security and risk related to data privacy, IT policy ensures to protect our organization from data breaches.

RSWM, maintains safe and encrypted database its value chain partners, Company regularly updates security software and also provide various training to its staff members related to the data security and privacy.

We can get an idea about robust IT system of company through the fact that company has not faced any data breaches till now.

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.

Overview / Objective: This disclosure provides an overview of the success of management systems & procedures relating to overall customer satisfaction.

As the company has not faced any complaints or issue relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls and no amount paid as penalty to regulatory authority on account of safety product and services. However, company policies and procedures has set patterns for corrective actions, wherever required.

Leadership Indicators (Good Governance)

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

Overview / Objective: This disclosure guides various stakeholders on the nature of products & services provided by the entity. The Company website provides detailed information about its wide range of products.
Link: <https://www.rswm.in/collections/>

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

Overview / Objective: This disclosure provides an overview of procedures asset up by the entity to raise awareness regarding the nature & use of its products / services.

RSWM, cares the customer satisfaction and their values. The company engages with customers on different forums to educate the responsible usage of products. Company shares information with its customer on responsible usage of products at the time of distribution, conducting various meetings and seminars for its customers.

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)

Overview / Objective: This disclosure provides investors with valuable information regarding overall level of customer satisfaction relating to the entity's products & services.

RSWM continued its efforts for reducing the environmental, health and safety impacts of its products throughout their lifecycle. RSWM adheres to all the compliance of product information and product labelling. The Company's marketing communication efforts adhere to the brand standards/guidelines regarding visual manifestation, brand promise, relevance and salience of the target group. RSWM adheres to all legal statutes with respect to product labelling and display of product information.

Understanding the needs of the customers is of paramount importance to RSWM. The Company follows several modes of customer engagement to understand customer needs and is always vigilant towards providing superior customer experience. RSWM conducts various meetings both physically and virtually with its customers. This has helped the Company to ensure periodical fulfilment of service delivery promise, conformance to internal norms and standards, identification of process improvement areas and understand customer attitude and behavior change to ascertain those needs are met at all stages.