



KEWAL KIRAN CLOTHING LIMITED

Registered & Corporate Office :- Kewal Kiran Estate, 460/7, I.B. Patel Road, Goregaon (E), Mumbai: 400 063

Tel No. +91 22 26814400 Fax No. +91 22 26814410

CIN No. L18101MH1992PLC065136 website : www.kewalkiran.com

Date: September 26, 2023

The Department of Corporate Services

BSE Limited

1st floor, P J Towers

B.S. Marg, Fort, Mumbai – 400 001

Stock Code: 532732 / KKCL

The Listing Department

National Stock Exchange of India Limited

Exchange-Plaza, Bandra Kurla Complex

Bandra (E), Mumbai – 400 051

Dear Sir/ Madam,

Sub: Business Responsibility and Sustainability Report

Attach please find Business Responsibility and Sustainability Report for the financial year ended March 31, 2023 for your records

Yours truly,

For Kewal Kiran Clothing Limited

ABHIJIT B. WARANGE

VICE PRESIDENT – LEGAL & COMPANY SECRETARY

**BUSINESS RESPONSIBILITY AND
SUSTAINABILITY REPORTING**



The Directors present the Business Responsibility Report of the Company for the financial year ended on 31st March, 2023, pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L18101MH1992PLC065136
2	Name of the Listed Entity	Kewal Kiran Clothing Limited
3	Year of incorporation	30 th January 1992
4	Registered office address	Kewal Kiran Estate, 460/7, I.B. Patel Road, Near Western Express Highway, Goregoan (East) Mumbai: 400063
5	Corporate address	Kewal Kiran Estate, 460/7, I.B. Patel Road, Near Western Express Highway, Goregoan (East) Mumbai: 400063
6	E-mail	abhijit.warange@kewalkiran.com
7	Telephone	022-26814400
8	Website	https://www.kewalkiran.com/
9	Financial year for which reporting is being done	1 st April, 2022 to 31 st March, 2023
10	Name of the Stock Exchange(s) where shares are listed	1. The BSE Limited, Mumbai, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai: 400001. 2. National Stock Exchange of India Limited, Exchange Plaza, Bandra Kurla Complex, Bandra (E), Mumbai: 400 051.
11	Paid-up Capital	₹ 6,162.51 lakhs (61,625,185 equity shares of ₹ 10 each)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Abhijit B. Warange, Company Secretary +91 22 26814545 abhijit.warange@kewalkiran.com Kewal Kiran Estate, 460/7, I.B. Patel Road, Near Western Express Highway, Goregoan (East) Mumbai: 400063
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)	The disclosure under this report covers the standalone operations of Kewal Kiran Clothing Limited.

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing, Processing, Finishing and Dispatch of Garments and Accessories	Manufacturing and retailing of apparels and lifestyle accessories under fashion brands Killer, Integriti, Lawman, Easies and Desi Belle.	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Jeans	NIC code 141 - Manufacturing of wearing apparels, except fur apparels	51.2%
2	Shirt		21.5%
3	Trouser		08.7%
4	T-Shirt		04.8%
5	Others		13.8%

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	4	1	5
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	25
International (No. of Countries)	2

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

Export contributes 2.72% of the total turnover of the company.

c. A brief on types of customers

KKCL's five apparel brands namely Killer, Lawman, Integriti, Easies & Desi Belle, comprise products that address the needs of all profiles of the menswear & womenswear consumers, be it diverse age groups, income levels or occasions.

With 453 exclusive brand outlets (EBO) and 80+ distributors covering 3,000+ multi-brand outlets (MBO) spread across India and presence across national chain stores and e-commerce portals the Company has a widespread distribution in India.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	782	644	82%	138	18%
2	Other than Permanent (E)	1699	1320	78%	379	22%
3	Total employee (D+E)	2481	1964	79%	517	21%
Workers						
4	Permanent (F)	1031	918	89%	113	11%
5	Other than Permanent (G)	174	140	80%	34	20%
6	Total employee (F+G)	1205	1058	88%	147	12%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1	Permanent (D)	0	0	0%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employee (D+E)	0	0	0%	0	0%
Differently abled Workers						
4	Permanent (F)	0	0	0%	0	0%
5	Other than Permanent (G)	0	0	0%	0	0%
6	Total employee (F+G)	0	0	0%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	13%
Key Management Personnel	3	0	0%

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.69%	8.31%	17.85%	23.20%	39.45%	20.60%	19.58%	23.68%	18.80%
Permanent Workers	23.76%	9.78%	23.21%	23.20%	57.67%	25.03%	32.12%	38.91%	32.40%

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

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

S. 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	K-Lounge Lifestyle Limited	Subsidiary	100%	No
2	White Knitwears Private Limited (WKPL)	Joint Venture	33.33%	No

VI. CSR Details

22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013 : **Yes**
- ii. Turnover (in ₹) : 60,761 Lakhs
- iii. Net worth (in ₹) : 47,819 Lakhs

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)	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. The mechanism is in place to receive concerns from community, which are worked upon and redressed accordingly.	0	0	-	0	0	-
Investors (other than shareholders)	Yes. The Stakeholder Relationship Committee / Investor Grievance Committee oversees and reviews all matters connected with the redressal of Investor Grievances and complaints. Investor grievances can be reported at the e-mail ID, grievanceredressal@kewalkiran.com	0	0	-	0	0	-
Shareholders		1	0	The compliants were satisfactorily resolved	0	0	-
Employees and workers	Yes. The mechanism is in place and the employee grievances can be reported at grievanceredressal@kewalkiran.com	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	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. The company has a mechanism to handle and address customer complaints.	30	0	The complaints were satisfactorily resolved	15	0	The complaints were satisfactorily resolved
Value Chain Partners	Yes. The company has a mechanism to handle and address the complaints of value chain partners.	0	0	-	0	0	-
Other (Whistle Blower)	Yes. The company has a Whistle Blower Policy. https://kewalkiran.com/investor.html#Policies	0	0	-	0	0	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Availability of natural resources-based inputs	Risk	Energy and water are significant cost and risk factors for businesses due to their essentiality, scarcity and potential for price volatility, supply disruption and environmental impact.	<ol style="list-style-type: none"> Investments in alternate energy sources and energy efficient technologies in order to decrease dependence on non-renewable sources. Plans and actions are put in place at the plant level to obtain alternative sources of water, reusing water from effluent treatment plants, utilising rainwater and attaining water neutrality. 	Positive: Reduced energy and water consumption.
2	Disposal of Waste	Risk	The production process generates various waste materials that can pose a threat to the environment if not handled and disposed of properly.	Waste reduction and recycling program for effective waste management. Employee training, regular auditing and monitoring.	Negative
3	Climate Change	Risk	The risks associated with climate change and global warming encompass risks related to environmental regulations, natural disasters caused by climate change and sustainability pressures at both the local and global levels.	Despite the current risk, it presents the Company with a distinctive opportunity to transition towards sustainable practices, such as exploring renewable energy and alternative resource and fuel sources.	Positive
4	Water Management	Risk	Any disruption to water supply or quality can affect operations and potentially lead to increased costs, delays, or reputational damage.	Water conservation and efficiency, Water quality management, ZLD, Regulatory compliance	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity. (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	OHS (Occupational Hazards)	Risk	There are various types of risks that can be categorised as occupational hazards, including physical, psychosocial and biological hazards which are related to the Company's activities. These risks can pose both short-term and long-term threats to the well-being of employees in the workplace.	Training/ awareness/ technological upgradation/ review at senior level and Board committee.	Negative
6	Diversity and Equal Opportunity	Opportunity	Diversity within the workforce enhances the company's performance by fostering the presence of diverse individuals in the workplace. It is equally crucial for an organisation to prevent discrimination and uphold human rights in such a diverse work environment.	Promoting equal opportunity employment and embracing diversity fosters creativity, drives innovation, and bolsters the agility of the workforce. We are dedicated to upholding human rights, ensuring the dignified treatment of every individual, in all our operations.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1. c. Web Link of the Policies, if available	KKCL's BRSR Policy is available at https://kewalkiran.com/investor.html#Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (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.	All policies confirm to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and National Guidance on Responsible Business Conduct. Corporate Governance Voluntary Guidelines, 2009 (P3, P5); CSR disclosures pursuant to Section 135 of the Companies Act, 2013 (P8).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Refer to ESG commitments in Annual Report								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	This report emphasises the efforts and steps taken by the Company to promote sustainability and addresses our specific areas of focus on Environmental, Social, and Governance (ESG) issues throughout the Financial Year. Moving ahead, we are dedicated to monitoring and disclosing our progress regarding these commitments in the future.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Please refer to the Chairman's statement (page No. 12) in KKCL's Annual Report 2022-23									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Kewalchand Pukhraj Jain, Chairman and Managing Director (DIN: 00029730) has been designated as the Business Responsibility and Sustainability Head.								
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.	No. The Executive directors and the senior management are responsible for decision making on sustainability related issues.								
10. Details of Review of NGRBCs by the Company:									
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action				Yes					Quarterly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									Quarterly
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No external agency has conducted an independent assessment or evaluation of the entity's policies. Instead, the Senior Management internally assessed and evaluated the entity's policies. This internal review process ensures the effective implementation of policies that align with the entity's objectives and regulatory requirements.								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	2	The Board of Directors and KMPs are updated and made aware of regulatory developments. The subjects covered include: Environment and safety are important, Companies Act, SEBI Listing Requirements, Corporate Governance, ESG & Sustainability	100%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	90	Employees and workers underwent training on various topics and principles, including: Health and safety (P3), Prevention of sexual harassment (P5), Skill upgradation (P3), Ethical standards (code of conduct) (P1)	91%
Workers	32		84%

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

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Not applicable	Nil	Not applicable	Not applicable
Settlement	Nil	Not applicable	Nil	Not applicable	Not applicable
Compounding	Principle 9	Legal Metrology	1,50,000	Discrepancy in declaration appearing on principal display panel of label	No

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Not applicable	Not applicable	Not applicable
Punishment	Nil	Not applicable	Not applicable	Not applicable

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

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

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

Yes, the Company has an Anti-Bribery & Anti-Corruption policy. The policy is applicable to all the directors and employees of KKCL and they are expected to adhere to the policies in spirit and letter. The policy defines all forms of bribery and acts of corruption. The policy provides guidance on the violations of the policy, the reporting mechanism and the disciplinary actions. KKCL provides regular training on the policy, and the Executive Board is committed to supporting its implementation. The Policy provides for adequate safeguards against victimisation of employees who avail of the mechanism to report the breach of the Policy. The policy can be accessed on the website at <https://kewalkiran.com/> ## Anti-Bribery & Anti-Corruption policy##

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

Parameter	FY 2022-23	FY 2021-22
Directors	Nil	Nil
Key Managerial Personnel (KMPs)	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable. There are no cases on corruption and conflicts of interest

Leadership Indicators

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

Total number of awareness held	Topics / principles covered under the training	% of value chain partners covered (by value with such partners under the awareness programs)
-	-	-

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

Yes. The Directors on a yearly basis and whenever there is any change in the disclosure already made also disclose their concern or interest in any company, bodies corporate, firms or other associations of individuals. The company has implemented a process and policy to avoid/ manage conflict of interests involving members of the Board. The Code of Conduct becomes applicable with the commencement of Directorship or Senior Management roles at KKCL. The Directors of the Company and the Senior Management acknowledge and execute an understanding of the Code of Conduct once a year or upon the revision of this Code. The Code of Conduct is available at <https://kewalkiran.com/investor.html#Code+of+Conduct>.

If Yes, provide details of the same.

The company has a Code of Conduct for its Board of Directors and Senior Management that emphasises integrity, ethical conduct and compliance with regulations. This code requires them to act in the best interests of the company and its stakeholders, making informed decisions and adhering to their conferred authority. It emphasises honesty, integrity and fairness and prohibits engaging in any activities that create conflicts of interest. Compliance with all applicable laws is mandatory and any violations should be reported. Confidential information must be kept confidential and insider trading is strictly prohibited. Gifts, donations and benefits intended to influence business decisions are not allowed. The company's assets should be protected and used for business purposes only. The code is enforceable and disciplinary actions may be taken for non-compliance in a fair and transparent manner.

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

Essential Indicators

- 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.

	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	0	0	KKCL's investment practice contributes to increased efficiency of operations and product sustainability, which creates a trickle-down effect along the value chain in terms of creating environmental and social impacts. However, we are yet to measure technology or innovation-wise environmental and social impacts.
Capex	100%	100%	

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

KKCL has adopted sustainable sourcing procedures, with a strong emphasis on procuring the key raw materials responsibly. The company prioritises partnering with suppliers who follow eco-friendly practices, such as using organic fibers and implementing water and energy-saving measures during production. This approach is aimed at significantly reducing the environmental impact of the garments produced, contributing to the promotion of sustainable and responsible garments.

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

The organisation has established a thorough vendor selection and evaluation process that gives significant importance to environmental and social considerations. Vendors are chosen based on their long-term capabilities, commitment to environmental, health and safety policies, adherence to quality standards and competitive pricing. Approximately 44% of the inputs used are sourced sustainably.

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

The Company's manufacturing sites are subject to Consents to Operate and authorisations as per the Hazardous Waste Management Rules, which mandate the declaration and proper disposal of all waste through authorised waste disposal service providers overseen by the State Pollution Control Board. In addition, the Company supports responsible disposal by supplying plastic containers to authorised recyclers for recycling purposes.

- Plastic waste: Plastic waste generated at site is sent to authorised recyclers.
- E-waste: Not applicable. The Company does not reclaim any electronic waste (e-waste) and any e-waste generated on site is given to certified vendors for safe disposal.
- Hazardous waste: Not applicable. None of the product waste is hazardous. Hazardous waste generated (Used oil and Sludge) at site is collected by certified vendors for safe disposal.
- Other waste: Not applicable

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No. Extended Producer Responsibility (EPR) is not applicable to the entity.

Leadership Indicators

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

The Company has not conducted any life cycle assessment for the products till date.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	-	-	-	-	-

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

Not Applicable.

Name of Product / Service	Description of the risk/concern	Action Taken
-	-	-

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

Indicate input Material	Recycled or reused input material to total material	
	FY 2022-23	FY 2021-22
None		

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	KKCL products and packaging materials do not contribute to the creation of electronic waste or hazardous products.					
Hazardous waste						
Other waste	-	-	-	-	-	-

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

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

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

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

Category	Total (A)	% of employees covered by									
		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	644	607	94%	644	100%	0	0%	0	0%	0	0%
Female	138	127	92%	138	100%	39	28%	0	0%	0	0%
Total	782	734	94%	782	100%	39	28%	0	0%	0	0%
Other than Permanent employees											
Male	1320	1050	80%	1050	80%	0	0%	0	0%	0	0%
Female	379	317	84%	317	84%	0	0%	0	0%	0	0%
Total	1699	1367	80%	1367	80%	0	0%	0	0%	0	0%

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

Category	Total (A)	% of employees covered by									
		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	918	918	100%	918	100%	0	0%	0	0%	0	0%
Female	113	113	100%	113	100%	113	100%	0	0%	0	0%
Total	1031	1031	100%	1031	100%	113	100%	0	0%	0	0%

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)
Other than Permanent employees											
Male	140	0	0%	0	0%	0	0%	0	0%	0	0%
Female	34	0	0%	0	0%	0	0%	0	0%	0	0%
Total	174	0	0%	0	0%	0	0%	0	0%	0	0%

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

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	92%	98%	Y	91%	98%	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

KKCL is strongly committed to fostering diversity and ensuring equitable treatment of all employees. Our primary objective is to create an inclusive work environment that welcomes individuals from diverse backgrounds. In line with this commitment, we actively consider qualified candidates with disabilities based on their merits and qualifications. Our Equal Opportunity Policy fully aligns with the provisions outlined in The Rights of Persons with Disabilities Act of 2016. We continuously strive to enhance our premises to improve accessibility for differently-abled employees and workers, to ensure inclusivity across our operations.

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

Yes, the Company has implemented an Equal Employment Opportunities Policy in compliance with the Rights of Persons with Disabilities Act, 2016. KKCL ensures that all employees and eligible job applicants are granted equal opportunities without unjust discrimination based on various factors such as race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other protected category specified by relevant legislation. The policy can be accessed on the website at <https://kewalkiran.com/##Equal-Employment policy##>

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male*	NA	NA	NA	NA
Female**	-	-	-	-
Total	-	-	-	-

*Parental leave benefits only available for female employees and workers

** Female employees and workers did not avail parental leave in this financial year.

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

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

KKCL has implemented a grievance mechanism to address and resolve concerns raised by employees and workers. The mechanism provides a transparent and structured approach for employees to express grievances related to workplace culture, colleague interactions, management issues, harassment incidents and health and safety matters, with the option to escalate their concerns if necessary. Unit HR and CHRO (Chief Human Resources Officer) are responsible for conducting thorough investigation and taking appropriate actions to resolve the grievances, while maintaining records to ensure transparency and accountability throughout the process.

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

The company does not have any employee associations. The company, however, recognises the right to freedom of association and does not discourage collective bargaining.

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / Workers in respective category, who are part of association(s) or Union (D)	% (C / D)
Total Permanent Employees	782	0	0%	736	0	0%
Male	644	0	0%	604	0	0%
Female	138	0	0%	132	0	0%
Total Permanent Workers	1031	0	0%	926	0	0%
Male	918	0	0%	835	0	0%
Female	113	0	0%	91	0	0%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1964	60	3%	1682	86%	1578	35	2%	327	21%
Female	517	5	1%	159	31%	404	13	3%	5	1%
Total	2481	65	3%	1841	74%	1982	48	2%	332	17%
Workers										
Male	1058	518	49%	35	3%	923	22	2%	38	4%
Female	147	81	55%	6	4%	119	5	4%	3	3%
Total	1205	599	50%	41	3%	1042	27	3%	41	4%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(C/D)
Employees						
Male	1964	35	2%	1578	30	2%
Female	517	4	1%	404	1	0%
Total	2481	39	2%	1982	31	2%
Workers						
Male	1058	0	0%	923	0	0%
Female	147	0	0%	119	0	0%
Total	1205	0	0%	1042	0	0%

Performance and career development reviews of workers are not done.

10. Health and safety management system:

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

Yes. Wellbeing of our employees is of prime importance to us. We take a significant effort in maintaining the workplace health and safety standards as per industry norms. Our workers at the Vapi site are constantly exposed to noise and chemicals during dying, printing and washing of apparels. Our employees are required to use protective masks and gloves while operating the machinery. The Company has implemented an Occupational Health and Safety system that covers and applies to all employees and workers. The implementation of a comprehensive health and safety framework is visible throughout the organisation. Safety performance has been included in the appraisal system for management employees, demonstrating the Company's commitment to accountability. Regular safety training is provided to employees and Workers.

All our sites are equipped with first aid kits and fire extinguishers in case of any emergency. Adequate social distancing measures are undertaken in response to the pandemic.

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

The safety committee members and HR personnel both conduct daily plant round (Daily Gemba Walk) visits to identify work-related hazards. Employees are actively encouraged to report any work-related hazards or risks they encounter to the safety committee or the plant head. This collaborative effort ensures that potential hazards are identified and addressed promptly, promoting a safer work environment for all.

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

Yes. To ensure the safety of our workers, we have established an internal platform for them to report any work-related hazards they may come across. Once reported, these hazards are closely monitored and addressed by the Department Safety Committee, which the respective Plant Heads support. In the safety committee meeting, members discuss incidents or accidents that occurred, review and evaluate the effectiveness of the current safety procedures, identify any new hazards, provide training and education on safety practices, and discuss any relevant legal or regulatory changes. The committee also discusses ways to improve workers' and management's communication and cooperation on safety matters.

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

Yes. The Company offers medical benefits to its permanent employees and their families. Workers are eligible for medical benefits through group insurance policies provided by the Company, as well as medical support funded by the Company. If applicable, they may also receive statutory benefits under ESIC.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

KKCL is dedicated to ensuring a healthy, safe, and clean working environment for its employees, contract workers, visitors and stakeholders. To uphold a zero-harm work culture, the company has implemented various continuous improvement measures. These include deriving safe operating procedures and guidelines from relevant Indian standard codes, establishing an EHS committee at all facilities to proactively manage occupational health and safety (OHS) activities, conducting regular safety meetings and EHS committee meetings, and implementing control measures to mitigate significant risks.

Employees and workers are trained on work-related hazards and safety measures through standard operating procedures and work instructions. The company conducts regular health and safety compliance audits and inspections. Safety training programs are conducted for employees, including leadership and management teams, to enhance their knowledge of safety management systems, incident investigation, audits and emergency management. Effective communication channels are developed to engage employees and encourage them to report safety-related incidents. Incident reporting and investigation follow the fishbone method to identify root causes and prevent recurrence.

The company provides comprehensive health check-ups, medical facilities and occupational health risk assessments to safeguard the well-being of employees. Ergonomic exercises are conducted to promote a healthy work culture and reduce occupational health risks.

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

Category	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of all our units are accessed internally
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.

No safety incidents occurred during the assessment year. For all types of incidents, we have identified appropriate corrective actions and implemented necessary measures to resolve them. Our audit system, both internal and external, is well-established and thoroughly examines environmental and occupational health and safety aspects on a regular basis. In the event of safety incidents, a dedicated safety team conducts root cause analysis, which is subsequently monitored and reviewed by the Plant Head. Based on the identified root causes, corrective measures are implemented to prevent similar incidents from occurring in the future.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of:
 - Employees (Y/N) - Yes
 - Workers (Y/N) - Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The company ensures that contractor and vendors make timely PF and ESIC payments to their employees by releasing payment only after proof of compliance is received. Monthly reconciliation of GSTR-2B is conducted to ensure that vendors make timely GST payments and file GST returns to the government on time. The company ensures timely filing of GST returns to allow customers to avail GST credits on time and resolves any related issues promptly.

The company follows up with customers and vendors for TDS/TCS certificates (Form16A and Form27D) to ensure timely payments of TDS/TCS by them. Timely TDS/TCS payments are made and certificates are issued to vendors, customers and employees so that they can avail credits on time. Income tax returns are collected from vendors on a yearly basis to ensure proper levy of TDS rates and to ensure that vendors file their income tax returns on time.

The company collects TRC, NO PE certificates and 10F form on all foreign payments related to goods and services to prevent tax evasion by foreign entities and to regularise foreign currency payments. Timely payment of the labour welfare fund of employees is also ensured by the company.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	0	0	0
Workers	0	0	0	0

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

The company does not provide any transition assistance programs however, it plans to extend professional courses to its employees in the near future to facilitate continued employability. It also offers advisory roles to highly qualified retired employees.

- Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Value chain partners are not assessed during the assessment period.
Working Conditions	

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

No Gaps/concerns were noted.

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

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

The Company considers any individual, group or institution that contributes to its business chain as a stakeholder. At KKCL, stakeholders play an important role and the Company recognises the importance of partnering with them and addressing their concerns to achieve its ambitious targets as part of its vision. The Company's multi-stakeholder model aims to understand the needs of its stakeholders and respond to them through various initiatives and programs.

The Company's process of stakeholder engagement involves identifying internal and external stakeholders, analyzing their impact on the business and vice versa and prioritising key stakeholders to understand their expectations and concerns. Regular interactions with stakeholders through various channels have helped strengthen relationships and enhance the Company's organisational strategy. Key stakeholders have been identified and each of them contributes in their own way to create shared value.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), 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
Customers	No	Customer feedback surveys, In-person meetings/letters, Social media, Company and corporate websites, Product information on packaging, Customer relationship development, Customer conferences, Email, SMS, Advertisements, Website	Ongoing / Need basis	<ul style="list-style-type: none"> - The Company believes that comprehending the requirements of its customers is essential in determining the quality and pricing of its products. - The development of new and innovative products is driven by the needs of the customers. - The Company also strives to minimise the environmental and social impact of its products, thereby enabling customers to meet their sustainability goals.
Employees	No	Emails, Internal Communication platforms, Intranet, Notice Board, Team meetings, One-to-one meetings/briefings	Ongoing / Need basis	<ul style="list-style-type: none"> - The Company aims to enhance employee engagement and communication by promoting collaborative working, diversity, and well-being at the workplace. - The Company also seeks to provide employees with opportunities for accelerated career growth.
Suppliers and Value Chain Partners	No	Supplier evaluation questionnaires, Contractual meetings, Information requests, Email, SMS, Advertisement, Website, Tradeshows	Ongoing / Need basis	<ul style="list-style-type: none"> - The Company's objectives include maximising opportunities for suppliers across the value chain, integrating sustainability into procurement decisions and procuring high-quality raw materials and services at competitive prices.
Shareholders, Investors and Lenders	No	Annual General Meeting, Annual Reports, One-to-one meetings, Quarterly conference calls, Investor conferences, Road shows and plant visits	Annually /Ongoing / Need basis	<ul style="list-style-type: none"> - The Company aims to disclose sustainability Key Performance Indicators (KPIs) and integrate financial and non-financial factors to provide high-value information that generates significant long-term value to investors and shareholders. - The Company also engages with all its stakeholders to understand their priorities and address their queries and concerns, enriching business conduct.
Local Communities	Yes	Community Meetings, Events, Advertisements, College/ Local functions, Social Media	Ongoing / Need basis	<ul style="list-style-type: none"> - The Company strives to establish robust partnerships with local communities and support its supply chain while maintaining its social engagements.

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Government and Regulators	No	Press Releases, Quarterly Results, Annual Reports, Sustainability / Integrated Reports, Stock Exchange filings, issue specific meetings, representations	Need basis	<ul style="list-style-type: none"> - The Company aims to enhance its sustainability performance and improve compliance with regulations related to its activities. - The Company aims to contribute to nation-building through its products, taxes and royalties, as well as support the government's on-ground initiatives through corporate social responsibility (CSR) and contributions to the local economy.
Media	No	Media surveys, Interviews, Media briefings, Press releases, Social media	Need basis	<ul style="list-style-type: none"> - The Company aims to enhance its comprehension of the industry's positive impact on sustainability and climate change, as well as identify the drivers for further development in this regard.
NGOs and Other Groups	No	One-to-one meetings, Presentations, Participation in events	Need basis	<ul style="list-style-type: none"> - The Company aims to engage experts in the field for the effective implementation of CSR programs and regularly discuss and share updates to strengthen the existing programs.

Leadership Indicators

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

The Company regularly engages with important stakeholders such as investors, customers, suppliers, communities and employees. The company engages in discussions with the Board on stakeholder concerns through various organisational functions responsible for specific stakeholders. These discussions occur during quarterly Board reviews, where the Board and other senior leaders representing these functions participate. The Marketing Head provides feedback on customer trends and issues, the CFO and his team provide feedback on investors, the Head HR and his team provide feedback on employees, the CS and his team provides regulatory updates and the respective Plant Heads provide feedback on sustainability issues, among others. The Company recognises that effective stakeholder engagement is crucial to achieve its sustainability goals for promoting inclusive growth.

The Company assesses and identifies the needs of the communities surrounding its manufacturing sites to determine support and intervention strategies. Surveys are conducted to identify areas for support and the CSR activities, implementation schedule and impact are presented to the Board of Directors annually for review and feedback.

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

Yes, The Company engages with stakeholders on important issues that align with strategic objectives, using various modes of communication. Each stakeholder group has a designated internal representative. For instance, employee feedback is addressed through specific steps that improve communication and collaboration channels. Likewise, suppliers are provided with a streamlined order-to-payment process and given opportunities to address environmental and social concerns.

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

Vulnerable group	Concerns	Action Taken	Impact
-	-	-	-

PRINCIPLE 5 Businesses should respect and promote human rights**Essential Indicators**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(C/D)
Employees						
Permanent	782	567	73%	736	546	74%
Other than permanent	1699	1699	100%	1246	1246	100%
Total Employees	2481	2266	91%	1982	1792	90%
Workers						
Permanent	1031	842	82%	926	754	81%
Other than permanent	174	173	99%	116	115	99%
Total Workers	1205	1015	84%	1042	869	83%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than Minimum wage		Total (D)	Equal to minimum wage		More than Minimum wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Permanent	782	0	0	782	100%	736	59	8%	677	92%
Male	644	0	0	644	100%	604	50	8%	554	92%
Female	138	0	0	138	100%	132	9	7%	123	93%
Other than Permanent	1699	0	0	1699	100%	1246	0	0%	1246	100%
Male	1320	0	0	1320	100%	974	0	0%	974	100%
Female	379	0	0	379	100%	272	0	0%	272	100%
Workers										
Permanent	1031	0	0	1031	100%	926	0	0%	926	100%
Male	918	0	0	918	100%	835	0	0%	835	100%
Female	113	0	0	113	100%	91	0	0%	91	100%
Other than Permanent	174	0	0	174	100%	116	0	0%	116	100%
Male	140	0	0	140	100%	88	0	0%	88	100%
Female	34	0	0	34	100%	28	0	0%	28	100%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	4	1,24,99,930	0	0
Key Managerial Personnel	3	55,17,257	0	0
Employees other than BoD and KMP	967	2,21,821	93	2,68,504
Workers	1056	1,93,940	98	1,03,819

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

Yes. Chief Human Resources Officer and the individual Plant Heads holds the responsibility for dealing with any human rights issues that are caused or have a contribution from the business.

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

The company has implemented a Vigil Mechanism/Whistleblower Policy to encourage employees to report any concerns they may have, assuring them that they will not face any negative consequences such as victimisation, discrimination, or disadvantages as a result. This policy includes a process for employees to report their concerns either to the Chairperson of the Audit Committee or to the Vigilance and Ethics Officer through designated channels. The Vigil Mechanism/Whistleblower Policy is accessible to all stakeholders and can be found on the company's website for public access.

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

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

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

The Company is dedicated to providing equal opportunities and denounces discrimination or harassment based on various factors. The Company has implemented an Equal Employment Opportunity Policy to ensure inclusivity and zero tolerance for discrimination. The Company also has a policy to prevent and address sexual harassment at the workplace, with an Internal Complaints Committee responsible for conducting inquiries and safeguarding the identities of all involved parties. Regular sensitisation programs on sexual harassment prevention are conducted. The Company maintains confidentiality and anonymity for complainants. The Company has a Whistleblower Policy for reporting unethical behavior and noncompliance and employees are expected to adhere to a Code of Conduct promoting responsible actions and conduct.

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

Yes. The Company has integrated the fulfillment of human rights requirements into its standard terms and conditions for Purchase Orders, Agreements/ Contracts entered into with the Suppliers and also as a part of Code of Conduct for Suppliers and Service Providers.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. We conduct internal monitoring to ensure compliance with relevant laws and policies regarding these issues. No significant findings have been reported by local regulatory bodies or external parties throughout the year. We take proactive measures to prevent discrimination, child labor and sexual harassment within our value chain partnerships.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable. No significant risks /concerns.

Leadership Indicators

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

Not applicable. The Company has not received any grievances or complaints regarding human rights violations during the reporting period.

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

The Company's commitment to creating a culture of care and trust is evident in its various corporate policies, which include the Environment, Health & Safety (EHS) Policy, Whistleblower Policy, Sexual Harassment Policy and Equal Opportunity and Non-Discrimination policies. Upholding the dignity and respect of each employee is a core value that the Company embraces. To ensure compliance and responsibility, regular audits and inspections are carried out by the internal audit protocols of the EHS and HR departments, encompassing all locations and addressing issues related to EHS and human rights.

The Company is fully dedicated to meeting or surpassing the requirements of relevant local, state and national laws concerning human rights and workers' rights in all the states where it operates. Additionally, all business operations adhere to applicable regulations, striving to uphold labour rights and aligning with both national and international standards and regulations.

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

Yes. The Company has made provisions to ensure convenient access for individuals with disabilities at its manufacturing sites. Ramps have been constructed to facilitate easy movement for differently-abled visitors. The Head Office and R&D office, situated in commercial premises, have elevators and infrastructure for differently abled visitors. To assist deaf and mute visitors, displays and signages have been installed for effective communication. The Company has been continually working to enhance our premises to further enhance accessibility and support for differently-abled employees and workers.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	The company did not conduct any assessments with its value chain partners. However, it is expected that the value chain partners comply with all applicable laws and regulations. In the upcoming assessment year, the company plans to conduct assessments to ensure compliance with human rights.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not applicable.

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

Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
		in Giga Joules
Total electricity consumption (A)	15,981 GJ	13,124 GJ
Total fuel consumption (B)	22,83,873 GJ	22,27,405 GJ
Energy consumption through other sources (C)	155 GJ	-
Total energy consumption (A+B+C)	23,00,009 GJ	22,40,529 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	28.76/ ₹ Lakh	35.88/ ₹ Lakh
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) : No		

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

No. The Company does not fall under the category of industries mandated under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1,16,778	1,14,073
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,16,778	1,14,073
Total volume of water consumption(in kiloliters)	1,16,778	1,14,073
Water intensity per rupee of turnover (Water consumed / turnover)	1.46 KL/ ₹ Lakh	1.83 KL/ ₹ Lakh
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) : No		

*Synthofine, Dadar and Daman plants are located in Industrial Estate and there is no bifurcation of water bill since invoices raised for whole industrial estate. Water consumption given for Vapi and Head Office.

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

Trade effluents are only generated in the Vapi unit. In all other facilities, water is consumed mainly for domestic purposes. Domestic waste water in Daman is treated in-house and the treated water is reused for flushing and gardening.

The trade effluents generated in Vapi Unit is treated in in-house Effluent Treatment Plant. To reduce reject water, reverse osmosis system is instituted. 20% of the treated water from ETP is recycled back into the production process and ETP Waste generated through screw press is sun dried and collected in bags and then disposed to CEPT with Manifest. Zero Liquid Discharge is under study and implementation for the plant to eliminate risk of effluent transportation and disposal.

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

Parameter	Unit	Vapi	
		2022-23	2021-22
NOx	ppm	11.7	13.5
SOx	mg/Nm ³	14.2	5.0
Particulate matter (PM)	ppm	21.4	39.8
Persistent organic pollutants (POP)	Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC), Hazardous Air Pollutants (HAP), are not being monitored currently.		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		ENPOR Enviro Tec and Engineers Pvt. Ltd - Environmental Audit Report	

Not required to measure for Daman and Mumbai units.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	Metric tonnes of CO ₂ equivalent	3,145	3,225
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	3,507	2,880
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.085 CO ₂ e /₹ Lakh	0.078 CO ₂ e /₹ Lakh
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.

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

KKCL has taken considerable steps throughout the reporting year to reduce its own GHG emissions. Green energy like Wind and Solar energy are utilised at Vapi and Daman units and replaced 711 tCO₂e with green energy.

In line with the long-term target, to reduce GHG emissions intensity, the following initiatives were adopted.

- Setting emission reduction targets and developing a roadmap to monitor execution
- Carrying out feasibility studies to adopt and invest renewable energy technologies in various units
- Investing in energy-efficient technologies

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	34.38	29.23
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) – Used oil and Sludge	35522.77	11347.18*
Other Non-hazardous waste generated (H). Please specify, if any. (Fabric waste and Packaging waste) (Break-up by composition i.e. by materials relevant to the sector)	204.21	179.21
Total (A+B + C + D + E + F + G + H)	35761.36	11556.14

Parameter	FY 2022-23	FY 2021-22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Hazardous Waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Non- Hazardous 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)		
Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	238.59	208.96
Total	238.59	208.96
Non-Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	35522.77	11347.18
Total	35522.77	11347.18
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No		

* In 2021-22, the COVID pandemic resulted in reduced production and a lower generation of ETP sludge when compared to the year 2022-23.

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

The manufacturing process unavoidably generates waste, so the Company has implemented measures to make the most of it. Their aim is to avoid sending a large amount of waste to landfills, so they have adopted procedures that repurpose used material and reintroduce excess material back into the production process. The Company employs the '3R' approach, which is to reduce, reuse and recycle waste. They follow legally prescribed methods and environmentally safe disposal techniques for disposing of hazardous waste and sell non-hazardous waste to approved recyclers.

The company manages all waste in accordance with the Consent to Operate/Hazardous Waste authorisation of each site. By regularly refining the process and technology, the company employs a "Reduce, Reuse, Recycle, Recovery and Disposal" strategy to minimise the creation of hazardous waste.

The company either provides hazardous waste to authorised recyclers, disposes of it through Treatment Storage and Disposal Facilities (TSDF), or offers it to other industries as raw material.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Sl.No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N). If no, the reasons thereof and corrective action taken, if any.
	None of the operating sites are located within the core/buffer zone (within a 10 km radius) of any Ecologically Sensitive Area such as Protected Areas, National Parks, Wildlife Sanctuaries, Bio-Sphere Reserves, Wildlife Corridors, etc.		

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

Name and brief details of project	EIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
None of the projects undertaken by KKCL in FY 2022-23 required Environmental Impact Assessments (EIA)					

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

Sl. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, the Company is in compliance with all the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder.				

Leadership Indicators

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

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	3,238 GJ	3,187 GJ
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	3,238 GJ	3,187 GJ
From non-renewable sources		
Total electricity consumption (D)	12,743 GJ	9,937 GJ
Total fuel consumption (E)	-	-
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	12,743 GJ	9,937 GJ

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : **No**

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- 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	92,102	83,711
(v) Others		
- No treatment	7,598	8,273
- With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	99,700	91,984

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : **No**

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

As per the report by the Central Ground Water Board, both the Vapi and Mumbai units fall under the 'Safe' – Water Stress category. However, the Daman unit is categorised as 'Over-Exploited'. The Daman Unit operates within the Industrial Green Zone and utilises water for domestic purposes at a rate of 25,000 liters per day, as well as 2,500 liters per day for boiler use. The unit efficiently treats domestic wastewater in-house, and approximately 25,000 liters of treated water are reused annually for flushing and gardening purposes.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not calculated for the year 2021-22 and 2022-23	
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

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

The disclosure mentioned does not apply to our company. All our business operates from premises situated in industrial zones that are not situated near environmentally delicate areas.

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

Sl. No	Unit	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Vapi	Ozone System for Denim Wash	Ozone system implemented for washing	(i) Water Saver (ii) Stain remover with less water and (iii) purify chemicals used during denim manufacturing
2	All units	Use of Green Chemicals	Procurement of certified Green Chemicals for manufacturing	Environmental friendly operation
3	Daman	Reuse of waste water	RO waste water is reused for flushing.	25000 Lt/year reused
4	Vapi	Recycling of Water	20% water from ETP recycle in production	20% of water saved.

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

A Business Continuity Plan (BCP) helps a company assess risks, develop mitigation strategies, test responses and plan for recovery from operational disruptions. Like all organisations, KKCL faces various risks of disruptions like natural disasters, cyber-attacks and other manmade events, which can result in revenue loss and increased costs. KKCL's BCP specifically guides us to respond effectively and restore operations swiftly.

Assigned teams ensure efficient crisis management, enabling timely restoration of operations and reducing impact through alternative courses of action. The BCP ensures business continuity post-emergency events, maintaining effective operations. The BCP can be accessed on the website at <https://kewalkiran.com/>

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

Nil. There are no significant impact to the environment, arising from the value chain of the Company.

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

No value chain partners were assessed during the assessment year. The company plans to assess its value chain partners for the upcoming year.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. The Company had affiliations with 4 (four) trade and industry chambers / associations.
1. 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.

Sl.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry.	National
2	All India Association of Industries	National
3	Retailers Association of India.	National

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

Name of authority	Brief of the case	Corrective action taken
Nil	Not applicable	Not applicable

No adverse order was received by the Company from regulatory authorities during the financial year 2022-23, hence no corrective action was required to be taken.

Leadership Indicators

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

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

None of the projects undertaken by KKCL in FY 2022-23 required Social Impact Assessments (SIA).

Name and brief details of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency? (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Weblink
Nil	NA	NA	NA	NA	NA

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

Not applicable. No rehabilitation and resettlement were undertaken by the entity during 2022-23.

Sl.No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
-	-	-	-	-	-	-

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

The Company has established a system to receive and address grievances from the community, wherein a committee is formed at the site level comprising members from different departments like HR/Admin, Safety, Security, etc. There are provisions to receive both written and verbal grievances and take steps to resolve them in a timely manner, including conducting joint field visits and investigations. The grievances are documented and monitored until they are resolved.

Furthermore, the Company engages with the community proactively as part of its development efforts. It organises various informal and formal sessions throughout the year to facilitate interaction with the community, in addition to program-specific meetings that promote collaboration.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	2.49%	1.83%
Sourced directly from within the district and neighbouring districts	Data on sourcing within the district and neighbouring districts are currently not captured. The Company is putting a process in place to capture the purchases made within the district and neighbouring districts.	

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	Not applicable

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

The Company has implemented various corporate social responsibility (CSR) initiatives. However, it has not undertaken any CSR projects or activities in the designated aspirational districts that have been identified by government bodies.

Sl.No	State	Aspirational District	Amount spent (In ₹)
-	-	-	-

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)
- Yes. The company have preferential procurement policy. KKCL values diversity for community and company growth, aiming for a better and fairer world. Through our preferential procurement policy, we prioritise local companies, locally made products and various small and diverse suppliers whenever possible.

3. (b) From which marginalised /vulnerable groups do you procure?
- Not applicable.

3. (c) What percentage of total procurement (by value) does it constitute?
- Not applicable.

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

Not applicable as the Company did not acquire or own any intellectual properties based on traditional knowledge in the year 2022-23.

Sl.No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of calculating benefit share
Nil				

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

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

6. Details of beneficiaries of CSR Projects:

Sl.No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Medical and health care facilities	16,200	Vulnerable and marginalised beneficiary are not measurable.

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

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

The company has implemented a sophisticated and efficient complaint mechanism to provide exceptional customer service and address any concerns promptly and effectively. We offer our customers multiple avenues to voice their complaints, including through the feedback received from our physical stores and through mails.

Once a complaint is received, our diligent team conducts a meticulous review, carefully assessing the validity of each concern and identifying the underlying cause. We believe in transparency and open communication and our dedicated team works tirelessly to investigate and resolve every complaint to the utmost satisfaction of our customers. Regular reviews are conducted to ensure that all complaints receive proper attention and are handled in a timely manner, leading to their successful closure. Throughout the entire complaint resolution process, we maintain a strong focus on transparency, professionalism and effective communication.

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

Locations	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% (For all garments sold)
Safe and responsible usage Recycling	
Recycling and/or safe disposal	

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

	FY 2022-23			Remarks	FY 2021-22		
	Received during the year	Pending resolution at end of year			Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other (product and transportation related)	30	0	All complaints resolved	15	0	All complaints resolved	

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

Locations	Number	Reason for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

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

Yes, Kewal Kiran Clothing Limited (KKCL) has implemented a comprehensive Cyber Security and Data Privacy Policy to protect information and ensure the responsible use of Information Technology Resources. The policy aims to prevent security breaches and maintain the confidentiality of personal and sensitive data. It applies to all individuals in India who have access to KKCL's IT resources, including employees, contractors, vendors and suppliers. The policy covers areas such as device protection, email safety, password management, secure data transfer and additional precautions to minimise security risks. It outlines the responsibilities of the IT team, provides a governance structure and establishes a mechanism for raising concerns. Disciplinary actions are specified for policy violations and the privacy policy addresses data collection, usage and disclosure. The policy emphasises the importance of cyber security awareness and the commitment to maintaining data privacy. The policy can be accessed on the website at [https://kewalkiran.com/ ##cyber-security###](https://kewalkiran.com/##cyber-security###)

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.

Not Applicable, as there were no issues or concerns related to advertising, delivery of essential services, cyber security, penalties or actions initiated by regulatory authorities for safety of Company's products

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
The entity's products and services can be accessed through leading E-commerce portals as well as the company's own website <https://kewalkiran.com/>.
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
Yes, the company ensures that customers have access to comprehensive information by including wash care labels and fabric composition details on our garments. These labels provide detailed care instructions, while the fabric composition information allows customers to make informed choices based on their preferences and needs.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
Not Applicable
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)
Yes
If yes, provide details in brief.
The company provides wash care labels, composition of fabrics on the garments.
5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
Yes, the company collects customer feedback at each store. The company also maintains visitor's books for comments, suggestions and complaints and it reviews consumer feedbacks periodically. The company has customer care email id for enabling customers to reach out to the company.
6. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact – Nil. There were no instances of data breaches.
 - b. Percentage of data breaches involving personally identifiable information of customers – Nil