

Date: 11th July 2023

<b>The Secretary</b> National Stock Exchange of India Limited Exchange Plaza, C-1, Block 'G' Bandra- Kurla Complex, Bandra (E) Mumbai – 400 051  <b>Symbol - DOLLAR</b>	<b>The Secretary</b> BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai – 400 001  <b>Scrip Code :541403</b>
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Dear Sir / Ma'am,

**Reg: Submission of Business Responsibility and Sustainability Reporting (BRSR) of the Company for FY 2022-23**

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015 read with applicable SEBI Circulars, if any, please find enclosed herewith, BRSR forming a part of Annual Report of the Company for FY 2022-23.

The BRSR along with the Annual Report of the Company for FY 2022-23 is also available on the Company's website [www.dollarglobal.in](http://www.dollarglobal.in).

This may please be taken on record and kindly inform to all the members of your Stock Exchange.

Thanking you.

Yours Sincerely,

**For Dollar Industries Limited**

**Mamta Jain**  
**Company Secretary and Compliance Officer**

**Encl: BRSR**

**DOLLAR INDUSTRIES LTD.**

(AN ISO 9001:2015 CERTIFIED ORGANISATION)

Regd. Office 📍 Om Tower 15th Floor 32 J. L. Nehru Road Kolkata 700071 India  
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CIN NO. : L17299WB1993PLC058969

**ANNEXURE TO THE DIRECTORS' REPORT**

# Annexure-‘J’

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

**Section A: General Disclosures**
**I. Details of the listed entity**
**1 Corporate Identity Number (CIN) of the Listed Entity**

L17299WB1993PLC058969

**2 Name of the Listed Entity**

Dollar Industries Limited

**3 Year of incorporation**

1993

**4 Registered office address**

 ‘Om Tower’, 15th Floor, 32, J.L. Nehru Road,  
Kolkata- 700 071

**5 Corporate address**

 ‘Om Tower’, 15th Floor, 32, J.L. Nehru Road,  
Kolkata- 700 071

**c. E-mail**
[investors@dollarglobal.in](mailto:investors@dollarglobal.in)
**7 Telephone**

033-22884064

**8 Website**
[www.dollarglobal.in](http://www.dollarglobal.in)
**9 Financial year for which reporting is being done**

2022-23

**10 Name of the Stock Exchange(s) where shares are listed**

 National Stock Exchange of India Limited and Bombay  
Stock Exchange Limited

**11 Paid-up Capital**

₹1,134.32 lacs

**12 Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**

DIN: 00877949

Name: Vinod Kumar Gupta, Managing Director

Telephone: 033-22884064

 E-mail: [investors@dollarglobal.in](mailto:investors@dollarglobal.in)
**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).**

Standalone

**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 and sale of hosiery goods and all allied items	The Company offers a variety of products for men, women, and children, including undergarments, athleisure, sportswear, lingerie, leisure wear, sleepwear, and lounge wear. The products are made using a combination of cotton and man-made fibres, or either of the two.	99%

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Vests	14309	28
2	Briefs	14309	35
3	Athelesuire	14309	13
4	Leggings	14309	12
5	Thermals	14309	5

### 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	11	15
International	NIL	NIL	NIL

#### 17 Markets served by the entity

##### a. Number of locations

Locations	Number
National (No. of States)	14 States 1 UT
International (No. of Countries)	NIL

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

6%

##### c. A brief on types of customers

Wholesellers and Retailers

### 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)
<b>Employees</b>						
1	Permanent (D)	1,398	1,223	87%	175	13%
2	Other than Permanent (E)	-	-	-	-	-
<b>3</b>	<b>Total employees (D + E)</b>	<b>1,398</b>	<b>1,223</b>	<b>87%</b>	<b>175</b>	<b>13%</b>
<b>Workers</b>						
1	Permanent (F)	925	457	49%	468	51%
2	Other than Permanent (G)	-	-	-	-	-
<b>3</b>	<b>Total employees (F + G)</b>	<b>925</b>	<b>457</b>	<b>49%</b>	<b>468</b>	<b>51%</b>

##### b. Differently abled Employees and workers:

The Company does not have any employee and workers with disabilities. However, it maintains a policy of providing equal opportunities to all employees and workers, regardless of whether they have a disability or not.

#### 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	3	1	33%

#### 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	1.00%	0.50%	0.75%	2.00%	1.00%	1.50%	2.00%	0.05%	1.025%
Permanent Workers	16.00%	12.00%	14.00%	15.00%	13.00%	14.00%	15.00%	14.00%	14.50%

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

### 21 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	Dollar Garments Private Limited	Subsidiary	66.66%	The other entities involved in business with the Company do not currently participate in the BRSR initiatives of the Company. However, they are strongly encouraged to adopt such practices and embrace the concept of conducting business with responsibility.
2	Pepe Jeans Innerfashion Private Limited	Joint Venture	49%	

## VI. CSR Details

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

Yes

### (ii) Turnover (in ₹ Lacs)

139,380.05

### (iii) Net worth (in ₹ Lacs)

71,769.97

**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 redressal 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		NIL	NIL	Feedback from beneficiaries are taken on a regular basis.	NIL	NIL	Feedback from beneficiaries are taken on a regular basis.
Shareholders	Yes, <a href="https://www.dollarglobal.in/corporatepolicies">https://www.dollarglobal.in/corporatepolicies</a>	1	NIL	All complaints received by the Company and its Share Registrar and Transfer Agent were resolved within the timeline. A detailed record of the status of all complaints received and resolved is accessible on the BSE and NSE websites on a quarterly basis. Shareholders can share their grievances or queries by emailing the Company at investors@dollarglobal.in.	2	NIL	All complaints received by the Company and its Share Registrar and Transfer Agent were resolved within the timeline. A detailed record of the status of all complaints received and resolved is accessible on the BSE and NSE websites on a quarterly basis. Shareholders can share their grievances or queries by emailing the Company at investors@dollarglobal.in.
Employees and workers		NIL	NIL	No complaints of human rights violations related to ethics, transparency, and accountability were reported.	NIL	NIL	No complaints of human rights violations related to ethics, transparency, and accountability were reported.
Customers		NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners		NIL	NIL	NA	NIL	NIL	NA

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

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	Supply Chain Management	Risk and Opportunity	The Company has invested in increasing their spinning capacity to mitigate the problem of irregular yarn supply, maintain quality, ensure sufficient stock and increase their in-house yarn capacity. The Company is also revamping its distribution network and aiming to market directly to retailers, rather than routing all products through distributors. This approach is expected to leverage technology to strengthen consumer pull, protect realisations in a discount-driven environment, accelerate retail stock turns and access richer information from the marketplace. However, the presence of a cartel in the system may lead to some hurdles in supply chain management.	The Company has an established model for sustainable growth towards continuous strengthening of its supply chain management and operations towards achieving higher turnover and profits in a progressive manner. The Company studies trends, embarks on strategic initiatives and sources the highest grade of materials. The Company also shares robust relationships with suppliers.	Positive implication

## 24 Overview of the entity's material responsible business conduct issues (Contd.)

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)
2	Product Stewardship - quality & safety	Risk and Opportunity	The Company strictly adheres to all laws and regulations pertaining to the manufacturing, importing, exporting, and selling of its products. The Company is committed to improving the quality of their products through continuous research and development, with a focus on ensuring customer satisfaction. The Company's manufacturing facilities are equipped with advanced machinery, ensuring high-quality products. They prioritise understanding and adapting to changing customer preferences and are continuously striving to offer more value to their customers. The Company maintains its quality commitments and aims to deliver products that meet customer satisfaction every time. However, the highly competitive market for their products poses a risk factor.	The Company is engaged with numerous suppliers and have built formidable relationships with them over the years. They have stringent quality measures in place and continuously monitor the quality of raw materials.	Positive implication
3	Corporate Governance	Opportunity	Corporate governance is a vital component of any Company's operations as it establishes a framework of rules and practices that govern how the organisation functions and aligns the interests of all its stakeholders. Good corporate governance promotes ethical business practices, which ultimately leads to financial stability and the potential to attract investors. It involves striking a balance between the interests of various stakeholders who contribute to the growth of the business, such as shareholders, senior management, customers, suppliers, financiers, the government and the community. The Company prioritises identifying, adopting and consistently following best corporate governance practices to ensure sustainable business growth and enhance stakeholder value. The Company has a track record of practicing sound corporate governance and takes appropriate actions to meet and exceed stakeholder expectations, while also complying with mandatory corporate governance provisions.	NA	Positive implication
4	Innovation Management	Risk and Opportunity	For over 50 years, the Company has been focused on innovation, consumer satisfaction, and market research to transform its brand architecture. A few years ago, the Company restructured its brand architecture to make 'Dollar' the Master Brand by reconciling its product and corporate brands. The restructured 'Dollar' brand is now divided into crucial segments catering to different consumer sets, namely Man, Woman, Junior, Always, Thermals and Protect. Each segment offers a unique collection that is developed based on extensive market research, latest trends, and ongoing innovation.	The Company aims to expand its brand's offerings beyond men's innerwear and cater to a wider age range that includes women and children. By positioning Dollar as a central brand and offering diverse products, the Company hopes to change its brand image to become one brand for everyone.	Positive implication
5	Customer Relationship Management	Risk and Opportunity	The Company's mission includes providing customers with superior quality product, and one of its core values is to delight customers by offering a range of products that provide comfort and are continually updated to align with the latest trends. The Company prioritises the needs of the globalised world and strives for customer satisfaction. The Company's current focus is on achieving global excellence in cost, quality, and productivity through its advanced quality products.	The Company conducts regular reviews to determine if the controls are working effectively and efficiently. The Company create and apply guidelines to the employees to handle customer complaints efficiently. The Company aims to cater to the ever-changing needs of the millennial generation by establishing a seamless connection with them.	Positive implication

## 24 Overview of the entity's material responsible business conduct issues (Contd.)

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)
6	Economic performance	Risk and Opportunity	The Company is currently developing a significant number of new products, which are scheduled to be launched in the upcoming years. Their pipeline for innovation is continuously expanding. Through its distinct price categories, namely premium, mass premium, and economy, Dollar caters to the diverse needs of a broad range of consumers.	No matter how resilient the economic performance of a Company be, there will always be risk factors that threaten to derail growth and could even plunge it into recession. The Company by extensive market research, innovation, internal discussions, infrastructure and technological advancement tries to mitigate the economic risk to a greater extent, striving for better performance each year.	Positive implication
7	Market Presence	Risk and Opportunity	Dollar has become synonymous with men's innerwear. The Company objective was to extend it further by transforming our brand architecture. Following deep market research, innovation, planning and coordination with teams, the Company overhauled its entire brand architecture and now is present in every part of the country	Dollar offers a wide variety of products for men, women, and children. In order to improve efficiency, they restructured their distribution network and launched Project Lakshya to transform the way they distribute their products.	Positive implication
8	Innovation and Technology	Risk and Opportunity	By taking advantage of the available technologies, the Company has been able to significantly improve customer engagement through digital communication, resulting in better brand recognition. They use digital tools to communicate with retailers all at once, keeping them informed about changes in prices, promotions, policies, and new products. Their digital interventions include Automated Telecalling, Auto Replenishment System (ARS), and Distribution Management System (DMS).	The Company has achieved a significant edge over its peers by implementing digital interventions. As a result, the Company has witnessed a substantial increase in sales, improved operational efficiency and greater brand visibility. Looking ahead, the Company plans to further accelerate its digital growth by introducing new modules and implementing SAP software.	Positive implication
9	Raw Material Sourcing & Efficiency	Risk and Opportunity	The Company sources its raw materials from the best resource centers in India and other countries, thus using high-quality materials. However, there is currently a shortage of cotton yarn in the domestic market, which has led to an increase in prices for Indian innerwear and knitwear products.	Despite the challenges, The Company has built strong relationships with its suppliers by working with many of them over time. They have strict quality controls in place and regularly monitor the quality of their raw materials. Additionally, they source raw materials from nearby areas and collaborate with their vendors to improve their capacities and capabilities.	Positive implication
10	Climate Strategy - Energy and Emissions	Opportunity	One of the missions of the Company is to invest in highly productive and energy-efficient manufacturing facilities. At Dollar, the Company making a conscious shift towards clean energy, making our operations environment-friendly and sustainable and participating in the global climate action. The Company's 4MW solar plant in Tiruppur, Tamil Nadu ensures that its production units in the city are self-reliant and independent. The Company intends to shift its reliance on conventional sources of energy to renewable sources of energy in the upcoming years. The Company is focusing on incorporating environment-friendly practices and increasing its share of renewable energy. The Company has installed a total of four windmills to build a substantial source of renewable energy. The Company will continue to focus on implementing greener practices in their manufacturing units and work proactively towards a better and greener tomorrow.	Damages and losses to property that occur due to the physical consequences of climate change is a threat to the Company, but the Company ensures proper compliance with the climate change and takes steps to mitigate any sort of climate risk.	Positive implication

## 24 Overview of the entity's material responsible business conduct issues (Contd.)

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)
11	Diversity and inclusive workforce	Opportunity	The Company has established various policies to prevent harassment and discrimination throughout the organisation, applying to all employees, suppliers, and customers. They recognise the importance of having a diverse and inclusive workforce to achieve a sustainable and balanced workplace. The Company is actively working towards reducing the gender gap and creating a safe working environment for women. They are engaging with women across all levels of the organisation to identify areas where they can excel. The Company is committed to providing a safe working environment for women and will continue to enhance their efforts as the Company grows.	With diverse workforce and different perspectives, opinions, and ideas the Company is in a position to innovate and solve problems in a better way. This helps the Company to help better serve their customer base, reach new business markets, and gain a competitive advantage. However communication issues and cultural misunderstandings may pose a threat but the same is well taken care of at every level of organisational hierarchy.	Positive implication
12	Employee engagement and well-being	Risk and Opportunity	The Company places great emphasis on employee well-being and strives to provide a work environment that inspires their employees to reach their full potential in line with the Company's vision, mission, and core values. They reward employees based on merit and offer learning and development programs to help them stay up-to-date with changing trends and prepare for larger responsibilities.	By implementing risk-reward analysis and flexible scenario planning, the Company ensures the judicious deployment of its resources. The Company has also created a safe and encouraging workplace that empowers its employees with numerous opportunities to pursue their interests while aligning their goals with the Company's objectives.	Positive implication
13	Community development	Opportunity	The Company is committed to business sustainability and firmly believes in continuously working on innovative ideas for community development. To this end, they have established the Dollar Foundation and launched various initiatives aimed at empowering communities. These initiatives, which focus on areas such as healthcare, education, environment, and community interventions, are designed to enhance well-being, address the needs of marginalised communities, and transform society.	NA	Positive implication
14	Sustainable Marketing and Brand Perception	Risk and Opportunity	The Company aims to meet the market's demand for energy and youthfulness by prioritising branding efforts and maintaining a first-mover position. The Company's marketing initiatives connect with consumers, with the Dollar brand representing the notion of embracing change. The brand's value lies in its ability to adapt to evolving preferences and remain relevant in contemporary times. It is an evergreen brand that serves as a benchmark for all seasons and reasons.	Marketing risk is the potential for failures or losses during any marketing activity, from production to promotion. Marketing risks could include pricing a product incorrectly, choosing the wrong channel to advertise to a target audience. The Company ensures that a sustainable marketing and brand promotion is taken care of.	Positive implication



**Section B: Management and Process Disclosures**

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1	<b>a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes, the BRSR policy has been approved by the Board.								
	<b>c. Web Link of the Policies, if available</b>	<a href="https://www.dollarglobal.in/corporatepolicies">https://www.dollarglobal.in/corporatepolicies</a>								
2	<b>Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	<b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	The Company has uploaded the policy on its website and is accessible to all the relevant internal and external stakeholders.								
4	<b>Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	ISO 9001:2015								
5	<b>Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	The Company is currently in the process of establishing specific commitments, goals, and targets with defined timelines. These targets will provide a clear roadmap for the Company's progress and enable effective measurement of performance. By setting these goals, the Company aims to enhance focus, drive accountability, and work towards achieving significant milestones in a systematic manner.								
6	<b>Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.</b>	Not applicable.								



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

Yes, the Company has taken the initiative to appoint Secretarial Auditor, Mr. Santosh Kumar Tibrewalla, Practising Company Secretary, who conducts an independent and thorough assessment of the Company's corporate policies on an annual basis.

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

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

Not Applicable

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.

Dollar prioritises responsible governance, upholds rigorous standards and fosters stakeholder trust through transparent business practices. The Company has implemented policies and standards to ensure ethical practices, while also promoting ethical behaviour through employee training and engagement with supply chain partners.

SDG Linkage:



### Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	2	<ol style="list-style-type: none"> <li>SEBI (Prohibition of Insider Trading) Regulations ,2015</li> <li>SEBI (Listing Obligations and Disclosure Requirement) 2015</li> <li>Prevention of Sexual Harassment (PoSH) at workplace</li> <li>Training and education on the Company's Code of Conduct</li> <li>Employee Stock Option Plan (ESOP)"</li> </ol>	100%
Key Managerial Personnel	2	<ol style="list-style-type: none"> <li>SEBI (Prohibition of Insider Trading) Regulations ,2015</li> <li>SEBI (Listing Obligations and Disclosure Requirement) 2015</li> <li>Prevention of Sexual Harassment (PoSH) at workplace</li> <li>Training and education on the Company's Code of Conduct</li> <li>Employee Stock Option Plan (ESOP)</li> </ol>	100%
Employees other than BoD and KMPs	12	<ol style="list-style-type: none"> <li>Safety and skill up-gradation</li> <li>Code of Business Conduct</li> <li>Business Sustainability training covering ethics policy</li> <li>UPSI events</li> <li>Time management</li> <li>Women leadership</li> <li>Conflict handling</li> <li>Leadership skills</li> <li>Financial accuracy</li> <li>Record keeping</li> <li>Prevention of Sexual Harassment (PoSH) at workplace</li> </ol>	80%
Workers	10	<ol style="list-style-type: none"> <li>Environment health and safety working conditions</li> <li>Plants do's and don'ts</li> <li>Waste disposal guidelines</li> <li>Human rights awareness</li> <li>Applicable labour laws education</li> <li>Prevention of Sexual Harassment (PoSH) at workplace</li> </ol>	100%

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

No fines, penalties, punishments, awards, compounding fees or settlement amounts were paid by the Company or by Directors/KMPs to regulators/law enforcement agencies/ judicial institutions in the financial year.

- 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.**  
Not applicable
- 4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**  
No, The Company has yet to establish a policy that specifically deals with corruption or bribery.
- 5 Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption:**  
No law enforcement agency has taken any disciplinary action against any Directors, KMPs, employees, or workers
- for charges related to bribery or corruption during the current and previous financial years.
- 6 Details of complaints with regard to conflict of interest:**  
No complaints have been received in relation to conflict of interest against the Directors and KMPs during the current and previous financial year.
- 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

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

**With a firm belief in sustainable sourcing, Dollar has embraced sustainable practices throughout its entire supply chain. The Company actively invests in technologies aimed at enhancing the environmental and social impact of its products. Additionally, it prioritises safe product reclamation and adheres to an extended producer responsibility plan.**

SDG Linkage:



**Essential Indicators**

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	NIL	NIL	NA
Capex	100%	100%	The Company has made capex in additional 2MW in solar power plant which is under clearance process from the relevant department and which will have a positive environmental impact.

**2 Details on Sustainable Sourcing**

**a. Does the entity have procedures in place for sustainable sourcing?**

Yes, The Company has sustainable sourcing procedures in place throughout its supply chain, which integrate social, ethical and environmental factors into operating and strategic decisions. This includes a supplier survey at the initial stage, continuous risk assessments through periodic audits and interactions and a particular emphasis on sustainable sourcing for cotton, a significant raw material source.

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

In current reporting year, the Company sourced approx 50% cotton from sustainable sources.

plastics, e-waste, hazardous waste, and others. However, it is worth mentioning that the Company generates a minimal amount of waste, which is recycled and reused exclusively for its own operations. The Company has implemented robust processes and methods to effectively reuse, recycle, and properly dispose of materials, demonstrating its commitment to responsible waste management practices.

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

Not Applicable. The Company complies with all applicable SPCB / CPCB norms.

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

The Company does not have quantifiable figures regarding the amounts of waste generated in categories such as

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

The Company deeply values and promotes the well-being of its employees, offering retirement benefits and supporting equal opportunity. With a strong focus on occupational health and safety, it implements a comprehensive management system to ensure a safe work environment. Regular training programs are provided to enhance employee knowledge and skills in occupational health and safety practices.

SDG Linkage:



### 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)
<b>Permanent employees</b>											
Male	1223	820	67%	1080	88%	-	-	-	-	-	-
Female	175	125	71%	125	71%	175	100%	-	-	-	-
<b>Total</b>	<b>1398</b>	<b>945</b>	<b>68%</b>	<b>1205</b>	<b>86%</b>	<b>175</b>	<b>13%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	Total (A)	% of worker 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)
<b>Permanent worker</b>											
Male	457	425	93%	425	93%	-	-	-	-	-	-
Female	468	421	90%	421	90%	468	100%	-	-	-	-
<b>Total</b>	<b>925</b>	<b>846</b>	<b>91%</b>	<b>846</b>	<b>91%</b>	<b>468</b>	<b>51%</b>	-	-	-	-
<b>Other than Permanent worker</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

#### 2 Details of retirement benefits:

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	79%	87%	Yes	72%	82%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI	58%	90%	Yes	50%	85%	Yes
Others - please specify	NA	NA	NA	NA	NA	NA

#### 3 Accessibility of workplaces

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

The premises / offices of the Company is accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016

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

The Company does not have any disabled employees and no policy on the same. However, the Company follows system of equal opportunity to all employees.

**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	67%	67%	100%	100%
<b>Total</b>	<b>67%</b>	<b>67%</b>	<b>100%</b>	<b>100%</b>

**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, Company's Human Resources (HR) team engages with its employees on a regular basis to address their grievances.

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

The Company does not have any association(s) or Unions and thus there are no membership of employees and workers as such.

**8 Details of training given to employees and workers:**

	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	1223	979	80%	979	80%	1259	882	70%	882	70%
Female	175	140	80%	140	80%	189	133	70%	133	70%
<b>Total</b>	<b>1398</b>	<b>1119</b>	<b>80%</b>	<b>1119</b>	<b>80%</b>	<b>1448</b>	<b>1015</b>	<b>70%</b>	<b>1015</b>	<b>70%</b>
Worker										
Male	457	457	100%	457	100%	483	363	75%	363	75%
Female	468	468	100%	468	100%	297	223	75%	223	75%
<b>Total</b>	<b>925</b>	<b>925</b>	<b>100%</b>	<b>925</b>	<b>100%</b>	<b>780</b>	<b>586</b>	<b>75%</b>	<b>586</b>	<b>75%</b>

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

	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1223	570	47%	1259	400	32%
Female	175	110	63%	189	48	25%
<b>Total</b>	<b>1398</b>	<b>680</b>	<b>49%</b>	<b>1448</b>	<b>448</b>	<b>31%</b>
Worker						
Male	457	197	43%	483	170	35%
Female	468	267	57%	297	101	34%
<b>Total</b>	<b>925</b>	<b>464</b>	<b>50%</b>	<b>780</b>	<b>271</b>	<b>35%</b>

**10 Health and safety management system:**

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

Yes, the occupational health and safety management system implemented by the Company covers all employees and workers at all our facilities. A robust health and safety framework across organisation is in place. Employees are trained on safety aspects regularly.



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

The Company has a framework that helps us in carrying out systematic identification of potential risks, evaluate and safeguards these risks and develop control measures to reduce the risk to acceptable level. Through operating procedures, safety reviews, emergency planning the Company have been able to mitigate the risk to a greater extent.

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

Yes, the Company has a process in place to report the work related hazards and conducts trainings, safety talks and seminars for raising awareness of the employees and workers at workplace.

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

The workers and employees are covered for health and accidental insurance. Additionally, the Company have basic paramedical services within our operations premises.

**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	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Workplace safety hazards, mechanical problems, faulty electrical equipment all can contribute to severe problems. The Company has a well-implemented safety measures that keeps employees safe and also protect industry equipment. The Company follows the set of legal requirements to guarantee a safe workplace for everyone. The employees and workers are properly trained in operating machinery and equipment and regular training programmes are conducted to avoid any hazards and reduce workplace stress. The employees are encouraged to report any untowards incidence at the earliest, if any and corrective actions are taken promptly.

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

No complaints received for current and previous financial years.

**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%
Working Conditions	100%

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

No significant risks or concerns were highlighted in the assessment of health & safety practices and working conditions.

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

The Company is committed to respect the interests of and being responsive to all its stakeholders. It recognises the significance of maintaining positive relationships with internal as well external stakeholders. By actively listening and addressing their concerns, the Company strives to build trust and foster mutually beneficial partnerships for long-term success.

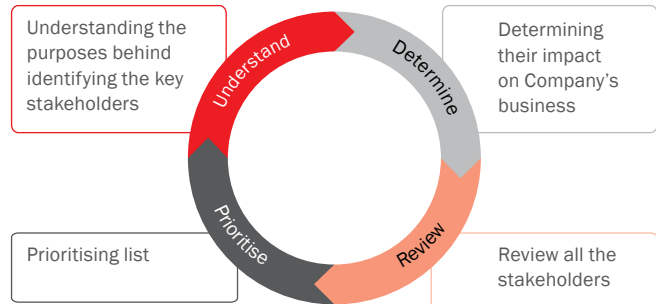
SDG Linkage:



**Essential Indicators**

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

The Company employs a systematic process to identify key stakeholder groups. It recognises the importance of understanding the expectations of diverse stakeholders with unique interests. To achieve this, the Company conducts stakeholder engagement exercises during the reporting period. The exercise considers the influence shared between the Company and stakeholders in economic, environmental, and social aspects. This analysis helps identify key stakeholder groups and their concerns, enabling the Company to prioritise its business strategies accordingly and enhance its ESG efforts.



**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, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Internal training, reward and recognition , E-mail, SMS, Meetings, Notice Board, Website, Regular interaction	Continuous engagement throughout the year as per planned activities.	The Company's engagement is focused on employee safety and well-being, with a structured framework for retention and growth. The process prioritises sustainable value creation, prudent resource use, and risk management. Key topics may include employee feedback, growth opportunities, resource allocation, and risk assessment.
Customer	No	Physical and virtual meeting, E-mail communication, Distributor meets in India and abroad.	Continuous engagement throughout the year	To cultivate enduring relationships with customers, the Company provides them with comprehensive information regarding the product portfolio, pricing strategy, promotional schemes and discounts. In addition, the Company strives to develop a better understanding of customers' expectations and needs, enabling them to deliver effective solutions.



Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	The Company enforces rigorous quality control measures and conducts frequent evaluations of the raw materials used. It maintains regular communication with their suppliers and provide them with training sessions and personal visits to ensure their compliance with the Company's quality standards.	Continuous engagement throughout the year	The Company aims to deliver quality products on time and at a reasonable cost, while meeting the changing expectations and needs of their customers. It collaborate closely with suppliers, implement best practices, and strive for continuous improvement to exceed customer expectations.
Investors	No	Public disclosures like annual reports, quarterly financial performances on websites, newspapers and Stock Exchange intimation, In-depth discussions during institutional/analyst meets and investor presentations	Continuous engagement throughout the year	Enhancing the level of engagement and transparency with investors, while taking into account their apprehensions regarding the various risks that may affect the Company.
Government and Regulators	No	Press Releases, Quarterly Results, Annual Reports, Stock Exchange filings, issue specific meetings and representations	As and when required for compliance purpose	The Company boasts a well-designed mechanism and employs competent corporate professionals and consultants to monitor regulatory changes and ensure compliance with relevant laws and regulations. It takes all necessary steps to ensure adherence to regulations and, in the event of any issues, seek assistance from the appropriate authorities to resolve them promptly.
Media	No	Via Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Website, Conferences, Events etc	As per planned activities	The Company communicates through multiple media platforms and has established proactive collaborations with celebrities, resulting in increased brand visibility and recall over time.

## PRINCIPLE 5 Businesses should respect and promote human rights

The Company places a strong emphasis on respecting and promoting human rights. It has taken proactive steps by establishing an Internal Complaints Committee dedicated to addressing human rights grievances. Additionally, the Company has implemented a comprehensive POSH (Prevention of Sexual Harassment) policy and a code of conduct to ensure a safe and inclusive work environment for all employees.

SDG Linkage:



### 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:**

	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1398	1120	80%	1448	795	55%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>1398</b>	<b>1120</b>	<b>80%</b>	<b>1448</b>	<b>795</b>	<b>55%</b>
<b>Workers</b>						
Permanent	925	925	100%	780	585	75%
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	<b>925</b>	<b>925</b>	<b>100%</b>	<b>780</b>	<b>585</b>	<b>75%</b>

**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)
<b>Employees</b>										
<b>Permanent</b>	<b>1398</b>	-	-	<b>1398</b>	<b>100%</b>	<b>1448</b>	-	-	<b>1448</b>	<b>100%</b>
Male	1223	-	-	1223	100%	1259	-	-	1259	100%
Female	175	-	-	175	100%	189	-	-	189	100%
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	<b>925</b>	<b>111</b>	<b>12%</b>	<b>814</b>	<b>88%</b>	<b>780</b>	<b>95</b>	<b>12%</b>	<b>685</b>	<b>88%</b>
Male	457	55	12%	402	88%	483	58	12%	425	88%
Female	468	56	12%	412	88%	297	37	12%	260	88%
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BOD)	5	1,65,00,000	0	-
Key Managerial Personnel	1	77,84,000	1	7,23,000*
Employees other than BOD and KMP	1217	207,640	174	140,853
Workers	457	118,020	468	64,025

The Company has provided median remuneration

\*w.e.f November 2022

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

The Company's HR head is responsible for addressing human rights issues, as there is no designated individual or committee. The Company takes human rights issues seriously and ensures that they are promptly and effectively addressed.

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

The Company has established an Internal Complaints Committee (ICC) that is composed of senior managers and employees. This committee is responsible for addressing human rights grievances. Employees are encouraged to report any harassment or discrimination without fear of retaliation and the ICC conducts an impartial inquiry and resolves complaints within 90 days. To ensure that employees are aware of their rights, the Company provides training and awareness programs on human rights issues.

**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 has established a strong system to handle complaints regarding discrimination and harassment, supported by a PoSH (Prevention of Sexual Harassment) policy. This system incorporates various measures, including maintaining confidentiality, safeguarding individuals against retaliation, providing support to the complainant and ensuring timely resolution of complaints. Furthermore, the Company ensures that no bias or discrimination is directed towards the complainant and takes swift action to address the matter and ensure fairness and justice prevail.

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

Yes

**9 Assessments for the year:**

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

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

**Dollar places a strong emphasis on respecting and protecting the environment. Company is dedicated to minimising its ecological impact and actively takes measures to restore and conserve the environment.**

SDG Linkage:



**Essential Indicators**

**1 Details of total energy consumption (in Joules or multiples) and energy intensity**

The Company has not currently calculated energy consumption (in Joules or multiples) and energy intensity for the current and previous years. However, there are plans underway to implement a system that will accurately measure and calculate these metrics.

**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**

Not applicable

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,37,414	1,63,305
(ii) Groundwater	-	-
(iii) Third party water	28,094	40,219
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,65,508</b>	<b>2,03,524</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>1,65,508</b>	<b>2,03,524</b>
Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
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	No

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

Yes. The Company has invested in an effluent treatment facility and a zero-liquid discharge system. The plant uses several evaporators for zero liquid discharge and six High-Pressure High Temperature (HPHT) machines with a combined capacity of 1,000 KL. Additionally, the facility has been constructed to enable optimal water recycling while adhering to numerous labour rules and quality procedures. Due to consistent efforts, the Company has succeeded in recycling nearly 90% of the water consumed in its plant in Tamil Nadu .

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

The Company acknowledges the significance of monitoring air pollution and has invested in tools and systems in order to accurately measure and reduce emissions in the future.

**6 Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity,**

The Company acknowledges the significance of measuring and tracking GHG emissions and is fully committed to taking the necessary actions to accurately calculate and monitor them going forward, if applicable.

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

Yes, the Company has taken significant steps towards sustainability by establishing a 4MW solar plant in Tiruppur, Tamil Nadu for operational independence and setting up four wind turbines with a total power output of 4.95 MW, demonstrating their commitment to transitioning towards renewable energy sources. The Company has additionally applied for 2MW solar power plant and is waiting approvals from respective department for commissioning.

**8 Provide details related to waste management by the entity,**

The Company generates negligible waste during its manufacturing process and are sold to outside market for manufacturing of new articles.

**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 Company has invested in an effluent treatment plant with zero liquid discharge and a production capacity of 13.5 tonnes per day. The treatment plant comprises of six High Pressure High Temperature (HPHT) machines with a cumulative capacity of 1,000 KL Zero Liquid Discharge consisting of multiple evaporators. The Company has complied with many labour laws and quality systems to maximise our water recyclability. Through the persistent efforts, the plant now recycles ~90% of the water used on a daily basis in Tiruppur.

**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**

Not applicable

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

Not applicable

**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,**

The Company strictly adheres to all relevant environmental laws, regulations, and guidelines in India, ensuring full compliance.

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

**The Company actively engages in influencing public and regulatory policies, ensuring responsible and transparent practices. It maintains affiliations with 10 industry chambers and associations, allowing it to effectively contribute to policy discussions. By upholding ethical standards, the Company strives to positively impact public and regulatory decisions, fostering an environment of responsible governance and accountability.**

SDG Linkage:



**Essential Indicators**

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

The Company is affiliated with 10 industry chambers and associations.

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Federation of Hosiery Manufacturers Association of India	National
2	Bharat Chamber of Commerce	National
3	Federation of Indian Export Organisation	National
4	Apparel Export Promotion Council	National
5	Chamber of Textile Trade and Industry	National
6	Merchant Chamber of Commerce and Industry	National
7	Tiruppur Exporter's Association	State
8	West Bengal Hosiery Association	State
9	Tamil Nadu Spinning Mills Association	State
10	South India Hosiery Manufacturers' Association	State

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

No, the Company did not receive any complaint from any of the stakeholders against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour.



**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

The Company is dedicated to promoting inclusive growth and equitable development. It actively supports local vendors and Micro, Small, and Medium Enterprises (MSMEs) to foster economic empowerment at the grassroots level. Additionally, the Company has undertaken various Corporate Social Responsibility (CSR) activities, contributing to animal welfare, education, healthcare, and environmental sustainability to make a positive impact on the communities it serves.

SDG Linkage:



**Essential Indicators**

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

No projects requiring Social Impact Assessment (SIA) have been undertaken in the current or previous reporting year.

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

None

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

Public complaints are usually collected through mail provided at the Company’s website or letters which are monitored on a continuous basis and proper records

of which are maintained. Grievances, if any, are usually addressed by one-to-one meetings. In case the issue is not resolved it is addressed by the management and escalated to respective business heads.

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

The Company has not calculated the percentage of input material. However, it is committed to ensuring that its manufacturing units benefit the communities where they are located. To achieve this, the Company sources most of its raw materials from nearby areas. It also collaborates with its vendors to enhance their capacities and capabilities. Furthermore, the Company obtains services from local and small service providers for maintenance and repairs of its buildings, plants and machinery.

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

The Company is committed to engaging with consumers in a responsible manner and delivering value to them. It ensures efficient grievance redressal mechanisms and its products are labeled with comprehensive information. The Company establishes direct communication channels to keep consumers informed about potential risks, disruptions, or product discontinuations, prioritising transparency and maintaining consumer trust.

SDG Linkage:



**Essential Indicators**

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

The Company ensures that it has appropriate mechanisms in place to handle and address customer concerns and feedback. To support customers and resolve their complaints, the Company has provided a customer care email address. Furthermore, the Company has established a structured system to address consumer complaints within a specific timeframe, which is regularly reviewed by the senior management team. The Company has also developed a standard operating procedure (SOP) to track complaints from start to finish until they are resolved.

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

All products offered by the Company comply with relevant statutory parameters and guidelines related to environmental and social parameters, safe and responsible usage, recycling and/or safe disposal. However, the Company has not calculated a specific percentage of its turnover derived from products or services that convey information on these areas at present.

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

Very few complaints has been received in relation to consumer complaints and the same has been successfully resolved within time.

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

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

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

No, the Company does not have a policy but has a SOP on cyber security. The Company has an internal dedicated team as well as an external agency to implement measures to closely monitor and take prompt action on any kind of risk. The Company's data is well-protected throughout its lifecycle, from creation and storage to transit and retrieval. The Company has user based securities on input and output of data stored in ERP'.

**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.**

The Company has not experienced any incidents related to advertising, delivery of essential services, cyber security and data privacy of customers, or re-occurrence of product recalls. Additionally, the Company also has not faced any penalties or regulatory actions concerning the safety of its products or services.