



NITIN SPINNERS LTD.



REF: NSL/SG/2022-23/
Date : 29.08.2022

BSE Ltd.
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001

National Stock Exchange of India Limited
Exchange Plaza,
BandraKurla Complex
Bandra (E),
Mumbai – 400 051.

Company Code – 532698

Company ID - NITINSPIN


Sub. : Business Responsibility and Sustainability Report – Annual Report FY 2021-2022

Dear Sir/Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, please find enclosed the extract of the Business Responsibility and Sustainability Report (BRSR) which forms part of the Annual Report FY 2021-2022 which has already been submitted.

Thanking you,

Yours faithfully,
For- Nitin Spinners Ltd.


(Sudhir Garg)
Company Secretary & GM (Legal)
M.No. ACS 9684



Encl a/a

CIN. : L17111RJ1992PLC006987

Regd. Office & Plant : 16-17 Km. Stone, Chittor Road, Hamirgarh, Bhilwara (Raj.) 311 025

Tel. : 286110 to113, Fax : 91-1482-286114 & 117

E-mail : nsl@nitinspinners.com, Website : www.nitinspinners.com

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Business Responsibility and Sustainability Report

Letter from our MD

Nitin Spinners has always been working towards sustainability and the recent changes in the disclosure norms are a reiteration of our beliefs in the sustainability of the environment around us. We understand that the environment around us and the communities living around our plants are integral to the achievement of our strategic objective. The BRSR report showcases our commitment and approach to sustainability in the areas of Environment, Employees, Production and Community.

When the SEBI issued the circular to notify the new Business Responsibility and Sustainability Report (BRSR) requirements, we already had a clear mission for our sustainability work – to put it at the heart of how we operate and develop the business. We know the importance of environmental protection, people empowerment and industry transparency to build a sustainable business. These areas are not only close to our heart but very much part of our business perspective.

While we are adopting BRSR on a voluntary basis, one year ahead of the SEBI mandate, it is far from the first time we've talked about the topic. Sustainability has been central to our operations and decision making for many years – and is critical to our future. With this report, we are challenging ourselves to be more ambitious, more impactful and more transparent with our efforts and our public reporting.

When we talk about sustainability, we talk about using resources without harming people and also preserve the planet for future generations. We make products which are designed and built to last. We are guided by philosophy of business profits and at the same time be a responsible business adhering to sustainability in all our operations.

Sustainability at Nitin Spinners is about operating and using resources in a way that can be continued in perpetuity without harming people, the planet or future generations. We must continue to find ways to use less water, to reduce emissions, to better support workers, to drive safer chemistry, to further reduce waste, and to become more circular. We must use our voice and resources to support our people and communities, providing the support they need.

The Paris Agreement on climate change commits world leaders to act to limit global temperature rise to below 2°C above pre-industrial levels and calls for efforts to pursue a more challenging target of a maximum 1.5°C increase. Climate scientists now recommend keeping below 1.5°C to avoid some of the worst impacts, as highlighted in the

recent International Panel on Climate Change Special Report on Global Warming. Energy conservation has been a very important part of our operations. We have been conferred with Rajasthan Energy Conservation Award and won first prize in large scale spinning for the years 2014-15 and 2015-16 and second prize in 2017-18 and 2018-19. The company also has Environment and Energy Management System certifications ISO 14000 and ISO 50001, OSHAS for occupational safety and SA 8000 for Social accountability.

On the product front we have focused on sustainable products and processes. Increasingly we offer products made from Sustainable fibers like Organic Cotton, BCI and CMIA cotton and Recycled fibers. Our products are environment friendly, being made of natural fibers. The company has also been certified by OEKOTex, Global Organic Textile Standard (GOTS) which prescribes standards for the processing of fibres from certified organic agriculture. The Company is certified with GRS for use of recycled fibers.

Our Corporate Social Responsibility work has been our way to reach out to communities, understand their needs and be an active corporate citizen. The construction of women's hostel in Bhilwara, installation of solar rooftop system in hostel building, promoting education of differently-abled children, construction of rooms in school, construction of toilets as a part of Swachh Bharat Abhiyan, contribution towards COVID relief, rural development activity by construction of drainage system are some of the work we have done to support the community development activities.

We have invested our resources to have Zero Liquid Discharge (ZLD) at our Fabric Plant so that the water is treated and reused making it very water efficient operations. At our Hamirgarh plant we have closed the coal fired captive consumption power plant to reduce the emissions and greenhouse gases. As renewable/green energy initiatives, the Company has installed 8.40 MW Roof Top Solar Power Plant for captive consumption of Solar Power at Hamirgarh & Begun Units. At the employee's level, we have ensured that our workers get more than the minimum wages prescribed the Government of Rajasthan and the Government of India.

Dinesh Nolkha
Managing Director
DIN 00054658

Business Responsibility and Sustainability Report (Contd..)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	-	L17111RJ1992PLC006987
2.	Name of the Listed Entity	-	Nitin Spinners Limited
3.	Year of Incorporation	-	1992
4.	Registered and Corporate Office Address	-	16-17 KM. STONE, CHITTOR ROAD, HAMIRGARH, BHILWARA – 311025 RAJASTHAN
5.	E-mail id	-	nsl@nitinspinners.com
6.	Telephone	-	01482 - 286110 - 113
7.	Website	-	www.nitinspinners.com
8.	Financial year for which reporting is being done	-	2021-22
9.	Name of the Stock Exchange(s) where shares are listed		BSE Limited (BSE) The National Stock Exchange of India Ltd. (NSE)
10.	Paid up Capital (INR)	-	INR 5622.00 Lacs
11.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	-	
	Name		Mr. Sudhir Garg
	Designation		Company Secretary & GM (Legal)
	Telephone number		01482 - 286110 - 113
	E-mail id		sudhircarg@nitinspinners.com
12.	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 Company has no subsidiary.

II. Products / Services

13. 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 of Yarn & Fabric	The company is in the business of making cotton and blended yarn and fabric for both exports and domestic market	100%

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

S. No.	Product/Services	NIC Code	% of total Turnover contributed
1.	Yarn	13111	70%
2.	Knitted Fabric	13911	11%
3.	Woven Fabric	13121	14%

Business Responsibility and Sustainability Report (Contd..)

III. Operations

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

Location	Number of plants	Number of offices	Total
National	2	1 (Office is at Plant premises)	2
International	Nil	Nil	Nil

16. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	All states of India
International (No. of Countries)	More than 50

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

Exports contributes around 73% of the total turnover of the entity.

c. A brief on types of customers

Our business model is B2B (business to business). In the domestic markets, we are selling majorly to the end use industries and some portion is sold through dealers. Our exports go to more than 50 countries. The exports are directly to Garment manufacturers and distributors.

IV. Employees

17. 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)	593	593	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	593	593	100%	0	0%
Workers						
4.	Permanent (F)	4573	4568	99.89%	5	0.11%
5.	Other than Permanent (G)	39	39	100%	0	0%
6.	Total workers (F + G)	4612	4607	99.89%	5	0.11%

Business Responsibility and Sustainability Report (Contd..)

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)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	1	1	100%	0	0%
Differently abled workers						
4.	Permanent (F)	13	13	100%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	13	13	100%	0	0%

18. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0%

19. Turnover rate for permanent employees and workers

Particulars	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3.67%	NA	3.67%	4.74%	NA	4.74%	4.48%	NA	4.48%
Permanent Workers	16.35%	14%	15.18%	17.69%	14%	15.85%	22%	0	22%

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

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

Not Applicable as the company does not have a holding, subsidiary, associate or joint venture.

VI. CSR Details

21. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No) Yes**
(ii) Turnover (Rs. In Crores) 2692.32
(iii) Net worth (Rs. In Crores) 875.81

Business Responsibility and Sustainability Report (Contd..)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22			FY 2020-21		
		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	Y						
Investors (other than shareholders)	Y			No complaints received			
Shareholders	Y						
Employees and workers	Y						
Customers	Y	2	0		1	0	
Value Chain Partners	Y						
Other (please specify)				No complaints received			

Policies & grievance redressal mechanism are accessible on <https://nitinspinners.com/policies/>

Complaints from stakeholders like community, suppliers and contractors are addressed by relevant Departments on a case to case basis.

23. 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.	Natural Fiber	Opportunity	As the awareness about the environmental concerns are growing every day, it is an opportunity for us that we are in the manufacturing of natural fiber cotton yarn and cotton fabric. The customers are preferring natural fiber for their lower lifecycle environmental impact.	NA	NA

Business Responsibility and Sustainability Report (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.	Energy Consumption (Coal Based Boilers)	Risk	Energy costs are significant part of our operation expenses. The risk could be in the form of increased regulations on the use of fossil fuels.	This is managed through forecasting of potential regulatory impacts on our costs and initiating mitigation action to reduce this through our operational performance, including energy efficiency investment, long term price modelling and energy procurement and renewable electricity targets. We closed down the coal based power generation unit at our Hamirgarh plant and shifted completely to Grid Power. Also we have installed PV solar power in our plants. Also, we have exceeded the energy efficiency targets given by Bureau of energy Efficiency.	NA
3.	Lower Cotton Production	Risk	Cotton is our main raw material and being an agricultural product it is dependent on weather/ environment. Rains in Dec.'21 & Jan'22 lowered the harvest of cotton and consequently the price of cotton went high.	Strategic Purchases. Activities with Cotton Research Foundation.	
4.	Water Risk	Risk	Water is scarce commodity and hence the management of water resource becomes very important.	We have installed Zero Liquid Discharge. Our 98% of the water requirement is met through the recycled water at our fabric plant.	

Business Responsibility and Sustainability Report (Contd..)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link* of the Policies, if available	https://nitinspinners.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	N	N	N	N	N	N	N	N	N
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 conform to the applicable laws of the country, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and National Guidance on Responsible Business Conduct. In addition, the policies have been formulated in accordance with the following standards where ever applicable: P2: ISO 14001:2015 P3: ISO 45001:2018 P4: ISO 50001: 2018 P8: SA 8000:2014								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are based on environment protection, employee and customer safety. The targets which can be taken are: 1. Reduction in specific energy consumption by 5% in a next 3 years 2. Reduction in specific GHG emission by 10% in the next 3 years 4. Increase in the number of female employees / workers to 1% of the total employees / workers. 5. Supplier responsibility and sustainability program to be rolled out to 20 top suppliers. 6. Increase in the procurement of organic / BCI/Recycle/sustainable cotton by 2% points every year 7. Increase in the renewable energy, so that renewable energy comprises 7% of the power consumption by 2025.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								

Business Responsibility and Sustainability Report (Contd..)

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)

The message from our MD has been included at the beginning of this report

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Dinesh Nolkha, Managing Director

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.

Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of the Risk Management Committee of the Company, which comprises of following members as on March 31, 2022:

- Sh. Dinesh Nolkha, Managing Director
- Dr. Rabishankar Chattopadhyay, Independent Director
- Sh. Purushottam Maheshwari, Chief Financial Officer

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)								
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	The review has been done by MD									The frequency of the review is Annual								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Compliance with the laws of land are the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the respective committees of the Board.																	

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.

The assessment / evaluation of the working of its policies is being done internally.

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
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-----

Business Responsibility and Sustainability Report (Contd..)

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 categorized 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

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

While most of the employees and workers have been provided training under SA 8000 (Social Accountability Standard), the training and awareness programmes on the 9 Principles of National Guidelines on Responsible Business Conduct will be conducted during the FY 2022-23.

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

No such fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings either by the entity or by directors / KMPs.

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.

The Code of Conduct Policy and Vigil Mechanism covers the concerns regarding anti-corruption or anti-bribery policy. All the policies are accessible at <https://nitinspinners.com/policies/>.

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

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

No complaint was received with regard to conflict of interest of the Directors, KMPs or any other employee.

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

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.

We have taken many initiatives towards improving energy efficiency, which have been detailed under Principle 6. These initiatives will help us in reducing our carbon footprint.

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

Business Responsibility and Sustainability Report (Contd..)

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

We procure BCI certified and organic cotton. BCI certified and organic cotton have multiple advantages for all stakeholders right from Farmers to the final consumer. Better Cotton Initiative (BCI) exists to make global cotton production better for the people who produce it, better for the environment it grows in, and better for the sector's future. BCI connects people and organisations from across the cotton sector, from field to store, to promote measurable and continuing improvements for the environment, farming communities and the economies of cotton producing areas. BCI has 7 Principles that are the overarching sustainability requirements.

Principle 1: BCI Farmers minimise the harmful impact of crop protection practices.

Principle 2: BCI Farmers promote water stewardship

Principle 3: BCI Farmers care for the health of soil

Principle 4: BCI Farmers enhance biodiversity and use land responsibly

Principle 5: BCI Farmers care for and preserve fibre quality

Principle 6: BCI Farmers promote decent work

Principle 7: BCI Farmers operate an effective management system

The benefits in terms of energy and water savings for BCI certified cotton and organic cotton are realised at the growing and sourcing stage.

The Company has a policy to encourage a purchase of BCI (Better Cotton Initiative) certified cotton, recycled Polyester Fibre and Organic Cotton. We also use recycled cotton in our manufacturing. We have a policy to procure 15% of the raw material from responsible sources which include BCI certified, Organic and recycled cotton and Polyester fibre.

Purchases from nearby districts amount to 15% of total purchases

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.

We are undergoing the registration process under Extended Producer Responsibility (EPR) under solid waste management rules.

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.

We are undergoing the registration process under Extended Producer Responsibility (EPR) under solid waste management rules.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	593	112	19%	481	81%	0		0		0	
Female	0					Not Applicable					
Total	593	112	19%	481	81%	0		0		0	
Other than Permanent employees											
Male						NA					
Female						NA					
Total						NA					

Business Responsibility and Sustainability Report (Contd..)

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	4568	4427	97%	220	4.8%	NA	NA	Not Applicable			
Female	5	5	100%	0	0	5	100%				
Total	4573	4432	97%	220	4.8%	5	100%				
Other than Permanent workers											
Male	39	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	39	0	0%	0	0%	0	0%	0	0%	0	0%

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

Benefits	FY 2020-21			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%	N.A.	100%	100%	N.A.
ESI	18.89%	94.3%	Y	19.49%	92.14%	Y
Other - Pls. 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.

Yes, the corporate office of the entity is accessible to differently abled employees and workers.

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 an Equal Opportunity Policy which is compliance with SA 8000 (Social accountability) policy.

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

No employee worker has taken any parental leave during the 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	The grievance redressal mechanism is available in the Code of Conduct Policy
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Business Responsibility and Sustainability Report (Contd..)

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

There are no employee association(s) or unions recognized by the company.

8. Details of training given to employees and workers:

Category	FY 2021-22				FY 2020-21					
	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	593	593	100%	475	80%	579	579	100%	24	4%
Female	0	0				0	0			
Total	593	593	100%	475	80%	579	579	100%	24	4%
Workers										
Male	4607	4607	100%	3686	80%	4586	4586	100%	183	4%
Female	5	5	100%	5	100%	7	7	100%	1	14%
Total	4612	4612	100%	3691	80%	4593	4593	100%	184	4%

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees:						
Male	593	593	100%	579	579	100%
Female	0	NA	NA	0	NA	NA
Total	593	593	100%	579	579	100%
Workers:						
Male	4607	4607	100%	4586	4357	95%
Female	5	5	100%	7	7	100%
Total	4612	4612	100%	4593	4364	95%

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?

The plants are covered under ISO 45001: 2018 – Occupational Health and Safety Management Systems. The company is also certified under SA 8000 (Social Accountability) Policy.

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

Health and Safety hazard assessment are an important part of our operations. The health and safety risk assessment is part of SA 8000 implementation.

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

Yes, the process is instituted as part of ISO 45001: 2018 and SA 8000 implementation and certification.

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

Yes, the employees and workers have a access to medical consultation on the plant premises for any occupational or non-occupational medical issues.

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

No Safety related recordable incident has occurred during the current or the previous financial year.

Business Responsibility and Sustainability Report (Contd..)

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

Health and Safety management system implemented by the company are certified under ISO 45001: 2018 and SA 8000 policies. Some of the activities undertaken are:

- Allocate light work, freedom of rest, baby feeding and leave the place of work at will for the care of expectant and nursing mother.
- Sufficient and appropriate free PPE kits to all exposed to hazardous work.
- Provide effective training on health & Safety.
- Sufficient no. of fire extinguishers, hose box, hose reels & Fire Tender.
- Provision of adequate fire safety tools.
- Formation of Works committee
- Provision of first aid tools, fire and first aid training, Annual health check-up

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

No complaints have been made by employees / workers during current financial year or the previous financial year.

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	100%. All the plants were assessed under SA 8000 policy

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 related incident has happened nor any significant risks / concerns arising from assessments of health & safety practices has been reported upon the assessment.

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.

Nitin Spinners believes in forging a strong relationship with its stakeholders based on trust and delivery. The stakeholders' expectations and concerns offer critical inputs to the management of business and its growth. The key stakeholders include employees, customers, suppliers, investors and analysts, shareholders, regulatory bodies and community around our plants as stakeholders for the organization.

By actively fostering periodic interactions, the Company actively engages with and is in a position to address its stakeholder expectations and concerns in an informed and effective way.

Business Responsibility and Sustainability Report (Contd..)

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	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
Customers	No	Customer Meetings, Customer Feedback, Website, Product Catalogues,	Ongoing	Customer Satisfaction, Product Quality,
Employees	No	Notice Boards, Website, Employee Survey feedback, Annual Performance Review, Meetings, Trainings	Ongoing	Working condition, employee performance, Employee Satisfaction
Community, NGOs	Yes	Corporate Social Responsibility engagements, Meeting with community representative	On going	Welfare of the community,
Investors & Shareholders & Analysts	No	AGM, Investor meets, Investor Grievance redressal mechanism	On going	Business Strategies and Performance
Regulatory Bodies	No	Compliance Reports	On Going	Compliance with the Law of the land

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:

While structured training on Human rights has not been done, the employees and workers have been trained under the SA 8000 (Social Accountability Standard) policies regarding Child Labour, Forced Labour, discrimination and safe and healthy work place.

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	593	475	80%	579	464	80%
Other than permanent			NA			
Total Employees	593	475	80%	579	464	80%
Workers						
Permanent	4573	3630	80%	4561	3650	80%
Other than permanent	39	31	80%	32	26	80%
Total Workers	4612	4612	80%	4593	3676	80%

Business Responsibility and Sustainability Report (Contd..)

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

Category	FY 2021-22					FY 2020-21				
	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										
Male	593	0	0%	593	100%	579	0	0%	579	100%
Female	0	0	0%	0	100%	0	0	0%	0	100%
Other than Permanent	Not Applicable									
Male										
Female										
Workers										
Permanent										
Male	4568	0	0%	4568	100%	4554	0	0%	4554	100%
Female	5	0	0%	5	100%	7	0	0%	7	100%
Other than Permanent										
Male	39	0	0%	39	100%	32	0	0%	32	100%
Female	0	0	0%	0	100%	0	0	0%	0	100%

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

Particulars	Number	Male	Number	Female
		Median remuneration/ salary/ wages of respective category		Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) (Other Than KMP) only Sitting Fee is being paid.	2	Rs. 0.80 Lakhs	1	Rs. 3.60 Lakhs
Key Managerial Personnel	5	Rs. 303.59 Lakhs	-	-
Employees other than BoD and KMP	595	Rs. 4.53 Lakhs	-	-
Workers	4598	Rs. 2.19 Lakhs	7	Rs. 2.19 Lakhs

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, Board has adopted the Human Rights Policy and the Board has delegated the responsibility to implement the policy to HR Head, who reports to MD.

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

Yes. All the complaints regarding human rights violations are routed to Head HR. Head HR and the Grievance Redressal Committee takes action as per the Grievance Mechanism Organization Structure in compliance with SA 8000 (Social Accountability) certification.

Business Responsibility and Sustainability Report (Contd..)

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

Particulars	FY 2021-22			FY 2020-21		
	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						

No complaints has been received during the FY 2021-22 or FY 2020-21

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

The Code of Conduct and Vigil Mechanism provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

No. We are studying this requirement and we are findings the most relevant clauses to be included in the agreements.

9. Assessments for the year:

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

Assessments were done under the SA 8000 (Social accountability Policy) Certification by a third party.

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

No significant risks / concerns arise from the assessments at Question 9 above.

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:

Parameters	Current Year	Previous Year
Total electricity consumption (A)	881912 GJ	651300 GJ
Total fuel consumption (B)	972491 GJ	1549177 GJ
Energy consumption through other sources (C) - Solar Energy	46564 GJ	41569 GJ
Total energy consumption (A+B+C)	1900967 GJ	2242046 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	706 GJ / Crores of Turnover	1381 GJ / Crores of Turnover
Energy intensity (optional) – the relevant metric may be selected by the entity		

Business Responsibility and Sustainability Report (Contd..)

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.

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

Yes, the Hamirgarh plant has been identified as designated consumer (DC) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. The targets set under the PAT scheme have been achieved by the Hamirgarh plant.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in Kiloliters)		
(i) Surface water		
(ii) Groundwater	425225	424125
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	425225	424125
Total volume of water consumption (in kilolitres)	425225	424125
Water intensity per rupee of turnover (Water consumed / turnover)	157 KL / Crores of Turnover	261 KL / Crores of Turnover
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.

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

Yes, the ZLD has been installed at the Begun Unit where the water is used in finishing fabric. 100% of the used process water is taken to ZLD and no effluent discharge is made. The dry sludge out of ZLD is sent to authorised collectors and recyclers.

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

As part of environmental Management Program the regular monitoring is done for NO_x, SO_x, SPM, PM_{2.5}, PM₁₀, Arsenic, Nickel, Benzene, Benzo-Alfa-Pyrene, CO, Ammonia, Lead, Ozone is done and all the observed values are within limits as per the National Ambient Air Quality Standard, 2009.

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

Parameter	Unit	FY 2021-22	FY 2020-21
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	48500	148255
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	193531	142924
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ Equivalent / Per Crore of Turnover	90	179
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Business Responsibility and Sustainability Report (Contd..)

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.

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

Energy Consumption is the main source of Green House Gas Emission for the company. We closed the coal based captive power generation plant to reduce the GHG emissions. Also, we continuously look out for energy conservation measures in all areas of operations across our both the Units. The Company has taken following measures for energy savings in the previous year:

- a) Replacement of Old type motors with Energy Efficient Motors.
- b) Replacement of old compressors with energy efficient compressors.
- c) Installation of Inverters on SA Fan of Ring frame, carding and preparatory Machines.
- d) Estimated expenditure on energy conservation equipment is Rs 46.85 lakhs.

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

We maintain a ZERO waste to landfill operations at both of our plants. Being a environmentally conscious and responsible organisation we don't send our wastes to landfill. All the cotton, yarn and fabric wastes are either reprocessed in our own manufacturing or sent for other industrial uses. 10% of our waste out of production is recycled and reprocessed in our own operations and balance is sold for other industrial uses. For our liquid discharge we have installed ZERO LIQUID DISCHARGE (ZLD) systems hence we don't discharge effluent in our vicinity of operations. The dry sludge out of ZLD is sent to authorised collectors and recyclers.

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.

We maintain a ZERO waste to landfill operations at both of our plants. Being an environmentally conscious and responsible organisation we don't send our wastes to landfill. All the cotton, yarn and fabric wastes are either reprocessed in our own manufacturing or sent for other industrial uses. 10% of our waste out of production is recycled and reprocessed in our own operations and balance is sold for other industrial uses. For our liquid discharge we have installed ZERO LIQUID DISCHARGE (ZLD) systems hence we don't discharge effluent in our vicinity of operations. The dry sludge out of ZLD is sent to authorised collectors and recyclers.

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:

The entity's operations/offices are not in/around ecologically sensitive areas.

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

The operations of the company are not covered by the 2006 notification on Environmental Impact Assessment.

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

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

Business Responsibility and Sustainability Report (Contd..)

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.
5 (Five)
- 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	The Confederation of Indian Textile Industry (CITI)	National
2	Northern India Textile Research Association (NITRA)	States of Northern India
3	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
4	The Rajasthan Textile Mills Association (RTMA)	State
5	Mewar Chamber of Commerce and Industry (MCCI)	State

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.

No requirement of Social Impact Assessments (SIA) of projects was applicable to the company.

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

There was no project involving R&R during the FY 2021-22

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

Nitin Spinners Limited acknowledges its responsibility towards the society and supports inclusive growth and equitable development of all its stakeholders. We strongly believe in growing together responsibly leading to success of our business. We aim at balancing the needs and address the concerns of our stakeholders and endeavor to take into the consideration the impact we have on the environment, society and the community. We are committed to giving back to the society within which it operates and flourishes and as part of this principle, we have chosen our initiatives under our CSR Programs. The Company carries out various initiatives under the aegis of 'Corporate Social Responsibility' and are undertaken directly or through NGO or government entities. Please refer to CSR Report in Annexure to the Board's Report.

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

Particulars	FY 2021-22	FY 2020-21
Directly sourced from MSMEs / small producers	25% of the ginned cotton Procured in India are purchased directly from MSMEs / Small Producers. Apart from that a significant part of the cotton procurement is done through Cotton Corporation of India (CCI) and other aggregators who procure MSMEs / small producers.	25% of the ginned cotton Procured in India are purchased directly from MSMEs / Small Producers. Apart from that a significant part of the cotton procurement is done through Cotton Corporation of India (CCI) and other aggregators who procure MSMEs / small producers.

Business Responsibility and Sustainability Report (Contd..)

Particulars	FY 2021-22	FY 2020-21
Sourced directly from within the district and neighbouring districts	Purchases from nearby districts amount to 15% of total purchases	Purchases from nearby districts amount to 15% of total purchases

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.

Overall responsibility for handling the complaints lie with HOD (MKT). Managing Director is responsible for taking Complaint settling with Complainant Analysis Report on investigation.

When complaints are received the yarn, Fabric is sent to the concerned department for investigating the issue raised. Also, MD is informed via email/telephone. If the complaint is in respect of quality, it is referred to HOD (QAD).

All the complaints are examined and the cause of complaint is analyzed. Considering the seriousness & nature of complaint, arrange visit to the complainant to evaluate the nature & gravity of problem being faced. HOD (MKT) may also accompany, if required discuss and the report is sent to MD. Corrective actions are taken to avoid such type of problem. Periodically the effectiveness of the corrective actions taken are reviewed.

Customer feedback is taken after sales. We have consistently achieved 100% customer satisfaction in our customer satisfaction index.

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

The Company complies with disclosure requirements as per local laws. In addition, some other details are also displayed as per customers' requests and/or facilitate handling/transportation. The yarn is sold to customers, who make final products which consumer uses. We provide all the details to our customers in product details.

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

The Company is committed to creating products and solutions that exceed customer expectations and enhance the level of business profitability. We consistently strive forth to ensure higher customer satisfaction through our efforts in production innovation, R&D activities and ensuring enhanced lifecycle of the product.

Category	FY 2021-22			FY 2020-21		
	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
Data Privacy						
Advertising						
Cyber Security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others	1	0		2	0	

Business Responsibility and Sustainability Report (Contd..)

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

No product recalls were done during the FY 2021-22

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, the company has a Cyber security and Data Privacy policy.

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.

No regulatory action has ever been done regarding advertising, essential services, cyber security, data privacy or product recalls.

For and on Behalf of the Board of Directors

Place : Hamirgarh, Bhilwara
Date : 06th August, 2022

RATAN LAL NOLKHA
Chairman
(DIN – 00060746)

Registered Office : 16-17 KM Stone, Chittor Road, Hamirgarh, Bhilwara - 311025