



Complete Comfort

July 30, 2023

**National Stock Exchange of India Ltd.**  
Listing Department  
Exchange Plaza,  
Bandra Kurla Complex, Bandra (East),  
**Mumbai – 400 051**

**BSE Limited**  
Department of Corporate Services  
Floor 25, Phiroze Jeejeebhoy Towers,  
Dalal Street,  
**Mumbai – 400 001**

**Company Symbol : ICIL**

**Scrip Code No: 521016**

**Subject: Submission of Business Responsibility and Sustainability Report for the Financial Year 2022-23**

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2022-23.

Kindly take same on record.

Thanking you,

Yours faithfully,

For **Indo Count Industries Limited**

**Satnam Saini**  
**Company Secretary & GM-Legal**

Encl.: a/a

**Indo Count Industries Ltd**

Corporate Office : 301, Arcadia, Behind NCPA, Nariman Point, Mumbai – 400021, Maharashtra, India. T: 91 22 4341 9500

Regd. Office: Office No. 1, Plot No. 266, Village Alte, Kumbhoj Road, Taluka Hatkanagale, Dist. Kolhapur - 416109, Maharashtra, India; T: 0230-246 3100

CIN: L72200PN1988PLC068972; Email: info@indocount.com, Website: www.indocount.com



# Business Responsibility & Sustainability Reporting FY 2022-23

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of Company** L72200PN1988PLC068972
2. **Name of the Company** Indo Count Industries Limited
3. **Year of Incorporation** 1988
4. **Registered address** Office No. 1, Plot No. 266, Village Alte Kumbhoj Road, Taluka Hatkanangale, Kolhapur – 416109
5. **Corporate address** 301, "Arcadia" 3<sup>rd</sup> Floor, Nariman Point, Mumbai - 400 021
6. **E- mail ID** [info@indocount.com](mailto:info@indocount.com)
7. **Telephone** +91 (0) 22 – 43419500
8. **Website** [www.indocount.com](http://www.indocount.com)
9. **Financial year for which reporting is being done** Financial year 2022-23 (April 1, 2022 to March 31, 2023)
10. **Name of the Stock Exchange(s) where shares are listed** BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. **Paid-up Capital** 39,61,08,680
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**  
Name: Satnam Saini  
Designation: Company Secretary & GM - Legal  
Contact: +91 (0) 22 – 43419500  
E-mail: [satnam.saini@indocount.com](mailto:satnam.saini@indocount.com)
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).** Disclosures under this report are made on a standalone basis, i.e., Indo Count Industries Limited.

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing – Textiles	Bed Sheets, Mattress Pads, Comforters, Duvet Covers, Pillows Etc.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	We deal in Textile business segment, which is also reported in the balance sheet.	13924 - Manufacture of bedding, quilts, pillows and sleeping bags etc.	100

### 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
<b>National</b>	4	5	9
<b>International</b>	Nil	4	4

17. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	50+

- b.W hat is the contribution of exports as a percentage of the total turnover of the entity?

94.23%

The Indo Count group of companies are strategically placed in every corner of the world to optimize access and services across key important locations in US, Europe, Asia, Australia.

- c.A brief on types of customers -

Indo Count is a premier company specializing in offering comprehensive bedding solutions, catering to the diverse needs of customers seeking exceptional sleep experiences. We at Indo Count strive to amplify our global footprint, establishing a strong presence for our brand on an international scale, this allows us to bring our exceptional bedding products to a wider consumer network, ensuring that individuals around the world can experience the unparalleled comfort and quality synonymous with our brand. Key categories of customers include big box retailers, B2B, B2C, institutional and hospitality customers, etc., Direct-to-customer Companies, e-commerce, Hospitality Suppliers, Specialty Stores etc.

### IV. Employees

18. Details as at the end of Financial Year:

We prioritize equity, diversity, and inclusion across our entire value chain in the textile industry. Our strong roadmap aims to achieve reasonable gender balance at the managerial level by 2035. We are actively working to enhance the representation of women in our factories and salesforce.



## 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)	979	897	91.62%	82	8.38%
2.	Other than Permanent (E)	77	69	89.61%	8	10.39%
3.	Total employees (D + E)	1,056	966	91.48%	90	8.52%
<b>WORKERS</b>						
4.	Permanent (F)	2,547	2,362	92.74%	185	7.26%
5.	Other than Permanent (G)	2,928	2,257	77.08%	671	22.92%
6.	Total workers (F + G)	5,475	4,619	84.37%	856	15.63%

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	3	2	66.67%	1	33.33%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	<b>Total differently abled employees (D + E)</b>	3	2	66.67%	1	33.33%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	10	9	90%	1	10%
5.	Other than permanent (G)	11	10	90.91%	1	9.09%
6.	<b>Total differently abled workers (F + G)</b>	21	19	90.48%	2	9.52%

\*As differently abled is a personal information, this data is voluntary for employees to report to the Company. The above information is based on the disclosures available with the Company.

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10.00
Key Management Personnel	3	-	-

NOTE: Key Management Personnel (KMP) are Executive Director and CEO, Chief Financial Officer (CFO) and Company Secretary (CS).

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

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	3.45%	1.10%	4.55%	4.32%	1.15%	5.47%	3.58%	0.77%	4.34%
<b>Permanent Workers</b>	5.67%	1.05%	6.72%	0.33%	-	0.33%	0.88%	-	0.88%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Indo Count Retail Ventures Private Limited	Wholly owned subsidiary	100%	No
2	Indo Count Global Inc.	Wholly owned subsidiary	100%	No
3	Indo Count UK Limited	Wholly owned subsidiary	100%	No
4	Indo Count Global DMCC	Wholly owned subsidiary	100%	No

## VI. CSR Details

## 22.

- Whether CSR is applicable as per section 135 of Companies Act, 2013:  
Yes, CSR provisions are applicable as per Section 135 of the Companies Act, 2013.
- Turnover (₹ In Lakhs): ₹2,78,359.20 Lakhs
- Net worth (₹ In Lakhs): ₹1,72,824.13 Lakhs

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<b>Communities</b>	Yes	-	-	-	-	-	-
<b>Investors (other than shareholders)</b>	The Company does not have investors other than equity shareholders						
<b>Shareholders</b>	Yes As per SEBI Listing Regulations and Internal Grievance Mechanism adopted by the Company	9	-	-	10	-	-
<b>Employees and workers</b>	Yes	-	-	-	-	-	-
<b>Customers</b>	Yes	12	-	-	16	-	-
<b>Value Chain Partners</b>	Escalation matrix are defined in individual client contracts.	-	-	-	-	-	-
<b>Other (please specify)</b>	No	-	-	-	-	-	-

If Yes, then provide web-link for grievance redress policy - <https://www.indocount.com/investors/corporate-governance>

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

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

Sustainability challenges are the most crucial to our business and stakeholders in today's VUCA (volatile, uncertain, complex, and adaptive) world, which necessitates us to have a methodical framework in place to identify them.

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	GHG Emissions	Risk	The expansion of manufacturing capacity to accommodate increase in demand can potentially result in a subsequent rise in greenhouse gas (GHG) emissions	The adoption of new and efficient technologies and the transition towards greener options, such as onsite solar projects and the purchase of renewable energy through power purchase agreements (PPAs), will lead to a reduction in greenhouse gas (GHG) emissions. Additionally, we have committed for science based targets near term and net zero by 2050.	Negative
2	Energy management	Opportunity	Robust processes and meticulously designed systems are in place to optimize energy efficiency, and an unwavering commitment to continuously improve them to enhance our energy-saving initiatives	For efficient energy management, solar panels and LEDs are installed at various facilities. Additionally, we have installed "Back Pressure Turbine" – to reuse excess steam in a turbine to generate electricity for internal usage and also, optimized usage of Steam pressure in wet processing machines.	Positive
3	Sustainable Sourcing	Opportunity	We use many different raw materials to make our products and we are continuously working to source most of them sustainably to produce eco-friendly product and reduce impact on environment	Maintain continuous connect with suppliers to motivate and drive them to adapt sustainable practices. Additionally, sustainability is one of the important factors which we consider in shortlisting our suppliers	Positive
4	Health & Safety	Risk	We place utmost priority on the health and safety of our human resources including contractual workforce. Resources in specific at our plants may have health concerns due to the complexities involved in the manufacturing processes	In order to uphold ethical standards for human rights and health and safety all our plants are accredited with global standards such as SA 8000 and ISO 45001-2018. Additionally, we provide regular safety training on topics including fire safety, disaster readiness etc. to our resources including contractual.	Positive
5	Business Ethics and Integrity and Code of Conduct	Risk	Our brand and reputation are of utmost priority and as we engage with customers around the globe, they are invaluable asset for us. In order to protect our brand, we are committed to conduct our operations ethically and establishing good governance across organization.	Company has well defined Code of Conduct, grievance redressal and whistle-blower mechanism in place.	Positive

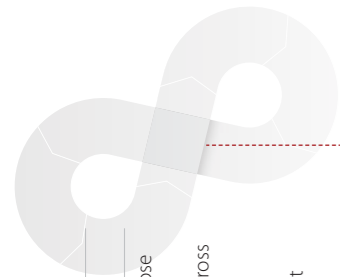
**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P1 Ethics and Integrity	P2 Sustainable Products	P3 Employee Well-being	P4 Stakeholders	P5 Human Rights	P6 Environment	P7 Regulatory Requirement	P8 Inclusive Growth	P9 Consumer and IT
<b>Policy and management processes</b>									
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	<a href="https://www.indocount.com/investors/corporate-governance">https://www.indocount.com/investors/corporate-governance</a>								
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	<ul style="list-style-type: none"> <li>• UNGC</li> </ul>	<ul style="list-style-type: none"> <li>• ISO 9001</li> <li>• GOTS</li> <li>• Oekotex STeP</li> <li>• ISO/IEC 17025</li> <li>• BSCI</li> <li>• Supima Cotton</li> <li>• Egyptian Cotton</li> <li>• OCS – Organic Content Standard</li> <li>• GRS – Global Recycled Standard</li> <li>• RCS – Recycled Claim Standard</li> </ul>	<ul style="list-style-type: none"> <li>• Health and safety framework ISO 45001</li> </ul>	<ul style="list-style-type: none"> <li>• ISO 14001</li> </ul>	<ul style="list-style-type: none"> <li>• ISO 9001</li> </ul>	<ul style="list-style-type: none"> <li>• Indo Count Environment Management systems are aligned to ISO 14001 standards</li> <li>• HIGG FEM</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Conduct</li> <li>• GRI Standards</li> <li>• Tax Policy</li> </ul>	<ul style="list-style-type: none"> <li>• CSR disclosures pursuant to Section 35 of the Company's Act 2013</li> <li>• GRI Standards</li> </ul>	<ul style="list-style-type: none"> <li>• Fairtrade</li> <li>• ISO/IEC 17025</li> </ul>

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Indo Count, a responsible and forward-thinking company, has set ambitious sustainability goals and targets to make a positive impact on the environment and society. Here are the key goals and the corresponding targets they have undertaken:</p> <ol style="list-style-type: none"> <li>Carbon Neutrality in Energy Emissions: Goal: Achieve carbon neutrality in energy emissions. <ul style="list-style-type: none"> <li>• Reduce energy emissions by 15% through the use of renewable energy sources by 2025</li> <li>• Further reduce energy emissions by 18% through increased reliance on renewable energy by 2030</li> </ul> </li> <li>Sustainable Procurement of Raw Materials (Fabric): Goal: Procure raw materials sustainably to minimize environmental impact. <ul style="list-style-type: none"> <li>• Increase the share of sustainably procured material to 60% by 2025</li> <li>• 100% material sustainably procured by 2030</li> </ul> </li> <li>Water Neutrality: Goal: Achieve water neutrality to conserve this precious resource. <ul style="list-style-type: none"> <li>• Reduce water usage to 30 kiloliters per metric ton (KL/MT) with a Zero Liquid Discharge approach by 2030</li> </ul> </li> <li>Zero Waste to Landfill: Goal: Eliminate waste to landfills, promoting a circular economy. <ul style="list-style-type: none"> <li>• Achieve zero waste to landfills, adopting effective waste management strategies by 2025</li> <li>• Continue the commitment to zero waste, ensuring all waste is responsibly managed by 2030</li> </ul> </li> <li>Inclusive Growth: Improve community and lives by creating shared value. <ul style="list-style-type: none"> <li>• Positively impact 3,50,000 lives by creating shared value by 2025 and 5,00,000 by 2030</li> <li>• Empower 75,000 farmers and enhance their livelihood through sustainable cotton projects covering 60,000 acres by 2025. Extending the reach to 1,00,000 farmers by extending the projects to cover 1,00,000 acres of land by 2030</li> <li>• Contribute to afforestation efforts to combat climate change by planting 50,000 trees by 2025 and 1,00,000 trees by 2030.</li> </ul> </li> <li>Health &amp; Safety: Continue to have Zero Fatalities</li> <li>Business Ethics and Integrity and Code of Conduct: Increase the coverage of employees including workers that are given training for POSH, Code of Conduct, Whistle-blower to 100% by 2025</li> </ol>
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ol style="list-style-type: none"> <li>Carbon Neutrality in Energy Emissions: Goal: Achieve carbon neutrality in energy emissions. <ul style="list-style-type: none"> <li>• FY'22-23: Continued efforts brought emissions down to 3.9% from baseline at 0.06% (FY'18-19), making significant strides towards the target</li> </ul> </li> <li>Sustainable Procurement of Raw Materials (Fabric): Goal: Procure raw materials sustainably to minimize environmental impact. <ul style="list-style-type: none"> <li>• FY'22-23: Maintained progress at ~40% from baseline at 17.4% (FY'18-19), continuing efforts to reach the 2030 target.</li> </ul> </li> <li>Water Neutrality: Goal: Achieve water neutrality to conserve this precious resource. <ul style="list-style-type: none"> <li>• FY'22-23: Improved water efficiency, using 45.4 KL/MT in the current financial year as compared to 53.8 KL/MT in FY 2021-22..</li> </ul> </li> <li>Zero Waste to Landfill: Goal: Eliminate waste to landfills, promoting a circular economy. <ul style="list-style-type: none"> <li>• FY'22-23: Continued efforts resulted in waste reduction from 1591.2 in FY 2021-22 to 988 MT in current financial year.</li> </ul> </li> <li>Our commitment to Creating Shared Value (CSV) has resulted in a significant positive impact on communities. In FY'22-23, we improved the lives of 298,304 individuals, building on the initial impact of 1,21,019 lives in FY'18-19.</li> <li>Empowering cotton farmers and supporting sustainable cotton projects remain a priority. By FY'22-23, our efforts positively impacted 27,959 farmers, signifying substantial progress.</li> <li>Enhancing sustainability in cotton projects, we covered 59,995 acres under sustainable practices in FY'22-23, making commendable strides towards responsible farming.</li> <li>As part of our contribution to combat climate change, our tree plantation initiative successfully planted 24,722 trees in FY'22-23, further demonstrating our dedication to reforestation since its inception in FY'18-19.</li> </ol>





**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 Company is committed to make the business sustainable and socially responsible. We have always believed in driving business with purpose and operating responsibly and aligning business with sustainability goals. We would like to communicate that we are progressing well on Environmental, Social and Corporate Governance parameters which are marked by several projects undertaken, with focus on sustainability across our factory locations and value chain.

We have been working towards reducing carbon footprints and consumption of fresh water for our operations, investing in products and processes that are energy efficient; promoting products and services that help in lowering environmental impact. We are committed to protect our employees' health and well-being and support the weaker and underprivileged sections of our society through our CSR initiatives.

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

Mr. Anil Kumar Jain  
Executive Chairman  
Telephone number - 022 43419500  
E-mail id - [info@indocount.com](mailto:info@indocount.com)

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.

Vice Chairman (Mr. Mohit Jain) and Executive Director & CEO (Mr. Kailash R. Lalpuria) are key drivers of sustainability at Indo Count. They not only take all decisions with reference to sustainability matters but also oversee their implementation.

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	P	P	P	P								
Performance against above policies and follow up action	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9	As a practice, BRSR policies of the Company are reviewed periodically or on a need basis by respective Department Heads, Business Heads and Executive Directors. During this assessment, the efficacy of the policies are reviewed and necessary changes to policies and procedures are implemented.											
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with the extant regulations as applicable and the same are reviewed by the Board of Directors on quarterly basis. Further, Statutory Compliance Certificate on applicable laws is provided by the Executive Director & CEO, Director (Works) and the Company Secretary & Compliance Officer to the Board of Directors on quarterly basis.												Need based review or quarterly review depending on the nature of the policy																	

- 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.  
Our policies are reviewed internally on periodic basis by the Department Heads and the same is complemented by our Internal Audit Process which covers all key policies. Internal Audit is conducted by an external independent agency during the year.
- If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated: 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.**



**Essential Indicators**

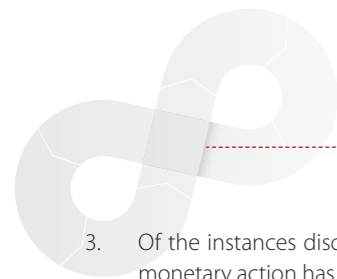
Our directors, Key Management Personnel (KMPs), employees, and workers receive priority training and education on operationally pertinent principles. To improve comprehension and compliance, we ran a number of training and awareness programmes throughout the financial year. The information below offers details on the scope and effect of various programmes

- 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	Code of Conduct, Awareness on the provisions of SEBI (Prohibition of Insider Trading Regulations) and SEBI (LODR) Listing Regulations	90%
Key Managerial Personnel	2	Code of Conduct, POSH Act Awareness, firefighting Training	100%
Employees other than BoD and KMPs (including contractual and part-time employees)	49	Posh/Fire & Safety, SAP Training, POSH Act Awareness, Advance Excel & PowerPoint Training, Safety Training, 5S Training, Health Environment, First Aid, Step Audit Implementation, firefighting Training	100%
Workers (including contractual and part-time employees)	12	Posh/Fire & Safety, Health Environment, First Aid, firefighting Training, Safety Importance and Mock Drill	63%

- 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):

During the year FY 2022-23, no material fines / penalties / punishments / award / compounding fees / settlement as per Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 were levied on the Company and its 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.

NA

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

Yes.

The Company has Code of Conduct in place which prohibits from engaging in any activities for monetary gains, refraining from soliciting gifts from vendors, service providers, customers and other third-party agents (organizations or individuals) with whom the Company has an established or potential business relationship which conflicts or may conflict with the interest with the Company.

This Code of Conduct is applicable to all individuals working at all levels and grades, including Board Members and Senior Managerial Personnel, other employees, consultants, interns, contractors, agency staff, agents or any other person associated with the Company and such person acting on behalf of the Company.

web-link: <https://www.indocount.com/investors/corporate-governance>

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

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

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

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

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. – Not applicable, as there are no instances of corruption/conflicts of interest against Directors and KMPs.

**Leadership Indicators**

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

The Company has in place a Code of Conduct for Supplier to emphasise its commitments in the areas of business integrity, human rights, labour practices, etc.

Total Number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
4	<ul style="list-style-type: none"> <li>Grievance Redressal mechanism</li> <li>Quality</li> <li>Traceability</li> <li>Testing Parameters</li> </ul>	100% of suppliers on boarded are covered through the Company's Code of Conduct for Suppliers.

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

Yes, the Company has Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. In order to avoid/manage conflicts of interest, Company obtains annual declarations from the members of its Board and Senior management personnel and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions in which there is a potential conflict of interest arises. The policy is available on the Company's website at <https://www.indocount.com/investors/corporate-governance>

**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.

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impact
R&D	-	-	We have substantial expenditure with reference to Product Stewardship, however, in the current year the same is not recorded for ESG aspect separately. Going forward we will maintain these details and disclose the same.
Capex	11.40%	6%	We have built an Effluent Treatment Plant (ETP) at our Kagal (Kolhapur) manufacturing facility in order to increase our recycling capacity which is a key step as we plan to achieve Zero Liquid Discharge status by year 2030

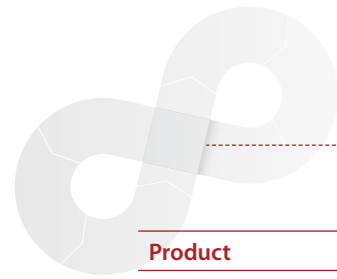
2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) – Yes.

We are one of the biggest facility with MIG labelling capability available across all the units. This is due to extended supply chain compliance to ensure sustainable practices across all sourcing chain. Our complete value chain right from Fiber procurement to Packaging are aligned to consider Sustainability a key factor in sourcing. The sourcing of cotton being one of the voluminous activity, the Company has taken multiple steps to procure BCI grown cotton through farmers, we have been collaborating through various projects. In addition to this, we procure a considerable volume of other Sustainable fibers like Egyptian, Carbon Neutral Tencel, GOTS, Fairtrade, GRS (Polyester) etc. These all initiatives and actions keep us ahead in ensuring Sustainability across one of the largest supply chain in the country.

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

Around 40% of our material is sustainably sourced. This includes cotton, yarn & fabric, dyes & chemicals and packaging material. We are working to reach 100% sustainable sourcing for our raw material and packaging material by 2030.

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. –

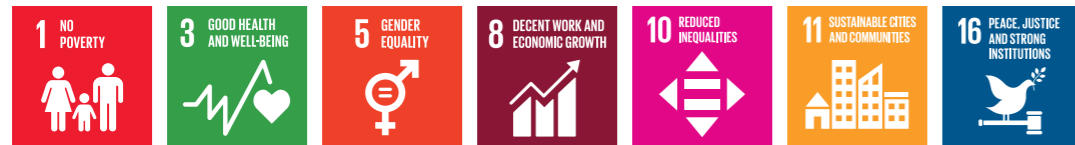


Product	Process to safely reclaim the product
a. Plastics	We are in the process of replacing packaging material to sustainable alternatives. 79% of the packaging material used is sourced sustainably.
b. E-Waste	Transported to authorized recycler.
c. Hazardous Waste	Transported to MEPL (Maharashtra Enviro Power Limited) Pune and BEIL Infrastructure Limited, Bharuch for safe disposal.
d. Other Waste	Non-hazardous wastes are sold to recycler for further upcycling, disposal and relevant usage.

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. –

ICIL is a registered entity with the Central Pollution Control Board (CPCB) and its waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

**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:

We place a high priority on the health and well-being of our workers and employees because we understand how crucial it is to offer complete support.

Category	Percentage of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	897	491	54.7%	897	100%	0	0%	0	0%	0	0%
Female	82	40	48.7%	82	100%	82	100%	0	0%	82	100%
<b>Total</b>	<b>979</b>	<b>531</b>	<b>54.2%</b>	<b>979</b>	<b>100%</b>	<b>82</b>	<b>8.4%</b>	<b>0</b>	<b>0%</b>	<b>82</b>	<b>8.4%</b>
<b>Other than Permanent Employees</b>											
Male	69	15	21.7%	69	100%	0	0%	0	0%	0	0%
Female	8	2	25%	8	100%	8	100%	0	0%	8	100%
<b>Total</b>	<b>77</b>	<b>17</b>	<b>22.1%</b>	<b>77</b>	<b>100%</b>	<b>8</b>	<b>10.4%</b>	<b>0</b>	<b>0%</b>	<b>8</b>	<b>10.4%</b>

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

Category	Percentage of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent Employees</b>											
Male	2,362	672	28.5%	2,362	100%	0	0%	0	0%	0	0%
Female	185	0	0%	185	100%	185	100%	0	0%	185	100%
<b>Total</b>	<b>2,547</b>	<b>672</b>	<b>26.4%</b>	<b>2,547</b>	<b>100%</b>	<b>185</b>	<b>7.3%</b>	<b>0</b>	<b>0%</b>	<b>185</b>	<b>7.3%</b>
<b>Other than Permanent Employees</b>											
Male	2,257	0	0%	2,257	100%	0	0%	0	0%	0	0%
Female	671	0	0%	671	100%	671	100%	0	0%	671	100%
<b>Total</b>	<b>2,928</b>	<b>0</b>	<b>0%</b>	<b>2,928</b>	<b>100%</b>	<b>671</b>	<b>22.9%</b>	<b>0</b>	<b>0%</b>	<b>671</b>	<b>22.9%</b>

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

We are cognizant of the significance of offering retirement benefits to our workers and employees in order to ensure their post-employment financial security and well-being.

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 (Yes/No/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 (Yes/No/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes
Others - WC (please specify)	100%	100%	Yes	100%	100%	Yes

3. Accessibility of workplaces

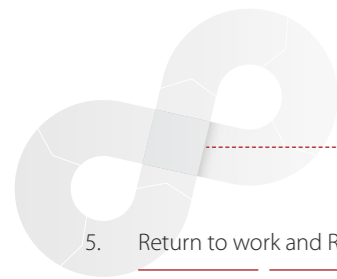
Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, we understand how crucial it is to comply with the need of the Rights of Persons with Disabilities Act, 2016, and we are doing proactively to address the needs of people with disabilities. Our company has put in place a number of measures to provide accessible infrastructure, to the persons with disabilities.

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 provides equal opportunities for employment in the Company based on the merit and business needs irrespective of gender, caste, religion, race, etc. In addition to being required by state and local laws and regulations, we still believe that our policies on equal employment opportunities are essential because they are consistent with our core values and make a significant contribution to the communities where we live and work. web-link: <https://www.indocount.com/investors/corporate-governance>





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

\*Currently, we provide maternity leaves to our employees and workers, paternity leaves are in discussion; necessary benefit will be aligned going forward.

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	Brief Description of Mechanisms (if yes)
Permanent Employees	Yes	Employees raise their grievances to respective functional head / HOD who have it resolved through discussions. HOD/Reporting Manager informs HR on Grievances which need HR interventions. Grievances which need further attention is taken forward by HR to Management for final Redressal.
Non-Permanent Employees	Yes	Permanent workers or their representatives can raise their grievances in areas like wages, discrimination, human rights related issues etc. under the grievance redressal mechanism of the Company. Contract Workmen can raise their grievances through their respective line managers or Plant Heads, if not resolved, they can escalate the same to the HR Department through their respective contractors.
Permanent Workers	Yes	
Non-Permanent Workers	Yes	

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

Each employee and worker is free to exercise their legal right to establish and/or join a union, renounce that right, or engage in collective bargaining.

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employee / workers in respective category, who are part of association(s) of Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employee / workers in respective category, who are part of association(s) of Union (D)	% (C / D)
<b>Total Permanent Employees</b>	979	0	0%	715	0	0%
Male	897	0	0%	630	0	0%
Female	82	0	0%	85	0	0%
<b>Total Permanent Workers</b>	2,547	1,164	45.7%	1,501	1,125	74.9%
- Male	2,362	1,160	49.1%	1,497	1,121	74.9%
- Female	185	4	2.2%	4	4	100%

**Note: No Union in Bhilad HT location.**

8. Details of training given to employees and workers:

Through numerous training courses, we have a robust and varied agenda for transferring skills to employees and workers. However, we do not have a break-up in the employee training for health and safety measures and skill upgradation, thus consolidated numbers are reported for employees.

Category	FY 2022-23					FY 2021-22				
	Total (A)	Health and Safety Measures		Skill Upgradation		Total (D)	Health and Safety Measures		Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	897	-	-	-	-	630	-	-	-	-
Female	82	-	-	-	-	85	-	-	-	-
<b>Total</b>	<b>979</b>	<b>979</b>	<b>100%</b>	<b>979</b>	<b>100%</b>	<b>715</b>	<b>715</b>	<b>100%</b>	<b>715</b>	<b>100%</b>
<b>Workers</b>										
Male	2,362	1,444	61.1%	0	0%	1,497	922	61.6%	0	0%
Female	185	163	88.1%	0	0%	4	3	75%	0	0%
<b>Total</b>	<b>2,547</b>	<b>1,607</b>	<b>63.1%</b>	<b>0</b>	<b>0%</b>	<b>1,501</b>	<b>925</b>	<b>61.6%</b>	<b>0</b>	<b>0%</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	897	897	100%	630	630	100%
Female	82	82	100%	85	85	100%
<b>Total</b>	<b>979</b>	<b>979</b>	<b>100%</b>	<b>715</b>	<b>715</b>	<b>100%</b>
<b>Workers</b>						
Male	2,362	0	0%	1,497	0	0%
Female	185	0	0%	4	0	0%
<b>Total</b>	<b>2,547</b>	<b>0</b>	<b>0%</b>	<b>1,501</b>	<b>0</b>	<b>0%</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?

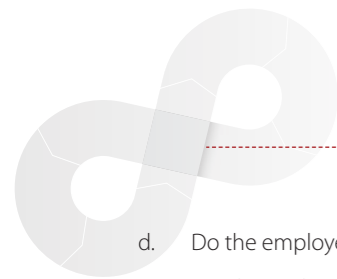
Yes, for all workers and employees, a holistic health and safety management system has been established. Indo Count Industries Limited has implemented ISO 45001:2018 which is a globally approved standard for occupational health and safety management system.

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

We have implemented ISO 45001:2018 and according to standard 6.2 clause, separate procedure is available for Hazard identification and Risk Assessment for routine and non-routine activities.

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

Yes, we have procedure for Hazard identification and risk assessment. This record is reviewed once in year by incident or when legal changes are warranted. Additionally, we conduct trainings, mock drills, safety talks and seminars for raising awareness of the workers.



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

Yes, the workers and employees are covered for health and accidental insurance. Additionally, we have 24 hours operational occupational health center with all resources/basic paramedical services, doctors, ambulance at our manufacturing plants. All the employees/ worker of the entity have access to non-occupational medical and healthcare services.

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	1.61	1.58
	Workers	1.01	1.00
Total recordable work-related injuries	Employees	1	1
	Workers	5	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

At our organization, we prioritize the seamless integration of safety into all aspects of our business processes. Our safety and health management system adheres to the principle of plan, do, check, and act, ensuring a comprehensive approach to risk assessment and mitigation. We diligently evaluate credible risks and take necessary actions to minimize their impact.

Additionally, regular awareness sessions on safety protocols, including fire safety and evacuation drills are conducted to ensure a comprehensive understanding of health and safety-related aspects. These initiatives demonstrate the company's commitment to creating a secure and healthy work environment.

13. 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
Working Conditions	-	-		-	-	
Health & Safety	-	-		-	-	

14. Assessments for the year:

As part of our commitment to maintaining a safe and hygienic workplace environment, the company conducts regular internal audits. These audits serve as a means of periodic assessment, allowing us to thoroughly evaluate various aspects of health and safety measures, as well as the working conditions of our employees. By conducting these audits, we ensure that our workplace consistently upholds the highest standards of safety, promoting the well-being and security of our valued workforce. This diligent approach enables us to identify any areas of improvement, implement necessary measures, and continuously enhance the overall safety and hygiene of our work environment.

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% Internal audit on Health and Safety practices is conducted on weekly basis. Statutory Authority i. e. Directorate Industrial Safety and health, Boiler Inspector, Electrical Inspector inspect the plant premises and ensure the health and safety practices on yearly basis. We are ISO 45001 certified which is for Health and Safety standard. The customer nominated external audit agency assess the entire premises based on their code of conduct and the number of the audits are two or three in a month..
Working Conditions	100%. Internal audit on working condition is conducted on weekly basis. Statutory authority i.e. Factory Inspector, Boiler Inspector, GPCB Authority, Gujarat Labour Officer, Assistant Labour Commissioner, Electrical Inspector inspect the factory premises when they have scheduled inspection We are ISO 9001, 14001, 45001, SMETA, BSCI approved. The customer nominated external audit agency assess the entire premises based on their code of conduct and the number of the audits are two or three in a month.

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 corrective actions pertaining to above mentioned parameters was necessitated by the Company during the year under review. However, the Company provide safety training covering new employees and workers (including contractual) as well as periodic refresher training to inculcate safety awareness in employees and adopt the best practices. Company has also adopted processes designed to prevent serious or fatal accidents.

**Leadership Indicators**

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

Yes, the Company extends life insurance coverage for Work Related death and Accidental death of its employees and workers.

2. Provide the measures undertaken by the Company to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures through its robust mechanism that all TDS have been deducted and deposited by our value chain partners. Further, as per the business agreements/contracts and purchase orders, all vendors / contractors are obliged to make necessary statutory payments timely. The Company regularly verifies the payment made by vendors to various government authorities towards statutory payments. In case any deviation is observed, the Company issues notices or penalises them or ceases business dealing with habitually defaulting vendors.

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

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

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



Yes, the Company has a Performance Improvement Plan (skill upgradation programs) across cadres right from junior level to senior management to improve before considering termination. The Company also provides support and guidance to the employees to enable them to improve their performance and to give them a chance to demonstrate that they can meet the required standards.

5. Details on assessment of value chain partners:

The Company has in place a Code of Conduct for Value Chain Partners wherein it is expected to provide a safe and healthy workplace for their employees and contractors. Further, Value Chain Partners must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities.

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices	
Working Conditions	6%

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

Not applicable

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



**Essential Indicators**

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

The stakeholders are critical to our business operations and their interests has a key influence on our business strategy. Based on the value chain for the business and interactions with the stakeholders, we group the stakeholders considering the expectations and requirement from the Company.

In order to understand the stakeholder expectation and to integrate the same into our business strategy, we have undertaken an end to end review of our business value chain to identify our key stakeholder groups.

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

We use a strategic approach that prioritizes openness, cooperation, and the accomplishment of shared goals in order to build strong and productive relationships with our stakeholders. By using this strategy, we hope to develop an atmosphere of open communication and cooperation, strengthening the relationship between the business and its stakeholders.

<b>Stakeholder Group</b>	<b>Identified as Vulnerable &amp; Marginalized Group (Yes/ No)</b>	<b>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Customer	No	Email, meetings, website, Phone, conferences (if any), visit to manufacturing facility	Continuously	Product & service related
Employee	No	Email, meetings (including workshop and inductions), website, notice board	Continuously	HR & operation related
Community	Yes	Field visit, Focus Group discussions, CSR Projects & Engagements	Continuously	Community initiatives & service related
Regulatory Authorities	No	Industrial Forums, Email, meetings, website	Periodical	Working closely with Government/ Regulators can go long way in bringing positive changes in larger community
Shareholders and Investors	No	One-on-one meetings, Board presentations, Annual General Meetings, Reports, Investor Presentations	Quarterly	Continuous access to capital, enabling to make progress on strategies and goal. Shareholder voting rights
Business Partners	No	Meetings, Email, Phone	Adhoc (Need Based)	1. Service availability in remote locations 2. Service Manual and Training Guidelines 3. Customer reach and business sales targets strategy 4. Business risks and their mitigation strategies 5. IT related Integration; Data privacy and security
Suppliers and Vendors	No	Direct Interactions, Email, SMS, WhatsApp, Online Portal	Continuously	Procurement of materials & service related, Performance review on product and service as per the requirement

## PRINCIPLE 5 Businesses should respect and promote human rights



## Essential Indicators

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

We are committed to uphold human rights, we recognize the importance of providing training to our employees and workers on human rights issues and our entity's policies. This proactive approach ensures that our workforce is well-informed and equipped to foster a culture of respect, dignity, and inclusivity.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	979	979	100%	715	715	100%
Other than permanent	77	77	100%	88	88	100%
Total Employees	1,056	1,056	100%	803	803	100%
<b>Workers</b>						
Permanent	2,547	2,547	100%	1,497	1,497	100%
Other than permanent	2,928	2,864	97.8%	1	1	100%
Total Workers	5,475	5,411	98.8%	1,498	1,498	100%

- 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>										
Male	897	897	100%	0	0%	630	630	100%	0	0%
Female	82	82	100%	0	0%	85	85	100%	0	0%
<b>Other than permanent</b>										
Male	69	69	100%	0	0%	83	83	100%	0	0%
Female	8	8	100%	0	0%	5	5	100%	0	0%

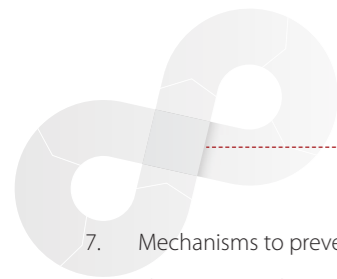
Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Workers</b>										
<b>Permanent</b>										
Male	2,362	0	0%	2,362	100%	1,497	0	0%	1,497	100%
Female	185	0	0%	185	100%	4	0	0%	4	100%
<b>Other than permanent</b>										
Male	2,257	2,198	97.4%	20	0.9%	0	0	0%	0	0%
Female	671	646	96.3%	0	0%	0	0	0%	0	0%

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

Category	Male		Female	
	Number	Median remuneration/salary/wages	Number	Median remuneration/salary/wages
Board of Directors (BoDs)	4	4,11,62,136	0	-
Key Managerial Personnel (KMPs)	2	70,00,000	1	40,00,000
Employees other than BoDs/KMPs	891	5,94,228	82	5,23,812
Workers	2,361	2,87,945	185	1,44,660

- 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 HR head of the respective facility is responsible for addressing the human rights issue.
- Describe the internal mechanisms in place to redress grievances related to human rights issues. – The Company is committed to providing a safe and conducive work environment to all of its employees and workers. Employees are encouraged to share their concerns to their Reporting Manager or the members of the Senior Management and also can reach out independently to the Human Resource Department. In addition, the Code of Conduct for Employees and the Whistle Blower Policy allows all our employees to report any kind of suspected or actual misconduct, unethical behavior, actual or suspected fraud or violation of Code of Conduct in the organisation including grievances related to human rights issues.
- Number of Complaints on the following made by employees and workers:

Category	FY 2022-2023			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 adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace and has an Internal Committee in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Committee takes concrete actions to ensure that every Complainant is protected. Further, the Company has also adopted a Whistle Blower Policy which enables the employees to report concerns about unethical behavior, actual or suspected fraud or violation of Code of Conduct. The mechanism provides for adequate safeguards against victimization of employees and provides direct access to the Chairman of the Audit Committee on concerns relating to financial matters.

8. Do human rights requirements form part of your business agreements and contracts? (Yes / No) – Yes, the Company undertakes necessary due diligence before entering any agreement/contract with the Supplier's to ensure that there are no violations of the Human Rights of the Supplier's employees.

9. Assessments for the year:

Category	% of plants and offices that were assessed (by entity/statutory authorities/third parties)
Child Labour	100%. All our manufacturing facilities are annually audited by Sedex Global
Forced/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

No significant corrective actions have been highlighted in the assessment. However, we have implemented all necessary processes and controls to ensure all facilities are in alignment with required suitability parameters.

**Leadership Indicators**

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

During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

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

The Company is committed to safeguarding and respecting Human Rights in every stage of the value chain. The Company's goal is to identify any human rights violations anywhere in the value chain as early as possible and to mitigate identified risks responsibly. As an equal opportunity employer, no discrimination is tolerated on any aspect. Refer to the Company's Human Right Policy on our website at <https://www.indocount.com/investors/corporate-governance>

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

Most of the permanent facilities and office buildings are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Nil*
Discrimination at workplace	
Child labor	
Forced labor / involuntary labor	
Wages	
Others – please specify	

\*In accordance with the Company's policy on Code of Conduct for Supplier, all Supplier must treat all employees with respect and dignity and exhibit zero tolerance towards workplace discrimination, child labour engagement, Forced Labour, etc. The Company ensure that they must provide safe and healthy workplace for their employees and contractors. Suppliers must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities.

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

Not applicable

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

**Essential Indicators**



We strive to foster sustainable growth, decoupling our environmental footprint from expansion while maximizing positive social impact. Through diligent monitoring of climate change, we actively mitigate our operational impact on the environment, emphasizing reduction and responsible practices.

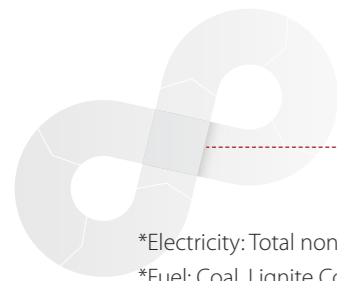
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	44,52,38,262 MJ	28,39,37,029 MJ
Total fuel consumption (B)	1,54,08,68,086 MJ	1,01,56,81,027 MJ
Energy consumption through other sources (C)	17,57,555 MJ	13,37,644 MJ
<b>Total energy consumption (A+B+C)</b>	<b>1,98,78,63,903 MJ</b>	<b>1,30,09,55,701 MJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	.0082 MJ/ Lakh ₹	.0053 MJ/ Lakh ₹
Energy intensity (optional) – the relevant metric may be selected by the entity		

\*For year 2022-23- Includes data for plant located at Kagal (T3), Gokul (Home textile and Spinning division), Bhilad and office at Thane and Mumbai

\*For year 2021-22- Includes data for plant located at Kagal (T3), Gokul (Home textile and Spinning division) and office at Thane and Mumbai





\*Electricity: Total non-renewable purchase electricity+ Renewable Electricity + Renewable purchase electricity considered.

\*Fuel: Coal, Lignite Coal, Propane, Natural Gas, Bio Gas.

\*Other Sources: Diesel

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes, 3<sup>rd</sup> party verification of above base data is done for Calendar year by Bluwin agency. Calculations are done using standard norms/conversion factors.

- 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

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

To combat water scarcity, we prioritize water conservation, restoration, recharge, and reuse efforts, recognizing their vital role in sustainable water management.

Parameters	FY 2022-23	FY 2021-22
<b>Water Withdrawal by Source (in kilolitres)</b>		
(i) Surface Water	-	-
(ii) Ground Water	-	-
(iii) Third Party Water (As per MIDC Bill)	15,70,066 KL	12,56,790 KL
(iv) Seawater/Desalinated Water	-	-
(v) Others	6,99,597 KL	418269 KL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>22,69,663 KL</b>	<b>16,75,059 KL</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>22,69,419 KL</b>	<b>16,75,059 KL</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	9.34 KL / Lakhs ₹ of Turnover	6.8 KL / Lakhs ₹ of Turnover
<b>Water intensity ratio</b> (optional) – the relevant metric may be selected by the entity		

\*For year 2022-23 - The reported numbers includes information about our new manufacturing facility located at Bhilad.

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, however, we have continuous monitoring and reporting about water withdrawal, utilization and recycling.

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

As part of our commitment to responsible environmental stewardship, we have implemented a robust mechanism for Zero Liquid Discharge (ZLD). By adopting ZLD, we strive to minimize our environmental impact, conserve water resources, and promote sustainable practices in line with our commitment to environmental stewardship.

Our facility holds a consent allowing the discharge of up to 50% of processed treated water to the Common Effluent Treatment Plant (CETP). Taking a proactive stance towards environmental sustainability, we have embarked on a phased project to achieve Zero Liquid Discharge (ZLD) by 2030. As part of the initial phase, we have invested in expanding our Effluent Treatment Plant (ETP), Reverse Osmosis (RO), and Multiple Effect Evaporator (MEE) plants to enhance water recycling capabilities.

With these expansions in place, we anticipate a significant reduction in fresh water consumption from the current 50% to 25% by the end of the first quarter of the financial year 2023-2024. These strategic initiatives demonstrate our commitment to conserving water resources and advancing towards our ZLD objectives.

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

As part of our commitment to environmental responsibility, we closely monitor and report on various air emissions, aside from greenhouse gas (GHG) emissions. In this section, we provide details of air emissions by our entity for the current and previous financial years. By transparently sharing this information, we aim to demonstrate our dedication to minimizing air pollution and continuously improving our environmental performance.

Parameter	Unit	FY 2022-23	FY 2021-22
NOx	mg/Nm <sup>3</sup>	1.13	0.62
Sox	mg/Nm <sup>3</sup>	3.82	2.36
Particulate matter (PM)	mg/Nm <sup>3</sup>	6.11	6.15
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	mg/Nm <sup>3</sup>	1.67	0.96
Carbon Monoxide (CO)			

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.

We plan to conduct independent assessment in the subsequent years.

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

We are making investments in cutting-edge technology, moving to renewable energy sources, and rethinking how we run our factories to lower our carbon footprint. In order to completely reduce carbon emissions from our operations, we have established aggressive goals.

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,47,948 MT CO <sub>2</sub> e 213.2 MT Biogenic CO <sub>2</sub>	91,548 MT
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	78,707 MT	61,035 MT
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent / per Lakhs of Turnover	0.32	0.24
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity			

\*For year 2022-23- Includes data for plant located at Kagal (T3), Gokul (Home textile and Spinning division), Bhilad and office at Thane and Mumbai.

\*For year 2021-22- Includes data for plant located at Kagal (T3), Gokul (Home textile and Spinning division) and office at Thane and Mumbai.

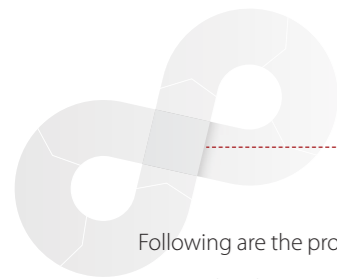
\*For Scope-2: Non-renewable purchased electricity considered.

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

Yes, 3<sup>rd</sup> party verification of above base data is done for Calendar year by Bluwin agency.

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

As part of our commitment to combat climate change and minimize our environmental impact, we have undertaken various projects aimed at reducing greenhouse gas (GHG) emissions. In this section, we provide details of these initiatives implemented by our entity. By actively addressing GHG emissions, we strive to contribute to global efforts in mitigating climate change and transitioning to a more sustainable future.



Following are the projects related to reducing Green House Gas Emissions within company for Scope 1 & 2 emission reduction:

- a) Solar Plant Installations across the organization
  - b) Biogas plant capacity enhancement
  - c) Reducing Steam/Coal Consumption through numerous initiatives–
    - a. Installation of latest technology compressors, pumps, heat recovery units etc.
    - b. Optimized usage of Steam pressure in wet processing machines
    - c. Installed automatic moisture controllers on various processing machines
    - d. Reduced hot water requirement by suitable modifications in washer range
  - d) Installed “Back Pressure Turbine” – to reuse excess steam in a turbine to generate electricity for internal usage
  - e) Usage of LED lighting instead of regular halogen/sodium vapor lights
  - f) We also have a Green Building designed at one of our facilities which makes use of natural lighting
  - g) We are transitioning from Diesel operated forklifts to “Battery Operated Forklifts in warehouses and operations”
8. Provide details related to waste management by the entity, in the following format:

Through several programs, we are dedicated to creating a waste-free planet. Our goal is to build a world without waste, and we are actively taking steps to make this vision a reality. We prioritize using plastic as little as possible and work to cut down on the garbage our factories produce. We can improve the environment and work towards a more sustainable future if we band together.

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	167.80	162.90
E-waste (B)	1.1	2.40
Bio-medical waste (C)	0.02	0.016
Construction and demolition waste (D)	-	-
Battery waste (E)	4.5	1.99
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)		
1. Used Oil	1. Used Oil: 4.7	1. Used Oil: 0.90
2. Sludge Waste	2. Sludge Waste: 987.7	2. Sludge Waste: 1,591.2
Other Non-hazardous waste generated (H)		
	1. Fly Ash: 7882.1	1. Fly Ash: 3,412.4
	2. FRC/NFRC: 2059.5	2. FRC/NFRC: 801.4
	3. Metal: 176.5	3. Metal: 61.7
	4. Paper: 950.1	4. Paper: 639
	5. Plastic: 484.5	5. Plastic: 225.8
	6. Others: 336.1	6. Others: 285
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>13,054.70</b>	<b>7,184.70</b>

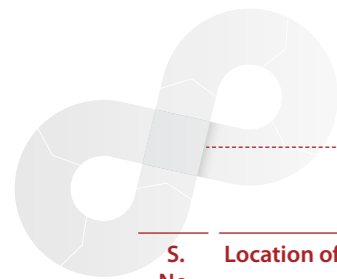
Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1,789.2	1,094.6
(ii) Re-used	9,941.6	4,213.9
(iii) Other recovery operations	-	-
<b>Total</b>	<b>11,730.8</b>	<b>5,308.4</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1,323.9	1,876.2
<b>Total</b>	<b>1,323.9</b>	<b>1,876.2</b>

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 are committed to implement effective waste management practices which aim to minimize environmental impact and promote sustainability. Additionally, our company has adopted a comprehensive strategy to reduce the usage of hazardous and toxic chemicals in both our products and processes. We prioritize the responsible management of such wastes to ensure the safety of our employees, communities, and the environment.

The biological sludge hazardous waste Cat.35.3 generated from our ETP treatment facility undergoes a carefully designed process to ensure its proper management. Initially, the sludge drained from the ETP is collected in a dedicated sludge tank before being directed to the Thickner tank. From the Thickner tank, the supernatant water is recycled back into the ETP process, while the thick sludge at the bottom is fed into a Screw press. Within the Screw press, the sludge is efficiently separated into two parts. The water portion, extracted from the screw press, is once again recycled within the ETP system. The remaining sludge, consisting of approximately 15% to 20% solid content and 80% water content, is carefully directed to a sludge dryer. This specialized equipment facilitates the drying process, resulting in sludge powder with a moisture content of 8%. It is important to note that we strictly adhere to environmentally responsible practices and refrain from utilizing any hazardous or toxic chemicals throughout our processes. The dried sludge, meeting the necessary moisture criteria, is disposed of through an Authorized CHWTSDF (Centralized Hazardous Waste Treatment, Storage, and Disposal Facility). By implementing these meticulous procedures, we ensure the safe and sustainable management of our biological sludge hazardous waste, minimizing any potential negative impacts on the environment.

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:



S. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1	MIDC, Kagal- Hatkanangale, Kohlapur	Textile Manufacturing Unit	Environment Clearances and Consent to Establish and Operate have been obtained from designate government authorities
2	MIDC, Gokul Shirgaon, Kohlapur	Textile Manufacturing Unit	

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

Yes, we have taken initiatives to carry our operations in sustainable manner. Also, our manufacturing facilities are ISO 14001 certified.

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, we guarantee adherence to pertinent environmental laws, rules, and directives in India. Coordinating the application of our site environmental management system is crucial, and it is done by our devoted and knowledgeable Environment, Health, and Safety experts at each site. They supervise environmental performance, support internal environmental coordination, advise line management, and keep open lines of communication with local communities and regulatory bodies. With this strategy, we can act ethically and fully solve environmental issues.

**Leadership Indicators**

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial year)
From renewable sources		
Total electricity consumption (A)	4,61,57,050 MJ	95,48,301 MJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4,61,57,050 MJ	95,48,301 MJ
From non-renewable sources		
Total electricity consumption (D)	39,90,81,211 MJ	27,43,88,727 MJ
Total fuel consumption (E)	1,54,08,68,086 MJ	1,01,56,81,027 MJ
Energy consumption through other sources (F)	17,57,555 MJ	13,37,644 MJ
Total energy consumed from non-renewable sources (D+E+F)	1,94,17,06,852 MJ	1,29,14,07,398 MJ

\*For year 2022-23- Includes data for plant located at Kagal (T3), Gokul (Home textile and Spinning division), Bhilad and office at Thane and Mumbai.

\*For year 2021-22- Includes data for plant located at Kagal (T3), Gokul (Home textile and Spinning division) and office at Thane and Mumbai

\*Fuel: Coal, Lignite Coal, Propane, Natural Gas, Bio Gas.

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

Yes, 3<sup>rd</sup> party verification of above base data is done for Calendar year by Bluwin agency. Calculations are done using standard norms/conversion factors.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Increasing capacity of ETP/RO/MEE	We have initiated a project (in progress) of expanding capacities of ETP/RO/MEE for water recycling. Water recycling capacity has been increased by almost 50%.	Fresh Water Consumption reduction from 50% to 25%
2	Solar Panels Installation	Close to 1.25 MW Solar Power Plant capacity has been added in the facility	Increased generation of Renewable Electricity
3	Biogas plant installation	50% Increase in Biogas Plant capacity capex in progress.	Reduced external electricity consumption

**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 – 7 (Seven)  
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	TEXPROCIL (The Cotton Textile Export Promotion Council)	National
2	Confederation of Indian Textile Industry (CITI)	National
3	Federation of Indian Export Organization (FIEO)	National
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	The Confederation of Indian Industry (CII)	National
6	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
7	The Bombay Textile Research Association (BITRA)	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. –

There were no adverse orders regarding anti-competitive behaviour issued by regulatory agencies throughout the year. We are committed in our dedication to upholding honest and moral business practices, and we constantly work to uphold the highest norms of compliance and rivalry.

Name of authority	Brief of the case	Corrective action taken
NIL	NIL	NIL



### Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
	<p>Engagement on 'Ease of Doing Business' initiatives on harmonising State, Central laws and compliances to DPIIT, TEXPROCIL and other trade bodies.</p> <p>Inputs on Free Trade Agreement with EU, UK, Canada to FICCI, CII, TEXPROCIL on home textile business aspects.</p> <p>Fixation of Export benefits norms to TEXPROCIL and FEIO.</p> <p>Suggestions to Textile and Industries Ministries, GoM on making Maharashtra business friendly and more competitive.</p> <p>Recommendations given on sustainable and inclusive growth of manufacturing sector in India to FICCI/ CII.</p> <p>Provided inputs for making manufacturing more competitive in India to FICCI.</p> <p>Branding of Indian cotton viz. Kasturi cotton</p>	<p>The Company represents itself through membership with Trade and Industry associations and/or directly at the Government forums in a responsible and transparent manner.</p> <p>Also, Company provides its feedback from time to time to Government on issues related to ease of doing business, Sustainability through its authorised representatives on various forums / Government Department.</p>	No	Reviewed by relevant business management as and when basis required.	<a href="https://www.indocount.com/investors/corporate-governance">https://www.indocount.com/investors/corporate-governance</a>

### 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. –

We have performed an internal assessment in line with our CSR strategy and framework to ascertain the impact made to the community through our CSR initiatives. However, we plan to conduct Social Impact Assessment in the year ahead.

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

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

Not Applicable, we did not start any initiatives that needed Rehabilitation and Resettlement (R&R) during the fiscal year 2022–2023.

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

Our commitment to responsible corporate citizenship includes the improvement of the community and the resolution of issues. We support open contact to better understand the problems of the local community living close to our locations. We make sure that correct documentation, investigation, and suitable action are taken in situations when particular grievances are raised. Our commitment to proactive community involvement and responsive actions is a reflection of our ongoing work to establish trusting bonds and make a positive difference in the well-being of the communities where we operate.  
web link: <https://www.indocount.com/investors/corporate-governance>

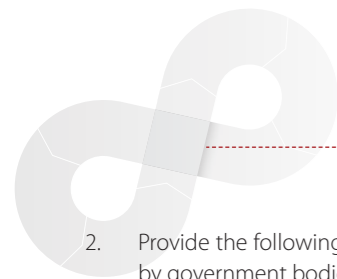
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	37.86%	29.03%
Sourced directly from within the district and neighboring districts	21.45%	12.09%

#### Leadership Indicators

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

Not Applicable



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

The current locations do not fall under aspirational districts, however, the Company is committed to its CSR and sustainable development efforts including addressing basic needs of the community predominantly in and around its plants.

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

No, the Company does not have a preferential procurement policy where preference is given to purchase from suppliers comprising marginalized / vulnerable groups. A common sourcing policy that is based on attributes, quality, costs and capability is followed. However, the eco-friendly cotton produced is bought back from the marginal farmers under the Gagan project.

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

Not applicable

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

Not applicable

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

Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education (E-learning Program)	55,000	100%
2	Health care	86,890	100%
3	Water & Sanitation	3,000+	100%
4	Agriculture & livelihood (Gagan Cotton Programme)	20,000	100%
5	Sports promotion (Sports at Kolhapur)	300	100%
<b>Total</b>		<b>1,65,190</b>	<b>100%</b>

**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. –

At our company, we place a high value on effective communication and superior customer service. We have provided a number of ways for consumers and customers to contact us in order to voice their complaints, offer comments, or request

assistance. We pledge to respond to their issues right away and in a timely manner. Customers can contact our specialised email support to register inquiries, suggestions, or complaints.

- We provide 48 hours window to respond to customer emails/queries.
- Customer support Email: we have dedicated email support where customers register their questions/feedback/grievance etc.
- CRM: It is an automated ticketing system, where all e-com related queries are being registered and addressed.
- Others: Also we have dedicated link/support contact details on our corporate website to serve our customers.

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

	As a Percentage to total Turnover
Environmental and Social parameters to the product	25%
Safe and responsible usage	8%
Recycling and/or safe disposal	2%

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	12	-	E-commerce + Retail	16	-	E-commerce +Retail

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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 framework/ policy on cyber security and risks related to data privacy, available at <https://www.indocount.com/investors/corporate-governance>

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.

There were no actions underway with reference to issues in the past years 2021-22 and 2022-23.

### Leadership Indicators

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

The information relating to various Company's product offerings including brand details are available on the website: <https://www.indocount.com/our-brands>. Company's products are also listed on various e-commerce marketplace platforms. Moreover, enhanced information, content, benefits and educational details are being provided on the E-Commerce pages as well.

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

The Company has a mechanism to inform its customers on usage of products offered. Appropriate care instructions label / symbol is provided on the products and packaging. Continuous communication across the customers directly or through social media to explain about Company's products, innovations and new technology that are implemented to enhance product quality not limited to educating and creating awareness amongst our customers and society at large.

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.

Not Applicable, as the Company is not in the business of providing essential services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/ Not applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of the entity or the entity as a whole? (Yes / No)

Yes. Indo Count does display product information & its relevant details on the product that is over and above mandated as per local law. It entails product features & benefits, testing certificates, care instruction, product specs, accreditations etc.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact - Nil
- b. Percentage of data breaches involving personally identifiable information of customers. - Nil