

27th July, 2023

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai 400 001. Script Code: 532782	National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor, Plot No. C/1, G-Block, Bandra-Kurla Complex, Bandra (E), Mumbai 400 051. Script Code : SUTLEJTEX
--	---

Dear Sirs / Madam,

Sub: Business Responsibility and Sustainability Report

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are submitting herewith the Business Responsibility and Sustainability Report for the financial year 2022-23, which also forms part of the Company's Annual Report for the financial year 2022-23.

The same is available on the Company's website at www.sutlejtextiles.com

Thanking you

Yours faithfully
For **Sutlej Textiles and Industries Limited**

Manoj Contractor
Company Secretary and Compliance Officer



Annexure V

Business Responsibility and Sustainability Report

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the listed entity** - L17124RJ2005PLC020927
2. **Name of the listed entity** - SUTLEJ TEXTILES AND INDUSTRIES LIMITED
3. **Year of incorporation** - 2005
4. **Registered office address** - Pachpahar Road, Bhawanimandi, Jhalawar, Rajasthan 326 502
5. **Corporate address** - E-601, Lotus Corporate Park, 185/A, Graham Firth Compound, Goregaon East, Mumbai 400 063
6. **E-mail** - hoffice@sutlejtextiles.com
7. **Telephone** - 07433-222 052 / 082 / 090 / 115
8. **Website** - www.sutlejtextiles.com
9. **Financial year for which reporting is being done** - 2022 - 23
10. **Name of the Stock Exchange(s) where shares are listed** - BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital** - Rs. 16,38,28,620/-
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 : Manoj Contractor, Company Secretary and Compliance Officer
Telephone No.: 022-4219 8800
Email ID: manojcontractor@sutlejtextiles.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) - Standalone Basis

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Cotton; Cotton melange; Synthetic and Synthetic Blended yarns	Manufacturer	89.32%
2	Weaving Fabrics - Home Textiles	Manufacturer	3.60%
3	Recycled Polyester Staple Fibre	Manufacturer	0.18%

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

Sr. No.	Product/Service	NIC Code	% of total turnover contributed
1	Preparation and spinning of textile fibres		
1	Preparation and spinning of cotton fibre including blended cotton	13111	33.63%
2	Preparation and spinning of man-made fibre including blended man-made fibre	13114	61.08%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	5	8	13
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	60

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

41.16%

c. A brief on types of customers

The Company is present in two segments viz. yarn and home textiles. Under the yarn segment the Company manufactures cotton melange and synthetic dyed yarn which includes polyester viscose yarn (PV) and polyester acrylic yarn (PA). Cotton melange yarn is mostly used/ marketed and sold to garment exporters for end use in knitting fabric, while the PV dyed yarn is used for manufacturing suiting fabric. 100% Poly dyed yarn is used for sweater making and PA dyed yarn is used for dress material and saree making. Home Textile products i.e. upholstery and curtains are sold in the B2B and B2C segment.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
Employees						
1	Permanent (D)	1,490	1,438	96.51%	52	3.49%
2	Other than Permanent (E)	99	94	94.95%	5	5.05%
3	Total employees (D + E)	1,589	1,532	96.41%	57	3.59%
Workers						
1	Permanent (F)	12,815	10,583	82.58%	2,232	17.42%
2	Other than Permanent (G)	3,671	2,873	78.26%	798	21.74%
3	Total Workers (F + G)	16,486	13,456	81.62%	3,030	18.38%

b. Differently abled Employees and Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
Differently Abled Employees						
1	Permanent (D)	1	1	100.00%	0	0.00%
2	Other than Permanent (E)	1	1	100.00%	0	0.00%
3	Total differently abled employees (D + E)	2	2	100.00%	0	0.00%
Differently Abled Workers						
1	Permanent (F)	51	51	100.00%	0	0.00%
2	Other than Permanent (G)	7	7	100.00%	0	0.00%
3	Total Workers (F + G)	58	58	100.00%	0	0.00%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	1	11.11%
Key Management Personnel	3	0	0.00%

20. Turnover rate for permanent employees and workers.

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.59	3.41	19.4	20.38	1.66	20.07	21.53	4.35	21.00
Permanent Workers	51.07	22.2	46.17	53.62	21.36	47.48	70.63	31.95	70.02

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sutlej Holdings, Inc.	Subsidiary	100	No
2	American Silk Mills, LLC	Step down subsidiary	100	No

VI. CSR Details

22.

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 - Yes
- (ii) Turnover (in Rs.)- 30,39,17,19,152
- (iii) Net worth (in Rs.)- 11,23,69,73,143

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23		FY 2021-22		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Communities	https://www.sutlejtextiles.com/pdf/Policies%20%20Codes/GrievanceRedressalPolicy.pdf	0	0	0	0	-
Investors (other than shareholders)	https://www.sutlejtextiles.com/pdf/Policies%20%20Codes/GrievanceRedressalPolicy.pdf	0	0	0	0	-
Shareholders	https://www.sutlejtextiles.com/pdf/Policies%20%20Codes/GrievanceRedressalPolicy.pdf	0	0	0	0	-
Employees and workers	https://www.sutlejtextiles.com/pdf/Policies%20%20Codes/GrievanceRedressalPolicy.pdf	0	0	0	0	-
Customers	https://www.sutlejtextiles.com/pdf/Policies%20%20Codes/GrievanceRedressalPolicy.pdf	279	19	291	0	All complaints have been attended to and resolved satisfactorily
Value Chain partners	https://www.sutlejtextiles.com/pdf/Policies%20%20Codes/GrievanceRedressalPolicy.pdf	0	0	0	0	-

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Greenhouse Gas Emissions & Energy Management	Opportunity	We have embraced lowering our environmental and carbon footprint as part of our mission. As part of that, the Company continuously reviews its process and manufacturing practices, and embraces newer technologies. These initiatives have not only led to a reduction in our carbon footprint, but also resulted in significant cost savings and a reduction in our energy intensity. We develop an Energy Conservation Plan every year in order to bring down the energy expenditure, and subsequently lower the cost of production.	-	Positive
2	Water Management	Risk	Water is a key part of the textile business, with every step in the manufacturing process being water intensive. Thus water scarcity is a risk that can significantly affect business continuity and profits.	We mitigate this risk by conducting awareness programmes and installing efficient technologies. We aim to recycle as much waste water as possible. We currently have two fully operational Zero Liquid Discharge Plants, which have 90% water recovery. We have rain water harvesting facilities at all our plant locations.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Risk	Due to the use of dyes and various chemicals, improper waste management practices can have a damaging effect on the environment, as well as have a regulatory impact on the business.	The Company has a waste management policy based on the 5 R's, and SOPs that are adhered to at all of its locations. Proper waste segregation practices are carried out, with an emphasis on reclamation rather than disposal. We ensure that the dyes and chemicals in dye house are Azo free, NPEO and APEO phenyls, formaldehyde free (Oeko-Tex and GOTS certified).	Negative
4	Raw Material Sourcing	Risk	Fluctuations in raw material availability due to irregular weather patterns or plant disease can affect the production of cotton impacting operations.	The Company has a diversified range of products which are made from plant material as well as polyester based, thus reducing its risk. In addition the Company has also developed a backward integration process for the manufacture of Polyester Fibre by recycling waste PET bottles (green fibre). Our manufacturing unit in Baddi is dedicated to manufacturing green fibre.	Negative
5	Diversity, Equity & Inclusion (DEI)	Opportunity	The Company is committed to promoting diversity and inclusion in the workplace to create a harmonious workplace for all employees. Promoting DEI in the workplace leads to better employee engagement which not only enhances productivity and reduces attrition, but also allows the Company to access a wider talent pool.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Employee Well Being	Risk	Neglecting employee well being can reduce productivity, lead to high turnover rates and lead to legal and reputational issues.	One of the top HR priorities at Sutlej is to protect the well-being of its employees as well as their families. The Company conducts several health and wellness programmes for its employees on a periodic basis.	Negative
7	Training & Development	Opportunity	Providing training and development opportunities to our workforce increases employee engagement, creates a richer workplace, and empowers employees to take on initiatives to strengthen the business. Sutlej has been investing in formal, informal as well as on the job training for its employees, which has led to increased efficiency and retention as well.	-	Positive
8	Occupational Health & Safety	Risk	Due to nature of the business, stringent protocols and processes for health and safety need to be in place, otherwise this could lead to injuries and incidents, as well as legal issues.	We strictly adhere to the recommended health and safety protocols. In addition, we conduct regular safety and awareness training for our employees and workers, as well as organise Occupational Medical health tests for them. Periodic checks of equipment are carried out and detailed logs are maintained.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Community Relations & Engagement	Risk	The way in which a company engages with the community affects its social licence to operate, which may also affect business continuity and its brand image.	Sutlej is committed to being a socially responsible Company, and CSR is a core part of our business strategy. Our aim is to create a sustainable way of life for everyone, and provide holistic development opportunities for the communities where we work. We support several projects in the domain of education, health and sanitation, rural development, animal welfare, sports, etc.	Negative
10	Product Safety & Quality	Opportunity	We pride ourselves on producing high quality products, and are constantly ideating and innovating to improve the product. Adhering to strict standards of quality management sets us as a primary choice for both national and international customers.	-	Positive
11	Supply Chain Management	Risk	Textile companies often have complex and fragmented supply chains which can often be prone to disruptions. In addition, not following ethical and sustainable practices can lead to reputational risks as well as financial loss.	We have robust and transparent supply chain management practices where we conduct proper due diligence to identify risks and vulnerabilities. In addition, we are strongly focused on sustainable and ethical procurement, and are accredited with international standards to ensure that our supply chain management practices are in line with global standards.	Negative

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	<p>a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)</p> <p>b. Has the policy been approved by the Board? (Yes/No)</p> <p>c. Web Link of the Policies, if available</p>					Yes				
2	Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3	Do the enlisted policies extend to your value chain partners? (Yes/No)					No				
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.		Our production locations hold a number of certifications with respect to their procure- ment practices. Chenab Textile Mills has been assessed as per the Global Recycled Standard as well as the OEKO-TEX® Standard 100. In addition, the Rajasthan Textile Mills and Birla Textile Mills also hold	We are SA8000: 2014 certified by BSI for our Social Accountability Management System. In addition, our units at Kathua and Bhawanimandi hold ISO 45001:2018 certification as well.	-	We are SA8000:2014 certified by BSI for our Social Accountability Management System.	Our organisation's mission has been to keep our operations environment- friendly and reduce our carbon footprint by investing in green technologies and following sustainable practices. Chenab Textile Mills has been assessed as per the	-	Our CSR activities and disclosures are in line with Section 135 of the Companies Act, 2013	We are ISO 9001 certified to ensure top quality products for our customers. Our Chenab Textile Mills also holds the Usterized licence.

<https://www.sutlejtextiles.com/pdf/Policies%20%20Codes/Business-Responsibility-Policy.pdf>

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		the OEKO-TEX® Standard 100. Sutlej Textiles is also certified by GOTS-IN (Global Organic Textiles Standard), OCS-IN (Organic Content Standard) and BCI (Better Cotton Initiative)					Global Recycled Standard as well as the OEKO-TEX® Standard 100. In addition, the Rajasthan and Birla Textile Mills also hold the OEKO-TEX® Standard 100. Sutlej Textiles is also certified by GOTS-IN (Global Organic Textiles Standard), OCS-IN (Organic Content Standard) and BCI (Better Cotton Initiative)			
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are strongly committed to being a socially and environmentally responsible business that is driven by value creation for all its stakeholders. As a part of this commitment, we have recently initiated our ESG journey, wherein we are engaging with domain experts to determine our priorities, as well as develop our ESG roadmap with specific goals and targets.								
6	Performance of the entity against the specific commitments, goals and targets along- with reasons in case the same are not met.	As and when our goals and targets are developed, we will be initiating monitoring processes to track our progress periodically.								
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)	As a business that has a journey spanning more than a century, the principles of 'Sustain.Empower.Grow' have not only driven our business aspirations but also our Company's vision and culture. In the past years, we have made strides in our sustainability journey, with backward integration for green fibre manufacturing at our Baddi unit, as well as installations such as zero liquid discharge, which so far have 90% recovery. We are committed to make the good even better, to not only ensure sustainability for our business, but also to further enhance the trust that our stakeholders have in us. Recognizing the crucial role that ESG factors are playing in driving value creation and sustainable growth, we have embarked on our next step of wholeheartedly embedding ESG into our Company's DNA.								

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		<p>While we are in the early stages of our ESG journey, we are enthusiastic about the road ahead of us. We recognize that there may be several challenges ahead of us, however we are deeply committed to learning and improving as we move forward. We are already collaborating with domain and tech experts to accelerate our journey and foster knowledge sharing to make a positive impact on the environment, society and economy at large.</p> <p>While we have always fostered a culture of innovation, sustainability and empowerment, the start of our ESG journey marks a significant milestone in the evolution of Sutlej Textiles.</p> <p>We sincerely appreciate the support and understanding of our stakeholders during this exciting transition. We are looking forward to creating a positive impact and are committed to enhancing value for all stakeholders associated with Sutlej Textiles.</p> <p>Corporate Social Responsibility Committee of the Board</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Corporate Social Responsibility Committee of the Board								
9	Does the entity have a specified Committee of the Board / Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Corporate Social Responsibility Committee of the Board.								

10. Details of Review of NGRBCs by the Company. Indicate whether review was undertaken by Director / Committee of the Board / any other Committee

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	CEO - Management Team updates									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	CEO - Management Team updates									Quarterly								

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

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

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

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	2	National Guidelines on Responsible Business Conduct (NGRBC) principles. These trainings are intended to provide a supporting tool for the Board to oversee ethical and responsible business conduct throughout our operations, and while taking decisions for the future of the business.	100
Key Managerial personnel	3	National Guidelines on Responsible Business Conduct (NGRBC) principles, policy framework on human rights, sustainable procurement, Consumer and Market Insights, Code of Business Conduct and principles of responsible business. These topics ensure that our KMPs are business and future ready while ensuring ethical and responsible business conduct throughout our operations.	100
Employees other than BoD and KMPs	149	Code of Conduct, National Guidelines on Responsible Business Conduct (NGRBC) principles, POSH training, Skill Upgradation & Transition Assistance Programmes, Human Rights Policies & Procedures, Sustainable Practices, Health & Safety. We choose topics that ensure that enables our teams to ensure ethical and responsible business conduct across operations and throughout their engagement with value chain partners. With this, we aim to develop future-ready and empowered leaders. In addition, our training on skill development as well as health and safety ensures that our employees can grow and prosper in a safe and healthy workplace.	70.10
Workers	900	First Aid Training, PPE Awareness Training, Fire & Safety Training, Skill Development Training, Waste Reduction & Energy Conservation Training, The trainings conducted ensure that our workers are able to conduct operations using proper safety protocols, but also while reducing the impact on the environment, but also promoting opportunities for growth and career development.	81.50

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

Monetary

Category	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary

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

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

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

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

Yes, Sutlej Textiles has a zero-tolerance policy for bribery and corruption in any form at all levels and dealings. We believe in conducting our business with integrity, responsibility, transparency and honesty. Anti-bribery and Anti-corruption policies are part of our Code of Conduct which inter alia provides guidance on ethical conduct and fair dealing in our business practices. The Code of Conduct can be accessed through the weblink:

<https://www.sutlejt看textiles.com/pdf/Policies%20&%20Codes/Code%20of%20Conduct.pdf>

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

Category	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

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

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

Not applicable, as we do not have any instances of corruption / conflicts of interest against Directors and KMPs.

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

Essential Indicators

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

Category	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	0.25%	30.22%	For enhanced testing procedure, new instruments have been added for conducting testing of yarn parameters, which improves accuracy, reduces time, and thus energy consumption as well
Capex	6.15%	0.95%	A wet bath scrubber with venturi was installed which is highly efficient at removing airborne particulate matter, thus reducing air pollution. In addition, the STP plant at Birla Textile Mills was also modified to increase the capacity of wastewater that can be treated and safely released to 400 m ³ /day. A sludge dewatering press was also installed. Lastly, a rain water harvesting well was also created, to ensure more sustainable water consumption

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

Yes

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

28.87% of inputs were sourced sustainably. This value constitutes the recycled fibre purchased as inputs for use in our manufacturing units.

- 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.

All plastics including packaging, hazardous waste and e-waste are sold to authorised vendors for safe disposal, while other waste is segregated and re-used or sold in the market for further use.

- 60-100% boiler ash is recycled.
- Sewage water is recycled and entire treated water is used in process house like boilers, humidification plants, flushing of toilets, gardening, etc.
- Zero Liquid Discharge (ZLD) based ETP to ensure zero waste water discharge.
- Condensate water used as boiler feed water to reduce fresh feed water consumption.

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

No.

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

Essential Indicators

- Details of measures for the well-being of employees (Permanent Employees).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,438	596	41.45%	1,309	91.03%	0	0.00%	79	5.49%	79	5.49%
Female	52	36	69.23%	48	92.31%	29	55.77%	0	0.00%	2	3.85%
Total	1,490	632	42.42%	1,357	91.07%	29	1.95%	79	5.30%	81	5.44%

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than permanent Employees											
Male	94	87	92.55%	92	97.87%	0	0.00%	0	0.00%	0	0.00%
Female	5	5	100.00%	5	100.00%	5	100.00%	0	0.00%	0	0.00%
Total	99	92	92.93%	97	97.98%	5	5.05%	0	0.00%	0	0.00%

b. Details of measures for the well-being of workers. (Permanent Workers).

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	10,583	7,362	69.56%	10,352	97.82%	0	0.00%	0	0.00%	0	0.00%
Female	2,232	1,220	54.66%	2,224	99.64%	2,224	99.64%	0	0.00%	0	0.00%
Total	12,815	8,582	66.97%	12,576	98.13%	2,224	17.35%	0	0.00%	0	0.00%
Other than permanent Workers											
Male	2,873	1,576	54.86%	2,596	90.36%	0	0.00%	185	6.44%	185	6.44%
Female	798	480	60.15%	746	93.48%	746	93.48%	0	0.00%	0	0.00%
Total	3,671	2,056	56.01%	3,342	91.04%	746	20.32%	185	5.04%	185	5.04%

2. Details of retirement benefits, for current and previous financial year.

Benefits	FY 2022-23			FY2021-22		
	No. of employees covered as a % of total employees.	No. of workers covered as a % of total workers.	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees.	No. of workers covered as a % of total workers.	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	N	100	100	N
ESI	100	100	Y	100	100	Y

3. Accessibility of workplace

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

The Company's premises are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016, and are equipped with necessary facilities such as lifts, ramps, and slopes for easy access.

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 Policy can be accessed through the weblink:

<https://www.sutlejttextiles.com/pdf/Policies%20&%20Codes/EqualOpportunityPolicy.pdf>

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	-	-	-	-
Female	-	-	87.10%	63.64%
Total	-	-	87.10%	63.64%

Parental leave was only taken by female permanent workers in FY 2021 - 22 and FY 2022 - 23.

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.

Category	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, procedures are in place for redressal of grievances which include discussions with IR officers, redressal committees, etc.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	1,490	0	0.00%	1,493	0	0.00%
- Male	1,438	0	0.00%	1,444	0	0.00%
- Female	52	0	0.00%	49	0	0.00%
Total Permanent Workers	12,815	8,375	65.35%	12,965	8,528	65.78%
- Male	10,583	6,957	65.74%	10,798	7,137	66.10%
- Female	2,232	1,418	63.53%	2,167	1,391	64.19%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees*										
Male	1,532	1,151	75.13%	793	51.76%	1,558	913	58.60%	768	49.29%
Female	57	48	84.21%	18	31.58%	54	41	75.93%	15	27.78%
Total	1,589	1,199	75.46%	811	51.04%	1,612	954	59.18%	783	48.57%

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers*										
Male	13,456	8,701	64.66%	6,368	47.32%	13,482	6,848	50.79%	6,329	46.94%
Female	3,030	1,553	51.25%	878	28.98%	2,984	1,374	46.05%	1,107	37.10%
Total	16,486	10,254	62.20%	7,246	43.95%	16,466	8,222	49.93%	7,436	45.16%

* includes employees and workers employed on contractual basis.

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees*						
Male	1,532	1,507	98.37%	1,558	1,547	99.29%
Female	57	54	94.74%	54	50	92.59%
Total	1,589	1,561	98.24%	1,612	1,597	99.07%
Workers*						
Male	13,456	5,720	42.51%	13,482	5,698	42.26%
Female	3,030	1,226	40.46%	2,984	1,223	40.99%
Total	16,486	6,946	42.13%	16,466	6,921	42.03%

* includes employees and workers employed on contractual basis.

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, an Occupational Health and Safety Management System has been implemented which includes ISO 45001:2018 (OHSAS) and ISO 14001:2015 (EMS) certifications. The same extends to the entire organization.

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

The entity identifies work-related hazards and assesses risks on a routine and non-routine basis using Hazards Identification and Risk Assessment, Permit To Work system, Job Safety Analysis, Why-Why tools, Elimination control, Substitutional control, Engineering control, Administrative control and PPEs.

- 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 processes for workers to report work-related hazards as well as remove themselves from such risks, such as Unsafe Act and Unsafe Condition Tracker, safety committee meetings, Health and Safety Internal Audits, and Daily Inspection Reports.

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

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

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.25	0.50
	Workers	0.72	0.89
Total recordable work-related injuries	Employees	1	2
	Workers	23	34
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Documented procedures are in place to provide safe working conditions which is conducive to the maintenance of health of the employees and workers in all operations and categories.

Various measures to ensure a safe and healthy workplace are prevalent such as safety awareness training, safety committee meetings, regular inspections of emergency equipment, incident investigation and reporting, health and wellness programs, permits to work system, log out tag out system, material safety data sheets, emergency preparedness and response plan, use of personal protective equipment, periodical health and safety audits, firefighting training and fire drills, occupational medical health tests, machine guarding, shift wise designated fire fighter and other safety awareness initiatives.

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	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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

Internal and external assessments on different parameters helps the Company streamline its processes wherever required. All recordable incidents are investigated to identify the root causes and corrective measures are implemented to avoid repeat incidents. We ensure closure of all gaps identified during internal and external audits / assessments in a timely manner. Various corrective actions have been taken such as installing machine safety devices, safety interlocking systems, machine guarding, performing hazards identification and preventive measures, and providing health check-ups for workers including Hazards Identification and Risk Assessment.

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

Essential Indicators

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

Sutlej continuously engages with its internal and external stakeholders through various processes and identifies key stakeholder groups on the basis of importance, dependency and ability to influence the business.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Customers	No	Newsletters, meetings.	Quarterly and continuous	Feedback, product launches, information on products, timely delivery, service level.
2	Our People	No	Townhalls with leadership team, in-house magazines, training, induction programmes and performance appraisal.	Continuous	Update on developments within the Company and industry, career development, health and safety, skill upgradation, learning and development and grievance redressal.
3	Investors / shareholders	No	Conference calls, meetings, stock exchange updates, notices and intimations, Annual Report, website, etc.	Quarterly and continuous	Investors engage with the management of the Company through earnings calls every quarter wherein they are briefed on the performance and business strategy. Dedicated email IDs facilitates engagement of the shareholders with the Investor Relations department. Shareholders communicate directly with the Board of Directors and the Management at the Annual General Meetings.
4	Suppliers / Contractors	No	Phone, email, meetings, etc.	Continuous	Supply chain management and addressing concerns, if any.
5	Community	Yes	CSR initiatives at all locations.	Continuous	Addressing community needs, access to quality education and healthcare requirements.
6	Government and regulators	No	Need basis participation in industry level consultation groups, participation in forums.	Continuous	Compliance, Sustainable practices, Inclusive growth.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

	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)
Employees*						
Permanent	1,490	784	52.62%	1,493	861	57.67%
Other than permanent	99	28	28.28%	119	48	40.34%
Total Employees	1,589	812	51.10%	1,612	909	56.39%
Workers*						
Permanent	12,815	8,681	67.74%	12,965	10,271	79.22%
Other than permanent	3,671	1,587	43.23%	3,501	1,776	50.73%
Total Workers	16,486	10,268	62.28%	16,466	12,047	73.18%

* includes employees and workers employed on contractual basis.

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees*										
Permanent	1,490	0	0.00%	1,490	100.00%	1,493	0	0.00%	1,493	100.00%
Male	1,438	0	0.00%	1,438	100.00%	1,444	0	0.00%	1,444	100.00%
Female	52	0	0.00%	52	100.00%	49	0	0.00%	49	100.00%
Other than Permanent	99	5	99	94	94.95%	119	4	3.36%	115	96.64%
Male	94	5	5.32%	89	94.68%	114	4	3.51%	110	96.49%
Female	5	0	0.00%	5	100.00%	5	0	0.00%	5	100.00%
Workers*										
Permanent	12,815	1,723	13.45%	11,092	86.55%	12,965	4	0.03%	12,961	99.97%
Male	10,583	1,545	14.60%	9,038	85.40%	10,798	4	0.04%	10,794	99.96%
Female	2,232	178	7.97%	2,054	92.03%	2,167	0	0.00%	2,167	100.00%
Other than Permanent	3,671	1,726	47.02%	1,690	46.04%	3,501	1691	48.30%	1,884	53.81%
Male	2,873	1,352	47.06%	1,291	44.94%	2,684	1301	48.47%	1,497	55.77%
Female	798	374	46.87%	399	50.00%	817	390	47.74%	387	47.37%

* includes employees and workers employed on contractual basis.

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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	8	10,00,000	1	10,00,000
Key Managerial Personnel	3	1,36,00,000	0	N.A.
Employees other than BoD and KMP	1,532	3,82,188	57	3,04,332
Workers	13,456	1,88,520	3,030	1,39,500

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

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

We are committed to providing an inclusive environment, where people are treated with dignity and respect with documented Grievance Redressal Policy and Human Rights Policy. Grievance Redressal Committee addresses any human rights grievances in a fair, timely and consistent manner. Works and ICC / SPT Committees are organised periodically to address any issues. Regular meetings with employees and workers are held to discuss any grievances they may have, and the importance of statutory mechanisms to redress them is also highlighted.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

The Company believes in providing a safe, non-hostile and harassment free work environment at all its workplaces. We have formulated and implemented Whistle-blower Policy, gender neutral Prevention of Sexual Harassment (POSH) Policy, and Human Rights Policy to effectively prevent adverse consequences in discrimination and harassment cases. Our policies provide a work environment that ensures every person at the workplace is treated with respect and dignity and is afforded equal treatment.

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

9. Assessments for the year:

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

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

No significant risks or concerns have arisen from the assessment.

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

Essential Indicators

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

(in Gigajoule)

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1683501.85	1631851.27
Total fuel consumption (B)	1297025.24	1290909.88
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	2980527.09	2922761.15
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	980.70 GJ/ Crore	960.81 GJ/ Crore

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 have been certified by BSI for Environment Management System 14001:2015. RECON Group has also conducted an independent assessment of our facility at Bhawanimandi.

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

Our Bhawanimandi unit has received the Target from BEE (PAT) for SEC reduction by 1.8623 to 1.7655 for FY 2022-23 to 2024-25.

Our Baddi unit has received a target for SEC (2024-25) : 0.4960 and has achieved SEC (2022-23) : 0.4871.

3. Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kilolitres)

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,68,644	2,58,036
(ii) Groundwater	22,84,893	24,18,438
(iii) Third party water	1,53,641	2,54,165
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	27,07,178	29,30,639
Total volume of water consumption (in kilolitres)	24,46,687	26,87,851
Water intensity per rupee of turnover (Water consumed / turnover)	805.0505 KL / Crore	883.5863 KL / Crore

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

Independent assessments / evaluation has been carried out by M/s ECO Envirotech Consultant & Engineers; Green Dash Environmental Solutions Pvt. Ltd.; BQC Assessment Pvt. Ltd. and BSI certification for Environment Management System 14001:2015.

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

All our manufacturing facilities are reusing water / waste water to the maximum extent possible, ZLD plants have been installed and are fully operational at two of our facilities with capacities of 3,000 KLD, 1370 KLD and 1150 KLD each.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	MG/NM3	82.95	69.92
SOx	MG/NM3	41.30	105.75
Particulate matter (PM)	MG/NM3	91.60	96.94
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	MG/NM3	370	340
Others – please specify	0	0	0

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

Independent assessments / evaluation has been carried out by M/s ECO Envirotech Consultant & Engineers; Shri Om Testing & Research Laboratory; Team Test House; Shivalik Solid Waste Management Ltd.; Interstellar Testing Centre Pvt. Ltd. and BSI certification for Environment Management System 14001:2015.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	1770	1312.46
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	375450.70	363977.09
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO2e / rupee of turnover	124.1196 tCO2e / Crore	120.0829 tCO2e / Crore

Indicate if any independent assessment/ evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.- No

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

Yes. The Company has two roof top solar plants with capacity to produce 2,171 kWp and 599 kWp electricity.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	6,369.5	6,480.7
E-waste(B)	0.31	0.47
Bio-medical waste (C)	0.171	0.164
Construction and demolition waste (D)	24	24
Battery waste (E)	1.13	0.67
Radioactive waste (F)	0	0
Other Hazardous waste.Please specify, if any. (G)	283.97	211.68
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	13,485.6	12,632.28
Total (A + B + C + D + E + F + G + H)	20,164.681	19,349.964

Hazardous Waste: ETP Sludge. Plastic Drum and Used Oil.

Non-Hazardous Waste: Production Waste, Iron Scrap / Wood, etc.

Parameter	FY 2022-23	FY 2021-22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic		
(i) Recycled	594.5	544.7
(ii) Re-used	0	0
(iii) Other recovery operations	5,775	5,936
Total	6,369.5	6,480.7
Category of waste - E-Waste		
(i) Recycled	0.3	0.28
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.3	0.28
Category of waste - Bio-medical waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste - Construction and demolition waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste - Battery waste		
(i) Recycled	1.13	0.67
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	1.13	0.67
Category of waste - Radioactive waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
Category of waste - Other Hazardous waste		
(i) Recycled	1.83	2.28
(ii) Re-used	0	0
(iii) Other recovery operations	170.05	149.11
Total	171.88	151.39
Category of waste - Other Non-Hazardous waste		
(i) Recycled	0	0
(ii) Re-used	664.03	1,009.35
(iii) Other recovery operations	8,766.27	8,469.55
Total	9,430.30	9,478.9
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Plastic		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Parameter	FY 2022-23	FY 2021-22
Category of waste - E-Waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0.01	0.19
Total	0.01	0.19
Category of waste - Bio-medical Waste		
(i) Incineration	0.171	0.164
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0.171	0.164
Category of waste - Construction and demolition waste		
(i) Incineration	0	0
(ii) Landfilling	24	24
(iii) Other disposal operations	0	0
Total	24	24
Category of waste - Battery		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Category of waste - Radioactive		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Category of waste - Other Hazardous waste.		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	112.089	60.29
Total	112.089	60.29
Category of waste - Other Non-hazardous waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	4,055.3	3,153.38
Total	4,055.3	3,153.38

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

Independent assessments / evaluation has been carried out by M/s ECO Envirotech Consultant & Engineers and BSI certification for Environment Management System 14001:2015 for two of our facilities.

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.

Documented Waste Management Policy and procedures are in place for proper segregation and disposal of wastes. The waste management practices adopted by the Company include proper waste segregation and storage, recycling, reuse and disposal of wastes, trials of eco-friendly chemicals to reduce consumption of hazardous and toxic chemicals, use of chemical dispensers, optimization of processes, sedimentation process to reduce TSS and use of PPE for handling chemicals. We recycle 60-100% of our boiler ash, and the Sewage water is recycled and

entire treated water is used in process house like boilers, humidification plants, flushing of toilets, gardening, etc. In addition, to reduce the use of hazardous and toxic chemicals some of our units are also undertaking activities such as replacing quantities of caustic soda with other chemicals, replacing sodium hydrosulphite with less hazardous chemicals, etc.

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

The Company does not have operations or offices in and around ecologically sensitive areas.

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

Not Applicable.

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

Yes.

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

S. No.	Name of the trade and industry chambers /associations	Reach of trade and industry chambers /associations (State /National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Textile Industry (CITI)	
3	The Cotton Textiles Export Promotion Council (TEXPROCIL)	
4	Federation of Indian Export Organisations (FIEO)	
5	The Synthetic and Rayon Textiles Export Promotion Council (SRTEPC)	
6	Indian Spinners' Association (ISA)	
7	Textile Sector Skill Council	

- 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**

During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.

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**

During FY 2022-23, we have not undertaken any projects that require Social Impact Assessments (SIA).

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

During FY 2022-23, we have not undertaken any projects that require Rehabilitation and Resettlement (R&R).

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

We are committed to developing communities around our manufacturing facilities and redressing their grievances and concerns. Our people regularly engage with communities living around the sites to understand their concerns, and in case of any specific grievance, it is duly investigated and acted upon.

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

Category	FY 2022-23	FY 2021-22
Directly sourced from MSMEs / small producers	12.01	11.98
Sourced directly from within the district and neighbouring districts	11.87	10.41

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.

Complaints from customers are monitored through Customer Complaint Module in ERP system. Complaints received by the marketing department are uploaded in the ERP system. QC department analyses the complaints and responds back with corrective and preventive action, which is thereafter communicated by the marketing department with QC analysis to the customers. Based on customer feedback, the complaint is resolved and closed.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	0
Safe and responsible usage	0
Recycling and/or safe disposal	0

3. Number of consumer complaints in respect of the following

	FY 2022-23			FY2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

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

No products of the Company were recalled on account of safety issues.

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.

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 instances which required corrective actions to be taken in respect of the above.