

05<sup>th</sup> July, 2024

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

**Sub: Business Responsibility and Sustainability Report**

Pursuant to Regulation 34 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 2023-24, which also forms part of the Company's Annual Report for the financial year 2023-24.

The same is available on the Company's website at [www.sutlejtextiles.com](http://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** - 2023-24
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
14. **Name of assurance provider** - N.A.
15. **Type of assurance obtained** - N.A.

### II. Products/services

#### 16. 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 & Trading	80.08
2	Recycled Polyester Staple Fibre	Manufacturer	11.24

**17. 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 man-made fibre including blended man-made fibre	13114	53.70
2	Preparation and spinning of cotton fibre including blended cotton	13111	26.38
3	Recycled Polyester Staple Fibre	20302	11.24

**III. Operations****18. 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

**19. 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?**

39.55%

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

The Company is present in two major yarn segments i.e. Cotton Melange and Synthetic Dyed Yarn. Cotton Melange Yarn is mostly 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 manufacturing. Home Textile products i.e. upholstery and curtains are sold in the B2B and B2C segments.

**IV. Employees****20. 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)
	<b>Employees</b>					
1	Permanent (D)	1,438	1,390	96.66%	48	3.34%
2	Other than Permanent (E)	109	105	96.33%	4	3.67%
3	Total Employees (D + E)	1,547	1,495	96.64%	52	3.36%
	<b>Workers</b>					
1	Permanent (F)	11,461	9,344	81.53%	2,117	18.47%
2	Other than Permanent (G)	2,974	2,291	77.03%	683	22.97%
3	Total Workers (F + G)	14,435	11,635	80.60%	2,800	19.40%

**b. Differently Abled Employees and Workers:**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
	<b>Differently Abled Employees</b>					
1	Permanent (D)	2	2	100.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.0%	0	0.0%
3	Total Employees (D + E)	2	2	100.00%	0	0.00%
	<b>Differently Abled Workers</b>					
1	Permanent (F)	49	48	97.96%	1	2.04%
2	Other than Permanent (G)	8	7	87.50%	1	12.50%
3	Total Workers (F + G)	57	55	96.49%	2	3.51%

**21. Participation/Inclusion/Representation of women:**

Particulars	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%

**22. Turnover rate for permanent employees and workers:**

Particulars	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.60	24.00	22.65	19.59	3.41	19.4	20.38	1.66	20.07
Permanent Workers	43.69	19.33	39.48	51.07	22.2	46.17	53.62	21.36	47.48

**V. Holding, Subsidiary and Associate Companies (including joint ventures)**
**23. (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**

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: - Yes

(ii) Turnover (in Rs.) - 26,71,72,03,915/-

(iii) Net worth (in Rs.) - 9,76,24,78,099/-

## VII. Transparency and Disclosures Compliances

### 25. 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 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The link can be accessed at: <a href="https://www.sutejtextiles.com/pdf/Policies%20&amp;%20Codes/GrievanceRedressalPolicy.pdf">https://www.sutejtextiles.com/pdf/Policies%20&amp;%20Codes/GrievanceRedressalPolicy.pdf</a>	0	0	Nil	0	0	Nil
Investors (other than shareholders)		0	0	Nil	0	0	Nil
Shareholders		0	0	Nil	0	0	Nil
Employees and workers		0	0	Nil	0	0	Nil
Customers		398	0	All complaints have been attended to and resolved satisfactorily	279	0	All complaints have been attended to and resolved satisfactorily
Value Chain partners		0	0	Nil	0	0	Nil

26. 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. 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 prepare an Energy Conservation Plan every year in order to bring down the energy expenditure, and subsequently lower the cost of production. This year also we have undertaken several energy saving initiatives to reduce our electricity consumption by 5,461 kWh/day, and our fuel consumption by 1 Tonne/day.	-	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 with 90% water recovery. We have rain water harvesting facilities at all our plant locations. In addition, we have recently installed PPPU and Mono Block Pumps to reduce our water consumption by 45 KL/D.	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. Majority of our waste is sold for re-use and recycling purposes. We ensure that the dyes and chemicals used 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 this risk. In addition, the Company has also set up a plant (backward integration) for manufacture of Polyester Fibre by recycling waste PET bottles (green fibre). Our manufacturing unit in Baddi is dedicated to manufacturing green fibre which has a capacity of 120 tonnes per day (4.8 mn PET bottles are recycled per day).	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 the 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 organize 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. We are also ISO 9001:2015 certified.	-	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 procurement practices. As an organization, Sutlej holds the OEKO-TEX® Standard 100 as well as the Global Organic Textile Standard (GOTS), OCS- IN (Organic Content Standard). Damanganga Home Textiles, as well as Birla Textile Mills also hold the Global Recycled Standard (GRS)	We are SA8000:2014 certified by BSI for our Social Accountability Management System. In addition, our units at Kathua, Bawanimandi and Baddi are all ISO 45001:2018 certified.	-	We are SA8000:2014 certified by BSI for our Social Accountability Management System.	Sustainability is embedded in our organization's DNA and business model. As an organization, Sutlej holds the OEKO-TEX® Standard 100 as well as the Global Organic Textile Standard (GOTS), OCS- IN (Organic Content Standard). Damanganga Home Textiles, as well as Birla Textile Mills also hold the Global Recycled Standard (GRS) (Version 4.0)	-	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. Additional certifications that are held by different units include certifications from Uster Technologies.

<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
			(Version 4.0) Recycled Claim Standard (RCS). Birla Textile Mills also holds the Fairtrade FLORCERT certification, as well as the IS 17625:2023. In addition, we ensure that the cotton procured is as per international standards such as the BCI (Better Cotton Initiative).				Recycled Claim Standard (RCS). Birla Textile Mills also holds ISO 50001:2018, ISO 14001:2015, IS 17625:2023 and the Fairtrade FLORCERT certification. In addition, we ensure that the cotton procured is as per international standards such as the BCI (Better Cotton Initiative).			
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	During the year 2023-24, a Materiality Assessment was done to identify our materials topics, following which our current performance and gaps were identified. We are currently in the process of identifying the commitments and targets to be set.								
6	Performance of the entity against the specific commitments, goals and targets along- with reasons in case the same are not met.	Once the targets are identified, processes and tasks will be developed to monitor the organization- wise performance.								
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)	<p>Dear Stakeholders,</p> <p>Since our last BRSR, our ESG journey has gained significant momentum. Despite facing challenging market conditions, we are delighted to report that our commitment to our core principle of sustainable growth has only deepened. Our green fibre manufacturing unit now produces 45,012 MT/annum of yarn from recycled PET bottles, effectively reducing the amount of plastic waste that ends up in landfills. 36.25% of our inputs are responsibly sourced, underscoring our dedication to sustainability. Embracing circularity and sustainability, we are actively working on maximizing waste recovery, reducing energy inefficiencies, and promoting eco-friendly chemicals in our operations.</p> <p>Our Materiality Assessment has amongst others identified Training and Development, Occupational Health &amp; Safety, and Product Quality &amp; Safety as our top priorities. This reaffirms our commitment to delivering premium-quality products while fostering the growth and development of our employees and workers at Sutlej.</p> <p>It is imperative that we address industry risks and transform them into opportunities, thereby making a positive impact. Continuously striving to set higher benchmarks, we aim to elevate our performance and enhance the value we offer to our stakeholders. We extend our heartfelt gratitude to all our stakeholders for their unwavering support in our journey of sustainable growth.</p>								

**Governance, leadership and oversight**

Sr. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Corporate Social Responsibility Committee of the Board. 1. Shri U. K. Khaitan, Chairman (DIN 01180359) 2. Shri Armit Dalal, Member (DIN 00297603) 3. Smt. Sonu Bhasin, Member (DIN 02872234)								
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	
Performance against above policies and follow up action	Wholetime Director - Management Team updates									Quarterly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Corporate Social Responsibility Committee									Annually

**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.**

Sr. No.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	NO								

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

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

## 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 coverage 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	3	Principles 1 to 3 of National Guidelines on Responsible Business Conduct (NGRBC). These trainings are intended to provide a deeper understanding of the principles to equip the Board to effectively steer our organization towards a culture of ethical and responsible business practices, ensuring informed decision-making that safeguards our operations and shapes a sustainable future for the business.	100%
Key Managerial Personnel	5	Our training program encompasses a comprehensive range of crucial topics, including the principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC), as well as policy frameworks concerning occupational health and safety, water management, waste management, and product quality and safety. Each of these areas is pivotal for ensuring our Company's compliance with regulatory standards, mitigating risks, and enhancing our overall operational efficiency. By prioritizing training in these key domains, we fortify our organizational resilience, foster a culture of accountability, and uphold our commitment to ethical and responsible business practices.	100%
Employees other than BoD and KMPs	159	Code of Conduct, the Art of Living, POSH training, Industrial Rules such as PF, ESI, etc., 5S & Kaizen Methodologies, Company Quality Policies & Certifications (ISO, GOTS, GRS, FSC, SA8000), Stress Management, Skill Upgradation & Transition Assistance Programmes, Team Building, Conflict Resolution, Leadership Training, Human Rights Policies & Procedures, Sustainable Practices, Health & Safety. The topics are chosen to inculcate the principles of responsible business conduct across our operations. In addition, topics are chosen to empower our employees by enhancing their skills as well as teaching them the leadership and mindset skills required for them to grow their career. Some of our units have also adopted the Werner Training Methodology in their training routines.	62.14%

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
Workers	2009	5S & Kaizen Training, Equipment Handling, Yarn Manufacturing Process Trainings, Colour Theory, First Aid Training, PPE Awareness Training, Chemical Handling, Fire & Safety Training, Skill Development Training, Industrial Rules (PF, ESI, etc.), SA8000, Waste Reduction & Energy Conservation Training, Customer Satisfaction, Health, Hygiene & Yoga, Nasha Mukti, POSH Training, etc. The trainings conducted ensure that our workers are able to conduct operations using proper safety protocols, while reducing the impact on the environment which also promotes opportunities for their growth and career development.	76.80%

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:

Sr. No.	Case Details	Name of the regulatory / enforcement agencies / judicial institutions
1	-	-

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.sutlejttextiles.com/pdf/Policies%20&amp;%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	FY2023-24	FY2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	Number (FY2023-24)	Remarks (FY2023-24)	Number (FY2022-23)	Remarks (FY2022-23)
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.

8. Number of days of accounts payables ((Accounts payable \*365) / (Cost of goods/services procured)) in the following format:

Particulars	FY2023-24	FY2022-23
Number of days of accounts payables	26	21

9. Open-ness of business. Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format. Concentration of Purchases-

Parameter	Metrics	FY2023-24	FY2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	22.00%	29.94%
	b. Number of trading houses where purchases are made from	2	2
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	22.00%	29.94%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0.09%	0.12%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	100.00%	95.39%

Remarks: For purchases from Trading Houses, we have considered vendors who are certified as Export Houses by the Directorate General of Foreign Trade. For the purposes of this year's BRSR Reporting, we have considered two of our biggest vendors, who are registered Export Houses. Additionally, for the future, we are working on developing processes to determine which of our other vendors are also registered as Export Houses.

**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 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0%	0.25%	In FY 2022-23, for enhanced testing procedure, new instruments were added for conducting testing of yarn parameters, which improves accuracy, reduces time, and thus energy consumption as well.
Capex	15.56%	6.15%	This year, various energy saving measures have been incorporated in order to decrease Sutlej's per day electricity consumption by 5,461 kWh/day. This includes the installation of harmonic filter panels, VFDs, replacement of existing motors and transformers with more energy efficient ones, as well as the replacement of an electric heater with a solar water heater. A main condensate steam header has also been installed, to reduce the fuel usage by 1 tonne/day. These energy saving measures will help to decrease Sutlej's overall carbon footprint as well. With respect to water saving measures, a PPPU Pump with a 900kg/hr capacity has been installed, which will reduce the water consumption by 5 KLD.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes
  - If yes, what percentage of inputs were sourced sustainably?  
36.25% of inputs were sourced sustainably overall. Of this, Green Fibre Unit had the highest percentage of sustainably sourced inputs, at 88.59%.
- 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.  
As a yarn and textile manufacturer, we do not have processes in place to reclaim our products for reusing, recycling, and disposing at the end of life. However, we have robust waste management processes which are aimed at maximum recovery of generated waste. These processes are further detailed in Principle 6.
- 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, this does not apply to us. However, our Sutlej Green Fibre Unit in Himachal Pradesh is registered on CPCB's PWP portal as recyclers, wherein they sell EPR credits to PIBOs.

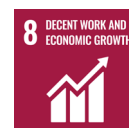


## Leadership Indicators

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

Indicate input material	Recycled or re-used input material to total material	
	FY2023-24	FY2022-23
PSF Recycle	14.79%	21.05%
ASF Recycle	0.69%	1.48%
Cotton Recycle	0.03%	0.03%
Recycle Fibre	29.66%	32.17%
PET Bottles	74.40%	74.40%
RM Flaks	0.00%	1.87%
PET Popcorn	22.89%	21.15%
PET Chips + Sheet	2.71%	2.59%

## 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 (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)
<b>Permanent Employees</b>											
Male	1,390	469	33.74	1,272	91.51	0	0.00	0	0.00	1,297	93.31
Female	48	28	58.33	45	93.75	48	100.00	0	0.00	11	22.92
<b>Total</b>	<b>1,438</b>	<b>497</b>	<b>34.56</b>	<b>1,317</b>	<b>91.59</b>	<b>48</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>1,308</b>	<b>90.96</b>
<b>Other than permanent Employees</b>											
Male	105	103	98.10	103	98.10	0	0.00	0	0.00	81	77.14
Female	4	4	100.00	4	100.00	4	100.00	0	0.00	3	75.00
<b>Total</b>	<b>109</b>	<b>107</b>	<b>98.17</b>	<b>107</b>	<b>98.17</b>	<b>4</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>84</b>	<b>77.06</b>

#### 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)
<b>Permanent Workers</b>											
Male	9,344	9,335	99.90	9,338	99.94	0	0.00	0	0.00	9,344	100.00
Female	2,117	2,117	100.00	2,117	100.00	2,117	100.00	0	0.00	2,117	100.00
<b>Total</b>	<b>11,461</b>	<b>11,452</b>	<b>99.92</b>	<b>11,455</b>	<b>99.95</b>	<b>2,117</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>11,461</b>	<b>100.00</b>
<b>Other than permanent Workers</b>											
Male	2,291	2,291	100.00	2,291	100.00	0	0.00	0	0.00	2,291	100.00
Female	683	683	100.00	683	100.00	683	100.00	0	0.00	683	100.00
<b>Total</b>	<b>2,974</b>	<b>2,974</b>	<b>100.00</b>	<b>2,974</b>	<b>100.00</b>	<b>683</b>	<b>100.00</b>	<b>0</b>	<b>0.00</b>	<b>2,974</b>	<b>100.00</b>

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

Particulars	FY2023-24	FY2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	15.32%	14.06%

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

Benefits	FY2023-24			FY2022-23		
	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

**Note:** For PF and Gratuity, the reporting has been done for our Permanent Employees and Workers. For ESI, 100% of eligible employees and workers are covered. The Company has Gratuity trusts that manage the obligations under Payment of Gratuity Act.

**3. 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. Sutlej believes in safe and secure working environment for all individuals. The entity's premises are accessible as per the requirements of the Rights of Persons with Disabilities Act, 2016, and are equipped with lifts, ramps and adequate slopes to enable easy movement to differently-abled persons.

**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.sutlejtextiles.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	NA	NA	NA	NA
Female	NA	NA	65.11	100
<b>Total</b>	NA	NA	65.11	100

Remarks: Only Permanent Female workers have gone on maternity leave this year.

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

Category	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes - Grievance Redressal Committee has been constituted. In addition, 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	FY2023-24			FY2022-23		
	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	1,438	0	0.00	1,490	0	0.00
- Male	1,390	0	0.00	1,438	0	0.00
- Female	48	0	0.00	52	0	0.00
Total Permanent Workers	11,461	9,305	81.19	12,815	8,375	65.35
- Male	9,344	7,380	78.98	10,583	6,957	65.74
- Female	2,117	1,925	90.93	2,232	1,418	63.53

## 8. Details of training given to employees and workers:

Category	FY2023-24					FY2022-23				
	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)
<b>Employees</b>										
Male	1,495	1,098	73.44	1,141	76.32	1,532	1,151	75.13	793	51.76
Female	52	38	73.08	46	88.46	57	48	84.21	18	31.58
<b>Total</b>	<b>1,547</b>	<b>1,136</b>	<b>73.43</b>	<b>1,187</b>	<b>76.73</b>	<b>1,589</b>	<b>1,199</b>	<b>75.46</b>	<b>811</b>	<b>51.04</b>
<b>Workers</b>										
Male	11,635	9,078	78.02	9,948	85.50	13,456	8,701	64.66	6,368	47.32
Female	2,800	2,387	85.25	2,078	74.21	3,030	1,553	51.25	878	28.98
<b>Total</b>	<b>14,435</b>	<b>11,465</b>	<b>79.43</b>	<b>12,026</b>	<b>83.31</b>	<b>16,486</b>	<b>10,254</b>	<b>62.20</b>	<b>7,246</b>	<b>43.95</b>

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

Category	FY2023-24			FY2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,495	1,420	94.98	1,532	1,438	93.86
Female	52	49	94.23	57	52	91.23
<b>Total</b>	<b>1,547</b>	<b>1,469</b>	<b>94.96</b>	<b>1,589</b>	<b>1,490</b>	<b>93.77</b>
<b>Workers</b>						
Male	11,635	5,256	45.17	13,456	10,583	78.65
Female	2,800	1,188	42.43	3,030	2,232	73.66
<b>Total</b>	<b>14,435</b>	<b>6,444</b>	<b>44.64</b>	<b>16,486</b>	<b>12,815</b>	<b>77.73</b>

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

Yes, an Occupational Health and Safety Management System has been implemented and the same extends to the entire organization. Four of our units also have ISO 45001:2018 (OHSAS) certifications.

**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 general process of identifying work-related hazards and assessing risk at Sutlej covers:

1. Identifying Hazards - By regular inspection of the workplace to identify potential hazards such as machinery, chemicals, or environmental factors.
2. Assessing Risks - By evaluating the likelihood and severity of potential harm that may be caused by each identified hazard considering factors like frequency of exposure, potential consequences and existing control measures.
3. Control Measures - By implementing measures to eliminate or mitigate identified hazards. This includes engineering controls, administrative controls and personal protective equipment.
4. Monitor and Review - By continuously monitoring the effectiveness of control measures and regularly reviewing and assessing risks. Procedures are updated, as necessary, based on changes in the workplace or the identification of new hazards.
5. Training and Communication - By ensuring that all employees and workers are covered in training of hazard identification, risk assessment and control measures. Open communication about safety concerns is encouraged.

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

Yes, to ensure that all potential hazards are promptly addressed, we have well-established procedures for workers to report any work-related concerns they may encounter. This reporting process is designed to be accessible and straightforward, encouraging open communication about safety issues. These include Safety Committee meetings on a quarterly basis with the sharing of subsequent reports and recording formal minutes of meetings, conducting Health and Safety Internal Audits, along with near misses, unsafe conditions, unsafe work, and safety suggestion reporting system for workers. In addition, the Daily Inspection Report is shared on WhatsApp groups that have been formed in each unit for safety. Workers also form a part of our Safety Committees.

**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	FY2023-24	FY2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.25
	Workers	0.85	0.72
Total recordable work-related injuries	Employees	0	1
	Workers	25	23
No. of fatalities	Employees	0	0
	Workers	1	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.

The Company employs a wide variety of measures to establish a safe and healthy workplace. Routine health and safety trainings are conducted, and new employees go through an induction training program to learn basic safety guidelines. Essential facilities such as canteens and restrooms have been set up for employee use, in addition to a first aid treatment dispensary and 24/7 ambulance service. Safety measures against fires include on-site fire-fighting equipment, emergency exits, and sprinkler systems. Key steps have been taken towards preventing occupational hazards and improving overall workplace safety, including formations of health and safety committees, regular internal safety audits, and implementation of work permit systems for particularly risky operations.

Further more, the Company has placed strong emphasis on emergency preparedness through regular checks of emergency equipment and pathways, and the establishment of designated assembly points for employees during emergencies. Daily equipment checks are conducted, with special focus given to machine guarding and electrical panels to ensure they are functioning properly and pose no threat to employee safety. Regular meetings with department heads are conducted to discuss and remedy potential safety risks identified within the workplace.

The entity also operates standardized safe work systems such as the "Permit to Work" and "Log Out Tag Out" systems, alongside material safety data sheets and checklists. Regular health and safety audits, fire drills, and training programs are conducted, along with the inspection of machinery to identify and swiftly address potential safety hazards. Occupation Medical Health tests are given to monitor potential occupational hazards, alongside the provision of Personal Protection Equipment (PPE) to employees and awareness initiatives regarding their usage. Lastly, the Company also maintains a strict system of reporting and investigating incidents to ensure that similar events can be avoided in the future.

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

Particulars	FY2023-24			FY2022-23		
	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	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

## 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 help 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, provision of toe guards, eye showers, relocation of machines for better fire safety, installation of sensors, performing hazard identification and preventive measures, and providing health check-ups for workers.

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



**Essential Indicators**

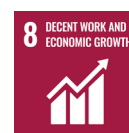
**1. Describe the processes for identifying key stakeholder groups of the entity.**

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 call 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 Meeting.
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:

Category	FY2023-24			FY2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total(C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1,438	1,019	70.86	1,490	784	52.62
Other than permanent	109	89	81.65	99	28	28.28
<b>Total Employees</b>	<b>1,547</b>	<b>1,108</b>	<b>71.62</b>	<b>1,589</b>	<b>812</b>	<b>51.10</b>
<b>Workers</b>						
Permanent	11,461	8,826	77.01	12,815	8,681	67.74
Other than permanent	2,974	1,426	47.95	3,671	1,587	43.23
<b>Total Workers</b>	<b>14,435</b>	<b>10,252</b>	<b>71.02</b>	<b>16,486</b>	<b>10,268</b>	<b>62.28</b>

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

Category	FY 2023-24					FY 2022-23				
	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>	1,438	0	0.00	1,438	100.00	1,490	0	0.00	1,490	100.00
Male	1,390	0	0.00	1,390	100.00	1,438	0	0.00	1,438	100.00
Female	48	0	0.00	48	100.00	52	0	0.00	52	100.00
<b>Other than Permanent</b>	109	0	0.00	109	100.00	99	5	5.05	94	94.95
Male	105	0	0.00	105	100.00	94	5	5.32	89	94.68
Female	4	0	0.00	4	100.00	5	0	0.00	5	100.00
<b>Workers</b>										
<b>Permanent</b>	11,461	1,727	15.07	9,734	84.93	12,815	1,723	13.45	11,092	86.55
Male	9,344	1,503	16.09	7,841	83.91	10,583	1,545	14.60	9,038	85.40
Female	2,117	224	10.58	1,893	89.42	2,232	178	7.97	2,054	92.03
<b>Other than Permanent</b>	2,974	1,453	48.86	1,521	51.14	3,671	1,726	47.02	1,690	46.04
Male	2,291	1,096	47.84	1,195	52.16	2,873	1,352	47.06	1,291	44.94
Female	683	357	52.27	326	47.73	798	374	46.87	399	50.00

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

(Amount in Rs.)

Category	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	1,30,75,000	0	0
Employees other than BoD and KMP	1,494	4,17,000	52	4,92,975
Workers	11,635	1,80,622	2,800	1,20,514

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	11.81%	11.70%

Remarks: The calculations have been done on the basis of employee and worker wages.

**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 organized 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:**

Particulars	FY 2023-24			FY 2022-23		
	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	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0



## 8. 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 a 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.

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

## 10. 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%
Others – please specify	0

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

No corrective actions were required to be taken as no significant risks or concerns have arisen from the assessments.

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



### Essential Indicators

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

Particulars	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	13,914.00	14,857.20
Total fuel consumption (B)	47,955.37	26,990.29
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	61,869.37	41,847.49
<b>From non-renewable sources</b>		
Total electricity consumption (D)	15,73,848.00	16,73,179.20
Total fuel consumption (E)	11,30,902.39	12,33,556.11
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	27,04,750.39	29,06,735.31
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>27,66,619.75</b>	<b>29,48,582.80</b>
<b>Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)</b>	<b>1035.52</b>	<b>970.19</b>
	<b>GJ / Crore</b>	<b>GJ / Crore</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	<b>23,196.28</b>	<b>21,506.80</b>
	<b>GJ / \$ Crore</b>	<b>GJ / \$ Crore</b>
<b>Energy intensity in terms of physical output (Production in Tonnes)</b>	<b>27.98 GJ / Tonne</b>	<b>27.49 GJ / Tonne</b>

Remarks: For PPP adjustment, the conversion factors have been taken from the International Monetary Fund. The link for the same can be found here: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDCF>

Over the past year, we have been taking several measures, including digitization, to improve our data collection and verification process. Thus, we are also taking the initiative to amend the values that were reported for FY 2022-23, which will ensure that more accurate values are reflected in our latest report.

**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, for our unit in Bhawanimandi, an independent assessment was carried out by Greendash Environmental Solution Pvt. Ltd., Jaipur. For the Damanganga unit, an independent assessment was carried out by M/s Aditya Environ under Environmental Audit. For our unit in Kathua, third-party audits are carried out every two years, wherein the last audit was done in FY 2021-22 by North Star Systems Pvt. Ltd., and the next audit is scheduled in FY 2024-25. For our unit in Baddi, every three months an audit is carried out by Eco Molecule, a NABL approved agency.

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

Yes. Three of our sites are identified as DCs under the PAT Scheme.

Baddi Unit: The unit achieved the FY 22-23 target of 0.4871 TOE which was given by BEE. The target for FY 2024-25 is 0.4960 TOE.

Bhawanimandi Unit: SEC reduction by 1.8623 to 1.7655 target received from BEE for FY 2022-23 to 2024-25. For the same the unit is undertaking various energy conservation steps taken like energy efficient motors replacement, VFD installation, use of wood chips in boiler, compressed air leakage arresting, etc.

Damanganga Unit: The unit has set targets to achieve in 3 years as per guidelines of BEE for PAT Cycle (2023-2026). For the same it has developed an action plan for 3 years.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	4,31,259	2,68,644
(ii) Groundwater	21,87,311	21,67,621.07
(iii) Third-party water	0	1,53,641
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>26,18,570</b>	<b>25,89,906.07</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>29,68,667</b>	<b>29,39,308.24</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>1,111.14 KL / Crore</b>	<b>967.14 KL / Crore</b>
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)</b>	<b>24,890.31 KL /Crore</b>	<b>21439.16 KL / Crore</b>
<b>Water intensity in terms of physical output (Production in Tonnes)</b>	<b>30.02 KL / MT</b>	<b>27.41 KL / MT</b>
<b>Water Withdrawal intensity (KL withdrawn/ Production in Tonnes)</b>	<b>26.48 KL Withdrawn/Tonne</b>	<b>24.15 KL Withdrawn/Tonne</b>

Remarks: This year, 18,25,740 KL of recycled water was also used in our operations, whereas last year, 17,91,473.57 KL was used, contributing to our water consumption. Over the past year, we have been taking several measures, including digitization, to improve our data collection and verification process. Thus, we are also taking the initiative

to amend the values that were reported for FY 2022-23, which will ensure that more accurate values are reflected in our latest report.

For PPP adjustment, the conversion factors have been taken from the International Monetary Fund. The link for the same can be found here: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDCF>

**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, for our unit in Bhawanimandi, an independent assessment was carried out by Greendash Environmental Solution Pvt. Ltd., Jaipur. For the Damanganga unit, an independent assessment was carried out by M/s Aditya Environ under Environmental Audit. For our unit in Kathua, third-party audits are carried out every two years, wherein the last audit was done in FY 2021-22 by North Star Systems Pvt. Ltd., and the next audit is scheduled in FY 2024-25. For our unit in Baddi, every three months an audit is carried out by Eco Molecule, a NABL approved agency.

**4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres):**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
- With treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
- With treatment	14,75,643 Primary and Secondary Treatment. The water is treated by the STPs and ETPs that are there in the units, and then sent to third parties	14,42,071.4 Primary and Secondary Treatment. The water is treated by the STPs and ETPs that are there in the units, and then sent to third parties
(v) Others		
- No treatment	0	0
- With treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>14,75,643</b>	<b>14,42,071.4</b>

**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, for our unit in Bhawanimandi, an independent assessment was carried out by Greendash Environmental Solution Pvt. Ltd., Jaipur. For the Damanganga unit, an independent assessment was carried out by M/s Aditya Environ under Environmental Audit. For our unit in Kathua, third-party audits are carried out every two years, wherein the last audit was done in FY 2021-22 by North Star Systems Pvt. Ltd., and the next audit is scheduled in FY 2024-25. For our unit in Baddi, every three months an audit is carried out by Eco Molecule, a NABL approved agency.

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

Yes. In all of our units, there are initiatives to reuse water to the maximum extent possible in the manufacturing process as well as in other areas on site (such as for gardening, etc.). We have two fully operational ZLDs, with capacities of 1,150 KLD, 1,370 KLD, and 3,000 KLD. In addition, we also have Effluent Treatment Plants with varying capacities, in order to treat wastewater. In some units, the sewage water is also recycled and the treated water is used in process houses in boilers, humidification plants, wash lines, flushing of toilets, gardening, etc.

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

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	µg/Nm <sup>3</sup>	80.91	82.95
SOx	µg/Nm <sup>3</sup>	26.10	41.30
Particulate matter (PM)	µg/Nm <sup>3</sup>	76.27	91.60
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	µg/Nm <sup>3</sup>	690	370
Others – please specify	-	-	-

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

Yes, for our unit in Bhawanimandi, an independent assessment was carried out by Greendash Environmental Solution Pvt. Ltd., Jaipur. For the Damanganga unit, an independent assessment was carried out by M/s Aditya Environ under Environmental Audit. For our unit in Kathua, third-party audits are carried out every two years, wherein the last audit was done in FY 2021-22 by North Star Systems Pvt. Ltd., and the next audit is scheduled in FY 2024-25. For our unit in Baddi, every three months an audit is carried out by Eco Molecule, a NABL approved agency.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO<sub>2</sub>E & its intensity, in the following format:**

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (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)	tCO <sub>2</sub> e	1,09,789.75	1,19,348.27
Total Scope 2 emissions (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)	tCO <sub>2</sub> e	3,10,397.8	3,76,465.32
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b>	<b>tCO<sub>2</sub>e / rupee of turnover</b>	<b>157.27 tCO<sub>2</sub>e / Crore</b>	<b>163.14 tCO<sub>2</sub>e / Crore</b>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>tCO<sub>2</sub>e / dollar-crore</b>	<b>3522.99 tCO<sub>2</sub>e / \$ Crore</b>	<b>3616.44 tCO<sub>2</sub>e / \$ Crore</b>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output (Production in Tonnes)</b>	<b>tCO<sub>2</sub>e / Tonne</b>	<b>4.25 tCO<sub>2</sub>e / Tonne</b>	<b>4.62 tCO<sub>2</sub>e / Tonne</b>

Remarks: Over the past year, we have been taking several measures, including digitization, to improve our data collection and verification process. Thus, we are also taking the initiative to amend the values that were reported for FY 2022-23, which will ensure that more accurate values are reflected in our latest report.

For PPP adjustment, the conversion factors have been taken from the International Monetary Fund. The link for the same can be found here: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDCF>

**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

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

Sutlej is committed to reducing the emissions that it produces during its manufacturing process, and utilizing renewable energy as well as undertaking energy efficiency initiatives to achieve this. The unit in Bhawanimandi has two roof top solar plants with 2,171 kWp and 599 kWp capacity each. In addition, all units conduct technology upgrades, replacing older, less efficient equipment with those that are more energy efficient. Initiatives are also being taken to improve the efficiency of the boilers, as well as to reduce the energy losses occurring during the manufacturing process. All units have developed energy saving targets to reduce the fuel and electricity consumption that forms the bulk of Sutlej's Scope 1 and 2 emissions.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	5,396.94	6,369.5
E-waste (B)	2.50	0.31
Bio-medical waste (C)	0.00508	0.171
Construction and demolition waste (D)	24	24
Battery waste (E)	0.271	1.13
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	833.13	283.97
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,3991.71	13,485.6
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>20,248.56</b>	<b>20,164.68</b>
<b>Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)</b>	<b>7.5788 MT / Crore</b>	<b>6.6349 MT / Crore</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)</b>	<b>169.7707 MT / \$ Crore</b>	<b>147.0801 MT / \$ Crore</b>
<b>Waste intensity in terms of physical output (Production in Tonnes)</b>	<b>0.2048 MT / Tonne</b>	<b>0.1880 MT / Tonne</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

<b>Category of waste - Plastic</b>		
(i) Recycled	5,189.30	594.5
(ii) Re-used	64.9	0
(iii) Other recovery operations	65.31	5,775
<b>Total</b>	<b>5,319.51</b>	<b>6,369.5</b>
<b>Category of waste - E-Waste</b>		
(i) Recycled	0.97	0.3
(ii) Re-used	0	0
(iii) Other recovery operations	1.53	0
<b>Total</b>	<b>2.5</b>	<b>0.3</b>
<b>Category of waste - Bio-medical waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

Parameter	FY 2023-24	FY 2022-23
<b>Category of waste - Construction and demolition waste</b>		
(i) Recycled	0	0
(ii) Re-used	24	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>24</b>	<b>0</b>
<b>Category of waste - Battery waste</b>		
(i) Recycled	0.27	1.13
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0.27</b>	<b>1.13</b>
<b>Category of waste - Radioactive waste</b>		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Hazardous waste</b>		
(i) Recycled	11.93	1.83
(ii) Re-used	0	0
(iii) Other recovery operations	212.17	170.05
<b>Total</b>	<b>224.1</b>	<b>171.88</b>
<b>Category of waste - Other Non-Hazardous waste</b>		
(i) Recycled	1,122.75	0
(ii) Re-used	405.14	664.03
(iii) Other recovery operations	10,421.73	8,766.27
<b>Total</b>	<b>11,949.62</b>	<b>9,430.30</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - E-Waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0.01
<b>Total</b>	<b>0</b>	<b>0.01</b>
<b>Category of waste - Bio-medical Waste</b>		
(i) Incineration	0.00038	0.171
(ii) Landfilling	0	0
(iii) Other disposal operations	0.0047	0
<b>Total</b>	<b>0.00508</b>	<b>0.171</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	24
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>24</b>

Parameter	FY 2023-24	FY 2022-23
<b>Category of waste - Battery</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Radioactive</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Category of waste - Other Hazardous waste. Please specify, if any</b>		
(i) Incineration	0	0
(ii) Landfilling	68.87	0
(iii) Other disposal operations	582.85	112.089
<b>Total</b>	<b>651.72</b>	<b>112.089</b>
<b>Category of waste - Other Non-hazardous waste generated</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	4,055.3
<b>Total</b>	<b>0</b>	<b>4,055.3</b>

Remarks: Due to the development of additional data collection processes, such as data digitization, the accuracy of our reporting has increased this year. For our plastic waste, hazardous and non-hazardous waste, the waste generated varies from the amount sent for recovery or disposal. This is due to the fact that the waste generated at the end of 2023-24 has been sent for recovery or disposal in April of 2024, thus it won't factor in the recovery or disposal amounts above.

For PPP adjustment, the conversion factors have been taken from the International Monetary Fund. The link for the same can be found here: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDCF>

**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, for our unit in Bhawanimandi, an independent assessment was carried out by Greendash Environmental Solution Pvt. Ltd., Jaipur. For the Damanganga unit, an independent assessment was carried out by M/s Aditya Environ under Environmental Audit. For our unit in Kathua, third-party audits are carried out every two years, wherein the last audit was done in FY 2021-22 by North Star Systems Pvt. Ltd., and the next audit is scheduled in FY 2024-25. For our unit in Baddi, every three months an audit is carried out by Eco Molecule, a NABL approved agency.

**10. 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.**

At Sutlej, we have a documented Waste Management Policy and each unit has SOPs in place for proper segregation, reuse, recovery, and disposal of waste. We are constantly trying to optimize our processes to reduce the amount of waste generated. Some of the practices are outlined below:

1. As much as possible, waste, including plastic waste, packaging, hazardous waste, and e-waste are sold to authorized vendors for safe reuse, recycling or disposal.
2. Non-hazardous waste such as process waste (fibres, yarn residuals), old cables, bearings, pallis, other scraps, etc. are sold in the market for reuse and recycling. The process waste generated by Sutlej becomes raw material for making carpets.

3. For ETP Sludge, we are taking active measures to utilize volute dewatering press, driers, and chemicals to reduce the volume of sludge generated. In our Kathua and Damanganga units, the ETP sludge is sold off for co-processing in the cement industry. Our other units send the ETP sludge to authorized agencies for further disposal. The same is done for other hazardous waste.
4. 60-100% boiler ash is recycled.
5. Sewage water is recycled and the treated water is used in process houses like boilers, humidification plants, flushing of toilets, gardening, etc. We have ZLDs, STP's and ETPs.
6. Chemical dispensers have been installed to reduce wastage.
7. To reduce the amount of e-waste, units are procuring equipment with longer battery life, as well as purchasing electronics under buy-back schemes.
8. PPE is used for handling of chemicals.
9. Sedimentation processes are utilized to reduce TSS.
10. Development of waste-related targets in the units: In order to reduce the usage of hazardous and toxic chemicals in our processes and products, we have documented SOPs to reduce use of hazardous and toxic chemicals. All units use azo-free dyes in the dyeing process. In addition, our units are also undertaking activities such as replacement of sodium hydrosulfite with less hazardous chemicals, and replacing quantities of caustic soda with other chemicals. We continuously optimize chemical doses and conduct trials of eco-friendly chemicals and other alternatives to hazardous chemicals.

**11. 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:**

Sr. 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.
			NA

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

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

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	No EIAs were conducted during the period of reporting.					

**13. 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:**

Sr. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
				NA

Remarks: Yes, we are complying with all 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.



**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.

Eight

- 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:

Sr. 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	IMC Chamber of Commerce and Industry	
8	British Safety Council (India)	

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:

Sr. No.	Name of authority	Brief of the case	Corrective action taken
		NA	

Remarks: 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:

Sr. No.	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
				NA		

Remarks: During FY 2023-24, 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:**

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

Remarks: During FY 2023-24, 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 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	15.79%	10.69%
Sourced directly from within India	92.99%	92.88%

**5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan):**

Location	FY 2023-24	FY 2022-23
Rural	10.203%	7.789%
Semi-urban	83.446%	84.698%
Urban	0.012%	0.002%
Metropolitan	6.339%	7.511%

Remarks: The calculations have been done on the basis of worker wages, and employee’s basic salaries.

**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**

Customers can submit complaints and feedback through our website, hotline number, or email. Complaints from customers are monitored through Customer Complaint Module in the ERP system. Complaints received by the marketing department are uploaded to the ERP system. QC department analyses the complaints, conducts root cause analysis 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. Our customer service team also conducts periodic surveys to gather feedback from customers and take necessary actions to improve our products and services. All complaints and feedbacks received are documented and reviewed for continuous improvement purposes.

**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:**

Particulars	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	-	0	0	-

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

Category	Number	Reasons for recall
Voluntary recalls	0	Nil
Forced recalls	0	Nil

Remarks: 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. The weblink of the policy can be accessed at: [https://www.sutlejtextiles.com/pdf/Policies%20&%20Codes/Sutlej\\_IT\\_Policy.pdf](https://www.sutlejtextiles.com/pdf/Policies%20&%20Codes/Sutlej_IT_Policy.pdf)

**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 have been no instances of corrective actions taken or underway on issues related to advertising or delivery of essential services, cyber security and data privacy of customers, re-occurrence of product recalls, or any penalties or actions taken by regulatory authorities on the safety of products or services.

**7. Provide the following information relating to data breaches**

- Number of instances of data breaches along-with impact - Zero.
- Percentage of data breaches involving personally identifiable information of customers - 0%
- Impact, if any, of the data breaches - Not applicable as we did not have any data breaches.