



**SATIA**  
INDUSTRIES  
LIMITED

An ISO 9001, 14001 & 45001 company  
CIN : L21012PB1980PLC004329

Manufacturer of Quality  
Writing, Printing & Speciality  
Paper with ECO MARK  
GST IN : 03AACCS7233A1ZZ  
www.satiagroup.com

IS 1848



SIL/CS

Date: 07.09.2024

The Manager Listing Department BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai-400001 Scrip Code: 539201	The Manager, Listing Department, National Stock Exchange of India Ltd, Exchange Plaza, Plot No. C/1, G- Block, Bandra Kurla Complex, Bandra (East), Mumbai-400051 Symbol: SATIA
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**Sub: Business Responsibility and Sustainability Report**

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Company's Business Responsibility and Sustainability Report for the financial year 2023-24, which also forms part of the Annual Report 2023-24 of the Company in the format as specified by the Securities and Exchange Board of India.

Thanking You,

Yours Faithfully,  
For Satia Industries Limited

(Rakesh Kumar Dhuria)  
Company Secretary

**Sustainability Report 2023-24**



**ECO-FRIENDLY  
PAPER**

**Sustainable Paper, Brighter Future.**

## Background of Satia Industries Limited & Sustainability Report:



Satia Industries Limited stands as one of India's largest and most prominent wood and agro-based paper manufacturing plants. Our operations encompass the use of a diverse array of raw materials including wood chips, veneer waste, wheat straw, and sarkanda. By leveraging these resources, we have established ourselves as a leading producer of high-quality writing and printing paper.

Our commitment to sustainable practices is evident in our choice of raw materials. Wood chips and veneer waste are byproducts of the wood industry, and their utilization not only reduces waste but also conserves valuable forest resources. Wheat straw and sarkanda, on the other hand, are agricultural residues that would otherwise be discarded. By incorporating these materials into our production processes, we support environmental sustainability and provide additional income streams for farmers.

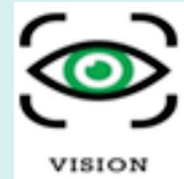
Through advanced manufacturing techniques and stringent quality control measures, Satia Industries Limited has earned a reputation for producing superior writing and printing paper. Our products meet the exacting standards of a wide range of customers. Our dedication to excellence ensures that our paper delivers consistent performance, durability, and a high-quality finish.

As a result of our innovative approaches and unwavering focus on quality, we have carved out a significant position in the paper manufacturing industry. Our commitment to sustainability, coupled with our expertise in utilizing both wood-based and agro-based raw materials, enables us to produce paper that not only meets the needs of our customers but also aligns with our environmental values.

Satia Industries Limited is a pioneering force in the Indian paper industry, utilizing a blend of wood chips, veneer waste, wheat straw, and sarkanda to produce best writing and printing paper. Our relentless pursuit of quality and sustainability has established us as a trusted name in the market, dedicated to delivering superior products while promoting environmental stewardship.

## Vision

*To become a leader in its own segment with excellence in all-round performance creating value for all stakeholders of the company, society and the economy.*



### “Leading with Purpose: Our Vision for Sustainable Excellence”

- **Leadership in Sustainability:** Strive to be a leader in our segment by setting the standard for sustainable practices and innovation.
- **Excellence in Performance:** Achieve excellence in all-round performance, prioritizing environmental, social, and economic sustainability in every aspect of our operations.
- **Value Creation for Stakeholders:** Create long-term value for all stakeholders, including shareholders, employees, customers, and suppliers, by integrating sustainable practices into our business model.
- **Community Engagement:** Actively contribute to societal well-being through community development programs, educational initiatives, and health and wellness campaigns.
- **Economic Contribution:** Support the economy by fostering sustainable growth, generating employment, and adopting responsible business practices.
- **Environmental Stewardship:** Commit to reducing our environmental footprint through resource conservation, waste management, and sustainable sourcing of raw materials.
- **Innovation in Sustainability:** Continuously innovate to develop eco-friendly products and processes that meet the highest standards of sustainability.
- **Transparency and Accountability:** Maintain transparency and accountability in our sustainability efforts, regularly reporting on our progress and impact to stakeholders.

By aligning our vision with sustainability, Satia Industries Limited aims to lead with purpose, drive positive change, and ensure a sustainable future for all.

## Mission

*To sustain growth with technological up-gradation and innovation on a continuous basis for achieving cost competitiveness with sustained profitability excellence in quality and win customer satisfaction and loyalty.*



### “Mission-Driven for a Sustainable Future”

- **Technological Upgradation:** Continuously invest in and implement cutting-edge technology to enhance production efficiency and reduce environmental impact. This includes adopting energy-efficient machinery and processes that minimize waste and emissions.
- **Innovation:** Foster a culture of innovation by exploring and integrating new processes and materials that contribute to sustainability. This could involve developing eco-friendly products or improving existing ones to meet environmental standards.
- **Cost Competitiveness:** Achieve cost competitiveness through strategic resource management and technological advancements. By optimizing production and reducing waste, the company can lower costs while maintaining high-quality standards.

- **Sustained Profitability:** Focus on long-term profitability by balancing economic growth with environmental and social responsibilities. This involves maintaining financial health while adhering to sustainable practices.
- **Excellence in Quality:** Ensure that sustainability efforts do not compromise product quality. Continuously monitor and improve product standards to meet and exceed customer expectations.
- **Customer Satisfaction and Loyalty:** Build and maintain strong customer relationships by delivering high-quality, sustainable products. Engage with customers to understand their needs and demonstrate the company's commitment to sustainability.

This highlights a comprehensive approach to sustainability, integrating technological advancements, economic efficiency, and high-quality standards to further the company's mission.



# OVERVIEW OF COMPANY PRODUCTION CAPACITIES

## Pulping



### Diverse Raw Material Utilization

SIL has the capability to produce pulp using three different types of raw materials—Agricultural Residue, Wood Chips, and Waste Paper—allowing for flexibility and adaptability in sourcing.

With a plant capacity of 2,19,000 MTPA, SIL can meet large-scale production demands efficiently, ensuring a robust supply chain.

### High Production Capacity

### Strategic Location

Located in Sri Muktsar Sahib, Punjab, a region rich in Wheat Straw, Wood Chips, and Veneer Waste, SIL benefits from the abundance of these raw materials, supporting both current and future production needs.

The absence of other paper mills within a 50 km radius provides SIL with a unique pricing advantage, enabling more competitive market positioning and cost efficiency.

### Competitive Pricing Advantage

### Proximity to Raw Materials

Being situated in a key agricultural region ensures consistent access to essential raw materials, reducing transportation costs and securing supply reliability.

## Power Generation



### Self-Sufficiency in Power Supply

The company has achieved self-sufficiency in power by investing in a 44.00 MW biomass-based power plant, ensuring a reliable and uninterrupted power supply.

The use of biomass, specifically rice husk and rice straw, as fuel ensures a sustainable power source and aligns with green energy practices. This approach significantly reduces the burning of rice straw by farmers, thereby decreasing stubble burning within a 100 km radius of the plant and contributing to environmental sustainability.

### Green Energy Utilization

### Abundant and Cost-Effective Fuel

Rice husk and rice straw, the primary fuel for the power plant, is readily available and competitively priced in the area, reducing fuel costs and enhancing cost efficiency.

The company earns Renewable Energy Certificates for its green energy production, which can be traded on energy exchanges, providing an additional revenue stream.

### Renewable Energy Certificates (REC)

### Additional Revenue

The trading of Renewable Energy Certificates adds a financial benefit, improving the company's overall profitability and economic performance.

## Chemical Recovery Facility



### Efficient Waste Management

The use of soda recovery boilers enables the company to manage and recycle Black Liquor, a major pollutant, efficiently. Concentrating and firing this effluent in the recovery boiler helps recover 90-95% of the caustic soda used, reducing waste and enhancing sustainability.

The high-pressure steam generated from the recovery process is utilized to produce power, optimizing energy use within the facility. This reduces reliance on external energy sources and lowers operational costs.

### Energy Recovery

### Environmental Compliance

By recovering caustic soda and managing effluent discharge effectively, the company meets prescribed environmental standards, demonstrating a strong commitment to environmental responsibility.

The ability to recover and reuse caustic soda and generate power from waste contributes to cost savings and operational efficiency, enhancing the company's overall profitability.

### Cost Efficiency

### Sustainability Leadership

The integration of advanced recovery technology positions the company as a leader in sustainability within the paper industry, aligning with eco-friendly practices and reinforcing its commitment to environmental stewardship.



## Effluent Discharge Handling



### Commitment to Sustainability

SIL prioritizes environmental, social, and legal responsibilities, demonstrating a strong commitment to sustainability.

The company employs effective effluent treatment based on UASB, ULRD, MBBR AND Diffused Aerobic system technologies to ensure that treated water meets all the prescribed standards by SBCB/CBCB.

### Advanced Effluent Treatment

### Efficient Effluent Disposal

SIL uses 550 acres of Eucalyptus Plantation based on Karnal Technology to handle all treated effluent. This innovative approach efficiently disposes of effluent while supporting the environment.

The Karnal Technology allows 120m<sup>3</sup> of treated effluent to be consumed by 600 Eucalyptus plants per acre per day, showcasing the efficiency of SIL's effluent disposal method.

### Resource Optimization

### Future Raw Material Supply

The Eucalyptus Plantation not only handles treated effluent but also supplements the company's future raw material requirements, ensuring a sustainable supply chain.

Regulatory Compliance: SIL's practices ensure full compliance with environmental regulations, reflecting the company's dedication to lawful and responsible operations.

## Greening Our Product Line

Satia Industries Limited is at the forefront of eco-friendly paper manufacturing, combining innovation and sustainability to produce high-quality paper. Our commitment to environmental responsibility is demonstrated through our use of both agricultural residues and wood-based materials, coupled with advanced ECF (Elemental Chlorine Free) bleaching technology.

### Sustainable Raw Materials

At Satia Industries Limited, we utilize a diverse range of raw materials in our paper production process, including agricultural residues such as wheat straw and sarkanda, as well as wood-based materials like wood chips and veneer waste. This approach not only maximizes resource utilization but also minimizes waste and environmental impact.

- **Agricultural Residues:** By incorporating agricultural byproducts like wheat straw and sarkanda into our production process, we help reduce the burden on farmers who would otherwise have to dispose of these residues. This practice not only supports sustainable agriculture but also provides an additional revenue stream for the farming community.
- **Wood-Based Materials:** Our use of wood chips and veneer waste, byproducts of the wood industry, ensures that valuable forest resources are used efficiently and responsibly. By repurposing these materials, we contribute to the conservation of forests and the reduction of deforestation.

### Advanced ECF Bleaching Technology

Central to our eco-friendly manufacturing process is the use of ECF (Elemental Chlorine Free) bleaching technology. ECF bleaching is a more environmentally benign alternative to traditional chlorine-based bleaching methods. It significantly reduces the release of harmful chlorinated compounds into the environment, thereby protecting water quality and aquatic ecosystems.

- **Reduced Environmental Impact:** ECF bleaching minimizes the formation of dioxins and other toxic substances that can result from conventional chlorine bleaching. This leads to cleaner effluents and less pollution, aligning with our commitment to environmental stewardship.
- **Improved Paper Quality:** The use of ECF technology not only benefits the environment but also enhances the quality of our paper. It produces paper that is brighter and stronger, meeting the high standards expected by our customers while maintaining environmental integrity.

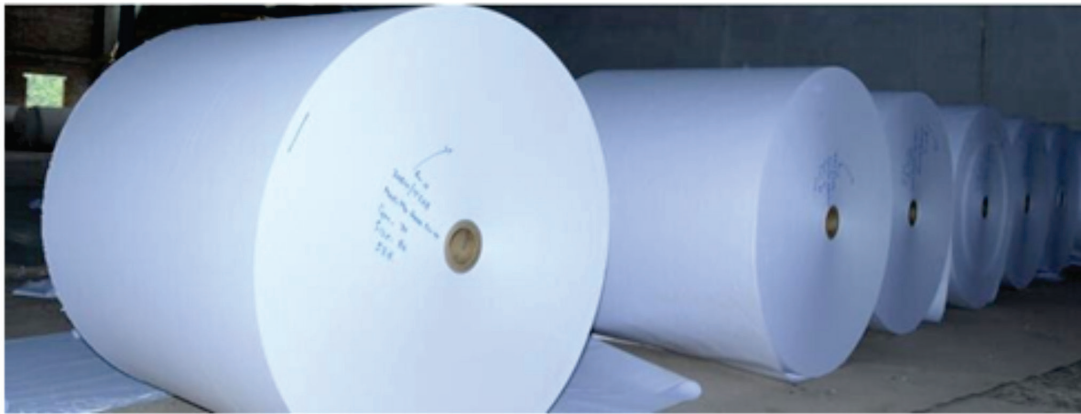
### Commitment to Eco-Friendly Practices

Satia Industries Limited is dedicated to continuous improvement in our environmental performance. Our eco-friendly paper manufacturing practices are a testament to our commitment to sustainability and innovation. By leveraging agricultural residues, wood-based materials, and ECF bleaching technology, we produce paper that meets the demands of modern consumers while minimizing our ecological footprint.

At Satia Industries Limited, our eco-friendly paper manufacturing process is a harmonious blend of sustainability, innovation, and quality. By utilizing agricultural residues and wood-based materials, and employing ECF bleaching technology, we are able to produce high-quality paper that is both environmentally responsible and economically viable. Our efforts contribute to a more sustainable future, demonstrating our dedication to protecting the environment and supporting the communities we serve.

## OUR PRODUCTS

### Papers



Satia Industries Limited (SIL) is renowned for its diverse and high-quality product range, catering to various segments of the paper industry. Our extensive product mix includes Super Snow-White Paper, Maplitho Paper, Coloured Paper, Ledger Paper, Cartridge Paper, Bond Paper, Duplicating Paper, and Copier Paper, each designed to meet specific customer needs and industry requirements.

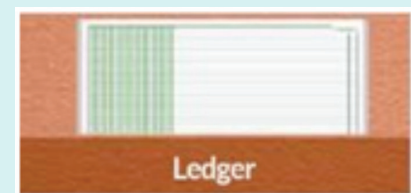
#### Product Offerings

- **Super Snow-White Paper:** Known for its exceptional brightness and purity, Super Snow-White Paper is ideal for high-quality printing applications that require a pristine and vibrant finish. Its superior whiteness makes it suitable for premium documents and high-end publications.
- **Maplitho Paper:** This versatile paper is used extensively in various printing processes, including books, directories, and other informational materials. Its durability and printability make it a popular choice for both commercial and domestic applications.
- **Coloured Paper:** Available in a range of hues, our coloured paper is used for creating visually striking documents, promotional materials, and artistic projects. It adds a vibrant touch to any print job and is ideal for applications that require a splash of colour.



- **Cartridge Paper:** This high-quality, durable paper is used in various applications, including technical drawing and drafting. Its resilience and ability to hold fine lines make it suitable for detailed and precise work.

- **Ledger Paper:** Designed for accounting and record-keeping, Ledger Paper is highly valued for its robustness and smooth surface. It is commonly used for ledgers, financial documents, and other professional paperwork.
- **Bond Paper:** Known for its strength and high-quality finish, Bond Paper is widely used for official documents,



letterheads, and legal papers. It offers a professional appearance and durability, making it a preferred choice for business correspondence.

- **Copier Paper:** Essential for everyday office use, Copier Paper is designed to work seamlessly with photocopiers and printers. Its reliable performance ensures crisp and clear printouts, making it a staple in offices and businesses.



- **Duplicating Paper:** Designed for duplication processes, this paper ensures clear and accurate copies, making it ideal for use in duplicating machines and office environments where multiple copies of documents are required.
- **Cups and Cutlery:** Satia Industries Limited (SIL) is proud to announce the introduction of a new and innovative product line: virgin-based fibre cups. This segment is experiencing remarkable growth, expanding at a rate of 20% per annum. These eco-friendly paper cups are designed to replace plastic cups, which are strictly prohibited, providing a sustainable alternative for serving water, tea, and cold drinks. Our virgin-based fibre cups are crafted from high-quality, sustainable materials, ensuring they are not only environmentally friendly but also durable and safe for everyday use. These cups offer a superior alternative to plastic, addressing the growing demand for eco-conscious products.

Recognizing the increasing demand for sustainable dining solutions, we are introducing biodegradable table cutlery and developing specialized food packaging, including pizza boxes. Our biodegradable cutlery offers an eco-friendly alternative to single-use plastics, while our pizza boxes are designed to be both sustainable and functional, ensuring food quality and freshness while minimizing environmental impact.

## ESG: Building the Foundation for Our Sustainable Future

Established with a vision to produce high-quality writing and printing paper, Satia Industries Limited has grown to become one of India's largest wood and agro-based paper manufacturing plants. Our journey began with a commitment to innovation and sustainability, and today, we pride ourselves on using a diverse range of raw materials, including wood chips, veneer waste, wheat straw, and sarkanda. This unique approach not only supports our goal of producing premium paper but also aligns with our dedication to environmental stewardship.

Over the years, Satia Industries Limited has earned a reputation for excellence and reliability in the paper industry. Our state-of-the-art facilities and cutting-edge technologies enable us to deliver products that meet the highest standards of quality and sustainability. We believe that our growth and success are deeply intertwined with our responsibility to the environment and society, which is why we have embraced Environmental, Social, and Governance (ESG) principles as the cornerstone of our operations.

### Environment: Green at the Core



Satia Industries Limited (SIL) has established a robust and sustainable approach to managing its effluent and emissions through several innovative practices:

- **Eucalyptus Plantation:** SIL has developed 550 acres of Eucalyptus plantation specifically to manage the disposal of its treated effluent. Eucalyptus trees are highly efficient in transpiring water through their leaves, which helps in absorbing and processing the treated effluent. As a result, no treated effluent is discharged into water bodies, ensuring minimal environmental impact.
- **Effluent Treatment Facilities:** Our effluent treatment plant is equipped with state-of-the-art technology and equipment to handle and treat all generated effluents effectively. For air pollution, all our boilers are fitted with four field Electrostatic Precipitators (ESPs) to

control emissions and ensure compliance with environmental standards. We operate under various consents and authorizations granted by the State Pollution Control Board (SPCB) as per different regulatory acts.

- **Greenhouse Gas Emission Reduction:** In a significant move to mitigate greenhouse gas (GHG) emissions, SIL has implemented a Precipitated Calcium Carbonate (PCC) plant. This facility captures CO<sub>2</sub> produced as a byproduct of fuel combustion in our boilers. The captured CO<sub>2</sub>, amounting to 24,400 cubic meters per hour, is used as a raw material for PCC production, thus preventing it from being released into the atmosphere.
- **Solid Waste Management:** We adhere to environmentally friendly practices for the disposal of all solid waste generated, following SPCB guidelines to prevent any adverse effects on surrounding areas.
- **Biogas Utilization:** The biogas produced during the anaerobic treatment of wet wash effluent in our Bio Methanation plant is utilized as fuel in our power boilers. This process partially replaces biomass-based fuels, contributing to a more sustainable and efficient energy use.

Through these comprehensive measures, Satia Industries Limited demonstrates its commitment to environmental sustainability, responsible waste management, and effective emission control.

#### **SIL's Strategic Advantage: Versatile Raw Material Utilization and Cost Efficiency**

Satia Industries Limited (SIL) has strategically developed a high level of flexibility and substantial capacity in its pulp production processes, enabling it to utilize a diverse range of raw materials. Our facility is uniquely equipped to handle:

- **Agricultural Residues:** Including wheat straw and sarkanda, which are vital for producing eco- friendly pulp.
- **Wood Chips and Veneer Waste:** Sourced from the wood industry, these materials contribute to our wood-based pulp production.
- **Waste Paper and Pulp Substitutes:** Recycled materials that reduce the need for virgin resources and support sustainable practices.

Our plant, located in Sri Muktsar Sahib, Punjab, is situated in a region renowned as the wheat belt of Punjab. This area is rich in the resources essential for our operations, particularly wheat straw, wood chips, and veneer waste. The proximity to these raw materials provides us with a significant price advantage, especially for wheat straw, as there are no competing paper mills within a 100-kilometer radius of our plant. This geographic advantage allows us to procure raw materials at competitive rates, contributing to our overall cost efficiency.

## Social: Building a Better Tomorrow, Together



At Satia Industries Limited, we firmly believe that our employees are the cornerstone of our success. Recognizing their invaluable contribution, we strive to create a dynamic and inclusive work environment where each individual has the opportunity to grow, learn, and contribute meaningfully. Our commitment to employee engagement is deeply embedded in our organizational culture and is reflected in several key areas.

Firstly, we empower our employees by giving them the autonomy to take ownership of their work, make informed decisions, and drive innovation. This sense of empowerment not only enhances their job satisfaction but also fuels creativity and productivity across the organization. Alongside empowerment, we maintain a robust culture of recognition. We understand the importance of acknowledging efforts and celebrating achievements, big or small. By providing ample opportunities for appreciation, we ensure that our employees feel valued and motivated.

We also place a strong emphasis on the continuous development of our workforce. We invest heavily in comprehensive training programs, mentorship initiatives, and clearly defined career development paths. These efforts are designed to help our employees enhance their skills, advance their careers, and stay abreast of industry trends.

Understanding the importance of personal well-being, we offer flexible work arrangements that support a healthy work-life balance. We recognize that a harmonious balance between work and personal life is crucial for overall happiness and productivity.

Moreover, we prioritize open and honest communication at all levels of the organization. By fostering a culture of transparency and trust, we create an environment where employees feel comfortable sharing their ideas, feedback, and concerns. This open communication is vital for maintaining a collaborative and supportive workplace.

Through these comprehensive efforts, we ensure that every member of our team feels valued, engaged, and well-equipped to contribute to our shared success. At Satia Industries Limited, our employees are not just workers; they are integral to our journey and pivotal to our achievements.



Satia Industries Limited is steadfast in its commitment to upholding the highest standards of corporate governance, integrity, transparency, and trust. These core principles are deeply ingrained in our organizational culture and guide our actions at every level.

**Governance:** Our governance framework is meticulously designed to ensure accountability, efficiency, and effectiveness in all our operations. We have a robust board of directors comprising independent and experienced professionals who provide strategic guidance and rigorous oversight. Our corporate governance practices not only adhere to the best industry standards but also comply fully with all applicable laws and regulations. This framework ensures that we operate with the highest level of integrity and accountability, fostering confidence among our stakeholders.

**Integrity:** Integrity is the bedrock of our business operations. We conduct all our affairs with the utmost honesty, fairness, and ethical behavior. Our employees are dedicated to maintaining the highest standards of professional conduct, fostering a culture of transparency and accountability throughout the organization. This commitment to integrity ensures that we always act in the best interests of our stakeholders and maintain their trust.

**Transparency:** We believe in open and honest communication with all our stakeholders. We are committed to providing timely and accurate information about our performance, financial results, and corporate governance practices. Our financial statements are prepared in strict accordance with the highest accounting standards, and we maintain complete transparency in our operations. This openness helps build trust and allows stakeholders to make informed decisions about their relationship with us.

**Trust:** Building and maintaining trust is essential for our long-term success. We earn the trust of our customers, employees, investors, and communities by consistently delivering on our promises, acting with integrity, and respecting the environment. We are committed to fostering strong relationships based on mutual trust and respect. This dedication to trustworthiness ensures that we are a reliable partner in all our endeavors and that our stakeholders can depend on us.



By embodying these core values, Satia Industries Limited is building a sustainable and prosperous future for all stakeholders. Our unwavering commitment to corporate governance, integrity, transparency, and trust ensures that we remain a responsible and respected leader in our industry, dedicated to the well-being and success of everyone we serve.



## Leading with Purpose Through Our CSR Initiatives

“SIL believes that the corporate sector are economic organs of the society and therefore endeavours to make a positive difference to the society by trying to build a better tomorrow”

Satia Industries Limited is dedicated to enhancing the well-being of the communities around us through a diverse range of impactful initiatives. Our efforts span various areas including health, education, welfare, environmental conservation, and infrastructure development.

### 1. Community Health Improvement

Our commitment to community health is demonstrated through a series of proactive and supportive measures:

- Medical Check-Up Camps: We organize periodic medical check-ups to provide essential health services to local residents, ensuring early detection and treatment of health issues.
- Blood Donation Camps: Regular blood donation drives are conducted to address the need for blood in emergencies and support local healthcare facilities.
- Health Awareness Camps: Targeted health awareness sessions are held to promote healthy practices and preventive care.
- Health and Hygiene Practices: We conduct workshops and educational programs to raise awareness about personal hygiene and healthy living practices.

### 2. Community Education Facilities

We are committed to supporting and enhancing educational opportunities within local communities:

- Augmentation of School Facilities: We contribute to the improvement of village schools by providing essential items such as furniture, blackboards, and other educational tools.
- Scholarships for Meritorious Students: Scholarships are awarded to outstanding students to support their continued education and foster academic excellence.
- Distribution of Educational Materials: We supply educational books, stationery, uniforms, and other aids to ensure that students have the resources they need for effective learning.

### 3. Community Welfare Activities

Our welfare initiatives focus on enhancing community infrastructure and supporting local development:

- Development of Worship Places: We contribute to the upkeep and beautification of local worship places, fostering a sense of community and cultural heritage.
- Beautification Projects: Efforts are made to improve the aesthetic appeal of public spaces through various beautification projects.
- Distribution of Seeds and Saplings: We promote environmental sustainability by distributing seeds and saplings to encourage local tree planting and green cover.
- Support for Government Schemes: We actively promote and support various government schemes aimed at improving community welfare and development.

#### 4. Community Water Conservation

Addressing water scarcity and promoting efficient use of water resources are key priorities:

- Rainwater Harvesting: We implement rainwater harvesting systems to capture and utilize rainwater, reducing dependence on traditional water sources.
- Groundwater Recharge Pits: Construction of recharge pits helps to replenish groundwater levels and ensure a sustainable water supply.
- Water Conservation Awareness: We conduct awareness programs to educate the community about the importance of water conservation and efficient usage practices.

#### 5. Infrastructural Development

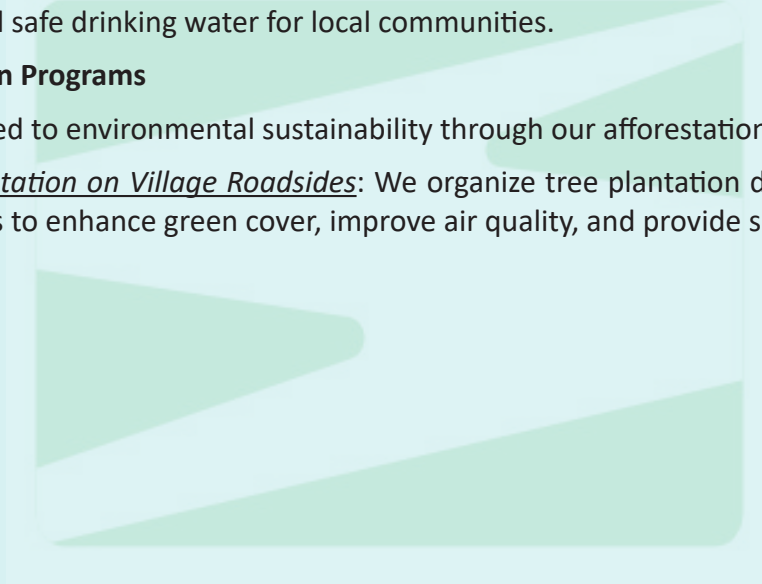
Our infrastructural development efforts aim to enhance the quality of life for residents:

- Village Pond Retrieval: We work on the retrieval and restoration of village ponds to improve local water resources and support agricultural and domestic needs.
- R.O. Installation: Installation of Reverse Osmosis (R.O.) systems ensures the provision of clean and safe drinking water for local communities.

#### 6. Afforestation Programs

We are committed to environmental sustainability through our afforestation efforts:

- Tree Plantation on Village Roadsides: We organize tree plantation drives along village roadsides to enhance green cover, improve air quality, and provide shade.



## Selection for SDG Targets for Sustainable Future

Target	Alignment with SDG Targets	Indicator to Measure Performance	Strategies
By Increasing investment in sustainable industrial processes and technologies every year.	United Nations Sustainable Development Goal (SDG) 09 focuses on Industry, Innovation, and Infrastructure	9.4.1 CO2 emission per unit of value added	Develop and adopt eco-friendly technologies and collaborate with research institutions for sustainable innovations.

Target	Alignment with SDG Targets	Indicator to Measure Performance	Strategies
By 2030, achieve the sustainable management and efficient use of natural resources	United Nations Sustainable Development Goal (SDG) 12 focuses on ensuring sustainable consumption and production patterns.	12.2.1 Material footprint, material footprint per capita, and material footprint per GDP	<ul style="list-style-type: none"> <li>- Implement waste management and recycling programs.</li> <li>- Optimize resource usage and reduce material waste.</li> </ul>

Target	Alignment with SDG Targets	Indicator to Measure Performance	Strategies
By 2027, Sustainably manage forests, combat desertification, halt and reverse land degradation.	United Nations Sustainable Development Goal (SDG) 15 focuses on Life on land	15.2.1 Progress towards sustainable forest management	<ul style="list-style-type: none"> <li>- Source paper from certified sustainable forests.</li> <li>- Support reforestation and afforestation initiatives.</li> </ul>

## Annexure III

### Business Responsibility and Sustainability Reporting

#### INDEX

Sr. No.	Particulars	Sheet Reference
	Section A: General Disclosure	
1	Details of Listed Entity	Sec. A Part-I
2	Product/Services	Sec. A Part-II
3	Operations	Sec. A Part-III
4	Employees	Sec. A Part-IV
5	Holding, Subsidiary and Associates Companies (Including Joint Venture)	Sec. A Part-V
6	CSR Details	Sec. A Part-VI
7	Transparency and Disclosure Compliance	Sec. A Part-VII
	<b>Section B: Management and Process Disclosure</b>	
8	Demonstrate Structure, Policies, and Process put in place towards adopting the NGRBC principles and Core Elements	Sec. B Part-1
9	Details of Review of NGRBCs by The Company	Sec. B Part-2
10	Independent Assessment of its Policies by an External Agency.	Sec. B Part-3
	<b>Section C: Principle Wise Performance Disclosure</b>	
11	PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	Sec. C P1
12	PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe	Sec. C P2
13	PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains	Sec. C P3
14	PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders	Sec. C P4
15	PRINCIPLE 5 Businesses should respect and promote human rights	Sec. C P5
16	PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment	Sec. C P6
17	PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and Transparent	Sec. C P7
18	Principle 8 Businesses should promote inclusive growth and equitable Development	Sec. C P8
19	PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner	Sec. C P9

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L21012PB1980PLC004329
2.	Name of the Listed Entity	Satia Industries Limited
3.	Year of Incorporation	Year –1980
4.	Registered Office Address	Village Rupana, Malout-Muktsar Road, Muktsar, Punjab-152032
5.	CorporateOfficeAddress	Village Rupana, Malout-Muktsar Road, Muktsar, Punjab-152032
6.	E-mail	satiapaper@satiagroup.com
7.	Telephone	01633-262001,262215,263585
8.	Website	www.satiagroup.com
9.	Financial year for which reporting is being done	April 2023 to March 2024
10.	Name of the Stock Exchange(s) where shares are listed	1). BSE Limited 2). National Stock Exchange of India Limited
11.	Paid-up Capital	10 Crores
12.	Name and Contact details (Telephone, email address) of the person who may be contacted incase of any queries on the BRSR Report	Name- Mr. Rakesh Kumar Dhuria (Company Secretary) <b>Contact Details:-</b> Telephone-01633-262001, 262215, 263585 EmailID-satia.secretarial@satiagroup.com
13.	Reporting boundary- Are the disclosures under this report made on a stand alone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entityand all the entities which form a part of its consolidated financial statements, taken together).	Satia Industries is reporting on stand alone basis.
14.	Name of assurance provider	No Assurance taken for the reporting year
15.	Type of assurance obtained	No Assurance taken for the reporting year

### II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business	% of Turnover of the Entity
1.	Paper division	Manufacturing of writing and printing paper	99.90%

#### 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
		Group	Class	Sub Class	
1.	Manufacturing of writing and printing paper	170	1709	17093	99.90%

Satia Industries Limited continues to lead the paper manufacturing industry with its diverse and high-quality product range. By catering to a variety of printing and writing needs, SIL upholds its reputation as a trusted provider of superior paper products, serving both domestic and export markets with excellence and sustainability.

### 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	1	3	4
International	0	0	0

#### 19. Market served by the entity:

##### a. No. of Locations

Locations	Number
National (States and Union Territories)	20
International (No. of Countries)	3 Countries (In FY 2023-24)

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

The total turnover of the entity for the period April 2023 to March 2024 is 1,72,078.30 Lakhs (Previous Year 1,88,374.20 Lakhs) and a significant part i.e. approximately 4 % is covered by export.

Satia Industries Limited has established a robust export presence, delivering high-quality Writing and Printing Paper products to international markets. The company's diverse product range, including Super Snow-White Paper, Map-Litho Paper, and Copier Paper, is well-regarded for its superior quality and consistency. Satia Industries commitment to excellence and sustainability has earned it a strong reputation globally, making it a

preferred supplier for various overseas clients. By consistently meeting the stringent quality standards of international markets, Satia Industries continues to expand its footprint across the globe.

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

We serve a diverse range of customers, including educational institutions, publishers, corporate clients, printing houses, government agencies, export markets, and the food service industry. We provide high-quality paper products for various applications such as textbooks, publications, office stationery, commercial printing, and official documentation. This broad customer base reflects the company's versatility, quality, and strong presence in both domestic and international markets.

### IV. Employees

#### 20. Details as at the end of Financial Year:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	659	639	96.97	20	3.03
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	<b>Total Employees (D+E)</b>	659	639	96.97	20	3.03
<b>WORKERS</b>						
4	Permanent (F)	1,947	1,944	99.85	3	0.15
5	Other than Permanent (G)	0	0	0.00	0	0.00
6	<b>Total Workers (F+ G)</b>	1,947	1,944	99.85	3	0.15

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

S. No.	Particulars	Total(A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	3	3	100.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	<b>Total Differently abled Employees (D+E)</b>	3	3	100.00	0	0.00
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	5	5	100.00	0	0.00
5	Other than Permanent (G)	0	0	0.00	0	0.00
6	<b>Total differently abled Workers (F+ G)</b>	5	5	100.00	0	0.00

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	1	8.33%
Key Management Personnel (other than BOD)	3	0	0

**22. Turnover rate for permanent employees and workers (Disclose trend for the past 3 years)**

	FY 2023-24 (Turnover rate in Current FY)			FY 2022-23 (Turnover rate in previous FY)			FY2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.68	0.00	14.16	13.37	5.88	13.14	14.66	0.00	14.41
Permanent Workers	11.05	0.00	11.03	10.01	0.00	9.99	5.20	0.00	5.18

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

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

Not applicable since the Company doesn't have any holding/subsidiary/associate companies/ joint ventures.

**VI. CSR Details**

**24. Whether CSR is applicable as per section 135 of Companies Act,2013: (Yes/No)- Yes**

Particulars	Amount in Lakhs
Turnover	1,72,078.30
Net worth	93,229.25



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		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	Yes	0	0	0	0	-
Investors (Others than Shareholders)	Yes	0	0	0	0	-
Shareholders	Yes, The Company has Stakeholder Relationship Committee to redress the complaints received from the shareholders as per SEBI Listing Regulations.	0	0	0	0	-
Employees and Workers	Yes	0	0	0	0	-
Customers	Yes	28	0	32	0	-
Value Chain Partners	Yes	0	0	0	0	-
Other (anonymous email/letters)	Yes	0	0	0	0	-

Refer the Link for related policies: <https://www.satiagroup.com/companys-policy/>

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

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:

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
1.	Raw Material Price Volatility	Risk	Prices of raw materials fluctuate due to varying rainfall and their use in cattle feeding. Increased demand for raw materials in cattle feeding during scarce seasons.	Diversify raw material sources to include non-traditional suppliers Establish long-term contracts with stable pricing Maintain inventory buffers and use financial hedging instruments.	Potential increase in operational costs; however, stabilization measures can help avoid severe financial impacts.
2.	Government Orders for Stationery	Opportunity	New education policy by the government can lead to an increased demand for educational materials and stationery. The government's focus on education can result in bulk orders for paper products.	Efficient use of production capacity to meet potential demand surge. Engage with government tender processes and build relationships with relevant authorities. Develop customized products for educational purposes.	Increase in revenue from higher sales volumes. Improved utilization of production capacity. Potential for long-term contracts providing stable revenue streams.
3.	Plastic Ban by Government	Opportunity	Government's plastic ban can significantly boost the demand for eco-friendly paper products as alternatives. Rising consumer	Invest in marketing campaigns to promote eco-friendly products. Innovate and develop new paper-based solutions	Significant revenue growth from capturing market share from plastic alternatives.

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative)
4.	Emergence of New Technology	Risk	<p>preference for sustainable products.</p> <p>New and emerging technologies could render traditional paper manufacturing processes obsolete. Competitors adopting advanced technologies could gain a competitive edge.</p>	<p>to replace plastic.</p> <p>Collaborate with eco-conscious brands and retailers.</p> <p>Invest in research and development to stay at the forefront of technological advancements.</p> <p>Adopt new technologies to enhance production efficiency and reduce costs.</p> <p>Continuous training for workforce to handle new technologies.</p>	Initial capital expenditure but potential long-term savings and improved competitiveness.
5.	Procurement of Multi fuel Boiler	Opportunity	<p>Upgrading to a more efficient boiler can improve production efficiency and reduce emissions.</p> <p>Compliance with environmental regulations and reduction in carbon footprint.</p>	<p>Utilize more efficient and sustainable technology in manufacturing processes.</p> <p>Train staff for optimal operation and maintenance of new equipment.</p> <p>Monitor and report environmental performance improvements.</p>	Capital investment leading to long-term savings on energy costs and compliance with environmental regulations.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.satiagroup.com/company-policy/">https://www.satiagroup.com/company-policy/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company adheres to all the requirements of above policies, and we also encourage our value chain partners to adopt best practices to achieve responsible business operations.								
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.	SIL's manufacturing facilities have well-defined Environment, Health, and Safety (EHS), quality management and environment management systems in place that have been established in accordance with International Standards such as ISO 9001 (Quality Management System), ISO 14001 (Environment Management System), ISO 45001 (Occupational Health & Safety Management System)								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The company has replaced its conventional boiler with a multi-fuel boiler, utilizing rice straw for fuel generation. This initiative has significantly reduced rice straw burning by farmers, contributing to a decrease in stubble burning within a 100 km radius of the plant. The company is committed to continuing efforts in this direction and will implement additional measures to further reduce emissions.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We constantly monitor the performance of ESG Goals and take adequate actions wherever required. We have a robust governance mechanism to monitor the progress of these goals. Further, please refer to details given under each of the principles.

**Governance, leadership and oversight**

**7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:**

Please refer 'Chairman cum Managing Director's Message' on pages 4 of the Annual Report FY 24.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy.	Name	Mr. Rajinder Kumar Bhandari	
	Designation	Joint Managing Director	
	DIN	00732588	
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.	The CSR Committee oversees the implementation of the policy, ensuring alignment with our sustainability goals and objectives. Composition of committee is as follow:		
	<b>S.No.</b>	<b>Name</b>	<b>Designation</b>
	1	Sh. A.C. Ahuja	Chairman (ID)
	2	Sh. R.K. Bhandari	Joint MD
	3	Sh. Chirag Satia	ED
The company has a dedicated team to oversee sustainability-related issues, ensuring that all environmental and social responsibilities are effectively managed.			
<b>Composition of Business Responsibility &amp; Sustainability Team</b>			
<b>Sr. NO.</b>	<b>NAME</b>	<b>DESIGNATION</b>	
1	S. Madhukar Rao	SR G.M - (R&D- QC)	
2	Anil Garg	(DGM) -Account and Finance	
3	Parveen Kumar Joshi	Sr GM (Electrical)	
4	Ajay Kumar Gulati	Vice- President (HR)	
5	Rakesh Kumar Dhuria	(Company Secretary)	

## 10. Details of Review of NGRBCs by The Company:

Subjects for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	The Company conducts routine audits and assessments to ensure compliance with its policies and procedures. These evaluations are carried out internally.									The policies are reviewed quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company diligently ensures compliance with all statutory requirements and promptly addresses any identified non-compliance. To achieve this, the Company has implemented various controls and checks in its daily operations to prevent non-compliance issues from arising.									The compliances are checked quarterly. And policies are updated as and when required								

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	The Company has not carried out an independent audit /evaluation of the working of the policies by an internal or external agency as of now. However, our internal control procedures ensure periodic assessment of our operations to verify compliance to our policies and applicable regulations.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year. (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPAL 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- Importance to Investors:*



### 1. Percentage coverage by training and awareness programs on any of the principles during the year

Segment	Total Number of training and awareness programs held	Topics / principles covered under the training and its impact	% of person in respective category covered by the awareness programs
Board of Directors	4(as part of Board meetings)	Updates and awareness related to regulatory changes are conducted for the Board of Directors KMPs. Topics covered includes: 1) Corporate Governance 2) Companies Act and rules 3) SEBI Regulations	100%
Key Managerial Personnel			
Employees other than BOD and KMPs	47	Our employees receive multiple training throughout the year on topics such as – Health and Safety Trainings, Anti-corruption and bribery topics, Prevention of Sexual harassment topics, Energy efficiency etc.	>90%
Workers	60	Our workers receive multiple training throughout the year on topics such as – Health and Safety Trainings, Anti- corruption and bribery topics, Prevention of Sexual harassment topics	>90%

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

Monetary					
	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					
	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, the Company maintains a 'zero tolerance' stance towards any practices classified as corruption, bribery, or the giving or receipt of bribes. The objective of this policy is to guide all directors, executives, employees, and associated persons in ensuring compliance with applicable anti-bribery laws, rules, and regulations. This policy applies to all individuals working at all levels and grades, including Board Members, Senior Managerial Personnel, other employees, consultants, interns, contractors, agency staff, agents, or any other person associated with the Company and those acting on behalf of the Company. Refer following link for accessing Code of conducts which contains anti-bribery clause <https://www.satiagroup.com/companys-policy/>

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints related to issues of Interest of the Directors	-	-	-	-
Number of complaints related to issues of Interest of the KMPs	-	-	-	-

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

Not applicable, as the Company has not undergone any such instances.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	14	17



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

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	36.83%	40.90%
	b. Number of trading houses where purchases are made from	337	230
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	38.84%	39.77%
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	39.81%	29.09%
	b. Number of dealers/ distributors to whom sales are made	91	68
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	44.27%	61.41%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.01%	0.02%
	b. Sales (Sales to related parties / Total Sales)	1.27%	2.33%
	c. Investments (Investments in related parties/ Total Investments made)	-	100%
	d. Loans & advances (Loans & advances given to related parties /Total loans & advances)	-	-

**LEADERSHIP INDICATORS (GOOD GOVERNANCE)**

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

Total number of awareness program held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness program
-	-	-

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

Yes, all directors of the Company disclose their interests in companies, firms, bodies corporate, or other associations of individuals, as well as any changes to these interests, on an annual basis or upon any change. Additionally, directors provide a declaration under the Code of Business Conduct and Ethics, confirming compliance and addressing processes to avoid conflicts of interest. During Board meetings, directors abstain from participating in discussions or decisions on items in which they have a concern or interest.

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



**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS**

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

	<b>FY 2023-24 (Current Financial Year)</b>	<b>FY 2022-23 (Previous Financial Year)</b>	<b>Details of Improvements in Environmental and social impacts</b>
R&D	-	-	-
Capex	35.74%	10.06%	The Capex expenditure on multifuel Boiler which is used for fuel generation from rice straw. This initiative has significantly reduced rice straw burning by farmers. contributing to a decrease in stubble burning within a 100 km radius of the plant.

Environmental and social impact assessments are crucial components of new product development and process changes. The Company’s R & D investments include costs dedicated to mitigating environmental and social hazards, making these costs integral to the projects. As such, separately identifying these expenses is not feasible due to their inseparable nature.

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

Yes

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

Yes, the business model of the Company has its roots in an agro-based economy which leads to prosperity of farmers. The majority of the resources involved in our manufacturing process are sourced sustainably. We aspire to associate with raw material vendors, who comply with environmental and labour laws. In addition, we encourage our vendors to be mindful of responsible business conduct principles such as prevention of environmental pollution, no child labour/forced labour, implementation of safety. Most of our raw material vendors are located in proximity to our manufacturing units which helps to minimize transportation and related GHG emissions. The Company procures its major raw material requirement from within a radius of 150 kms of the plant.

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

The Company does not have any specific product to reclaim at the end of life. Further, no plastic waste is generated by the Company. E-waste is disposed of to an authorized recycler for end use. Hazardous waste generated is disposed to authorized recyclers for cardboard manufacturing.

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

EPR is not applicable to us.

### LEADERSHIP INDICATORS (GOOD GOVERNANCE)

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent External agency (Yes/No)	Results communicated In public domain (Yes/No) If yes, provide the web-link.
-	-	-	-	-	-

No, Company has not conducted life cycle perspective/assessments for any of its products

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product /Service	Description of the risk / concern	Action Taken
-	-	-

Our products are made from non-hazardous materials, and we practice environment-friendly manufacturing processes while ensuring compliance with applicable regulations and laws. However, we recognize the importance of understanding the impact of our products on environmental and social aspects.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Waste paper	7.40%	14.52%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

We are not undertaking reclamation of our products as they have a long lifespan

	FY23-24 (Current Financial Year)			FY22-23 (Previous Financial Year)		
	Re-used	Re-cycled	Safely Disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	Not applicable					
E-waste						
Hazardous Waste						
Other Waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
We are not undertaking reclamation of our products as they have a long lifespan	

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

**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS**



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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	639	639	100	639	100	0	0.00	0	0.00	639	100
Female	20	20	100	20	100	20	100	0	0.00	20	100
<b>Total</b>	<b>659</b>	<b>659</b>	<b>100</b>	<b>659</b>	<b>100</b>	<b>20</b>	<b>100</b>	<b>0</b>	<b>0.00</b>	<b>659</b>	<b>100</b>
<b>Other than Permanent Employees</b>											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	1944	1944	100	1944	100	0	0.00	0	0.00	1944	100
Female	3	3	100	3	100	3	100	0	0.00	3	100
<b>Total</b>	<b>1947</b>	<b>1947</b>	<b>100</b>	<b>1947</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>0</b>	<b>0.00</b>	<b>1947</b>	<b>100</b>
<b>Other than Permanent Workers</b>											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of The Company*	0.16 %	0.15 %

\*The percentage mentioned above has been calculated from calculations that specifically encompass expenditures on Insurance Policies and Premium Paid. Salary expenses have been excluded from these calculations.

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	30	75	Yes	21	70	Yes
Labour welfare fund	70	25	Yes	79	30	Yes

## 3. Accessibility of workplaces

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

Yes, all the Company's permanent office buildings and manufacturing locations are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. This policy can be accessed through the link <https://www.satiagroup.com/companys-policy/>

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

During the year no one went on parental leave.

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes. Grievance redressal mechanisms are available at the factory. Grievances can be raised through e-mails and all the grievances that are received through different platforms are directed to the Grievance Management Committee. The grievances can be also raised through the whistle-blower system.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	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)
<b>Total Permanent Employees</b>	<b>659</b>	<b>0</b>	<b>0</b>	<b>555</b>	<b>0</b>	<b>0</b>
Male	639	0	0	533	0	0
Female	20	0	0	22	0	0
<b>Total Permanent Workers</b>	<b>1947</b>	<b>0</b>	<b>0</b>	<b>1680</b>	<b>0</b>	<b>0</b>
Male	1944	0	0	1677	0	0
Female	3	0	0	3	0	0

Employees and workers are not members of any association(s) or Unions.

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and Safety		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	639	639	100	37	5.79	533	533	100	25	4.69
Female	20	20	100	0	0.00	22	22	100	1	4.55
<b>Total</b>	<b>659</b>	<b>659</b>	<b>100</b>	<b>37</b>	<b>5.61</b>	<b>555</b>	<b>555</b>	<b>100</b>	<b>26</b>	<b>4.68</b>
<b>Workers</b>										
Male	1944	1944	100	155	7.97	1,677	1,677	100	514	30.65
Female	3	3	100	0	0.00	3	3	100	0	0.00
<b>Total</b>	<b>1947</b>	<b>1947</b>	<b>100</b>	<b>155</b>	<b>7.96</b>	<b>1,680</b>	<b>1,680</b>	<b>100</b>	<b>514</b>	<b>30.65</b>

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B /A)	Total(C)	No.(D)	% (D/C)
<b>Employees</b>						
Male	639	639	100	533	533	100
Female	20	20	100	22	22	100
<b>Total</b>	<b>659</b>	<b>659</b>	<b>100</b>	<b>555</b>	<b>555</b>	<b>100</b>
<b>Workers (Permanent Workers only)</b>						
Male	1944	1944	100	1677	1677	100
Female	3	3	100	3	3	100
<b>Total</b>	<b>1947</b>	<b>1947</b>	<b>100</b>	<b>1680</b>	<b>1680</b>	<b>100</b>

All the employees undergo Performance and Career Development reviews. Discussions are carried out annually and feedback for development is provided.

## 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 of such a system?

Yes, the Company has implemented an occupational health and safety management system and is certified under the Occupational Health and Safety Management System Certificate OHSAS 45001:2018. The coverage is 100% and includes all employees and workers. The Company has established safety committees that cover the entire plant, with committees segregated by different zones. Additionally, the Company has both 'On-site' and 'Off-site' Emergency Plans in place.

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

We conduct regular site inspections to ensure all safety procedures are being followed. Subsequently, we encourage our employees and workers to report any unsafe conditions or unsafe acts or near miss incidents promptly to the Safety committee teams to ensure corrective action in timely manner.

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

Yes. All workers are permitted to work only after they are given a safety briefing on the activities to be performed. Workers are encouraged to report any work-related hazard through internal communication. All work hazard reported are actioned upon by Safety committee teams.

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

Yes, non-occupational medical and healthcare services are available for both employees and workers.

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

Safety Incident / Number	Category	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.17	0
	Workers	1.40	1.61
Total recordable work-related injuries	Employees	1	0
	Workers	8	7
No. of Fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Within the respective departments, daily training is conducted by Safety Supervisors and Safety Officers. Additionally, a thorough investigation is undertaken into each accident or mishap occurring within the factory premises. The results of these investigations are discussed in Safety Committee meetings to ensure that such incidents are avoided in the future.

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

#### 14. Assessments for the year:

	% of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Condition	100%

Scheduled visits are conducted by the Assistant Labour Commissioner and Deputy Director of Factory whereby health and safety practices implemented in the Company are reviewed. No adverse findings have been identified from the aforesaid assessments.

#### 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.

Not applicable since no significant risks/concerns have arisen out of scheduled visits conducted by Assistant Labour Commissioner and Deputy Director of Factory.

#### **LEADERSHIP INDICATORS (GOOD GOVERNANCE)**

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

Yes, In the unfortunate event of death of an employee including workers, the Company extends financial support to family members of the employment through insurance policy.

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

The Company ensures that applicable statutory dues, such as PF and ESI for laborers employed on a contractual basis, are promptly and fully deposited by contractors. Additionally, the Company ensures that vendors comply with GST, TDS, and TCS regulations through periodic controls. These transactions are reviewed by our internal teams. The Company expects its value chain partners to uphold principles of business responsibility, transparency, and accountability.

##### 3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-



**4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

Yes

**5. Details on assessment of value chain partners (Supply chain partners):**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Health and safety practices Working Conditions	We expect all our value chain partners to follow applicable regulations and laws, including those related to health and safety practices and working conditions

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

Not applicable since no significant risks/concerns have been brought for our attention.



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

**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS**



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

Stakeholder Group	Basis of Identification
Shareholders and Investors	Shareholders and Investors are directly impacted by the organization’s business activities. They also play an important role through exercise of their voting rights with respect to important plans of the Company.
Government	Government (central and state) orders make up a significant chunk of the Company’s current order book. In addition to providing the business, they also determine policies for various are as well as determine the future plans for various sectors.
Customers	Many of our clients are long-term partners who provide repeat business over the years and collaborate with us in developing new solutions and business offerings.
Employees and Workforce	Employees and workforce contribute directly to organization’s day to day operations and are impacted by it.
Regulatory bodies	Company’s business activities are governed by specific regulatory bodies.
Media	Media acts as an important channel of communication of Company’s performance, policies and plans. They also help in reverse loop in highlighting concerns or issues related to the Company. In order to ensure that there are no gaps in communication, engagement with media entities is a continuous process.
Communities	Communities are directly impacted through our CSR interventions and are also indirectly impacted
Suppliers/contractors	The company’s business has significant dependence on supply chain partners for sourcing of key raw materials and for outsourcing of business activities. To maintain sustainable growth, these partners are key elements.

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

<b>Stakeholders Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board website), Others</b>	<b>Frequency of engagement (Annually/Half Yearly/Quarterly/ Others- Please Specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
<b>Shareholders and investors</b>	No	Press Releases, email ID for Investor Grievances, Quarterly Results, Annual Reports, AGM (Shareholders interaction), Quarterly investor presentation, Investors meets, stock exchange filings and corporate website.	As and when required	To understand their needs and expectations which are material to the Company. Key topics are the company's financial and operational performance.
<b>Media</b>	No	Press Releases, Quarterly Results, Annual Reports, AGM (shareholders interaction), Access information and media interactions	As and when required	Performance reporting, good practices, show cases, awards and achievements, initiatives etc are discussed and reported
<b>Customers</b>	No	Business interactions	As and when required	Customer satisfaction and feedback. Project delivery, timeline, challenges that are faced during execution.
<b>Government and regulatory authorities</b>	No	Written communications, specific meetings with regulatory authorities	As and when required	Understanding and adherence to local governance Seeking clarifications and relaxations Obtaining permissions/licences
<b>Employees</b>	No	i) Circular and messages from corporate and line management ii) Corporate social initiatives iii) Welfare initiatives for employee and their families	As and when required	Employees' growth and benefits, their expectation volunteering, career growth, professional development and continuing education and skill training etc.
<b>Suppliers/ contractors</b>	No	Regular supplier and dealer meets	As and when required	Need and expectation, schedule, supply chain issue, need for awareness and other training,

Community	Information not available	CSR initiatives	As and when required	Focus on community health and well-being
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**LEADERSHIP INDICATORS (GOOD GOVERNANCE)**

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

We view our stakeholders as long-term value creators and recognize stakeholder engagement process as necessary for achieving the goal of inclusive growth. Stakeholders’ engagement helps in better understanding the key issues, minimizing risks, setting priorities, improving credibility and building a mutually strong relationship.

Our engagement with our broader stakeholder community is undertaken by respective functions in consultation with the leadership team and overseen by the BRSR Committee. Feedback from different stakeholder groups on environmental, social or economic topics is shared with the BRSR Committee of the Board. We also have a CSR Committee to review, monitor, and provide strategic direction to our CSR practices and social initiatives.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the outcome of the stakeholder engagement exercise are taken forward to identify material topic of concern on sustainability for the Company. Based on these material topics of significance to the Company, further strategy development, policy setting, if required, objectives and goal setting with monitoring mechanism are developed and implemented.

- 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

There are no identified disadvantaged, vulnerable & marginalized stakeholders.

**PRINCIPLE 5 - Businesses should respect and promote human rights.**

**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS**



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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B /A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Permanent	659	659	100%	555	555	100%
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>659</b>	<b>659</b>	<b>100%</b>	<b>555</b>	<b>555</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1947	1947	100%	1680	1680	100%
Other than permanent	-	-	-	-	-	-
<b>Total Workers</b>	<b>1947</b>	<b>1947</b>	<b>100%</b>	<b>1680</b>	<b>1680</b>	<b>100%</b>

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

Category	FY 23-24 Current Financial Year					FY 22-23 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than minimum Wage		Total (D)	Equal to Minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	639	62	9.70	577	90.30	532	15	2.82	517	97.18
Female	20	0	0.00	20	100.00	22	0	0.00	22	100.00
<b>Other than permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	1944	781	40.17	1163	59.83	1677	289	17.23	1388	82.77
Female	3	0	0.00	3	100	3	0	0.00	3	100.00
<b>Other than permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

**3. (A) 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)- Executive Directors (ED)	4	3,54,00,000	-	-
Key Managerial Personnel	3	25,38,000	-	-
Employees other than BOD and KMP	639	4,50,000	20	7,32,000
Workers	1944	2,05,200	3	2,40,576

\*Only executive directors are included in the median remuneration calculation of directors.

**(B) Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	1.75%	1.80%

**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)**

Our Human Resources function is responsible for handling human rights related impacts and issues arising from our operations. In addition, our Grievance Redressal Committee is also responsible for addressing any human rights issues arising out of our business.

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

All grievances are addressed as and when received by the Grievance Redressal Committee. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/ complaint. Whenever required, disciplinary actions are initiated as deemed fit and assistance from regulatory authority is sought.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplaces	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	4	0	-
Other human rights related issues	-	-	-	-	-	-

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

	<b>FY 2023-24 Current Financial Year</b>	<b>FY 2022-23 Previous Financial Year</b>
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behaviour or non-compliance which may have a detrimental effect on the organization, including financial damage and impact on brand image. Also, the Code of Conduct of the Company requires employees to behave responsibly in their actions and conduct. Apart from that, the Company has Committees at every location for the protection of women at workplace to ensure their rights, receive grievances, conduct investigation and to take actions.

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

We do not include the requirements in our contracts. However, we encourage our business partners to adhere to responsible business practices and follow all applicable laws and regulations

**10. Assessments for the year:**

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

Scheduled visits are conducted by Assistant Labour Commissioner ('ALC') and Deputy Director of Factory ('DDF') whereby health and safety practices implemented in the Company are reviewed. No reports on adverse findings have been communicated to us

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

No significant risks /concerns have been communicated to us by ALC and DDF which implies that there are no adverse findings arising out of aforesaid visits of ALC and DDF

## **LEADERSHIP INDICATORS (GOOD GOVERNANCE)**

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

No complaint received in FY24 for human rights violation.

### **2. Details of the scope and coverage of any Human rights due diligence conducted.**

We have not conducted any formal due diligence procedures for human rights issues this year. However, we are committed to being an equal opportunity employer, providing employment without any discrimination based on caste, creed, gender, nationality, color, race, religion, disability, or sexual orientation.

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

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

### **4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Child labour	-
Forced/involuntary labour	-
Sexual harassment	-
Discrimination at workplace	-
Wages	-
Others-please specify	-

We have not conducted any formal assessments of our value chain partners. The Company expects all value chain partners to adopt responsible business principles and comply with applicable laws and regulations in all our dealings.

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

Not Applicable



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



**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS**

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources	In TJ	In TJ
Total electricity consumption (A)	-	-
Total fuel consumption (B)	89,77,239	78,30,879
Energy Consumption through other sources (C)	-	-
Total Energy Consumed from renewable sources (A+B+C)	89,77,239	78,30,879
From non-renewable sources		
Total electricity consumption (D)	20,995	34,182
Total fuel consumption (E)	42,037	28,431
Energy Consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources(D+E+F)	63,032	62,613
Total energy consumed(A+B+C+D+E+F)	90,40,271	78,93,491
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0005254	0.0004190
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00002296	0.00001831
Energy intensity in terms of physical output (Per MT of output produced)	42.28	37.60
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022, we have applied this exchange rate to compute the adjusted turnover.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency. The Company is involved in regular evaluation exercises performed by its internal technical team to ensure efficient consumption of energy.

**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.**

The Company is a Designated Consumer under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. In year 2014-15, the target for energy conservation set by Bureau of Energy Efficiency (BEE), Govt. of India was 0.881 MTOE/Ton against which Company achieved 0.820 MTOE/Ton. Similarly in the year 2018-19, Target set by BEE was 0.6585 MTOE/Ton against which Company achieved 0.638 MTOE/Ton. The new target for the company is now set at 0.6151 MTOE/Ton in Year 2024-25.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
Surface Water	58,73,455	74,24,910
Ground Water	-	-
Third Party water	-	-
Seawater/ desalinated water	-	-
Others	-	-
Total Volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	58,73,455	74,24,910
Total Volume of water Consumption (in kiloliters)	58,73,455	74,24,910
Water intensity per rupee of turnover (Water consumed/ Turnover)	0.0003413	0.0003942
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00001492	0.00001723
Water intensity in terms of physical output (Per MT of output produced)	24.47	35.37
Water Intensity (Optional) - the relevant metric may be selected by the entity	-	-

*Note: The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022, we have applied this exchange rate to compute the adjusted turnover.*

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

No independent assessment/ evaluation/assurance has been carried out by an external agency however The Company is committed to conducting its operations as per government prescribed norms and standards.

#### 4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment		
- With treatment—please specify level of treatment		
(ii) To Groundwater	-	-
- No treatment		
- With treatment—please specify level of treatment		
(iii) To Seawater	-	-
- No treatment		
- With treatment—please specify level of Treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment—please specify level of Treatment		
(v) Others	-	-
- No treatment		
- With treatment—please specify level of Treatment	49,80,474	64,08,692
Total water discharged (in kiloliters)	49,80,474*	64,08,692*

\* Level of treatment: Effluent Treatment plant with two stage activated sludge process to treat the effluent to prescribed standards set by SPCB before discharge.

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

The industry is disposing all of its treated effluent onto land for Eucalyptus Plantation. No effluent is discharged in any water body.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	mg/Nm <sup>3</sup>	53.03	67.81
Sox	mg/Nm <sup>4</sup>	<2.61	-
Particulate matter (PM)	mg/Nm <sup>3</sup>	38.21	34.77
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – (ODS)	-	-	-

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	3,75,677.16	3,74,547.33
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	4,607.24	7,501.06
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>	tonnes of CO <sub>2</sub> equivalent per rupee	0.00002209 tonnes of CO <sub>2</sub> equivalent per rupee	0.00002028 tonnes of CO <sub>2</sub> equivalent per rupee
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tonnes of CO <sub>2</sub> equivalent per rupee of adjusted turnover	0.0000009658	0.0000008864
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tonnes of CO <sub>2</sub> equivalent per tonne of output produced	1.7786	1.8201
<b>Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity</b>	-	-	-

Note: The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022, we have applied this exchange rate to compute the adjusted turnover.

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

No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

The Company has in house PCC plant in which the Carbon dioxide released due to burning of fuel in the boilers is captured and used as raw material in PCC production, thus reducing approx. 20,000 metric tonnes of CO<sub>2</sub> emission per year

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

Parameter	FY2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in Metric Tonnes)		
Plastic Waste (A)	94.34	14.02
E-Waste (B)	0.65	-
Bio-Medical Waste (C)	-	-
Construction and demolition waste (D)	-	-

Battery Waste (E)	-	-
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	3,984.35	3,824.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G+ H)	4,079.34	3,838.02
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000002371	0.0000002037
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.00000001036	0.000000008905
Waste intensity in terms of physical output (Per MT of output produced)	0.01908	0.01828
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Category of Waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total		

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Category of Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (Sales of waste generated)	4079.34	3,838.02
Total	4079.34	3,838.02

*Note: The PPP conversion factor: 22.88 is based on data published by World Bank for India for the year 2022, we have applied this exchange rate to compute the adjusted turnover.*

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

No independent assessment/ evaluation/assurance has been carried out by an external 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.**

No hazardous or toxic chemicals used within the industry. The hazardous waste of Cat 32.3 is disposed to an authorized recycler for cardboard manufacturing. The authorized recycler manages the waste as per the SPCB guidelines.

**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:**

S.no.	Location of operations/offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N)  If no, the reasons thereof and corrective action taken, if any.
N/A			

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

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
-	-	-	-	-	-

**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:**

S.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
N/A				

Yes. All the Company projects and industrial facilities follow 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.

## LEADERSHIP INDICATORS (GOOD GOVERNANCE)

### 1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

For each facility/ plant located in areas of water stress, provide the following information:

- 1) Name of the Area
- 2) Nature of Operations
- 3) Water withdrawal, consumption and discharge in the following format:

Not applicable as none of the company's facilities fall under water stress areas.

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23(Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>	-	-
<b>I. Surface Water</b>	-	-
<b>II. Ground Water</b>	-	-
<b>III. Third Party Water -</b>	-	-
<b>IV. Seawater / desalinated water</b>	-	-
<b>V. Others</b>	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover (Total Water consumption /Revenue from operations)</b>	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kiloliters)</b>		
(i) To Surface water -	-	
- No treatment		
- With treatment–please specify level of treatment		
(ii) To Groundwater -	-	
- No treatment		
- With treatment–please specify level of Treatment		
(iii) To Seawater	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment–please specify level of Treatment		
(v) Others	-	-
- No treatment		
- With treatment–please specify level of Treatment		
<b>Total water discharged (in kiloliters)</b>	-	-

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

**2. Please provide details of total Scope 3 emissions and its intensity, in the following format:**

The Company is currently not mapping its Scope 3 emissions however shall undertake the same in the forthcoming periods.

Parameter	Unit	2023-24	2022-23
Total Scope 3 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)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
-	-	-	-

Refer the annexure to the Board's report on Conservation of Energy.

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

The Company has established emergency preparedness plans at each project site to deal with emergency situations. It also provides response procedures for preventing and mitigating the hazard & risk and environmental impacts arising from emergency situations including the provision for first aid. In the event of any occurrence of an emergency, the same shall be investigated and appropriate preventive measures would be initiated to avoid recurrence in future. Relevant information and training related to emergency preparedness and response shall be provided to the interested parties. The duties and responsibilities of all the workers are being communicated periodically.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

We have not conducted a formal assessment of our value chain partners on their impact on the environment. However, we expect our value chain partners to be mindful of their impact on the environment and comply with applicable laws and regulations.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

We have not conducted a formal assessment of our value chain partners on their impact on environment.



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



**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS**

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

SIL is a member of 4 Industry chambers/ associations.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Indian Pulp & Paper Technical Association (IPPTA)	National
2	Indian Agro and recycled Paper Mills Association (IARPMA)	National
3	Federation of Indian Export Organizations (FIEO)	National
4	Indian Paper Manufacturing Association (IPMA)	National

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.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

**LEADERSHIP INDICATORS (GOOD GOVERNANCE)**

1. Details of public policy positions advocated by the entity.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others –please specify)	Web Link, if available
Not Applicable					

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.



### ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
Not Applicable						

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

Grievance Redressal of community is paramount in strengthening our relations with them. This provides us the social license to operate and execution of CSR projects. Our local HR team regularly interacts with community members to identify and address their concerns. We have not encountered any specific grievances from the community in the reporting period.

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

Particular	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producer	28.30	22.15
Sourced directly from within the district and neighboring districts	53.08	53.09

#### 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:

Location	FY2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	69.99	70.24
Semi-urban	10.02	10.12
Urban	19.99	19.64
Metropolitan	-	-

**LEADERSHIP INDICATORS (GOOD GOVERNANCE)**

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

Not Applicable

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

S.no.	State	Aspirational District	Sector in which project is covered	Amount spent (In lakhs)
-	-	-	-	-

CSR Activities done by the Company are not in aspirational districts identified by the Government. For details of districts covered under CSR Activities, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 23-24.

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

**Overview / Objective:** Gives insight into the organization's support for marginalized or vulnerable groups.

No, Company doesn't have preferential procurement policy.

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

Not Applicable since we do not have such procurement criteria

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

Not applicable.

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

Not applicable as the Company does not have any intellectual properties owned or acquired by the entity (in the current financial year), based on traditional knowledge.

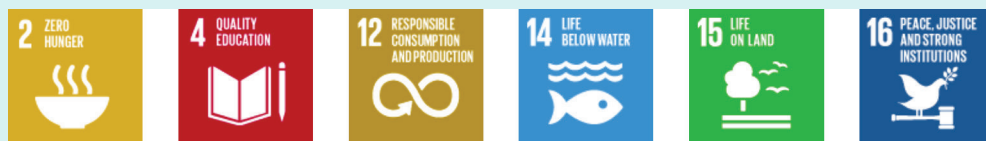
**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

N/A

**6. Details of beneficiaries of CSR Projects:**

For details, please refer to Corporate and Social Responsibility Section forming part of Company's Annual Report for FY 23-24.

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



**ESSENTIAL INDICATORS – IMPORTANCE TO INVESTORS**

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

The Company value customer satisfaction as one of its greatest assets. Therefore, it has put in place effective redressal mechanisms for addressing customer complaints and handling consumer cases. The system has been created to keep the interest of customers, so that minimum hassles are caused to him/her. The system is periodically reviewed by the management team as well. The Company regularly organizes feedback and awareness programs for its customers across various locations. The company always endeavors to entertain the customer complaints and to resolve the complaints at the earliest.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (Quality Complaints)	28	0	-	32	0	-

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

There were no product recalls during the current financial year, rendering this information irrelevant.

**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.**

We have an information security management policy which comprises of data protection, email, web and network protection. It also includes an access control policy with two-factor authentication to protect the system from unauthorized access. Multiple security controls like firewall, end-point protection, web protection, etc. have been implemented to prevent data attacks and threats. Said policy is internally available with Company

**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.**

Not applicable.

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

a. Number of instances of data breaches- NIL

b. Percentage of data breaches involving personally identifiable information of customers- N/a

c. Impact, if any, of the data breaches- N/a

**LEADERHIP INDICATORS (GOOD GOVERNANCE)**

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

The Company website provides detailed information about its wide range of products. <https://www.satiagroup.com/paper/>

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.**

The business of the Company complies with regulations and relevant codes concerning marketing communications including advertising and promotion activities. The Company's communications are aimed at enabling consumers to make informed purchase decisions.

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

At SIL, we do not deal with any essential services, however, in case of any disruption, we can disseminate information through our website, various mass media platforms, social media platforms, distribution networks, sales representatives, email etc.

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

The Company is dedicated to delivering top-notch products and ensuring customer satisfaction. We adhere strictly to all applicable laws and regulations, fulfilling all display and disclosure requirements as mandated. This year, however, we did not conduct any surveys regarding consumer satisfaction for our major products or services, key operational locations, or the company as a whole.