

REF: HSL/SEC/2024/59

September 05, 2024

To The Deputy Manager Department of Corporate Services BSE Ltd. PJ Towers, Dalal Street Mumbai -400001 Scrip Code: 514043	To The Manager National Stock Exchange of India Ltd. Exchange Plaza, Plot No. C/1, G Block Bandra-Kurla Complex, Bandra (E), Mumbai 400051 Symbol: HIMATSEIDE
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2024.

Ref: Disclosure under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Pursuant to provisions of Regulation 34 and other applicable provisions of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith the Business Responsibility and Sustainability Report for the FY 2023-24.

This is for your information & records.

Thanking you,

Yours faithfully,

For Himatsingka Seide Limited

Bindu D.
Company Secretary & Compliance Officer
M.N. A23290

Business Responsibility & Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

1. DETAILS OF THE LISTED ENTITY

1.	Corporate Identity Number (CIN) of the Listed Entity	L17112KA1985PLC006647
2.	Name of the Listed Entity	Himatsingka Seide Limited
3.	Year of incorporation	1985
4.	Registered office address	#10/24, Kumarakrupa Road, High Grounds, Bengaluru-560 001
5.	Corporate address	#10/24, Kumarakrupa Road, High Grounds, Bengaluru-560 001
6.	E-mail	investors@himatsingka.com
7.	Telephone	91-80-42578000
8.	Website	http://www.himatsingka.com/
9.	Financial year for which reporting is being done	2023-24
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	₹ 49.23 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Bindu D. Company Secretary, Himatsingka Seide Limited, 10/24, Kumarakrupa Road, High Grounds, Bengaluru-560 001. Telephone: +91 80 2237 8000; Fax: +91 80 4147 9384; Email: investors@himatsingka.com
13.	Reporting boundary Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

2 PRODUCTS / SERVICES

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

Sl. No.	Description of main activity	Description of business activity	% of turnover of the entity
1.	Home Linens	Home Textile – Manufacturing	97%

3. PRODUCTS/SERVICES SOLD BY THE ENTITY (ACCOUNTING FOR 90% OF THE ENTITY'S TURNOVER):

Sl. No.	Product/ Service	NIC Code	% of total turnover contributed
1.	Home Linens	131,139	97%

4. NUMBER OF LOCATIONS WHERE PLANTS AND/ OR OPERATIONS/ OFFICES OF THE ENTITY ARE SITUATED:

Location	Number of plants	Number of offices	Total
National	4	2	6
International	0	3	3

5. MARKETS SERVED BY THE ENTITY:

a) Number of locations

Locations	Number
National (No. of States)	29
International (No. of Countries)	35

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

Export Revenue (sale of products) – ₹ 225007.54 lacs representing 97.83% of total revenue.

c) A brief on types of customers

Himatsingka is an integrated global textile major that designs, develops, manufactures, distributes and retails a suite of textile products. Our installed capacities for manufacturing bedding products, bath products, drapery & upholstery products and fine-count cotton yarn products are amongst the largest in the world.

Our clients cater to a diverse cross section of consumers and hence our product portfolio is in keeping with the demand of millions of consumers across major international markets. Himatsingka brings to consumers an unparalleled suite of products and technology led solutions that cater to dynamic consumer preferences globally. Himatsingka caters to a broad cross section of global clients across 35 countries. Our global client base includes regional retail majors as well as institutions and small client groups. Our clients are present across retail formats including Department Stores, Specialty Stores, Hypermarkets, Retail Clubs, multi brand outlets and dot com platforms.

6. EMPLOYEES

Details as at the end of the Financial Year:

a) Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	871	771	89%	100	11%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	871	771	89%	100	11%
WORKERS						
4.	Permanent (F)	6255	3984	64%	2271	36%
5.	Other than Permanent (G)	1135	859	76%	276	24%
6.	Total workers (F + G)	7390	4843	66%	2547	34%

b) Differently-abled Employees and workers

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	22	15	68.18%	7	31.82%
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F + G)	22	15	68.18%	7	31.82%

7. PARTICIPATION/INCLUSION/REPRESENTATION OF WOMEN

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5%
Key Management Personnel	4	1	25%

8. TURNOVER RATE FOR PERMANENT EMPLOYEES AND WORKERS

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11%	10%	21%	17%	6%	23%	25.69%	1%	26.69%
Permanent Workers	15.55%	20.95%	36.5%	37.50%	16%	53.50%	87.75%	29.25%	117%

9. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

a) Names of holding / subsidiary / associate companies / joint ventures

Sl.No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Himatsingka Wovens Private Limited	Wholly owned subsidiary	100	No
2.	Himatsingka Holdings NA Inc.	Wholly owned subsidiary	100	No
3.	Himatsingka America Inc.	Step down wholly owned subsidiary	100	No

*During the quarter ended June 30, 2024, the Company has invested in 26% of the paid-up capital of AMP Energy C&I Twenty-Four Private Limited, resulting in it being an associate of the Company.

Twill & Oxford LLC, based in UAE was voluntarily liquidated.

10. CSR DETAILS

- i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes
- ii) Turnover (2023-24) (in ₹) – 254910.19 Lacs
- iii) Net worth (2023-24) (in ₹) – 178539.23 Lacs

11. TRANSPARENCY AND DISCLOSURES COMPLIANCES –

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

Objective: Management of grievances of both internal and external stakeholders and minimize the social risks to the business.

The grievance process outlined in this document provides a road map for stakeholders to voice their concerns and provides transparency on how grievances will be managed internally and aims to reduce conflicts and strengthens the relationship between the Company and its stakeholders. Stakeholders categorized as below:

Internal Stakeholders – Groups or individuals within a business who work directly within the business such as employees and contractual support staff.

External Stakeholders – Groups or individuals outside a business who are affected in some way by the decisions of the business, such as investors, lenders, value chain partners, customers, communities, media and the Government.

Stakeholders may register grievance through multiple channels. In case a stakeholder is not satisfied with the resolution provided by us, he /she may escalate his/ her grievance to the next level.

Stakeholder group from whom complaint is received	Grievance redressal mechanism in place (Yes / No)	FY 2023-24 Current Financial Year			FY 2022-2023 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes* Human Resource Internal Grievance Committee https://www.himatsingka.com/investors/corporate-governance	-	-	-	-	-	-
Investors (other than shareholders)	Yes** Head Investor Relations https://www.himatsingka.com/investors/corporate-governance	-	-	-	-	-	-
Shareholders	Yes*** Company Secretary & Compliance Officer https://www.himatsingka.com/investors/corporate-governance	63	0	All the complaints were attended and resolved	107	0	All the complaints were attended and resolved
Employees and workers	Yes# Human Resource Business Partners https://www.himatsingka.com/investors/corporate-governance	-	-	-	-	-	-
Customers	Yes^ Marketing department https://www.himatsingka.com/investors/corporate-governance	5	0	All the complaints were attended and resolved.	-	-	-
Value Chain Partners	Yes^^ Suppliers – Central procurement SPOC Channel Partners – Sales Brand Manager https://www.himatsingka.com/investors/corporate-governance	-	-	-	-	-	-

***Communities** – Any grievances from community are resolved by the HR personnel at Hassan. Appropriate actions are taken to resolve the concerns. Any escalation is referred to the HR Head (Hassan) who in turn addresses it, after consulting the internal stakeholders. Further escalations are referred to the Internal Grievance Committee.

****Investors (other than shareholders)** – The Treasury team resolves investors’ concerns or issues. Quarterly investors calls are arranged at the time of publication of quarterly results and the Investors interact with the management on the results or any other issues thereon. Escalations are taken up with the Senior Management.

*****Shareholders** – Shareholders can approach either Company or the Registrar and Transfer Agents for complaints on various shareholder issues. The same are resolved by the Registrar and Transfer Agents or by the Company. Escalations are taken up by the Company Secretary.

#Employees and workers – Employees and workers reach out to their respective Department HR leads for resolution of their grievances. If required, it is further escalated to the HR manager and finally to the HR Head for the resolution.

^Customers – The Global Sales & Marketing (‘GSM’) team lead attends to the complaints and provides requisite solution. In case of escalation, the Head of the Department / Business Head intervene in the matter for resolution.

^^Value Chain Partners – The sourcing team attends the first level of the grievances, however, in case of escalation, the Sourcing Head resolves the issue.

12. OVERVIEW OF THE ENTITY’S MATERIAL RESPONSIBLE BUSINESS CONDUCT ISSUES –

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

Our materiality assessment focusses on identifying and ranking the most important business conduct and sustainability issues that the business should target to maximize value of the Company and its stakeholders. These issues are identified based on careful research, insights generated from operations and meaningful engagement with stakeholders. All the major stakeholder groups are represented, including employees, investors, customers, communities and suppliers as well as regulators.

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Emissions and Air Quality	Opportunity	<ul style="list-style-type: none"> Utilize natural resources in the form of renewable energy to reduce the energy consumption. Changes in existing regulations / emerging regulations impacting emissions & Energy Management 	We are actively reducing our carbon footprint by adopting cleaner processes, while increasing energy and resource efficiencies.	Positive
2.	Water Stewardship	Opportunity	Cost-Reduction through efficient Water Conservation measures	Himatsingka operates best-in-class Zero Liquid Discharge (ZLD) water management plants across all its manufacturing facilities. Our water management facilities maximize water re-cycling using advanced technology platforms. In addition we take several measures in water harvesting and rejuvenation of water sources.	Positive
3.	Energy Efficiency	Opportunity	<ul style="list-style-type: none"> Lower Carbon Footprint Cost-Reduction- Usage of Renewable energy sources 	– HSL is consistently enhancing energy efficiencies by leveraging its advanced and digitized – We continue to increase the share of renewable energy to further our climate goals.	Positive

4.	Waste Management	Opportunity	<ul style="list-style-type: none"> • Environmental pollution. • Cost-Reduction through recycling 	<p>Himatsingka is leading the way in reducing waste by operating a zero-paper shop floor, reducing the use of plastics, introducing sustainable packaging solutions and reusing waste.</p> <p>Our 'conscious portfolio' innovatively uses recycled fibers, natural finishes and reduced water consumption in the manufacturing process.</p>	Positive
5.	Occupational health and safety	Risk	<ul style="list-style-type: none"> • Accidents involving significant injuries, loss of life or damage to equipment/ facilities. 	<p>Regular training programmes and employee workshops are consistently conducted to communicate safety protocols and requirements. In addition our plants are subject to various audits and are certified by various bodies to ensure best in class adherence to occupational health and safety standards.</p>	Negative
6.	Client and market concentration	Risk & Opportunity	<p>Concentration of revenue streams from a few large clients and markets.</p>	<p>HSL is constantly diversifying its market presence and broad basing its global client base in order to de-risk revenue streams. Currently North America is the largest market for HSL. However our increasing presence in other regions such as the UK, EMEA, India and the Asia Pacific will aid in broad basing revenue streams and diversifying risk.</p>	Positive
7.	Business Ethics and Integrity	Opportunity	<ul style="list-style-type: none"> • New and changing regulatory compliance, corporate governance and public disclosure requirements ensure compliance of policies 	<p>Himatsingka endeavors to achieve the highest standards of ethical conduct and compliance across all its businesses and facilities.</p> <p>With exacting policies, industry leading training programs, internal monitoring and auditing systems, we are equipped to provide our businesses with the requisite frameworks that ensure a high degree of ethics and integrity in the daily conduct of our business.</p>	Positive
8.	Employee Development & Engagement	Opportunity	<ul style="list-style-type: none"> • Attracting and retaining talent could affect the organization's ability to meet its growth aspirations. 	<p>All HR policies are benchmarked with the industry best practices. Employee surveys are regularly carried out. Trainings are provided to employees based on a training calendar.</p>	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available**	https://www.himatsingka.com/investors/corporate-governance The links above include various policies that cover the above principles. Some policies are internal policies of the Company which are accessible to all internal stakeholders								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No, the policies have been formally communicated to all relevant internal and external stakeholders								
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) mapped to each principle.									
Principle 1	The manufacturing locations are certified for requirements under Fairtrade, ISO 14001 (environment management system) and OHSAS 18001 (Occupational Health and Safety System).								
Principle 2									
Principle 3									
Principle 4									
Principle 5									
Principle 6									
Principle 7									
Principle 8									
Principle 9									
5. Specific commitments, and targets set by the entity with defined timelines, if any.	SUSTAINABILITY GOALS <ul style="list-style-type: none"> • 100% Renewable Energy by 2030 (75% by 2025) • Operate Zero land fill by 2030 • Zero Liquid Discharge (ZLD) Water Management Plants across Manufacturing Facilities. 								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> • The company successfully operates Zero Liquid Discharge (ZLD) Water Management Plants across Manufacturing Facilities – All our manufacturing facilities are ZLD compliant – Scope 1 and Scope 2 , goals have been identified and the roadmap along with action plan has been put in place. Scope 3, goals and targets are yet to be assessed and envisaged to be in place by end of FY-24-25. • 100% Renewable Energy by 2030 (75% by 2025) . – The Company has a target to achieve 30% of the goal. The roadmap for implementation is in place. • Operate Zero Liquid Discharge (ZLD) Water Management Plants across Manufacturing Facilities – All our manufacturing facilities are ZLD compliant. 								
Governance, leadership and oversight									

7. Statement by director responsible for the business responsibility report, highlighting Environmental, Social & Governance (“ESG”) related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

“We believe good ESG stewardship begins with transformative change and accountability. Himatsingka has put in place sustainable practices and set ESG goals to demonstrate its deep commitment to people and planet.” – S. Shanmugasundaram, Executive Director.

Guided by our brand essence ‘Inspired Excellence’, we take every idea to its full potential. This applies to how we think about the environment, our social responsibility and governance .

Embracing sustainability is at the core of our business and we are committed to taking every measure that will help make us be a more sustainable global enterprise.

ENVIRONMENT

Developing and implementing sustainable business models is probably the most important and urgent challenge the world faces today. Himatsingka is committed to participating and contributing to the transformative journey that global value chains, across industries have to embark upon to create a more sustainable world. We are determined to take initiatives that help promote sustainable businesses.

SOCIAL

At Himatsingka, Our Purpose is to ‘Make Better Lives Possible’. This philosophy guides us in our actions, both at the workplace and beyond. We are committed to creating a work environment that epitomizes employee engagement and promotes diversity and inclusion. We are equally committed to working with communities around us to empower women, enable education, facilitate sanitation, healthcare services, and drive skill development.

GOVERNANCE

Our strong and transparent governance framework helps us to meet the requirements and expectations of a cross section of stakeholders. We are continuously building on our existing processes, policies and frameworks to achieve the highest standards of governance in all spheres of our businesses.

Himatsingka is committed to making ESG central to its operating philosophy and has put in place initiatives that position it to lead the ESG journey in the times to come.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies	Mr. S. Shanmugasundaram, Executive Director DIN: 09816120
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Company entrusts its Executive Directors with the responsibility of overseeing the implementation of policies. They conduct joint assessments to thoroughly examine environmental and social issues and their potential impact on the business. Based on these assessments, they chart a course of action to effectively deal with the identified challenges.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)
	P 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 BRSR performance of the Company under various principles is assessed annually or as and when required by the Executive Directors and/ or functional heads.	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	P 1	P 2 P 3 P 4 P 5 P 6 P 7 P 8 P 9
	Periodical assessment by SMETA (Sedex Members Ethical Trade Audit)	

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)	Not Applicable								
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: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors ('BoD')	The Board members/KMPs are provided with necessary documents/ brochures, reports and internal policies to enable them to familiarize with the Company's procedures and practices. In addition, presentations are made at the Board and Committee Meetings on the performance of the Company along with subsidiaries and quarterly updates on relevant statutory changes. All Independent Directors are presented with details of the company including the culture of Himatsingka and various milestones since the Company's incorporation.		100%
Key Managerial Personnel ("KMPs")			
Employees other than BoD and KMPs	7 types of trainings imparted on a continuous basis; @ 20 days in a month.	1. Awareness of Compliance 2. Fire Fighting & Fire Prevention 3. Chemical Handling & Safety 4. First Aid & CPR 5. Use & Importance of PPE 6. Electrical Safety/ Safe use of Electrical Appliances 7. On-site Emergency & Rescue Operations	100%
Workers	15-20 days in a month in different sections like class room, floor, tool box talk, hands on training, practical demonstrations, skill enhancement trainings etc.	1. Induction training for workers – 100% covering operational, safety, compliance, payroll related information including security training. 2. Other technical trainings such as machines, SOP, skill development, tailoring related, weaving related, operations related. Back up – Training Manual 3. Freshers are provided with Technical trainings	100%

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	1	BSE Limited; National Stock Exchange Limited	6.6 lac to each exchange	The brief of the case is stated in the Board’s Report under the head Auditors and Auditors Report – Secretarial Audit	Yes.
Settlement	NIL				
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	Nil				
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
The brief of the appeal is stated in the Board’s Report under the head Auditors and Auditors Report – Secretarial Audit	

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

The Company’s Code of Conduct and Ethics Policy lists out the do’s and dont’s and gives a guidance for ethics and adherence to Himatsingka Core Values. The code also enlists the procedures for deviations under the code. The Policy is applicable to all the employees and extends to the Himatsingka Group Companies. The policy is available on the link <https://www.himatsingka.com/investors/corporate-governance>

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directors	Nil	Nil
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 received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not applicable

8) Number of Days of accounts payable ((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 payable	156	131

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 2024 (Current Financial Year)	FY (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	49.68%	65.08%
	b. Number of trading houses where purchases are made from	314	339
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	85.77%	69.60%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.27%	0.41%
	b. Number of dealers/ distributors to whom sales are made	138	119
	c. Sales to top 10 dealers /distributors as % of total sales to dealers / distributors	78.03%	54.19%
Share of RPTs in	a. Purchase (Purchases with related Parties / total purchases)	11.88%	0.00%
	b. Sales (Sales to related parties/ Total Sales)	55.39%	58.15%
	c. Loans & advances (Loans & Advances given to related parties/ Total Loans & advances)	0.00%	0.00%
	d. Investments (Investments in related parties/ Total investments made)	1.72%	0.00%

Leadership Indicators

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

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

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

Yes. The Company’s Code of Conduct and Business Responsibility Policy requires Board members to disclose any potential conflicts of interest in relation to Related Party Transactions (RPTs), reinforcing transparency and accountability. In compliance with the provisions of Companies Act, 2013 & Regulation 23 of the Listing Regulations, the Audit Committee manages and oversees all RPTs, applying specific criteria to ensure transparency and prevent conflicts of interest. The Board of Directors periodically reviews the policy to maintain strict compliance and governance integrity

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	–	–	–
Capex –1.7 Cr	Operation optimization of installed MBR new technology at our manufacturing facilities led to reduction of energy consumption and More water recovery by 11%	–	Fresh water saving by increasing recovery rate in R.O, MEE and VTFD. 99% Recovered water used for production activity and achieved ZLD System. Implemented sludge and salt drying system to reduce disposal cost.
8.78 Cr	Installation of New TFO for Less m/c Energy consumption.	–	Less m/c Energy consumption
	Installation of New TFO for Less air consumption to reduce specific Power consumption	–	Reduced specific Power consumption

*MBR – Membrane Bioreactors
MEE – Multi effect evaporator
ATFD – Agitated Thin Film Dryer
TFO – Two for One

2) Does the entity have procedures in place for sustainable sourcing? (Yes / No) b. If yes, what percentage of inputs were sourced sustainably?

Yes, The sourcing of input materials for manufacturing activities have largely adhered to the use of such materials that are sustainable. The Company’s supplier evaluation requirements stress on sustainability criteria to further the high sustainability value chain goals of the Company.

Percentage of sustainable input raw material used is 73% (Approximately)

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.

Not Applicable. As the company is in textile Industry, the company does not reclaim any of its products.

a) Reduction in plastic packaging by 30%. The outer packaging plastic envelope for the product package is substituted by the usage of product fabric leftover cut pieces.

b), c), d): e–waste & other waste generation in textile industry is very less and the same is collected and disposed through authorized disposal agency approved by Karnataka State Pollution Control Board (“KSPCB”).

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.

Not Applicable

Leadership Indicators

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

Not Applicable. The company has not conducted LCA

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.
Not applicable					

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.

None. But we have implemented ZLD – Treatment system from the inception of the plant for recovery, re-use of the recovered water (99%) for production activity and saving fresh water. The Company is able to conserve 99% fresh water by way of re-use

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

Not Applicable. As the company is in textile Industry, the company does not recycle or reuse input material.

Indicate input material	Recycled or re-used input material to total material	
	FY 2023–24 Current Financial Year	FY 2021–22 Previous Financial Year
Not Applicable		

4) Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed off.

Not Applicable. The waste generated is disposed through authorized disposal agency approved by KSPCB.

	FY 2023–24 Current Financial Year			FY 2022–23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	–	–	45.2	–	–	39.2
E-waste	–	–	2.68	–	–	0.640
Hazardous waste	–	–	4022	–	–	3319
Other Waste	–	1920	–	–	1215	–

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
Not Applicable	

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

All employees are covered under employee welfare policies which provides benefits like life Insurance, health insurance. Eligible employees are covered under ESIC which includes all the mentioned benefits viz. Health Insurance, Accident Insurance and Maternity benefits. Further Creche facility is available at the plant.

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	771	771	100	771	100	NA	NA	NA	NA	771	100
Female	100	100	100	100	100	100	100	NA	NA	100	100
Total	871	871	100	871	100	100	100	NA	NA	871	100
Other than Permanent employees											
Male	Nil										
Female											
Total											

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

All workers are covered under ESIC which includes all the mentioned benefits viz. Health Insurance, Accident Insurance and Maternity benefits. Further Creche facility is available at the plant.

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	3984	3984	100%	3984	100%	NA	NA	NA	NA	3984	100%
Female	2271	2271	100%	2271	100%	2271	100%	NA	NA	2271	100%
Total	6255	6255	100%	6255	100%	2271	100%	NA	NA	6255	100%
Other than Permanent workers											
Male	859	859	100%	859	100%	NA	NA	NA	NA	859	100%
Female	276	276	100%	276	100%	276	100%	NA	NA	276	100%
Total	1135	1135	100%	1135	100%	276	100%	NA	NA	1135	100%

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 well-being measures as a % of total revenue of the company	0.79%	0.99%

2) Details of retirement benefits.

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	3.48%	99.07%	Yes	3.48%	98%	Yes
Others –Workmen Compensation	–	69 – 0.93% Covered under Workmen compensation	Not Applicable There is no deduction from the employees	–	107 – 1.57% Covered under Workmen compensation	Not Applicable There is no deduction from the employees

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 premises/ offices are accessible to differently abled employees and workers.

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

The Company does not have a separate Human Rights Policy, its's Code of Conduct deliberates about Equal opportunity and Non-discrimination.

The Company does not engage in or support discrimination on the basis of race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, union affiliation, sexual orientation, health status, family responsibilities, age, and disability or other distinguishing characteristics.

Our workforce reflects the richness of diverse backgrounds and abilities, making us more collaborative, innovative and equitable. Himatsingka is proud to employ people with special needs as an active part of its workforce.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	90%	80%
Total	100%	100%	90%	80%

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. –

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes (Suggestion Box, Speakup Email, Grievance Committee, Town Hall Meetings)
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7) Membership of employees and workers 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)
Total Permanent Employees	871	0	0	815	0	0
– Male	771	0	0	726	0	0
– Female	100	0	0	89	0	0
Total Permanent Workers	6255	322	5%	6299	339	5%
– Male	3984	322	8%	4046	339	8%
– Female	2271	0	0	2253	0	0

8) Details of training given to employees and workers:

The continued focus on enhancing employee capabilities and benchmarking to be able to deliver best-in-class working environment has helped the Company maintain its leadership in the home textile industry.

The Company is committed to continuous learning and treats employees as one of the biggest resources in an organization, the Company carries out training initiatives based on specific skill requirements and nature of work. Trainings are provided to employees based on a training calendar.

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. €	% (C/A)		No. €	% (E/D)	No. (F)	% (F/D)
Employees										
Male	771	771	100%	771	100%	726	726	100%	726	100%
Female	100	100	100%	100	100%	89	89	100%	89	100%
Total	871	871	100%	871	100%	815	815	100%	815	100%
Workers										
Male	4843	4843	100%	3803	78%	4949	4949	100%	3707	75%
Female	2547	2547	100%	2255	88%	2637	2637	100%	2253	85%
Total	7390	7390	100%	6058	81%	7586	7586	100%	5960	79%

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 (A)	No (B)	% (B/A)
Employees						
Male	771	771	100%	726	623	86%
Female	100	100	100%	89	68	76%
Total	871	871	100%	815	691	85%
Workers						
Male	4843	4353	89%	4949	2970	60%
Female	2547	2153	84%	2637	1614	61%
Total	7390	6506	88%	7586	4584	60%

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, what is the coverage of such a system?

Yes, All employees & workers are covered under the occupational health & safety management system & policies.

The health and safety of our people has always been a top priority at Himatsingka and this has been in sharper focus during the recent pandemic. Annual health camps for workers and more frequent health checks for those working in sensitive areas of manufacturing, are carried out regularly.

The company is committed not only to comply with all relevant health & safety laws, but also to conduct business in a manner that protects all its employees & workers. All employees and workers are required to comply with all applicable health and safety laws, regulations & policies relevant to their job.

The system is aimed at creating a healthy and safe environment by detecting occupational health and safety hazards and developing practical approaches to eliminate or control hazards.

The Health and Safety Management system covers a wide range of aspects such as Preventive, Therapeutic, Curative and Rehabilitative activities. Regular First Aid trainings, awareness programs on general health and personal hygiene, pre–employment, periodic and annual health checkup, inspecting the workplace regularly, investigating reportable incidents, helping establish and promote health and safety programs, policies and training are a few other aims of the system. Regular audits/ visits are performed by the OHC team.

The Company follows standard operating procedures for working in Plants & Offices, which include regular sanitization, use of PPE/ masks and availability of medical staff within the premises etc.

The manufacturing locations are certified for requirements under ISO 14001 (environment management system) and OHSAS 18001 (Occupational Health and Safety System)

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

Routine – “HIRA” Hazard identification and risk Assessment process enables to identify hazardous processes and the same are mitigated with appropriate checks and controls in place.

Non-routine– These are identified and addressed via toolbox talks,(The supervisor addresses all workers, at the beginning of the shift about their safety protocols and operational practices to be adhered during the shift.)

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

The Company is committed not only to comply with all relevant health and safety laws, but also to conduct business in a manner that protects its employees. All employees are required to comply with all applicable health and safety laws, regulations and policies relevant to their jobs.

Eliminating or guarding against hazards starts with identifying them. Employees/Workers are informed to alert supervisors or the HR department, if they are aware of hazards or standards that are being ignored or hidden.

All employees & workers are made aware to report the following:

- Failure to obtain or comply with regulatory permits.
- Failure to use personal proactive equipment's
- Deviations from written work practices – even if these deviations have become “routine.”
- Lapses in security or emergency preparedness.
- Inadequately maintained tools or equipment.
- Missing machine guards or faulty protective equipment.
- Unsafe driving, unsafe handling of tools & tackles
- Failure to follow work & safety SOP's
- Failure to use lock-out, tag-out procedures or fall protection.

The employees & workers are informed to raise the issue of hazardous risk if any during toolbox talks and the same is appropriately addressed by safety team.

d) Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?

All employees have access to non-occupational medical and healthcare services. The Company has obtained Group medical insurance policy. All workers are covered by the Employees State Insurance Corporation scheme.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	1.11	1.76
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company has the following measures to ensure a safe and healthy workplace:

- Regular trainings/ adequate awareness is provided to employees and workers on various safety requirements.
- Regular audits/ visits are performed by the OHC team.
- Fire Safety Checks
- Chemical Management Safety
- Electrical Safety, Building stability
- Machine Safety, Emergency preparedness and response training,
- Fire mock drills
- Establishment of EHS Committee
- Various safety signages displayed across the plant,
- Safety GEMBA walk (Japanese way of identifying the hazards in the working environment)
- Rewards and recognition for different safety KAIZEN (Japanese technique for Continual improvement).
- Work Permits.
- HIRA Assessment.
- Tool Box Talk

13) Number of complaints on the following made by employees and workers

Particulars	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	28	NIL	–	35	NIL	–
Health & Safety	29	NIL	–	39	NIL	–

14) Assessments for the year

A SMETA (Sedex Members Ethical Trade Audit) audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The audit included direct employees, agency workers, workers employed by service providers and workers provided by other contractors

BSCI (Business Social Compliance Initiative) Audit and SEDEX (Supplier Ethical Data Exchange)

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

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

Machine Safety devices were deployed in different machines; Number of Fire safety devices were increased in different locations in the plant;

Leadership Indicators

1) Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/ No) (B) Workers (Yes/ No).

(A) & (B): Yes

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 has a practice of seeking previous month details, evidencing remittance of statutory dues by the value chain partners. Suitable penalty clauses also present in the Partner agreements.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Employees	There were no high consequence work related injury / ill-health / fatalities at the plants/ facilities			
Workers				

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

No

5) Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed		
	Manpower Suppliers	Supply Chain Partners	Material Partners
Health and safety conditions	100%	70 – 80%	Under Process
Working Conditions	100%	70 – 80%	Under Process

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.

None

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

The company has mapped its internal and external stakeholders. Engaging with stakeholders allows our company to improve our business processes by linking sustainability issues into strategy, governance and operation, while the engaged stakeholders are also informed of corporate sustainability issues, performance and agenda. It is their involvement that broadens the horizon for improving the Company's sustainability performance.

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

List of key stakeholders & manner of engagement is as below:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/ Shareholders	No	<ul style="list-style-type: none"> Quarterly investor presentations and conference calls Investor conferences and meets Press releases and newsletters Annual shareholder meeting/ Postal Ballot Email, SMS, Newspaper Advertisement 	Annually/ Half yearly/ Quarterly/ Event based	General Meetings, Applicable provisions of Companies Act, 2013, SEBI (LODR) Regulations, 2015: Regulation 29 and 30 Intimations, IEPF, Dividend related, other investor grievances
Government/ Industry bodies, Regulators	No	<ul style="list-style-type: none"> As may be required: one or two meetings Participation in conference/ seminars Working Committee meetings Surveys, other meetings Annual report Communications with regulatory bodies Formal dialogues 	Annually/ Half yearly/ Quarterly/ As may be required	Regulatory compliance, corporate governance mechanisms, transparency in disclosures

Employees	No	<ul style="list-style-type: none"> • Employee newsletters • Intranet Portal • Cultural events • Trainings and performance management system • Functional and cross-functional committees • Emails, written communication 	Event based/ As required	SAP introduction training, POSH Awareness Training Program, Himatsingka Wellness Programme – “Healthy You”, Insider Trading training, Trading Window Closures,
Community	Yes	<ul style="list-style-type: none"> • Community meetings, surveys and consultations • CSR interventions and initiatives • Awareness camps • Community development through various events 	Frequent and as need based	Skill Training– Employment enhancing Vocational Skills
Customers	No	<ul style="list-style-type: none"> • Direct Consumer calls • Customer satisfaction surveys • Complaint handling & feedback • Marketing and Advertising • Electronic Communication 	Frequent and as need based	Updating customers on new product launches; Understanding the customer requirements
Contractors and Suppliers	No	<ul style="list-style-type: none"> • Contractor and Supplier meets • Regular interaction through phone, e-mail and in person • Supplier Audits 	Frequent and as need based	Business related discussions, awareness and training programmes, workshops and seminars, Sourcing requirements

Leadership Indicators

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.

The Company ensures that the respective business and functional heads actively engage with stakeholder on various Environmental, Social and Governance (“ESG”) topics. Through these engagements, valuable feedback is obtained and relevant feedback is provided to the Board. This practice enables the company to incorporate stakeholder perspectives and concerns into its decision-making processes and governance. practices.

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.

Stakeholder engagement mechanisms are an important part of Himatsingka’s ESG strategy. We value and encourage feedback from all stakeholders, including our investors, employees, suppliers and customers

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

Yes, special initiatives have been taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders.

Local communities and society continue to be an area of focus for the Company. We endeavor to take initiatives that have a positive impact on such communities.

The Himatsingka Learning Academy (HLA) is designed to provide inclusive and equitable career opportunities to young men and women from across the country. The HLA campus is located in Hassan, Karnataka, where our recruitment process encourages rural communities to join the Himatsingka family and get a chance at a better life. In our quest to provide equal opportunities, we give special preference for women, as we believe that they have the power not only to uplift themselves but their families as well.

St. Johns Hospital Bangalore run by CBCI Society for Medical Education has commenced construction of St. Johns Geriatric Centre Project. The project encompasses construction of a proposed comprehensive centre for Care, Training and Research in Ageing and Geriatrics consisting of Ground + 6 Floors facility in Bangalore. The Company has pledged Rs 5 crores for the same with Rs 3.40 crores outlay already incurred towards completion of construction milestones.

The Company has also carried out developmental work for the local communities in the vicinity of its manufacturing facilities. The initiatives include but are not limited to education, health, employment opportunities and social infrastructure.

The Company has enrolled with Ministry of Rural Development, Government of India under the Deen Dayal Upadhyaya – Grameen Kaushalya Yojana towards imparting skill development for rural youth. The Company has registered as a Project Implementing Agency with a target to train 3500 trainees in 3 years in various facets related to textiles business like tailoring, weaving etc as per the syllabus approved by Government of India. The training is for a continuous period of 3 months with the objective of absorbing them in the organization post training. The Company has successfully completed the training of allotted 3500 nos of trainees.

The Company has also enrolled under “SAMARTH” scheme for Capacity Building in the Textiles Sector and around 359 employees have been trained and certified in this programme.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	871	871	100%	815	815	100%
Other than permanent	0	0	0%	0	0	0%
Total employees	871	871	100%	815	815	100%
Workers						
Permanent	6255	6255	100%	6299	6299	100%
Other than permanent	1135	1135	100%	1287	1287	100%
Total workers	7390	7390	100%	7586	7586	100%

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 Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	871	NA	NA	871	100%	815	NA	NA	815	100%
Male	771	NA	NA	771	100%	726	NA	NA	726	100%
Female	100	NA	NA	100	100%	89	NA	NA	89	100%
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent	6255	6255	100%	NA	NA	6299	6299	100%	NA	NA
Male	3984	3984	100%	NA	NA	4046	4046	100%	NA	NA
Female	2271	2271	100%	NA	NA	2253	2253	100%	NA	NA
Other than Permanent	1135	1135	100%	NA	NA	1287	1287	100%	NA	NA
Male	859	859	100%	NA	NA	903	903	100%	NA	NA
Female	276	276	100%	NA	NA	384	384	100%	NA	NA

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

Median remuneration /Wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	3	2,99,64,600 / PA	NA	NA
Key Managerial Personnel	1	2,50,00,000/ PA	1	38,00,000/ PA
Employees other than BoD and KMP	767	6,30,227 / PA	99	6,50,000 / PA
Workers	4843	2,44,728 / PA	2547	1,98,726 / PA

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

	FY Current FY	Previous Financial Year
Gross wages paid to females as % of total wages	31%	31%

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)

The Company remains committed to respect and protect human rights. The Company’s Code of Conduct & Ethics and the HR policies addresses these aspects.

Yes – Plant HR head oversees and addresses the human rights impacts or issues.

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

As a conscious and vigilant organization, Himatsingka Seide Limited believes in the conduct of the affairs of its constituents in a fair and transparent manner, by adopting the highest standards of professionalism, transparency, and ethics.

The Company remains committed to respect and protect human rights. The Company’s code of conduct, Human Resource practices and policies provide guidelines on matters relating to child labour, occupational health and safety among other relevant matters that help respect and promote Human Rights. We dissociate ourselves from all forms of slavery, torture, cruel, inhuman or degrading treatment, working conditions that are a threat to life or health, child labour and heavy, irreversible environmental damage. Himatsingka Group does not tolerate slavery, forced overtime work, forced convict labour, retainment of identification papers, trafficking in human beings or repayment of debt through work.

Grievance Redressal Mechanism:

The Grievance Redressal Mechanism is in place at all the locations with the proportion of workers and management as per the statutory norms. All the complaints are resolved in timely manner.

Prevention of Sexual Harassment Policy (POSH):

The Company is committed to provide a safe and secure work environment to all its employees. All employees (permanent, contractual, temporary, trainees) are covered under this policy. Therefore, any discrimination and/or harassment in any form is unacceptable and the Company has in place a Prevention of Sexual Harassment Policy and an Internal Complaints Committee as per the requirements of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Policy aims to prevent, prohibit and redress any alleged incident of sexual harassment and, if necessary, to enforce disciplinary action upon such occurrence. It defines sexual harassment and provides a framework to respond to complaints of sexual harassment at workplace. The Company has adopted a Zero Tolerance approach towards sexual harassment and such an act shall be treated with severity and regarded as misconduct as per this Policy. All employees are made aware to report instances of sexual harassment without fear of reprisal or retaliation. All allegations of Sexual Harassment are promptly and discreetly investigated by the Company.

Whistleblower Policy:

The purpose of the policy is to create a fearless environment for the employees. The Company Secretary has been designated as the Chief Compliance Officer under the policy and the employees can report any instance of unethical behaviour, fraud and/or violation of the Company’s Code of conduct or policy to the Chief Compliance Officer. The framework of the policy strives to foster responsible and secure whistle blowing.

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	NIL	NIL	NIL	02	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	25	NIL	NIL	12	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

	2023-24 Current Financial Year	2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of women at Workplace (Prevention, prohibition and redressal) Act, 2013 (POSH)	NIL	02
Complaints on POSH as a % of Female employees/ workers	NIL	0.09%
Complaints on POSH Upheld	NIL	NIL

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

The contents of the complaint, the identity and addresses of the Aggrieved Person, any information relating to conciliation and inquiry proceedings and the action taken by the Company are kept confidential and are not published, communicated or made known to the public, press and media in any manner.

The identity of the Aggrieved Person shall be kept confidential by all concerned. Should any person entrusted with the duty of handling the complaint, inquiry or any recommendations or action to be taken breaches the confidentiality, then such person is liable for penalty and appropriate actions.

The Company is committed to ensuring that no employee or associate who brings forward a harassment concern is subject to any form of reprisal. Any reprisal will be subject to disciplinary action. There are mechanisms to ensure that the Aggrieved Person or witnesses are not victimized or discriminated against while dealing with complaints of sexual harassment. However, anyone who abuses the procedure (for example, by maliciously putting an allegation knowing it to be untrue) are subject to disciplinary action

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

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

10) Assessments of the year

A SMETA (Sedex Members Ethical Trade Audit) audit was conducted which included some or all of Labour Standards, Health & Safety, Environment and Business Ethics. The scope of workers included direct employees, agency workers, workers employed by service providers and workers provided by other contractors.

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

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

No significant risks reported in the assessment.

Leadership Indicators

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

None

2) Details of the scope and coverage of any Human rights due-diligence conducted

Human rights due diligence is done by third party auditors under social audits.

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?

Yes – All premises/ offices are accessible to differently abled employees and workers.

4) Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed		
	Manpower Suppliers	Supply Chain Partners	Material Partners
Sexual harassment	100%	70 – 80 %	Under Progress
Discrimination at workplace	100%	70 – 80 %	
Child labour	100%	70 – 80 %	
Forced/involuntary labour	100%	70 – 80 %	
Wages	100%	70 – 80 %	
Others – please specify	100%	70 – 80 %	

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

None

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	In Kilojoule (KJ)	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	118382852220	62099310000
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	118382852220	62099310000
From non-renewable sources		
Total electricity consumption (D)	453674361878	510064908407
Total fuel consumption (E)	2001745571859	1280884033800
Energy consumption through other sources (F)	24763329500	13740963600
Total energy consumed from non-renewable sources (D+E+F)	2480183263237	1804689905807
Total energy consumed (A+B+C+D+E+F)	2598566115457	1866789215807
Energy intensity per rupee turnover (Total energy consumed/ revenue from operations)	101.9404550739	90.941290251
Energy intensity per rupee per turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ revenue from operations adjusted for PPP)	–	–
Energy intensity in terms of physical output	–	–
Energy 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

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.

None

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

Textile process activity: Linens & Terry

(in kilolitres)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres) for Textile process activity: Linens & Terry		
i) Surface water: KIADB Water supply	194166	207490
ii) Groundwater	0	0
iii) Third party water (Municipal water supplies)	38750	33487
iv) Seawater / desalinated water	0	0
v) Others (Recycled)	1495146	1265597
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1728062	1506574
Total volume of water consumption (in kilolitres)	1728062	1506574
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	0.000067	0.000073
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	–	–
Water intensity in terms of physical output	–	–
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

(in kilolitres)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres) : Captive power plant : Power generation		
i) Surface water : KIADB Water supply	533331	405414
ii) Groundwater	0	0
iii) Third party water (Return condensate)	39015	25480
iv) Seawater / desalinated water (Rain water collected)	37617	17153
v) Others (Recycled)	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	609963	448047
Total volume of water consumption (in kilolitres)	609963	448047
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.0000239	0.0000218
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	–	–
Water intensity in terms of physical output	–	–
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

Textile process activity: Design, Preparation, Dyeing, Weaving & Finishing (Composite weaving Mill)

(in kilolitres)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
i) Surface water: KIADB Water supply	Nil	Nil
ii) Groundwater	Nil	Nil
iii) Third party water (Municipal water supplies / Private supplier)	40,150	33,487
iv) Seawater / desalinated water	Nil	Nil
v) Others (Recycled)	83,566	82,638
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,23,716	1,16,125
Total volume of water consumption (in kilolitres)	1,23,716	1,16,125
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.000004853	0.00000566
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	–	–
Water intensity in terms of physical output	–	–
Water intensity (optional) – the relevant metric may be selected by the entity	–	–

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

No

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 kilolitres)		
i) To Surface water	0	0
– No treatment		
– With treatment – please specify level of treatment		
ii) To Groundwater	0	0
– No treatment		
– With treatment – please specify level of treatment		
iii) To Seawater	0	0
– No treatment		
– With treatment – please specify level of treatment		
iv) Sent to third-parties	0	0
– No treatment		
– With treatment – please specify level of treatment		
v) Others (STP-Treated water)	25438	20477
– No treatment		
– With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	25438	20477

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

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

As part of its initiatives to reduce its carbon footprint and ensure operational sustainability the Company is focused on operating Zero Liquid Discharge (ZLD).

The Company operates best-in-class Zero Liquid Discharge (ZLD) water management plants across all its manufacturing facilities. We are mindful of our water consumption, continually optimizing its usage through the manufacturing process, capturing and recycling as much as possible, while also rejuvenating water sources. We have achieved 99.3% Water Recovery at our ZLD Facilities.

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	Ton/ annum	136	395
SOx	Ton/ annum	313	305
Particulate matter (PM)	Ton/ annum	53.40	237
Persistent organic pollutants (POP)	Ton/ annum	NA	NA
Volatile organic compounds (VOC)	Ton/ annum	NA	NA
Hazardous air pollutants (HAP)	Ton/ annum	NA	NA
Others – Ozone Depleting Substances (HCFC – 22 or R-22)	Ton/annum	NA	NA

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)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	211592	127584
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	116826	115808
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	0.000012884	0.000011857
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)		–	–
Total Scope 1 and Scope 2 emission intensity in terms of physical output		–	–
Total Scope 1 and Scope 2 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

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

As a part of our mission to be carbon neutral by 2030, we are using Biomass for the Boiler and Power from Grid with the Reliability index of 99%. We are embarking on journey by taking up Roof top Solar system also. We use DG Power, which is less than 1% of our total Grid power. We are reducing our carbon footprint by adopting cleaner processes, while increasing energy and resource efficiencies. Our aim is to be carbon neutral by 2030 based on improvements in energy efficiency and embracing renewable energy, among other initiatives.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	48.39	45.08
E-waste (B)	2.93	1.04
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.73	0.34
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Empty container (179.7) + MEE -Waste salt (4519.9))+ Chemical Sludge (144))	4843.6	3833
Other Non-hazardous waste generated (H) . Please specify, if any. The Textile Waste (Chindi & cutting waste) : Sold for approved delaeer for utilizing and coverting to by-product.	3150	2601.5
Total (A+B + C + D + E + F + G + H)	8045.65	6480.96
Waste intensity per rupee of turnover (Total Waste Generated/ Revenue from Operations)	0.0000003156	0.0000003157
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
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	230	240.2
ii) Re-used	-	-
iii) Other recovery operations	1920	1215.0
Total	2150	1455.2
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	0	0
ii) Landfilling	4149.77	3633
iii) Other disposal operations	0	0
Total	4149.77	3633

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

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.

Himatsingka is leading the way in reducing waste by operating a zero-paper shop floor, reducing the use of plastics, introducing sustainable packaging solutions and reusing waste. Our 'conscious portfolio' innovatively uses recycled fibers, natural finishes and reduced water consumption in the manufacturing process.

We have Saved and Re-purposed 964 Tonnes of Waste.

The Company has a mechanism to recycle products and waste. Over 99% of all waste is recycled through KSPCB Authorized Vendors.

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:

No

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
NIL					

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:

Yes, The Company is complying to all applicable environmental law/regulations/guidelines such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules .

Sl. 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
NIL				

Leadership Indicators

1) Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

None of the plants of the Company are in the areas of water stress

Name of the area:

Nature of operations:

Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-2024 (Current Financial Year)	FY 2022- 2023 (Previous Financial Year)
Water Withdrawal by Source (In Kilo-litre)		
i) Surface Water	None of the plants of the Company are in the areas of water stress	
ii) Ground Water		
iii) Third Party		
iv) Seawater / desalinated water		
v) Others		
Total Volume of water withdrawal (In Kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water		
– No treatment		
– With treatment – please specify level of treatment		
ii) Into Groundwater		
– No treatment		
– With treatment – please specify level of treatment		
iii) Into 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		
Total Water discharged (In Kilolitre)		

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.

Not Applicable

2) Please provide details of total Scope 3 emissions & its intensity, in the following format: Not Applicable

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, 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		–	–

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:

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	ZLD (Zero Liquid discharge of treated effluent) – System	Entire effluent generated from process is being treated to recycling standards, recovered and re-used for production activity.	Water requirement for production activity only through the recycled water and meeting ZLD. No discharge of effluent and meeting production water requirement through recovered water only.
2.	Water savings in process production	Reduced water consumption from 48.5 KL/Ton of production to 40.5 KL/Ton of production	Reduced effluent generation followed by reduction in operational cost.

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

The business continuity and disaster management plan is part of the internal Information Security/ Cyber Security Policy. Appropriate contingency and data back-up plans are formulated to ensure that the organization is able to effectively deal with major disasters, to protect critical business process from the effects of major failures and ensure their timely resumption.

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.

No significant impact.

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

None

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

The Company is a member of six (6) trade and industry chambers/ associations.

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

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	TEXPROCIL–Cotton Textile Export Promotion Council	National
2.	ISEPC–Indian Silk Export Promotion Council	National
3.	FKCCI–Federation of Karnataka Chamber of Commerce and Industry	State
4.	FIEO– Federation of Indian Export Organization	National
5.	CII–Confederation of Indian Industry	National
6.	BCIC–Bangalore Chamber of Industry and Commerce	State

2) Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

No adverse orders received from regulatory authorities for anti-competitive conduct.

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

1) Details of public policy positions advocated by the entity:

The Company has advocated on economic reforms, export policies and infrastructural needs through various trade and industry chambers/ associations organizations.

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Nil					

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not applicable					

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

Not applicable

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not applicable						

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

At Himatsingka we believe that the growth of our company depends on the economic, environmental and social sustainability of our communities.

Company is informed of any grievances from communities through face to face meetings or through any medium. The focus areas are decided based on the requirements or recommendations received by the general public or nearby panchayats. In addition, the Company also has an internal grievance mechanism that covers all our stakeholders including communities in which we operate.

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

The Company sources goods and services from the area surrounding its operating facilities to the extent possible.

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs/ small producers	59.18%	67.96%
Sourced directly from within the district and neighboring districts	41.94%	51.86%

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	FY Current Financial Year	FY Previous Financial Year
Rural	-	-
-Semi-Urban	-	-
Urban	12%	-
Metropolitan	88%	-

(Place to be categorized as per RBI Classification System – rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

The Companies plant locations does not fall under Aspirational districts. Hence CSR Projects do not cover any designated aspirational districts

Sl. No.	State	Aspirational District	Amount spent (In INR)
Not applicable			

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

No

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

Not Applicable

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

Not Applicable

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

Sl. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Nil				

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.

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

6) Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	The Company has spent towards Corporate Social Responsibility as per the statutory requirements in areas permitted under the Companies Act, 2013 and as per the CSR Policy adopted by the Company. The Company has not undertaken any social impact assessment and hence quantification of persons benefited under CSR projects or beneficiaries of people from vulnerable and marginalized groups is not available.		

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

1) Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

We have the following mechanism in place to receive and respond to Customer complaints:

Customer Complaints:

- Acknowledge the email from customer within 24hrs.
- Log the complaint in the complaint register and send the detail to factory along with the complaint number.
- Root cause analysis will be done by the factory team and the Corrective and preventive Action (CAPA) to be submitted with in 48 hrs.
- CAPA will be submitted to Customer with the assurance that it won't occur in the future.
- Closure to the complaint will be made with a replacement of the product or with a credit note, based on the agreement.

Customer Feedback:

- Customer Feedback will be assessed through Customer Satisfaction Form.
- There is a questionnaire (set of 10 questions under different parameters) that will be sent to customer at the end of every fiscal year.
- Customer will rate our service 1 to 10 (Not Satisfactory/Good/Very Good/Excellent) under each of the parameters in the feedback form.
- The feedback form will be reviewed with factory once we receive it from the Customers.
- The respective department submit their CAP if their service is rated 7 or below (Not Satisfactory/Good) for Management review.
- The continuous improvement in the service level will be monitored by the Senior Management team.

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

The Company adheres to all the applicable regulations regarding product labelling and display's relevant information on it.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	86%
Safe and responsible usage	74%
Recycling and/or safe disposal	21%

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	3	0	All the complaints were attended and resolved.	0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	2	0	All the complaints were attended and resolved.	0	0	
Total	5	0		0	0	

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

Not Applicable

	Number	Reasons for recall
Voluntary recalls	Nil	
Forced recalls		

5) Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

The Company has an internal Information Security/Cyber Security Policy. The objective of the policy is to provide management direction and support for Information Security in accordance to the business requirements, relevant laws and regulations.

The policy applies to employees, contractors, consultants, temporary workers and other workers at Himatsingka Seide Limited (HSL), including all personnel affiliated with third parties. The policy also applies to all equipment that is owned or leased by HSL.

The information security policy is communicated to all the employees and is made available to relevant interested parties. All staff will receive at the minimum a yearly information security awareness e-mail.

The organization works to protect the integrity of its software and its information assets against the introduction of malicious code (malware).

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:

None

7) Provide the following information relating to data breaches:

a) Number of instances of data breaches

None

b) Percentage of data breaches involving personally identifiable information of customers

NIL

c) Impact, if any, of the data breaches

NA

Leadership Indicators

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

<https://www.himatsingka.com/brands>

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

Our business success depends upon our ability to foster lasting customer relationships. The Company is committed to dealing with customers fairly, honestly and with integrity. We take measures to ensure information

we supply to customers should be accurate and complete to the best of our knowledge, and we should not deliberately misrepresent information to customers. Our Product labels have all the valid and required information.

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

Our products do not form part of essential services. Hence not applicable.

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.

Not Applicable

5) 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)

Yes through informal communications.