



SSML/SE/2024-2025

3rd July, 2024

To

BSE Limited, Phiroze Jijibhoy Tower, Dalal Street, Mumbai – 400 001 Scrip Code: 503811	National Stock Exchange of India Ltd. Exchange Plaza, 5 th Floor, Plot No. C/1, G Block, BKC, Bandra (East), Mumbai – 400 051 Company Symbol: SIYSIL
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the Financial Year 2023-24, which forms an integral part of the Annual Report of Siyaram Silk Mills Limited for the Financial Year 2023-24.

Please take the same on record

Thanking you,

Yours faithfully,
For Siyaram Silk Mills Limited

William Fernandes
Company Secretary

Cc: To,

Central Depository Services (India) Ltd. 25th Floor, A Wing, Marathon Futurex, Mafatlal Mills Compound, NM Joshi Marg, Lower Parel (E), Mumbai -13.	National Securities Depository Ltd. Trade World, 4th Floor Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai-13.	Link Intime India Private Ltd. C-101, 247 Park, Lal Bahadur Shastri Marg, Surya Nagar, Gandhi Nagar, Vikhroli (W)t, Mumbai, 400083.
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Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17116MH1978PLC020451
2.	Name of the Listed Entity	SIYARAM SILK MILLS LIMITED
3.	Year of incorporation	1978
4.	Registered office address	H-3/2, MIDC, A-Road, Tarapur, Boisar, Thane, Maharashtra- 401506, India
5.	Corporate address	B-5, Trade World, Kamala City, Senapati Bapat Marg, Lower Parel, Mumbai- 400013
6.	E-mail	sharedept@siyaram.com
7.	Telephone	022-30400500
8.	Website	www.siyaram.com
9.	Financial year for which reporting is being done	FY24 (April 1, 2023 to March 31, 2024)
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	90740176
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Surendra S. Shetty Contact No.: 022-30400500 Email ID: surendra.shetty@siyaram.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

II. Products/services

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

S. No.	Description of the main activity	Description of business activity	% of the turnover of the entity
1	Manufacturing	Weaving, Processing, Dyeing and Garmenting	100

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

S. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Fabrics	13121	80
2	Readymade Garments	14101	15
3	Dyed Yarn	13134	5

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11	2	13
International	0	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (28 states and 8 Union Territories)
International (No. of Countries)	32

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

The contribution of exports as a percentage of the total turnover of the entity is 9.37%.

c. A brief on types of customers

In the domestic market, the Company has a strong and well-established Pan-India network and distribution channels to cater to its customers. The Company also operates a chain of franchise operated retail shops, which sell menswear, fashion fabrics and apparel, and accessories.

Further in the export market, the Company sells to converters, major retail chains in United Kingdom, Middle East, and the United States of America.

IV. Employees

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

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1289	1191	92.4%	98	7.6%
2.	Other than Permanent (E)	8	7	87.5%	1	12.5%
3.	Total employees (D + E)	1297	1198	92.4%	99	7.6%
WORKERS						
4.	Permanent (F)	1461	1180	80.8%	281	19.2%
5.	Other than Permanent (G)	2010	1689	84.0%	321	16.0%
6.	Total workers (F + G)	3471	2869	82.7%	602	17.3%

b. Differently abled Employees and workers:

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

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel	2	0	0

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.3%	23.9%	15.0%	2.9%	3.8%	3.0%	19.5%	33.8%	20.4%
Permanent Workers	71.5%	89.7%	75.0%	29.4%	37.1%	31.0%	44.5%	87.9%	53.6%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Cadini S.R.L., Italy	Subsidiary	100	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹ Lakhs): 2,08,717.60
- (iii) Net worth (in ₹ Lakhs): 1,14,095.34

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (If yes, then provide web link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	The company has a grievance redressal policy outlining the process and procedure for capturing and addressing grievances of all the various stakeholders. The policy can be found on our website, on the below weblink: https://www.siyaram.com/investor-relations/policy.php	0	0	No Complaints were received	0	0	No complaints were received
Investors (other than shareholders)		0	0	No Complaints were received	0	0	No complaints were received
Shareholders		9	0	There were no complaints pending for resolution at the end of the year	5	0	There were no investors complaints pending for resolution at the end of the year
Employees and workers		0		No Complaints were received	3	0	There were no complaints pending for resolution at the end of the year
Customers		1463	306	The pending complaints were from the end of the financial year in March 2024, and they will be subsequently resolved during the course of the following year.	312	0	There were no complaints pending for resolution at the end of the year
Value Chain Partners		0	0	No Complaints were received	0	0	No complaints were received

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity	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	Product design & lifecycle management	Opportunity	Given the fact that the textile industry is highly resource-intensive, making the manufacturing of sustainable products a critical priority from an environmental and societal perspective. Assessing the lifecycle and design sustainability of textile products is essential to identify and mitigate the negative environmental impacts throughout the product’s lifecycle. Transitioning towards a circular economy model is crucial to reduce resource consumption, waste generation, and better capture the value of underutilized or discarded textile products.	In response to this need, the company has positioned itself as a manufacturer of environmentally friendly products. The company’s in-house R&D department plays a pivotal role, conducting activities such as product and quality improvement, new design development, new product creation, cost control, and energy conservation. These initiatives collectively help the company achieve sustainability in its product offerings.	Positive: <ul style="list-style-type: none"> - Increasing revenues due to increasing demand for more sustainable products - R&D and innovation leading to launch of new blends and designs, expanding the company’s portfolio
2	Customer centricity	Opportunity	Customers are the key pillars of any company, and it is crucial to maintain a customer-centric approach at the core of the business, both in thought and practice. At Siyaram, all the company’s initiatives, strategies, and plans are framed with the goal of ensuring satisfied and happy customers.	The company works diligently to translate customer feedback into its product portfolio. This involves producing high-demand products and launching modern designs that cater to the tastes and preferences of their customers’ wardrobes. The company remains steadfastly focused on providing the best possible clothing experience to its customers.	Positive: <ul style="list-style-type: none"> - Satisfied customers can lead to repeat purchases and increased revenues. - New product development as per customer demands enhancing the company’s competitiveness. - Improved brand reputation and customer loyalty, strengthening the company’s market position.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Sustainable sourcing	Risk/ Opportunity	Integration of social, ethical and environmental performance factors into the supplier selection process is critical for a textile manufacturing company.	<p>The company is consistently working to incorporate sustainability into its raw material procurement practices. For example, Siyaram is one of the leading players in Polyviscose within India, while most competitors use cotton as the primary raw material. Siyaram's use of Polyviscose as a substitute raw material is less expensive and more durable than cotton. The use of alternative materials also helps mitigate risks arising from rising commodity prices and shortages of conventional raw materials like cotton.</p> <p>Furthermore, the company encourages local procurement of goods and services around its plant locations and regions. The company's HR teams regularly conduct community development and training initiatives to educate local vendors, improve their capabilities, enhance their skills, and raise their employment opportunities and standard of living.</p>	<p>Positive:</p> <ul style="list-style-type: none"> - Cost efficiencies due to usage of lesser raw materials, recycled input materials, and flexible production - Increase in revenues due to increasing demand from customers for more sustainable products <p>Negative:</p> <ul style="list-style-type: none"> - Short-term business disruptions during the shift from conventional to sustainable raw materials.

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
4	Energy management	Risk/ Opportunity	The textile industry is a major energy-consuming sector, making energy management a critical priority. The rapid growth of process industries has led to substantial energy consumption in textile operations, underscoring the need for process optimizations and the adoption of the latest energy-efficient technologies.	Committed to environmental sustainability, the company is working towards reducing and optimizing energy consumption by incorporating new techniques and innovative ideas. The company has undertaken various green energy and greening initiatives across its locations, such as installing solar energy projects, implementing waste heat recovery systems, using variable frequency drives (VFDs) on various machines, replacing tube lights with LED lights, and using high-efficiency motors.	Positive: - Energy efficiency and cost savings in the longer run, leading to more profitability Negative: - Cost of transition to newer, more energy-efficient technologies in the short term
5	Water and wastewater management		The textile industry is highly dependent on water, from cotton cultivation to dyeing and finishing processes. The wastewater produced during these various production steps must be cleaned of fats, oils, colours, and other chemicals used. As a result, planning, developing, distributing, and managing the optimal use of water is especially important for a textile manufacturing company.	The company continuously takes several measures to conserve water. It has installed Reverse Osmosis (RO) and Multiple Effect Evaporation (MEE) systems to reuse effluent water. The company has also automated its chemical and dye dispensing systems and installed Common Effluent Treatment Plants (CETPs) at some plant locations to ensure proper discharge of effluents.	Negative: - Business disruption due to non-availability of requisite quality of water - Cost implications due to rising water prices - Reputational implications due to improper treatment and discharge of wastewater - Fines and penalties on account of non-adherence to water pollution regulations

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Climate change strategy	Risk	Climate change is increasingly recognized as a universal issue with broad implications on a company's business and its ability to create value for stakeholders. Due to the textile industry's complex supply chain and energy-intensive production, it generates nearly 10% of global greenhouse gas (GHG) emissions. A large-scale, systemic change is needed for the industry to limit global warming to 1.5°C above pre-Industrial Revolution levels. Therefore, the company considers climate risk as one of the important material issues.	The company is taking concerted efforts to anticipate the adverse effects of climate change on its business and operations and is taking appropriate actions to mitigate the different implications of climate change and other ESG-related factors across all its business operations.	Negative: <ul style="list-style-type: none"> - Costs of transition to a lower-carbon economy - Business disruption due to extreme weather events, such as cyclones, hurricanes, heat or cold waves, or floods and resultant revenue impact
7	Supply chain management	Risk/ Opportunity	The textile industry is characterized by a complex production network spanning multiple businesses and crossing national and international boundaries. Therefore, managing ESG (Environmental, Social, and Governance) risks within the company's supply chain and addressing the environmental and social externalities created by suppliers through their operational activities is crucial for supply chain sustainability.	<p>The company evaluates its suppliers and vendors based on their environmental responsibility, human rights, labour practices, ethics, and anti-corruption measures, along with the required quality standards. This ensures the highest standards in material procurement.</p> <p>This proactive approach strengthens supply chain resilience, promotes responsible supplier relationships, and mitigates any adverse impacts on the environment and society.</p>	<p>Positive:</p> <ul style="list-style-type: none"> - ESG-compliant suppliers driving resource efficiencies across the value chain, leading to cost savings and improved profitability <p>Negative:</p> <ul style="list-style-type: none"> - Short-term business disruptions on account of non-compliant suppliers - Cost implications associated with transitioning to and maintaining ESG-compliant suppliers

S. No.	Material issue identified	Indicate whether risk or opportunity	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)
8	Employee Health & Safety	Risk	The textile industry is a labour-intensive sector, and unsafe practices can significantly impact the well-being of workers and their families. Therefore, it is critical for the company to establish and scrupulously comply with safety procedures and protocols to prevent potential hazards.	The company has implemented an occupational health and safety management system and framed a Safety, Health & Environment (SHE) policy. This policy lays down clear safety protocols and instructions to be followed across all plants by all employees. The company also provides regular safety training for its employees and conducts safety assessments of its plants.	Negative: <ul style="list-style-type: none"> - Impacts on the physical and mental health of employees/workers, consequently affecting their productivity. This can impair the company's ability to fulfill demand, cater to customer requirements, and grow revenues - Increased liability and legal costs associated with workplace accidents or illnesses - Reputational damage and loss of customer trust due to safety-related incidents
9	Digitalization	Opportunity	Digitalization is a powerful tool that can help the company automate and streamline its business processes, reducing errors and improving efficiency and accuracy. By leveraging customer data and insights, the company can better understand and meet the needs of its customers, personalize its offerings, and enhance the overall customer experience.	As part of its digitalization initiative, the company has implemented a customer collection system that enables customers to view their outstanding invoices in real-time and make instant payments through the system itself. This facilitates automatic posting in the company's SAP system, eliminating the need for manual reconciliation processes.	Positive <ul style="list-style-type: none"> - Cost efficiency due to automation and the elimination of manual efforts, leading to improved profitability - Streamlines the company's internal processes and also enhances the customer experience, fostering stronger relationships and potentially increasing customer loyalty and retention

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.siyaram.com/investor--relations/policy.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards adopted by your entity and mapped to each principle.	NGRBC	ISO 9001:2008, OEKO-TEX, Higg Index, SEDEX	ISO 45001	NGRBC	C-TPAT	ISO 14001, GOTS, GRS, SVCOC, ZDHC	NGRBC	NGRBC	NGRBC

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1) Zero case of fines / penalties / punishment from any regulatory/enforcing agency in the reporting year.	1) 60% sustainable sourcing out of total procurement by year 2025	1) Zero fatalities in the reporting year. 2) Ensure 100% assessment of plants and offices on health and safety, and working conditions every year	1) 100% adherence to concerns raised by stakeholders in the reporting year.	1) Zero complaints on human rights related issues in the reporting year.	1) 15% electricity consumption from RE sources by 2026 2) Explore ZLD systems in more plants 3) Reduce water consumption by 10% by 2027	1) Zero adverse orders from regulatory authorities for anti-competitive conduct in the reporting year.	1) 30% procurement from MSMEs by year 2025 2) Target 4000 beneficiaries by CSR activities by 2026 3) Zero data privacy breach of customers in the reporting year	1) Reduction in number of customer complaints year-on-year 2) Zero product recalls in the reporting year 3) Zero data privacy breach of customers in the reporting year
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	1) 75% employees and 80% workers were provided trainings on NGRBC principles in the current FY 2) There were no cases of fines & penalties on any account	1) 30.51% sustainable sourcing in the current FY	1) No fatalities in FY 2023-24 2) 100% of plants and offices were assessed on health & safety and working conditions	1) We captured all stakeholder feedbacks and are taking necessary effort to resolve the grievance of all stakeholders.	1) No complaints were received on any human rights issue	1) RE consumption percent 4% for current FY 2) At Amravati plant MIDC has provided facilities of ZLD systems 3) 3% decrease in water consumption from previous year 4) We propose to install ZLD system in Tarapur in coming years. This will enable the company to achieve zero discharge of wastewater.	1) No adverse orders from regulatory authorities received 2) The expenditure incurred under CSR activity would add more beneficiary in the future.	1) 24% procurement from MSMEs 2) The	1) While the number of customer complaints increased from previous year, it is in the normal course of business, and we are committed to reduce the same 2) No product recalls 3) No data privacy breach of customers

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership, and oversight									
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG -related challenges, targets, and achievements</p> <p>The company has been conducting its business activities in a responsible manner for more than 4 decades. This year, the company has commenced its journey to integrate Environmental, Social, and Governance (ESG) principles into its business operations. The company is working to strengthen its commitments towards sustainability, which includes:</p> <ul style="list-style-type: none"> • Integrating ESG risks into the company's Enterprise Risk Management framework. • Building aspirational goals of carbon neutrality and water positivity for its operations. • Investing in energy-efficient products and processes. • Promoting products and services that help lower the environmental impact. • Partnering with waste recyclers. • Supporting local communities. <p>The company and its employees/workers are committed to improving the quality of life of the communities it serves, adhering to the principle of providing quality products, and enhancing the health, safety, and environmental impacts of the products and services throughout their life cycles.</p> <p>The company has framed and implemented policies for Climate Change, Safety, Health, and Environment (SHE) across all its plants and employees. The company remains committed to continuing its fair business practices towards its labour, human capital, and the community. It provides employees and business associates a congenial working environment.</p> <p>The company is dedicated to addressing ESG-related challenges, setting ambitious targets, and achieving meaningful progress in its sustainability journey.</p>								
8.	<p>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p> <p>Shri. Ashok Jalan Senior President cum Director</p>								
9.	<p>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details</p> <p>Yes Ashok Jalan, Senior President cum Director, is responsible for decision-making on sustainability-related issues.</p>								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	1	2	3	4	5	6	7	8	9	Annually								

Any other Committee (BRSR Committee)

Annually

Compliance with statutory requirements of relevance to the principles, The company complies with all the statutory requirements as applicable and rectification of any non-compliances

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)	No	No	No	No	No	No	No	No	No
If yes, provide name of the agency.	-	-	-	-	-	-	-	-	-

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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)									

NA

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership.” While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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	4	During the year, the Board of Directors of the Company (including the Committees) has invested time on various matters relating to business, operations, sales and general well-being. External training through third- party consultant was also conducted on Business Responsibility and Sustainability Report (BRSR) and amendments thereto, and related compliance applicable to the Company.	100%
Key Managerial Personnel	2	During the year, KMPs also invested time on various matters relating to business, operations, sales and general well-being. External training through third-party consultant was also conducted on Business Responsibility and Sustainability Report (BRSR) and amendments thereto, and related compliance applicable to the Company	100%
Employees other than BoD and KMPs	10	<ol style="list-style-type: none"> 1) Business Mastery Program - Putting Business Operations on Autopilot 2) Advanced Sales Planning - Putting Sales on Autopilot 3) Technology Masterclass - for implementation of course learnings 4) Manifestation - Power of Manifestation. 5) Technology Workshops - for implementation of course. 6) Training session on G-suites - to learn about google worksheets. 7) Cancer Awareness Program for Female related cancers 8) Video session on the book- Isn't it Obvious for Garment team 9) Business Responsibility and Sustainability Report (BRSR) and amendments thereto, and related compliance applicable to the Company 10) Human Rights 	64%

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
Workers	5	1) Environment, 2) Safety 3) Human Rights 4) POSH- Prevention of Sexual Harassment 5) Improvement in Productivity	79%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine Settlement Compounding fee					
	During the financial year under review, the Company did not have any instances of fines, penalties, punishment, awards, compounding fees, or settlement amounts paid in proceedings with regulators, law enforcement agencies, or judicial institutions.				

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
	During the year under review, there were no such cases where non-monetary action has been initiated or settled by any regulator / enforcement agencies / judicial institutions			

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
Nil	

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

Yes.

The Company has an Anti-Bribery and Anti-Corruption Policy. The Company has also adopted a Whistle Blower Policy and Code of Conduct to provide a mechanism to Directors, Employees, and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the company’s Code of Conduct. The Policies provide for adequate safeguard against victimisation of those who avail of the mechanism. The Policies are available on our website at <https://www.siyaram.com/investor-relations/policy.php>

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	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Since no complaints were received, no	0	Since no complaints were received, no
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	corrective actions were taken.	0	corrective actions were taken.

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.

Since no complaints were received, no corrective actions were taken.

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

	FY 2023-24	FY 2022-23
Number of days of accounts payables	60.36	64.86

9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	81%	79%
	b. Number of dealers / distributors to whom sales are made	856	835
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/distributors	7%	6%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	4.03%	2.79%
	b. Sales (Sales to related parties / Total Sales)	0.44%	0.36%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	5.90%	55.46%
	d. Investments (Investments in related parties/Total Investments made)	66.34%	19.90%

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
1	NGRBC principles, Human rights	38.08%

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.

Every Director of the Company is required to disclose their concern or interest in the Company or companies, bodies corporate(s), firm(s) or other association of individuals and any change therein, annually or upon any change, including their shareholding which is placed before the Board and taken on record. In the Board Meetings, the Directors abstain from participating on the items of business in which they are concerned or interested.

A declaration from the Directors is also taken annually affirming compliance with the Company's Code of Conduct. The Directors/ Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

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



Essential Indicators

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

	Amount	Percentage	Details of improvements in environmental and social impacts
R&D (in INR Crores)	3.95	14%	We have focused production without using any hazardous material, consuming less resources and achieving energy efficiency in operations.
Capex (in INR Crores)	10.63	17%	We have invested in solar rooftops to increase our renewable energy consumption and thereby reduce GHG emissions: 1000 kWhp solar project is under installation in H3/1 plant. We are also regularly carrying out replacements of existing old equipment with modern and energy efficient equipment resulting in power and water savings in processing of fabrics.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
Yes. The company has a sustainable sourcing policy, defining our approach to sourcing and procurement, in line with our commitments to promote fair dealing, ensure health and safety, and manage impact on climate and environment in our supply chain. We expect all our suppliers to operate in accordance with the principles as outlined in this Policy and comply with the necessary social, business integrity, and environmental sustainability standards, ensuring adherence to all applicable laws and regulations.

- If yes, what percentage of inputs were sourced sustainably?**
30.51%

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

As a responsible corporate entity, we have established comprehensive processes to ensure the safe reclamation, recycling, and disposal of our products at the end of their life cycle.

Type of waste	Mechanism
Plastics (including packaging)	We ensure that sale of all plastic packaging to authorized plastic waste processors for re-cycling and utilization in manufacture of new packaging material.
E-waste	E-wastes from our operations comprising of electronic devices, their components and IT assets which are discarded after their useful life or due to obsolescence is disposed only to authorized re-cyclers.
Hazardous waste	We also ensure safe disposal of specific hazardous wastes as mandated in operating Consent / Authorizations, through Government authorized Treatment Storage and Disposal Facilities.
Other waste	Other waste like chemical-drum, Coal Ash, Paper waste, wooden scrap etc given to authorised vendor to reuse the same.

Throughout, we maintain a comprehensive waste management system, emphasizing segregation, storage, and engagement of authorized vendors for disposal and recycling. This integrated approach ensures the responsible management of our products at the end of their life cycle.

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.**

Yes, Extended Producer Responsibility (EPR) is applicable. We comply with extended producer responsibility (EPR) focusing on the sustainable and economical management of product-end-of-life scenarios in line with the EPR strategy. We have implemented a waste collection plan and thorough program for the collection and disposal of product packaging. We are in the process of implementing EPR and align our waste collection plan as per regulatory requirements.

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:**

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.
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The company has not conducted life cycle assessments (LCA) for its products this financial year. However, the company recognizes the importance of LCA in evaluating and improving the environmental performance of its products. Going forward, the company plans to start conducting LCA for relevant products. This will enable the company to identify opportunities to minimize the environmental footprint of its products and enhance their overall sustainability.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Paper Board, Box & HM Bags	66.39%*	1.82%
Yarn	5.38%	5.36%

* Out of total packaging material purchased this year, 66.4% was recyclable material.

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

The company currently does not have a structured process in place to reclaim or recover sold products and their associated packaging materials. As a result, the company does not have the specific data on the percentage of reclaimed products and packaging for each of their product categories.

However, the company remains committed to promoting responsible waste management practices, environmental sustainability, and overall textile stewardship.

	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste	0	0	0	0	0	0

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:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
Permanent employees											
Male	1191	1191	100%	1191	100%	-	0%	0	0%	0	0%
Female	98	98	100%	98	100%	5	5%	-	0%	0	0%
Total	1289	1289	100%	1289	100%	5	0.36%	0	0%	0	0%
Other than Permanent employees											
Male	7	7	100%	7	100%	-	0%	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	-	0%	0	0%
Total	8	8	100%	8	100%	1	13%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
Permanent workers											
Male	1180	1180	100%	1180	100%	-	0%	0	0%	0	0%
Female	281	281	100%	281	100%	0	0%	-	0%	0	0%
Total	1461	1461	100%	1461	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	1689	1689	100%	1689	100%	-	0%	0	0%	0	0%
Female	321	321	100%	321	100%	0	0%	-	0%	0	0%
Total	2010	2010	100%	2010	100%	0	0%	0	0%	0	0%

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

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.23%	0.14%

2. **Details of retirement benefits.**

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	95	67	Yes	100	100	Yes
Others-please specify	0	0	0	0	0	0

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. In all our plants, we maintain a commitment to accessibility and ensure that work floors are predominantly situated at the ground level, allowing for easy access for everyone. In locations where we have building blocks with multiple floors, ramps and elevators are available to enable smooth navigation for individuals with disabilities. At all our commercial locations where we own property, we are equipped with elevators and ramps to accommodate individuals with mobility challenges. We strive towards providing an inclusive infrastructure and all our locations are equipped with wheelchairs as well to ensure easy navigation of premises by any differently abled individual.

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

Yes

<https://www.siyaram.com/investor-relations/policy.php>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	75%	100%	100%
Total	100%	75%	100%	100%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company has a grievance redressal procedure for all employees and workers. Any aggrieved employee shall approach his immediate superior with his grievance and if the grievance is not addressed, there is defined hierarchy for escalation, including a Grievance Committee. All the steps are coordinated by the HR department, and it is ensured that all grievances are resolved within a reasonable time period. The Company also has a Whistle Blower mechanism, which is governed by the Whistle Blower Policy. There is a governance mechanism in place to ensure confidentiality and protection of whistle blower from any harassment or victimization like retaliation, threat, or intimidation of termination/suspension of service.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category €	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	1191	0	0%	1175	0	0%
Female	98	0	0%	86	0	0%
Total	1289	0	0%	1261	0	0%
Total Permanent Workers						
Male	1180	21	1.78%	1648	21	1.27%
Female	281	0	0.00%	390	0	0.00%
Total	1461	21	1.44%	2038	21	1.03%

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. F	% (F / D)
Employees										
Male	1191	1191	100%	1191	100%	1175	1175	100%	1175	100%
Female	98	98	100%	98	100%	86	86	100%	86	100%
Total	1289	1289	100%	1289	100%	1261	1261	100%	1261	100%
Workers										
Male	1180	1180	100%	1180	100%	1648	1648	100%	1648	100%
Female	281	281	100%	281	100%	390	390	100%	390	100%
Total	1461	1461	100%	1461	100%	2038	2038	100%	2038	100%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total C	No. (D)	% (D / C)
Employees						
Male	1191	1191	100%	1175	1175	100%
Female	98	98	100%	86	86	100%
Total	1289	1289	100%	1261	1261	100%
Workers						
Male	1180	1180	100%	1648	1648	100%
Female	281	281	100%	390	390	100%
Total	1461	1461	100%	2038	2038	100%

10. Health and safety management system:

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

Yes, we have formulated an organisation-wide Safety, Health & Environment (SHE) policy to create a safe and healthy working environment at all our plants and offices. Clear instructions and safety protocols are laid down for all employees and workers to follow and avoid damage to life and property.

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

We have a systematic framework in place for work-related hazard identification and risk assessment. Through this framework, potential safety risks are identified across processes, existing safeguards evaluated and control measures to reduce these risks are developed. There is department-wise daily checklist as well as a toolkit in place across all plants to create awareness among workers to report a risk/hazard. We regularly provide health and safety trainings to educate workers on all aspects of workplace hazards and their mitigation.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, we have processes in place for workers to report work-related hazards and it is included in the SHE Manual. These documented procedures allow workers to remove themselves from the situations they believe could cause injury or ill health, with the comfort that doing so will not result in any negative consequences to their employment. Additionally, we conduct safety trainings, mock drills, etc for raising awareness of the workers on a routine basis.

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

Yes, employees / workers have access to non-occupational medical and healthcare services.

11. Details of safety related incidents:

Safety Incident/Number	Category*	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company has instituted various measures to ensure a safe and healthy working environment for all employees and workers. Some of these measures include, but are not limited to:

- 1) Department wise checklist is formed to identify work related hazard and assess the risk on routine /non routine basis.
- 2) There is a department wise toolbox for employees and workers to create awareness to report any risk or hazard.
- 3) On-site emergency plan has been developed to deal with emergency incidents which occur within the premises of M/S SIYARAM SILK MILLS LIMITED and around the areas of operation. Emergencies are classified by the level of response that will be required upon occurrence, as below:

• **LEVEL-I (LOCALIZED EMERGENCY)**

A localized emergency is one which is of minor consequence to life and property, and which can be dealt with locally e.g., at the factory by available staff as required with or without ad hoc assistance. Such an emergency does not normally influence operations in other parts of the factory.

Fire involving limited area within administrative building, control room; fire involving limited area in utility building are some examples of a localized emergency.

• **LEVEL-II (PLANT EMERGENCY)**

A Plant Emergency is one of a more complex or larger size/scope that requires the On-site emergency plan to come into effect. It affects operations in the whole unit, immediately or potentially and of areas in the vicinity.

Escalated fire in administrative building, jeopardizing control room; escalated fire in utility building jeopardizing goods stored; escalated fire in main substation jeopardizing power supply; escalated spillage fire in pump stations jeopardizing equipment are some examples of a plant emergency.

• **LEVEL-III (MAJOR OR CATASTROPHIC EMERGENCY)**

A major emergency is an emergency escalated to such size and scope that it becomes of a great and serious consequence to life and property at the unit as a whole and the areas outside the unit.

The company has implemented a rigorous approach to identifying, understanding, controlling, and managing risks associated with workplace hazards such as human-machine interaction, process safety and fire hazards. We regularly identify areas for improvement and take corrective action to prevent their recurrence with the goal of creating a safe working environment.

We provide frequent training programs on standard safety measures and best practices are communicated to all plant locations. Employee contribution in incident reporting, safety observations and near-miss reporting are a top priority for us. We present corrective steps taken during incident investigations at quarterly meetings and ensure their effective implementation through appropriate actions.

Through the above outlined measures and emergency categorisation, the Company aims to create a secure and healthy work environment that prioritizes the well-being and safety of all individuals associated with the organization.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

The company has implemented a robust approach to address safety-related incidents and manage risks associated with workplace hazards. The key points are:

1. Identification, understanding, control, and management of risks related to workplace hazards such as man-machine interaction, process safety, and fire hazards.
2. Regular identification of areas for improvement and implementation of corrective actions to prevent the recurrence of safety incidents, with the goal of creating a safe working environment.
3. Provision of frequent training programs on standard safety measures and best practices communicated to all plant locations.
4. Emphasis on employee contribution in incident reporting, safety observations, and near-miss reporting as a top priority.
5. Presentation of corrective steps taken during incident investigations at quarterly meetings and ensuring their effective implementation through appropriate actions.

Leadership Indicators

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

	(Y/N)
Employees	Y
Workers	Y

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

As a responsible corporate entity, we have implemented a comprehensive system to oversee the compliance of our contractual employees and value chain partners with statutory requirements. We prioritize the prompt deduction and deposit of statutory dues, including Employees' State Insurance (ESIC) and Provident Fund (PF), on a monthly basis. This process is rigorously monitored to ensure full adherence to the relevant regulations.

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	FY 2022-23	FY 2023-24	FY 2022-23
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

Yes.

We offer support programs to assist our retired employees in their transition and frequently hire them as consultants on a short-term basis as necessary, based on their interest.

5. Details on assessment of value chain partners:

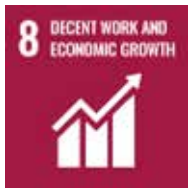
	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

Presently we do not assess health and safety practices of our value chain partners. However, we have formulated a sustainable sourcing policy of which we will be evaluating suppliers on their environment and social factors compliance.

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

Not Applicable since we don't assess health and safety practices of our value chain partner. However, we intend to implement an assessment process to evaluate our value chain partners in these areas, to help us to consider and address any potential risks or concerns related to health and safety practices and working conditions throughout our value chain.

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.

Internal and external stakeholders have been identified that have a direct impact on the operations and working of company. The Company recognizes that active cooperation of stakeholders is essential for a strong and sustainable business performance. We have formulated a Stakeholder Engagement policy, on the principles of transparency and equitable treatment that favours a consultative and collaborative engagement with all stakeholders, using effective and responsive communication that makes it possible to forge relationships based on ongoing trust.

This policy provides guiding principles to manage the way in which the Company interacts with defined key stakeholders and clearly outlines the principles of stakeholder engagement, stakeholder identification, prioritization, and the overall framework.

The policy link can be found on our website <https://www.siyaram.com/investor-relations/policy.php>

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

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
Internal stakeholders- Employees, Workers, KMPs, BoDs	No	<ul style="list-style-type: none"> Regular, direct communication between managers, teams, and individuals. Digital and broadcast communications that include emails and intranet communications. Culture and engagement surveys Monthly newsletters Town hall meetings Cluster and group recognition functions Familiarisation programmes for Board members 	Others- need based	We regularly engage with employees to discuss assorted topics like innovation, operational efficiencies, areas which need improvement, long-term strategy plans, training and awareness, health, and safety initiatives
Customers	No	<ul style="list-style-type: none"> Customer events Face to face meetings Customer satisfaction surveys Marketing and advertising activities 	Others- Need-based/ Quarterly	The Company needs to update the Customers on a regular basis on new brands/ product launches, product quality and availability. We also periodically assess customer satisfaction through surveys and understand the grievances of customers and take their feedback on our products and services.

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
				The Company regularly conducts Dealers conferences to promote its products and obtain market feedback on the acceptability for them.
Vendors and Suppliers	Yes	<ul style="list-style-type: none"> One-on-one negotiations and meetings for finalization follow up, and after sales service. Trainings and related education Surveys 	Others- Need-based/ Quarterly	The company conducts regular interactions with vendors and suppliers to discuss payment terms, loading and unloading infrastructure, hygiene and sanitation infrastructure, safety system and performance and payment of statutory dues.
Investors and shareholders	No	<ul style="list-style-type: none"> Annual General Meetings Earnings calls Email broadcasts and intimation Individual meetings with financial media, shareholders, and analysts 	Others- Need-based/ Quarterly	The company needs to engage with investors and shareowners to update on the performance in terms of growth, profitability, dividends, financial analysis/ stability, market risk, future plans, etc.
Local Communities	Yes	<ul style="list-style-type: none"> Surveys Project based discussions Face to face interactions CSR activities 	Others- Need based/ Annually	To meet its social responsibility towards the local community, the company through its CSR initiatives and other activities promotes education to the needy children including girl child, promotes healthcare including preventive healthcare, improves sanitation and develops infrastructure facilities. We also engage with the community to reduce social and economic inequalities, educate on environmental impacts as well as impact of our operations.
Regulatory authorities	No	<ul style="list-style-type: none"> Various industry and regulatory forums, meetings between regulators, and our board and management. Need-based one-on-one discussions with executive officials at prudential meetings as well as onsite meetings. 	Others- Need based	We engage with regulatory bodies to discuss rules, regulations and policies affecting the textile industry and share our point of view.
Non-governmental organizations (NGOs)	No	<ul style="list-style-type: none"> Company website, annual report, Group's social media handles, press releases and media statements. 	Others- Need based	The company engages with NGOs on social and environmental matters affecting relevant parties

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
Media	No	<ul style="list-style-type: none"> Written and telephonic interactions for business related media enquiries as and when required by both parties New product launches- events, press conferences & interviews Regular interactions to share information and respond to media requests for commentary about the Company 	Others- Need based	Engagement with media is done to address business-related queries, share updates about the company, new product/ brand announcements, views on industry landscape, etc.

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 has a structured stakeholder engagement framework to gather feedback from key stakeholder groups. This feedback is presented by departments to the Stakeholder Relationship Committee of the Board. The Committee reviews the inputs, monitors compliance status, and provides recommendations to the Board on a quarterly basis. The Board then directs the implementation of relevant suggestions arising from the stakeholder consultations.

- 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 is a cornerstone of our approach to identifying and managing environmental and social issues. We actively consult with a diverse range of internal and external stakeholders, including the government, regulatory bodies, distributors, suppliers, and local communities, through formal meetings, consultation sessions, and digital platforms. This regular dialogue enhances our transparency, responsiveness, compliance, organizational learning, and overall sustainability.

Our stakeholder engagement process systematically identifies the key environmental, social, and governance concerns. The valuable insights and feedback received through these consultations are carefully analysed and incorporated into our policy formulation and decision-making. This enables us to effectively address the material ESG issues relevant to our operations and drive long-term business sustainability.

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

Our stakeholder engagement process has identified local communities and our vendor/supplier network as marginalized stakeholder groups. We engage with these stakeholders in a focused manner to address their specific needs and concerns.

For the local communities around our areas of operation, we primarily channel our efforts through targeted CSR initiatives. These include providing educational assistance to needy and underprivileged students, offering free medical checkups and healthcare support through NGO partnerships, and contributing medical equipment to improve cancer treatment facilities. Similarly, for our marginalized suppliers and vendors, we conduct various skill-based training programs and awareness sessions. These interventions are aimed at enhancing their capabilities and overall socioeconomic upliftment.

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:

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	1289	1289	100.00%	1261	1261	100.00%
Other than permanent	8	8	100.00%	8	8	100.00%
Total	1297	1297	100.00%	1269	1269	100.00%
Workers						
Permanent	1461	1461	100.00%	2038	2038	100.00%
Other than permanent	2010	2010	100.00%	2677	2677	100.00%
Total	3471	3471	100.00%	4715	4715	100.00%

2. Details of minimum wages paid to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. C	% (C / A)		No. D	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1191	-	-	1191	100%	1175	-	-	1175	100%
Female	98	-	-	98	100%	86	-	-	86	100%
Other than Permanent										
Male	7	-	-	7	100%	7	-	-	7	100%
Female	1	-	-	1	100%	1	-	-	1	100%
Workers										
Permanent										
Male	1181	-	-	1181	100%	1648	-	-	1648	100%
Female	280	-	-	280	100%	390	-	-	390	100%
Other than Permanent										
Male	1689	-	-	1689	100%	2188	-	-	2188	100%
Female	321	-	-	321	100%	489	-	-	489	100%

3. Details of remuneration/salary/wages:

a. 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)	9	77,29,000	1	9,50,000
Key Managerial Personnel	2	45,98,904	0	0
Employees other than BoD and KMP	1,308	4,81,052	103	3,16,142
Workers	1,056	1,49,522	276	96,201

b. Gross wages paid to females as % of total wages paid by the entity

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages paid by the entity	11.70%	13.45%

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. All grievances, including human rights related grievances, are addressed through the formal procedure laid down in the Grievance redressal policy. The policy can be found on our website <https://www.siyaram.com/investor-relations/policy.php>

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

The company remains steadfast in its commitment to respect and protect human rights across its operations. Our Code of Business Conduct and Ethics, as well as our general human resource practices, comprehensively cover human rights aspects and ensure compliance.

To further strengthen our human rights framework, we have formulated and implemented dedicated policies, including a Human Rights Policy, Anti-Sexual Harassment Policy, Whistle Blower Policy, and other social welfare policies. These policies are designed to safeguard the human rights of all our stakeholders and provide effective grievance redressal mechanisms.

The company's Stakeholder Grievance Redressal Policy outlines the established mechanisms for grievance management. Stakeholders can register their grievances via email, phone, or in writing to the designated Stakeholder Contact Officers. To ensure efficient and effective grievance handling, we have set up a dedicated email ID (sharedept@siyaram.com) for this purpose.

The Company Secretary has been appointed as the Compliance Officer, who is responsible for the implementation, monitoring, and periodic review of the grievance redressal policy. This institutional framework underscores our commitment to upholding human rights and addressing stakeholder concerns in a timely and transparent manner.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Human Rights Issues	Nil	Nil	None	Nil	Nil	None

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

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

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

The Whistle-blower policy of the company states that the whistle-blower and/or the person processing the protected disclosure shall not be victimized for doing so and complete confidentiality shall be ensured. Moreover, we have formed

necessary Board Level Committees and other statutory Committees to protect, prevent and redress complaints received to these matters. Furthermore, the company has constituted necessary Board-level Committees and other statutory Committees to efficiently handle, investigate, and provide appropriate resolution to any complaints or grievances received. These dedicated committees play a crucial role in preventing, addressing, and redressing concerns related to human rights, sexual harassment, and other ethical or compliance matters.

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

Yes, we include human rights requirements in certain international/ export contracts.

10. Assessments for the year:

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

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

The company has strong policies and practices in place to ensure responsible labour practices and a respectful work environment:

- The company does not hire child labour, forced labour, or involuntary labour.
- The company does not engage in any form of discrimination.
- During the year under review, no cases of sexual harassment were reported.

Leadership Indicators

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

No such grievances were reported on Human Rights violations.

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

Not applicable since no grievances were reported on Human Rights violations.

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, our manufacturing facilities and commercial locations are designed with a strong focus on accessibility and inclusion. The work floors in all our plants are predominantly situated at the ground level, enabling easy access for our employees, workers, and visitors. In locations with multi-story buildings, we have installed ramps and elevators to facilitate smooth navigation for individuals with disabilities.

Furthermore, our commercial spaces are equipped with elevators, ramps, and wheelchairs to accommodate those with mobility challenges. This comprehensive approach to accessibility underscores our commitment to fostering an inclusive and equitable work environment for all.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	-
Forced Labour/Involuntary Labour	-
Wages	-

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

The company did not conduct any formal assessments of significant risks or concerns in the current financial year. However, the company is committed to addressing this gap going forward. The company plans to assess and screen its value chain partners through the implementation of its sustainable supply chain and preferential procurement policy.

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



Essential Indicators

1. Details of total energy consumption (GJ) and energy intensity:

Parameter	FY 2023-24	FY 2022-23
From renewable sources		
Total electricity consumption (A)	1,037	1,971
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	858
Total energy consumed from renewable sources (A+B+C)	1,037	2,830
From non-renewable sources		
Total electricity consumption (D)	2,02,498	2,12,140
Total fuel consumption (E)	5,49,976	4,87,722
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	7,52,474	6,99,862
Total energy consumed (A+B+C+D+E+F)	7,53,511	7,02,691
Energy intensity per rupee of turnover (GJ/ ₹ Cr) (Total energy consumed / Revenue from operations)	361.02	315.21
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (GJ/Million \$) (Total energy consumed / Revenue from operations adjusted for PPP)	826.01	721.19
Energy intensity in terms of physical output		
Energy intensity (optional) – the relevant metric may be selected by the entity		

*Note:

PPP Conversion factor is taken as 22.88 as per OECD PPP 2022 data(<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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

No, none of our sites are covered under PAT scheme.

3. Provide details of the following disclosures related to water:

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	10,045	25,960
(iii) Third party water	7,41,990	6,01,185
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	7,52,035	6,27,145
Total volume of water consumption (in kilolitres)	3,73,983	3,31,910
Water intensity per rupee of turnover (KL/₹ Cr) (Total water consumption / Revenue from operations)	17,918.10	14,888.50
Water intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (KL/Million \$) (Total water consumption / Revenue from operations adjusted for PPP)	40,996.69	34,064.80
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity		

*Note:

PPP Conversion factor is taken as 22.88 as per OECD PPP 2022 data(<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	3,78,052	2,95,235
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of	3,78,052	2,95,235
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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.

Our Amravati plant currently has a Zero Liquid Discharge (ZLD) system in place, which ensures that all wastewater is treated and recycled within the facility. At our other fabric processing units, we have installed wastewater purification systems to ensure that the quality of discharged wastewater meets the permissible limits set by the Maharashtra Pollution Control Board (MPCB).

We fully recognize the potential environmental impacts of untreated wastewater and have therefore taken proactive measures to minimize the discharge of polluted water from our operations. This includes not only the treatment of wastewater, but also efforts to maximize the reutilization of treated wastewater within our processes.

Looking ahead, we are planning to install a ZLD system at our fabric processing unit in Tarapur by the year 2025. This will further strengthen our commitment to responsible water management and the reduction of our environmental footprint.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	Tonnes	0.8736	0.2000
Sox	Tonnes	48.9847	7.9500
Particulate matter (PM)	Tonnes	17.2198	1.8200
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – Carbon monoxide (CO)	Tonnes	0.8576	-

**Air emission calculations have been done for plants with boiler stack and DG sets- H3/1, Amravati, Saily and Daman for FY2023-24.*

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:

Parameter	Unit	FY 2023-24			FY 2022-23		
Total Scope 1 emissions	Metric Tonnes	53,127			47,219		
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	of CO ₂ equivalent	CO ₂	Metric Tonnes	52,425	CO ₂	Metric Tonnes	46,505
			of CO ₂ equivalent			of CO ₂ equivalent	
		CH ₄	Metric Tonnes	151	CH ₄	Metric Tonnes	134
			of CO ₂ equivalent			of CO ₂ equivalent	
		N ₂ O	Metric Tonnes	216	N ₂ O	Metric Tonnes	191
			of CO ₂ equivalent			of CO ₂ equivalent	
		HFCs	Metric Tonnes	335	HFCs	Metric Tonnes	390
			of CO ₂ equivalent			of CO ₂ equivalent	
Total Scope 2 emissions	Metric Tonnes	40,275			39,579		
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	of CO ₂ equivalent						

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO2 equivalent / INR Cr of turnover	44.75	38.61
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)		102.389	88.35
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:

PPP Conversion factor is taken as 22.88 as per OECD PPP 2022 data(<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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 emission? If yes, then provide details.

We have undertaken various energy efficiency and emission reduction initiatives as outlined below:

- Increasing Solar capacity: We have installed a 175kWhp solar project at Saily plant and a 698 kWhp solar project at H3/2 plant. A 999 kWhp solar project is under installation in plant H3/1.
- Utilizing alternate energy efficient sources like LED tube lights and high efficiency motors
- Replacement of existing equipment by modern and energy efficient equipment
- Initiatives like waste heat recovery, VFDs on various machines
- Replacing existing car with electric and hybrid vehicles
- Replacement of old machinery with new generation machinery in which efficiency will improve along with saving of power and lower wastage of materials.

9. Provide details related to waste management by the entity:

Parameter	FY 2023-24	FY 2022-23
Total Waste generated (in metric Tonnes)		
Plastic waste (A)	380.938	372.09
E-waste (B)	0	16.69
Bio-medical waste (C)		0
Construction and demolition waste (D)		0
Battery waste (E)	48	20
Radioactive waste (F)	380.938	0
Other Hazardous waste. Please specify, if any. (G)		719.69
Non-hazardous waste generated (H):		
MS & SS scrap	145.85288	410.06
Fabric/Chindi	1129.235	386.48
Coal Ash	2290	456.00
Yarn Waste	0	930.75
Paper waste	530.16917	1033.43
Wooden scrap	15.32854	20.32
Other waste	1296.2282	2979.79
Sludge	708.24	0
Used oil	2522	0
Total (A+B + C + D + E + F + G + H)	9065.99	7345.84
Waste intensity per rupee of turnover (MT/INR Cr.) (Total waste generated / Revenue from operations)	4.34	3.30
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity *(PPP) (MT/ \$ Million)* (Total waste generated / Revenue from operations adjusted for PPP)	9.94	7.54
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	0	0
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	9065.99	7345.84
Total	9065.99	7345.84

*Note:

PPP Conversion factor is taken as 22.88 as per OECD PPP 2022 data(<https://data.oecd.org/conversion/purchasing-power-parities-ppp.htm>)

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

We have a comprehensive, documented Standard Operating Procedure (SOP) in place for the effective management of waste generated across its operations. This SOP encompasses the following key steps:

- Waste Classification: The wastes generated are broadly classified as Hazardous and Non-hazardous, with the respective section in-charges maintaining detailed records as per legal requirements.

Hazardous Waste Disposal: Hazardous wastes that can be sold are disposed of through authorized vendors. The remaining hazardous wastes, such as ETP sludge, are packaged and disposed of responsibly as per the guidelines set by the regulatory authorities.

- Non-Hazardous Waste Disposal: Non-hazardous process and non-process wastes, including wooden scrap, metal scrap, decontaminated drums, and other recyclable materials, are sold to authorized vendors for further processing or recycling.
- Roles and Responsibilities: The Plant Head is responsible for the overall implementation of the waste management practices, while designated personnel are tasked with classifying the wastes and the stores in-charge oversees the sale of scrap materials.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable. Siyaram does not have any operations / offices in / around ecologically sensitive areas.			

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

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
Not applicable as Siyaram has not undertaken any projects that require an Environmental Impact Assessment (EIA).					

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. If not, provide details of all such non-compliances:

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

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:

- (i) Name of the area:
- (ii) Nature of operations:
- (iii) Water withdrawal, consumption, and discharge:

We do not have any operations in water stress areas.

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
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 kilolitres)		

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

No

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	Presently, the Company does not track these details. However, we look forward to monitoring the same in the future.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

3. With respect to the ecologically sensitive areas reported at Question 10 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, since we do not have any operations in ecologically sensitive areas.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water, power & steam saving	We have replaced 33 higher liquor long jets dyeing machines with lower liquor ratio U jet dyeing in H3/1	Improvement in resource efficiency
2	Renewable energy generation and consumption- Solar rooftop installation	We have installed solar projects: <ul style="list-style-type: none"> Saily plant: 175 kWp solar project installed. H3/2 plant: 698 kWp solar project installed. H3/1 plant: 999 kWp solar project installed. J177 plant: 1,204 kWp rooftop solar system installed. E125 plant: 915 kWp rooftop solar system installed. 	Reduction in GHG emissions
3	Energy and power saving	We have replaced 25 400-watt high bay Metal Halide lamps with 150 watts High bay LED lamps in plant H3/1.	250 W* 25= 6.25 kWh saving per hour
4	Steam and power saving	We have done insulation on shell body of U jets machines (04 nos.) to avoid heat loss resulting in steam saving in H3/1. Remaining U-Jet machines insulation work planned in FY2023-2024.	Improvement in resource efficiency

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

Yes, we have a detailed emergency preparedness plan which can be found on the company website at <https://www.siyaram.com/investor-relations/policy.php>

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?

The company recognizes the importance of identifying and addressing key environmental issues across its value chain. While we have not yet conducted a comprehensive assessment, we plan to undertake this exercise as part of our sustainability commitment.

The proposed assessment will involve a thorough review of environmental impacts at each stage of our value chain - from raw material sourcing to manufacturing, distribution, use, and disposal. This will enable us to evaluate aspects such as energy consumption, emissions, water usage, and waste management practices.

Based on the findings, we will develop targeted strategies and initiatives to mitigate the identified adverse environmental impacts. This proactive approach will strengthen our sustainability performance and drive responsible practices throughout our operations and value chain.

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

No

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.

6

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

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry	State
2	Confederation of Indian Industries	National
3	Federation of Textile Manufacturers Association	State
4	Federation of Indian Export Organization	National
5	Chamber of Textile Trade and Industry	National
6	Clothing Manufacturers Association of India	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

Company has not received any adverse order from the regulatory authority

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

Leadership Indicators

1. Details of public policy positions advocated by the entity

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

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.

The company has not conducted any Social Impact Assessments (SIA) in compliance with laws such as the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. However, we recognize the importance of social impact assessments in understanding and addressing the potential social implications of our business activities.

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:

Our operations and expansion projects have not resulted in the displacement of any population or their livelihoods. As a result, we have not undertaken any Rehabilitation and Resettlement (R&R) activities

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

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

The company has established mechanisms to interact with the members of the local community and/or community leaders in and around the areas of its plants and operations. This helps the company understand and address any concerns or grievances the community may have.

All grievances received from the community are addressed through the formal procedure laid down in the company's Grievance Redressal Policy. The details of this policy can be found on the company's website at <https://www.siyaram.com/investor-relations/policy.php>.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	20%	8.11%
Directly from within India	91.55%	93.95%

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 2023-24	FY 2022-23
Rural	0	0
Semi-urban	70.01%	66.71%
Urban	0	0
Metropolitan	29.99%	33.29%

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:

Sr. No	State	Aspirational District	Amount spent (In INR)
No CSR projects were undertaken in aspirational districts			

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

Yes

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

The company actively promotes diversity and inclusion in its procurement practices. Wherever feasible, we try to apply preference to enterprises that are run by or employ women, people with disabilities, LGBTQ individuals, and those from Scheduled Caste/Scheduled Tribe communities.

Additionally, the company gives preference to suppliers who are based locally or from the neighbouring districts of our areas of operation. We also emphasize engaging with micro, small, and medium enterprises (MSMEs) as part of our procurement activities.

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

1.51%

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

Sr. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education - Shree Ramrikhdas Poddar Balika Vidyamandir Fatehpur School and Manav Seva Charitable Trust Rajasthan School	302	100
2	Manav seva Charitable Trust Rajasthan School	400	100
3	Rajyog Education & Research foundation	300	100
4	Vidyaguru foundation	50	100

Sr. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
5	Vicharta samuday samarthan manch	300	100
6	Khana chahiye foundation	120	100
7	World renewal spiritual foundation	2000	100

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.

The company has established dedicated mechanisms to enable customers to raise complaints and provide feedback. Customers can reach out through the customer support email ID (support@siyaram.com), a helpline number (1802094006), or an online portal. They can also directly contact the designated Stakeholder Contact Officer as per the Grievance Redressal Policy.

The complaint handling process involves the following steps:

1. Receipt of complaint through letter, email, or phone
2. On-site verification by the sales team
3. Resolution through replacement of material or providing compensation, based on the nature of the complaint

This structured approach ensures that consumer complaints are escalated and resolved within a defined time frame. The company is committed to addressing customer concerns in a timely and satisfactory manner, underscoring its focus on delivering a superior consumer experience.

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

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

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

Parameter	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0		0	0	
Advertising	0	0		6	0	Hoarding placed in wrong location
Cyber-security	0	0		0	0	
Delivery of essential services	174	0	The pending complaints were from the end of the financial year in March 2024, and they will be subsequently resolved during the course of the following year.	120	0	Delay in delivery of product
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	1289	306	The pending complaints were from the end of the financial year in March 2024, and they will be subsequently resolved during the course of the following year.	186	0	Product related complaints

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

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

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

Yes, the details of this policy can be found on the company's website at <https://www.siyaram.com/investor-relations/policy.php>

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.

No such cases were raised for FY 2024 for the mentioned categories and hence no corrective actions were taken.

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

None

c. Impact, if any, of the data breaches

No data breaches

Leadership Indicators

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

The information can be accessed through our website <https://www.siyaram.com/>

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

The company proactively engages with its consumers to inform and educate them about the safe and responsible usage of its fabrics and garments. This is done through various channels, including one-on-one interactions, emails, newsletters, and the company website.

Additionally, the company provides clear care instructions on the product labels and packaging, wherever applicable. This helps ensure that consumers are well-informed about the appropriate handling and maintenance of the products, promoting their safe and responsible use.

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

The company has established various communication channels to proactively inform its customers about any changes, disruptions, or discontinuations related to its products and services. This includes updates through text messages, emails, the company website, and social media platforms.

Further, the company engages with customers through regular face-to-face meetings, events, and customer satisfaction surveys. These interactions help the company understand evolving customer needs, address their grievances, and obtain feedback on the acceptability of its products and services.

The company also regularly conducts dealer conferences to promote its offerings and gather market feedback. This two-way communication ensures that customers are kept updated on the company's business developments, enabling them to plan accordingly.

The company is committed to keeping its customers informed and addressing any risks of disruption or discontinuation of essential services in a timely manner.

4. Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The company strives to provide all the necessary information regarding fabric specification, chemical composition, usage instructions, and safety precautions on the product labels and packaging, over and above the mandated requirements. This enables responsible usage and disposal of the fabrics and garments.

Yes, the company regularly engages with customers, retailers, and channel partners to gather feedback and insights about evolving customer needs and their satisfaction with the company's products and services. This includes conducting customer satisfaction surveys and maintaining open communication channels to ensure continuous improvement and enhanced customer experience.