



FIL/SE/2024-25/30  
3<sup>rd</sup> September, 2024

National Stock Exchange of India Limited  
Listing Department  
5<sup>th</sup> Floor, Exchange Plaza, C-1, Block-G,  
Bandra-Kurla Complex, Bandra (E)  
Mumbai-400 051  
Security Symbol: **FILATEX**

BSE Limited  
Listing Department  
25<sup>th</sup> Floor, Pheroze Jeejeebhoy Towers  
Dalal Street,  
Mumbai - 400 001  
Security Code: **526227**

**Sub.: Business Responsibility and Sustainability Report for the financial year 2023-24**

Dear Sir/Madam,

Please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2023-24.

This is for your information & record please.

Thanking You,

Yours Faithfully,  
For FILATEX INDIA LIMITED

RAMAN KUMAR JHA  
COMPANY SECRETARY

Encl.: a/a

**CORPORATE OFFICE**

Bhageria House  
43 Community Centre  
New Friends Colony  
New Delhi - 110025, India  
P +91.11.26312503,26848633/44  
F +91.11.26849915  
E fildelhi@filatex.com

**REGD. OFFICE & WORKS**

S. No. 274 Dermni Road  
Dadra - 396193  
U.T. of Dadra & Nagar Haveli  
India  
P +91.260.2668343/8510  
F +91.260.2668344  
E fildadra@filatex.com

**SURAT OFFICE**

Bhageria House  
Ring Road  
Surat - 395002  
India  
P +91.261.4030000  
F +91.261.2310796  
E filsurat@filatex.com

**MUMBAI OFFICE**

321, Maker Chamber - V  
Nariman Point  
Mumbai - 400021  
India  
P +91.22.22026005/06  
F +91.22.22026006  
E filmumbai@filatex.com

# Business Responsibility and Sustainability Reporting

## GENERAL DISCLOSURES

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17119DN1990PLC000091
2.	Name of the Listed Entity	Filatex India Limited
3.	Year of incorporation	1990
4.	Registered office address	S.No. 274, Demni Road, Dadra - 396193, U.T of Dadra & Nagar Haveli, India
5.	Corporate address	43, Community Center, New Friends Colony, New Delhi - 110025
6.	E-mail	<a href="mailto:secretarial@filatex.com">secretarial@filatex.com</a>
7.	Telephone	+91-11-26312503
8.	Website	<a href="http://www.filatex.com">www.filatex.com</a>
9.	Financial year for which reporting is being done	April 01, 2023 to March 31, 2024
10.	Name of the Stock Exchange(s) where shares are listed	NSE BSE
11.	Paid-up Capital	₹ 4,438.56 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Raman Kumar Jha Designation: Company Secretary E-mail: <a href="mailto:Secretarial@filatex.com">Secretarial@filatex.com</a> Telephone: +91-9899285491
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)	The Disclosures made in this report are standalone basis.

### II. Products/services

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

	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
a)	Manufacturing of Man made Fibre	Manufacturer of Synthetic Partially Oriented Yarn, Draw Texturised Yarn, Fully Drawn Yarn, Polyester Chip and Narrow Woven Fabric	100%

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

	Product/Service	NIC Code	% of total Turnover contributed
a)	Polyester Chips	22201	0.11%
b)	Polyester multifilament yarn	20203	98.17%

### III. Operations

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

	Location	Number of plants	Number of offices	Total
a)	National	2	3	5
b)	International	None	None	None

## 17. Markets served by the entity:

### a) Number of locations

Locations	Number
National (No. of States & Union Territories)	20
International (No. of Countries)	17

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

**Export:** 0.90%

### c) A brief on types of customers

The Company's major clients include Yarn Spinners, Fabric Weavers and Knitters.

## IV. Employees

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

Employees and Workers (including differently abled)

	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
<b>Employees</b>						
1	Permanent	1,058	1,040	98.3%	18	1.70%
2	Other than Permanent	5	5	100%	-	-
<b>3</b>	<b>Total employees</b>	<b>1,063</b>	<b>1,045</b>	<b>98.3%</b>	<b>18</b>	<b>1.69%</b>
<b>Workers</b>						
1	Permanent	1,634	1,634	100%	-	-
2	Other than Permanent	1,920	1,916	100%	4	0.2%
<b>3</b>	<b>Total employees</b>	<b>3,554</b>	<b>3,550</b>	<b>100%</b>	<b>4</b>	<b>0.1%</b>

Differently abled Employees and Workers

	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
<b>Employees</b>						
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
<b>3</b>	<b>Total employees</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Workers</b>						
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
<b>3</b>	<b>Total employees</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

### 19. Participation/Inclusion/Representation of women:

	Total (A)	Female	(% of Total)
Board of Directors	8	1	12.50%
Key Management Personnel*	5	-	-

\*Key Managerial Personnel are Whole-Time Directors and Company Secretary.

### 20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years):

	FY24			FY23			FY22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	23.34%	21.74%	23.31%	22.35%	15.79%	22.25%	24.15%	23.53%	24.14%
Permanent Workers	43.99%	-	43.99%	39.00%	-	39.00%	35.41%	-	35.41%

## V.

## 21. Holding, Subsidiary and Associate Companies (including joint ventures):

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

## VI.

## 22. CSR Details:

1	Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
2	Turnover (in ₹ Lakhs)	4,28,590.31
3	Net worth (in ₹ Lakhs)	1,20,408.74

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (If Yes, then provide web-link for grievance redress policy)	FY24			FY23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	Resolved by the Team	Nil	Nil	
Investors (other than shareholders)		Nil	Nil		Nil	Nil	
Shareholders		1	-		12	1	
Employees and workers		Nil	Nil		Nil	Nil	
Customers		Nil	Nil		Nil	Nil	
Value Chain Partners		Nil	Nil		Nil	Nil	
Other (please specify)		Nil	Nil		Nil	Nil	

#The policies guiding Filatex conduct with all its stakeholders including grievance mechanism are available on the Company's website. The link to Policies: <https://www.filatex.com/codes-policies>

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity	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	Renewable Power	Opportunity	Undertake GHG emissions reduction initiatives through increased use of electricity from renewable sources and implement energy efficient measures across all facilities		Positive

## 24. Overview of the entity's material responsible business conduct issues: (Contd.)

Sr. 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)
2	Air Emissions	Risk	Emission beyond prescribed limits by the respective State Pollution Control Board (SPCB) may attract fines and penalties.	Ensure monitoring of all sources of air pollutants in Company's manufacturing locations. Undertake measures to reduce SOx, NOx and PM emissions	Negative
3	Waste Management	Opportunity	Reduce, Reuse and Re-cycle our waste		Positive
4	Innovation and Research & Development	Opportunity	Focused on continuous research & development of chemical recycling processes to reduce textile waste		Positive

## MANAGEMENT AND PROCESS DISCLOSURES

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

### Disclosure Questions

Policy and management processes		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y
	c. Web Link of the Policies, if available	All relevant policies are uploaded on the intranet site for information as well as implemented by internal stakeholders. Further, policies on the Code of Conduct, CSR policy, Vigil policy, Quality Environment Health and Safety policy are also available on the website at <a href="https://www.filatex.com/codes-policies">https://www.filatex.com/codes-policies</a>								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	-	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4	Name of the national and international codes/certifications/labels/standards adopted by your entity and mapped to each principle.	ISO 9001, ISO 14001, ISO 45001, OEKO-TEX STANDARD 100								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are in the process of creating specific goals with timelines.								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Not applicable								

## Governance, leadership and oversight

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Filatex, we strive to be a purposeful business – one that is responsible towards itself, its stakeholders and the external environment. We make incremental changes to our processes, work towards cost savings, use innovation to make our processes more efficient and contribute to the betterment of the environment and society.  We believe it is imperative to focus efforts on sustainability in today's global scenario. It is no longer an option but a dire necessity for all businesses. Hence, our aim is to integrate environmental and social dimensions of sustainability into our core business strategy.
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Madhu Sudhan Bhageria (Chairman & Managing Director)
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	The Board periodically monitor the financial, environmental, and social performance of the Company while addressing key risks and opportunities. The Company also has a Risk Management Committee which reviews entity-wide risks including ESG risks.
10	Details of Review of NGRBCs by the Company:	
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee</b>
	Performance against above policies and follow up action	Y Y Y Y Y Y - Y Y
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y Y Y Y Y Y - Y Y
	<b>Subject for Review</b>	<b>Half-Yearly</b>
	Performance against above policies and follow up action	
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	
11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No external assessment was conducted, However The Company conducts periodic review of the policies internally.
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	Filatex is a member of various industrial and trade bodies and plays a key role in advocating issues of the sector through them. It actively participates in industry forums and is also involved in supporting formulation of relevant policies. Though the organization does not have a stated policy on advocacy currently, it continues to follow and monitor the business and regulatory environment closely.

## 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	Corporate Governance, complaint management, corporate social responsibility activities, regulatory compliances and updates.	100%
Key Managerial Personnel	4	Business, Strategy, Risk, BRSR, Code of Conduct, Information Security Awareness, Anti-Bribery and Anti-Corruption, Prevention of Sexual Harassment	100%
Employees other than BoD and KMPs	247	Various trainings pertaining to health, safety, behavioural, skill upgradation, management, operations, etc.	81%
Workers	236	Various trainings pertaining to health, safety, behavioural, skill upgradation, management, operations, etc.	77%

#### 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	Nil				
Settlement	Nil				
Compounding fee	Nil				

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

#### 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
	N.A.

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

The code of conduct serves as a guiding policy to all the employees of the Company across all levels and grades. The Company's code of conduct is also applicable to all external stakeholders, suppliers, contractors etc., the Company follows zero tolerance on any acts of bribery, corruption etc. by such agencies during their dealings with the Company. The code is available on the Company's website: <http://www.filatex.com/code-policies/>. Additionally, as part of HR policy, the Company has framed/circulated policies which deal with (i) Ethics at workplace; and (ii) restraining giving and receiving of gifts and other benefits during business relationship etc. These policies are applicable to the employees at all levels.

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

	FY24	FY23
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY24		FY23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

#### 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:

N.A.

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

### Essential Indicators

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

	FY24	FY23	Details of improvements in environmental and social impacts
R&D	100%	100%	Chemical Recycling of Polyester in all forms
Capex	7.04%	0.26%	Capex incurred to reduce energy consumption.

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

The Company strives to integrate social, ethical and environmental factors across the entire supply chain. We are in the process of developing a framework for sustainable sourcing across the portfolio.

In our continued efforts to increase the share of renewable power, the Company is procuring power from an ISTS solar power project in Rajasthan and from a hybrid wind-solar power project in Gujarat.

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

Not applicable





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

Benefits	FY24			FY23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.58%	100%	Yes	98.50%	100%	Yes
Gratuity	100%	100%	No	100%	100%	No
ESI	-	-	Yes	0.30%	-	Yes
NPS	1.98%	-	Yes	1.90%	-	Yes
Superannuation	-	-	N.A.	-	-	N.A.

## 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.

The Company is in the process of equipped with the necessary accessibility provisions at workplace.

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

The Code of Conduct recognises the importance of treating everyone with fairness, respect and dignity. It expects everyone to act in a way that is consistent with our sense of fairness and equal opportunity.

## 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	100%	100%	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>N.A.</b>	<b>N.A.</b>

## 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	We have grievance redressal policy
Other than Permanent Workers	Yes	We have grievance redressal policy
Permanent Employees	Yes	We have grievance redressal policy
Other than Permanent Employees	Yes	We have grievance redressal policy

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

Not applicable to us as we have no union

Category	FY24			FY23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

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

Category	Total (A)	FY24				Total (A)	FY23			
		On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (B)	% (B/A)		No. (B)	% (B/A)	No. (B)	% (B/A)
<b>Employees</b>										
Male	1,040	960	92%	839	81%	982	780	79.43%	740	75.36%
Female	18	9	50%	9	50%	18	11	61.11%	10	55.56%
<b>Total</b>	<b>1,058</b>	<b>969</b>	<b>92%</b>	<b>848</b>	<b>80%</b>	<b>1,000</b>	<b>791</b>	<b>79.10%</b>	<b>750</b>	<b>75.00%</b>
<b>Workers</b>										
Male	1,634	1634	100%	1380	84%	1501	1501	100%	1318	80.66%
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1,634</b>	<b>1634</b>	<b>100%</b>	<b>1380</b>	<b>84%</b>	<b>1,501</b>	<b>1501</b>	<b>100%</b>	<b>1318</b>	<b>80.66%</b>

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

Category	FY24			FY23		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
<b>Employees</b>						
Male	1,040	1,040	100%	982	982	100%
Female	18	18	100%	18	18	100%
<b>Total</b>	<b>1,058</b>	<b>1,058</b>	<b>100%</b>	<b>1,000</b>	<b>1,000</b>	<b>100%</b>
<b>Workers</b>						
Male	1,634	1,634	100%	1501	1501	100%
Female	-	-	-	-	-	-
<b>Total</b>	<b>1,634</b>	<b>1,634</b>	<b>100%</b>	<b>1,501</b>	<b>1,501</b>	<b>100%</b>

## 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. Occupational health and safety management system has been implemented by the entity. Filatex is ISO 45001:2018 accredited for Occupational Health and Safety (OH&S) Management and has designed and maintained an OH&S system as well as developed its own 'Occupational Health and Safety Policy' to meet the standards.

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

In accordance with ISO 45001:2018, the Company conducts weekly safety meetings with plant heads and section heads to review and discuss safety measures for a safe working culture and ZERO risk operations.

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

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risk.

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

Yes

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

Safety Incident/Number	Category	FY24	FY23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	3	4
	Workers	12	16
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Safety & Health procedure implemented as per ISO 45001:2018 (Occupational Health and Safety Management System)

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

	FY24			FY23		
	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	-	-	N.A.	-	-	N.A.
Health & Safety	-	-	N.A.	-	-	N.A.

## 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.

All identify unsafe conditions are reviewed in regular safety committee meetings.

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

### Essential Indicators

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

The Company aims to meet the expectations of its stakeholders that include shareholders, consumers, employees, suppliers, and various service providers. The Company understands the needs of its stakeholders and develops action plans to fulfill them while achieving its business goals. The Company also has in place an investor grievance redressal system, a consumer complaint redressal system, and various other committees to protect the interest of all the stakeholders. It discloses all the relevant information about its products, business, financial performance, and other statutory information on the website of the Company to ensure effective stakeholder engagement.

#### 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
Employees & Workers	No	Circulars and messages from Corporate and line management, Welfare initiatives for employee and their families, Training and Skill Development Emails	Regularly	Employees' growth and benefits, their expectation, career growth, professional development and skill training
Customers	No	Business Interactions, Customer Satisfaction Surveys	Regularly	Resolution of Customer Complaints, Quality and Safety Details, New products offerings, Feedback, Challenges
Suppliers/ Contractors	No	Business interactions	Regularly	Business opportunities, Quality of raw materials, Supplier evaluation programme, Materials management and schedule, Issues faced by Company/suppliers, supply chain issue
Community	No	Engagement for improving health awareness and participation in various social/religious events.	Regularly	Social concerns in the region, Local employment, Partnership with local NGOs for servicing wider set of local communities, Local infrastructure development, and other necessary support
Shareholders & Investors	No	Press Releases, Quarterly Results, Annual Reports, AGM (Shareholders interaction), Stock Exchange Fillings, Corporate Website and Email	As and when required	Financial and non-financial performance, Corporate Governance
Government & regulatory Bodies	No	Press release, quarterly results, Annual Reports, sustainability/stock exchange fillings, issue specific fillings, representations	As and when required	Compliance requirements, Rules and regulations, Industry representation on key matters

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY24			FY23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	1,058	1,058	100%	1,000	1,000	100%
Other than permanent	5	5	100%	4	4	100%
<b>Total Employees</b>	<b>1,063</b>	<b>1,063</b>	<b>100%</b>	<b>1,004</b>	<b>1,004</b>	<b>100%</b>
<b>Workers</b>						
Permanent	1,634	1,634	100%	1,501	1,501	100%
Other than permanent	1,920	1,920	100%	1,920	1,920	100%
<b>Total Workers</b>	<b>3,554</b>	<b>3,554</b>	<b>100%</b>	<b>3,421</b>	<b>3,421</b>	<b>100%</b>

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

Category	Total (A)	FY24				Total (D)	FY23			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>1,058</b>	-	-	<b>1,058</b>	<b>100%</b>	<b>1,000</b>	-	-	<b>1,000</b>	<b>100%</b>
Male	1,040	-	-	1,040	100%	982	-	-	982	100%
Female	18	-	-	18	100%	18	-	-	18	100%
<b>Other than Permanent</b>	<b>5</b>	-	-	<b>5</b>	<b>100%</b>	<b>4</b>	-	-	<b>4</b>	<b>100%</b>
Male	5	-	-	5	100%	4	-	-	4	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	<b>1,634</b>	-	-	<b>1,634</b>	<b>100%</b>	<b>1,501</b>	-	-	<b>1,501</b>	<b>100%</b>
Male	1,634	-	-	1,634	100%	1501	-	-	1501	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>	<b>1,920</b>	-	-	<b>1,920</b>	<b>100%</b>	<b>2,390</b>	-	-	<b>2,390</b>	<b>100%</b>
Male	1,916	-	-	1,916	100%	2381	-	-	2381	100%
Female	4	-	-	4	100%	9	-	-	9	-

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

(₹ In Lakhs)

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (Annual)	Number	Median remuneration/salary/wages of respective category (Annual)
Board of Directors (BoD)*	4	172.64	-	-
Key Managerial Personnel	1	15.26	-	-
Employees other than BoD and KMP	1,035	4.04	18	4.20
Workers	1,634	1.99	-	-

\*Non-Executive Independent Director receive a fee for attending the meeting and Non-Executive Non- Independent Director do not receive any remuneration, thus not included above.

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

Yes

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

The grievances related to human rights are submitted to the Human Resources Department who follow the grievance redressal policy.

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

Category	FY24			FY23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

The Company firmly believes in upholding and promoting human rights. Human Rights are protected under Code of Business Conduct, Whistle Blower Policy, Works Committee, Anti - Sexual Harassment Policy, Labor, and Employee Welfare Policies.

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

No

**9. Assessments for the year:**

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

No third-party assessment was carried out in manufacturing plants and offices on child labour, sexual harassment, etc. However, in Filatex, there is zero tolerance towards any such kind of issue.

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

Not applicable

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

### Essential Indicators

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

Parameter	FY24	FY23
Total electricity consumption (A)	11,45,674.66	11,39,863.53
Total fuel consumption (B)	22,39,759.96	21,96,681.91
Energy consumption through other sources (C)	1,47,580.26	8,593.71
Total energy consumption (A+B+C)	35,33,014.89	33,45,139.15
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00008243	0.00007772
Energy intensity (optional) – the relevant metric may be selected by the entity		

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

Energy audits were undertaken by M/S Subodh Energy Services & M/s Nainesh Energy Audit.

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

No

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

Parameter	FY24	FY23
Water withdrawal by source (in kilolitres)	-	-
(i) Surface water	-	-
(ii) Groundwater	42,276	46,405
(iii) Third party water	6,62,631	6,31,138
(iv) Seawater/desalinated water	-	-
(v) Others (ETP Recycled Water)	4,30,755	2,64,676
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11,35,662	9,42,219
Total volume of water consumption (in kilolitres)	11,35,662	9,42,219
Water intensity per rupee of turnover (Water consumed/turnover)	0.00002650	0.00002189
Water intensity (optional) – the relevant metric may be selected by the entity		

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

No

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

Yes, we have a mechanism for Zero Liquid Discharge in place. We have installed Effluent Treatment Plants with RO systems and have Evaporation Processes in place.



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

Parameter	Please specify unit	FY24	FY23
NOx	micro gram/m3	30.10	42.10
SOx	micro gram/m3	30.10	33.30
Particulate matter (PM)	micro gram/m3	51.80	114.00
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – Carbon Monoxide	micro gram/m3	0.11	0.11

**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.

Yes, Air audit was undertaken by Aryan Eco Green Pvt. Ltd.

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

Parameter	Unit	FY24	FY23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) (Metric tonnes of CO <sub>2</sub> equivalent)		10,537.82	3,959.22
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) (Metric tonnes of CO <sub>2</sub> equivalent)		1,05,325.69	2,62,243.60
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.000002703	0.000006185
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

Company is sourcing Hybrid Wind Solar Power from a reputed power company in Gujarat	Electrical Saving + Reduction of GHG
Installation of new Electrostatic Precipitators (ESP) in Thermic Fluid Heaters	Reduction of GHG
Consumption of Lower GCV Ash in our Boilers for generating power	Coal Saving
Using super Efficiency class IE-3 induction motors to get Improved efficiency	Electrical Saving
LED lights replacement for power saving as well as better illumination in power plant	Electrical Saving
Replacing Reciprocating Compressor with 2.5 Bar Centrifugal Air Compressor	Electrical Saving
Installing new Waste Heat Recovery Boilers in Thermic Fluid Heaters to Generate Steam for running VAM Chillers	Electrical Saving
New Project for Rain Water Harvesting Commissioned	Water Saving
Converted 03 Nos of Exhaust Fired VAM to Steam Fired VAM	Electrical Saving

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

Parameter	FY24	FY23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	715.27	775.94
E-waste (B)	6.43	1.94
Bio-medical waste (C)	0.02	0.30
Construction and demolition waste (D)	-	-
Battery waste (E)	2.55	5.70
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	112.75	140.61
ETP Sludge	51.78	36.85
Used Oil	60.97	103.76
Other Non-Hazardous waste. Please specify, if any. (G)	15,432.00	17,817.64
Fly Ash	3,560.91	5,621.06
Metal Waste	162.93	481.59
Other	115.95	133.35
Packing Waste	3,716.24	3,346.46
PTA Waste	20.07	65.06
Vechile/Forklift	-	4.29
Waste (POY/FDY/DTY/POLY/PP)	7,855.90	8,165.83
(Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	16,269.01	18,742.12
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	14,958.00	16,614.11
(ii) Re-used	-	131.66
(iii) Other recovery operations	-	-
Total	14,958.00	16,745.77
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	51.78	2.05
(iii) Other disposal operations	1,259.39	1,994.24
<b>Total</b>	<b>1,311.17</b>	<b>1,996.29</b>

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

No

## 9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

We follow Gujarat Pollution Control Board (GPCB) norms. We do not fall under hazardous and toxic chemicals.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
Not applicable				

11. 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
30 MW Captive Power Plant & Product (Intermediate Chips + POY + FDY + DTY)	SEIAA/GUJ/EC/5(f)/985/2020	31-08-2020	Yes	Yes	
	CCA No: AWH 123777	01-03-2023	Yes	Yes	

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

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

## 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.

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	PHD Chamber of Commerce & Industry	National
2	PTA User Association	National
3	Synthetic & Rayon Textiles Export Promotion Council	National
4	Silavassa Industries Association (SIA)	State
5	Dadra & Nagar Haveli Industries Association (D&NHIA)	State
6	Dahej Industrial Association	State
7	Bharuch District Management Association	State
8	Surat Chamber of Commerce	State
9	Delhi Chamber of Commerce	State
10	The Textile Association (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.

Name of authority	Brief of the case	Corrective action taken
		Nil

There is no action taken or underway against the Filatex on any issues related to anti-competitive conduct.

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

### Essential Indicators

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

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

Nil

Not applicable: We have No SIA Notification

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

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

Nil

Not applicable: No Rehabilitation and Resettlement (R&R) were undertaken by the entity during the reporting period.

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

Not applicable

#### 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	3.26%	4.00%
Sourced directly from within the district and neighbouring districts	52.83%	45.97%

## 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.

Our Company's complaint resolution process is aimed at providing optimal customer satisfaction. Upon receiving a complaint through various channels such as verbal, written, or email communication, our Customer Technical Service (CTS) team initiates a comprehensive inquiry, including on-site visits and trials if necessary. Any relevant samples are sent to our plant for detailed analysis. Based on the findings, appropriate solutions are proposed, and the customer is informed of the results. In instances where the material does not meet our standards, provisions for goods return or claims are promptly managed. The entire process emphasizes transparent communication, thorough investigation, and timely resolution, reflecting our unwavering commitment to quality and customer satisfaction.

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

Products/Services	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as the Company does not have a specific consumer usage product range.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY24		Remarks	FY23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services			Nil			
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		N.A.

### 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.

In alignment with our commitment to maintain the utmost security and confidentiality of the information systems and associated data, we have developed and implemented a comprehensive cyber risk management policy that adheres to industry best practices and regulatory standards. Here is an overview of our core cybersecurity strategies:

- 1. Firewall Management:** Utilizing advanced Dell Sonic Firewall devices, we have updated our firewalls with the latest anti-virus packages. These are configured with stringent policies to restrict both external and internal access, with WAN policies explicitly limiting external accessibility.
- 2. Network Configuration:** Our network leverages MPLS connectivity and Virtual Private Network (VPN) implementations across various locations, thereby ensuring secure and seamless access to data and our Enterprise Resource Planning (ERP) systems.
- 3. Malware Defense:** We have positioned our servers behind firewalls with updated anti-virus software capable of scanning and neutralizing a wide spectrum of malicious threats, including Malware, Ransomware, and various other viruses.
- 4. Data Backup and Recovery:** Comprehensive in-house data secure management is maintained, with backups conducted bi-daily and redundant copies stored on Microsoft's Azure Servers.
- 5. Technical Team Oversight:** A dedicated and experienced technical team is in place to manage the firewalls, servers, and network infrastructure.
- 6. Mobile Device Management (MDM):** The implementation of MDM ensures that emails are

configured by the IT team exclusively on senior officers' devices, following precise management guidelines.

- 7. Domain Policy Enforcement:** We employ stringent Domain Group Policies to restrict users from attaching unauthorized mobile devices, and to govern Internet usage across the organization.
- 8. Email Security:** Utilization of Microsoft's O365 suite provides robust virus and spam management capabilities, enhancing email security.
- 9. IT Department Security:** The IT department across all locations is safeguarded through restricted access to authorized personnel only, further mitigating potential internal threats.
- 10. Compliance and Regulatory Adherence:** Our cyber risk management policy ensures compliance with all applicable legal and regulatory requirements, providing an additional layer of assurance to our investors.

These advanced technical implementations underline our robust approach to cybersecurity, emphasizing both proactive and reactive strategies to safeguard the integrity, availability, and confidentiality of our digital assets. We continually assess and update our security posture to align with emerging threats and technological advancements, reflecting our unwavering commitment to protect shareholder value and uphold our reputation as a secure and trustworthy organization.

### 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.

N.A.