



Kitex Garments Limited

(CIN: L18101KL1992PLC006528)

Regd. Office: P. B. No. 5, Kizhakkambalam,
Alwaye, Kochi, Kerala, 683562

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Email: sect@kitexgarments.com website: www.kitexgarments.com

Ref: KGL/SE/2023-24/SEP/06

September 06, 2023

To,

BSE Limited Corporate Relationship Department, 1 st Floor, New Trading Ring, Rotunda Building, P J Towers, Dalal Street, Fort Mumbai, Maharashtra – 400 001 Script No: 521248	National Stock Exchange of India Ltd 'Exchange Plaza', Bandra - Kurla Complex Bandra (E), Mumbai, Maharashtra - 400051 Script No: KITEX
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Dear Sir/ Ma'am,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2022-23 which forms an integral part of the Annual Report of the Company for the financial year 2022-23.

The same is also available on the Company's website at the following link:
<http://www.kitexgarments.com/wp-content/uploads/2023/09/BRSR.pdf>

Kindly take the same on record.

Thanking you,

For **Kitex Garments Limited**

Boby Michael

CFO & Designated Officer for filing

Enclosure : As above

Business Responsibility and Sustainability Report

Section A) General Disclosures

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity:	L18101KL1992PLC006528
2.	Name of the Listed Entity:	Kitex Garments Limited
3.	Year of incorporation:	1992
4.	Registered office address:	P B No. 5, Vilangu, Kizhakkambalam, Aluva, Kochi Kerala 683 562
5.	Corporate address:	P B No. 5, Vilangu, Kizhakkambalam, Aluva, Kochi Kerala 683 562
6.	E-mail:	sect@kitexgarments.com
7.	Telephone:	0484-4142000
8.	Website:	www.kitexgarments.com
9.	Financial year for which reporting is being done:	2022-23
10.	Name of the Stock Exchange(s) where shares are listed:	BSE & NSE
11.	Paid-up Capital:	6,65,00,000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Boby Michael CFO 9496036001 cfo@kitexgarments.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone basis

II. Product & Services

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

S No	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Garments	Infant Garments	70.68%
2	Fabrics	Knitted Fabrics	24.00%

15. Products/Services sold by the entity (accounting for 90% of the entity's turnover

S No	Product /Service	NIC Code	% of the total turnover contributed
1	Garments	2650	65.62%
2	Fabrics	2650	22.28%

III. Operations

16. Number of locations where plants an/or operations/offices of the entity are situated

Location	Number of Plants	Number of Offices	Total
Kizhakkambalam, Aluva, Kochi Kerala 683 562	1	1	2

17. Markets served by the entity:

a. Number of Locations

Locations / Global	Number
USA	Entire USA

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

65.62%

c. A brief on types of customers: Global infant garment wholesalers

18. a Employees

SL No.	Particulars	Total	Male		Female	
		2005	1771	88%	© 234	12%
Employees	Permanent Employees	525	444	85	81	15
Workers	Permanent Workers	3961	1455	37	2506	63

18. b Differently Abled Employees & Workers

SL No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently Abled Employees	Nil	Nil	0%	Nil	0%
	Differently Abled Workers	3	3	100	0	0%

19 Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board and KMP	8	2	25%

20. Turnover rate for permanent employees and workers.

	Turnover Rate - FY2023			Turnover Rate – FY2022			Turnover Rate – FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Employees	32	23	31	24	44	28	10	17	11
Workers	62	73	69	74	87	81	19	48	36

b. What is the contribution of exports as a percentage of the total turnover of the entity ? 71%

c. A brief on types of customers Leading Global Infant Apparel Wholesalers

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

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

Name of the Company's	Relationship	Country of incorporation
Kitex Babywear Limited	Wholly owned subsidiary	India
Kitex Kidswear Limited	Wholly owned subsidiary	India
Kitex Knits Limited	Wholly owned subsidiary	India
Kitex Littlewear Limited	Wholly owned subsidiary	India
Kitex Packs Limited	Wholly owned subsidiary	India
Kitex Socks Limited	Wholly owned subsidiary	India
Kitex Apparel Parks Limited	Subsidiary	India
Kitex USA LLC	Associate	United States

22. CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
- (ii) Turnover (in Rs.)- 60007.22 Lakhs
- (iii) Net worth (in Rs.) -90489.01 Lakhs

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. Yes/No If yes link	FY2023			FY2022		
		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	N A	Nil	Nil	Nil	Nil	Nil	Nil
Investors (Other than Shareholders)	N A	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	2	Nil	Nil	2	Nil	Nil
Employees & Workers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes	Nil	Nil	Nil	Nil	Nil	Nil
Other (Please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

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

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

SL No	Material Issue Identified	Risk / Opportunity	Rational for identifying risk or opportunity	In case of risk approach to adapt or mitigate	Financial implication of risk or opportunity
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No Material Risks identified

SECTION B: Management and Process Disclosures

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Policy and Management Processes																		
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
c. Web Link of the Policies, if available	N	N	N	N	N	N	N	N	N									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	WRAP (Worldwide Responsible Accredited Production, GSV(Global Security Verification), OEKO-TEX Standard 100 pertaining to Consumer Product Safety Commission by US in Class-1 and GOTS (Global Organic Textile Standard)																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.																		
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.																		
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) – included as part of the letter to shareholders from CMD																		
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sabu M Jacob 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).	Yes. Sabu M Jacob, Chairman & Managing Director																	
If yes, details.																		
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	While the company has not conducted explicit reviews directly tied to NGRBC principles, it is important to note that our ongoing initiatives focused on people, social responsibility, and environmental stewardship align closely with the essence of these principles. Our commitment to these initiatives reflects our dedication to upholding the spirit of NGRBC principles, even though formal reviews specifically targeting them have yet to be undertaken.									Periodically, as the need arises,								

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances

The company diligently adheres to compliance requirements directly or indirectly associated with the nine principles, and it is noteworthy that no instances of noncompliance or rectification issues were identified throughout the fiscal year 2023.

Periodically, as the need arises,

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

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	The company recognizes the material significance of the nine principles to its business and remains steadfast in adhering to them both in their literal and intended contexts. With ample financial and human resources at its disposal, the company is fully equipped to uphold the principles and pursue their associated goals.								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Section C) Principle 1. Businesses should Conduct and Govern themselves with integrity and in an ethical, transparent and accountable manner.

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	% of persons in respective category covered by the awareness programmes
Board of Directors		No specific training in the current year	
Key Managerial Personnel		No specific training in the current year	
Employees other than BoD and KMPs		No specific training in the current year	
Workers		No specific training in the current year	

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):

A. Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Amount (In Rs.)	Brief of the Case	Has an appeal been preferred ? (Yes/No)
Penalty/Fine	N A	N A	NIL	N A	NA
Settlement	N A	N A	NIL	N A	NA
Compounding Fee	N A	N A	NIL	N A	NA

B. Non Monetary

Particulars	NGRBC Principle	Name of the regulatory / Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred ? Yes/No
Imprisonment	N A	N A	NIL	N A
Punishment	N A	N A	NIL	N A

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision are preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory /enforcement agencies/judicial institutions
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4. Does the entity have an anti-corruption or anti-bribery policy? If yes, details in brief and if available, a web-link to the policy: Yes - No weblink
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: NA

	FY2023	FY2022
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY2023		FY2022	
	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. Details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not applicable

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	% of value chain partners covered under the awareness programmes
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NIL

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

Section C) Principle 2. Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators:

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

Category	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	Not available		
Capex	Not applicable		

In case the entity desires to disclose any benefits other than those specified in this field, additional columns may be added for such disclosures.

- Sustainable Sourcing

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) Yes
- If yes, what percentage of inputs were sourced sustainably? Not available

- Processes in place to reclaim products for reuse, recycle, and safe disposal of products at the end of life for

- Plastics (Including Packaging) Yes
- E-Waste Yes
- Hazardous waste Yes
- other waste Yes

- Extended Producer Responsibility (EPR)

Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). 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, steps taken to address the same.

Leadership Indicators

- Life Cycle Assessment

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, details in the following format. Not applicable

	% of total turnover contributed	The boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by an independent external agency	Results communicated in public domain (Yes/ No) If yes the link
Not applicable				

- If there are any significant social or environmental concerns and/or risks arising from the 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. Not applicable

Name of the product /Service	Description of the risk/concern	Action Taken
Not applicable		

- 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	
	FY23	FY22
Not applicable		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format: Not applicable

Category	FY23			FY22		
	Re-used	Re-Cycles	Safely Disposed	Re-used	Re-Cycles	Safely Disposed
Plastics (including packaging)	Not applicable					
E-waste	Not applicable					
Hazardous waste	Not applicable					
Other waste	Not applicable					

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Not applicable

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not applicable	

Section C) Principle 3. Businesses should respect and promote the well-being of all employees, including those in their value chains.

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	444	311	70	311	70	0	0	0	0	0	0
Female	81	47	58	47	58	1	1	0	0	0	0
Total	525	358	67	358	67	1	1	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	1455	1421	98	1421	98	0	0	0	0	0	0
Female	2506	2506	100	2506	100	6	.24	0	0	0	0
Total	3961	3927	99	3927	99	6	.23				

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

Benefits	FY 2023			FY 2022		
	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)	Number of employees covered as % of total employees	Number of Workers covered as % of total employees	Deducted and deposited with the authority (Y/N/N.A)
PF	100	100	Y	100	100	Y
Gratuity	100	100	N	100	100	N
ESI	16	99	Y	18	99	Y

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

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, a web-link to the policy. Yes no Web link at present

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	1	100%	3	50%
Total	1	100%	3	50%

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.

Particulars	Yes/No (if yes then give details of the mechanism in brief)
Permanent Workers	Yes (Grievance Committee)
Other than Permanent Workers	NA
Permanent Employees	Yes (Grievance Committee)
Other than permanent Employees	NA

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

Category	FY2023			FY2022		
	Total employees	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
	/workers in respective category (A)			/workers in respective category (A)		
Total Permanent Employees						
Male	11	11	100	9	9	100
Female	7	7	100	7	7	100
Total Permanent Workers						
Male	12	12	100	6	6	100
Female	27	27	100	36	36	100

8. Details of Training imparted to the employees and workers on health & safety measures and on skill upgradation

Category	FY2023					FY2022				
	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)
Workers										
Male	1370	1370	100%			1549	1549	100%		
Female	2686	2686	100%			2934	2934	100%		

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

Category	FY2023			FY2022		
	Total (A)	No.(B)	% (B/A)	Total C	No.(D)	% (D/C)
Workers						
Male		1233	335	27.16		
Female		2659	507	19.06		
Total		3892	842	21.63		

10. Health and safety management system

- Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**. If yes, the coverage such system? Yes Coverage for All employees and workers
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? Routine assessment and reviews
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) Yes
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**

11. Details of safety related incidents

Safety Incident / Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) Per One million -person hours worked			
Total recordable work-related injuries	Male	4	4
	Female	11	9
No of fatalities		N/A	N/A
		N/A	N/A
High consequence work-related injury or ill-health (excluding fatalities)		N/A	N/A
		N/A	N/A

12. Measures taken by the entity to ensure a safe and healthy work place.

Periodic training programmes on health and safety both internal and external for workers followed by evaluation Risk identification and mitigation as per Risk assessment policy by Safety officers Fully functional Clinic with a team of Doctors, Nurses, Pharmacy and Ambulance present on campus Food served from the canteen (FSSAI registered) is regularly tested before serving

13. Number of complaints made by employees and workers

	FY2023			FY2022		
	Filed during the year	Pending resolutions at the end of the year	Remarks	Filed during the year	Pending resolutions at the end of the year	Remarks
Working Conditions	NIL	NIL		NIL	NIL	
Health & Safety	NIL	NIL		NIL	NIL	

14. Assessments for the year

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

15. 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.

Leadership Indicators

- 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). No but workers are covered under ESI
- Measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. Full-fledged Accounts and Payroll team ensure the same
- 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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total Number 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	
	FY2023	FY2022	FY2023	FY2022
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

5. Details of Assessment of value chain partners

Particulars	% of value chain partners (by the value of business done with such partners) that were assessed
Health & and safety practices	100%
Working conditions	100%

6. 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. N A

Section C) Principle 4. Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators:

1. Process for identification of key stakeholders

The Company follows a structured process for identification and prioritization of stakeholder groups. The Board of Directors and Management has identified six key stakeholder groups as given below.

- a. Shareholders & Investors
- b. Customers
- c. Vendors & Service Providers
- d. Employee
- e. Ecosystem & Society
- f. Government & Regulatory Bodies.

2. Key stakeholder groups

	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
Shareholders & Investors	No.	General meetings/ Postal Ballot Stock Exchange filings Media- Print and digital Email to stakeholders Website publications/ announcements	Frequent, Need-based, Quarterly and Annually	To update on developments, business activity, new initiatives, schemes, Quarterly & Annual audited results, Annual Reports, Investors presentations.
Employee	No.	Training programmes Circulars and emails communications Employee engagement programmes Sports, cultural and extracurricular events	Frequent and need based	To exchange ideas and suggestions, provide merit based opportunity for professional growth and to create an inclusive workplace.
Customers	No	Customer visits & meets Customer care teams	Frequent and need based	Business-related discussions, product and service awareness, and grievance redressal.
Government & Regulatory Bodies	No.	Various interactions with the regulators Submission of periodical reports/ returns Meetings- Physical and Digital Stock Exchange filings	Frequent and need based	Discussions regarding various regulations and amendments, policies and processes. Corporate Governance and Compliance standards.
Ecosystem, and Society	Yes.	Engagement through CSR Arm to identify vulnerable groups for CSR initiatives Improving ecosystems through various CSR activities	Need-based	Support CSR projects, Financial inclusion and other relevant matters affecting the communities.

	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
Vendors, and Service Providers	No.	Assessment of suppliers and vendors Email communication and calls Project review meeting	Frequent and need based	Business related discussions, Techno-commercial discussions, grievance redressal.

(Reference: National Guidelines for Responsible Business Conduct, available at the following link: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf)

Leadership Indicators:

- 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 consultation with different stakeholders happen at different levels between the companies functional departments . Each stakeholder group is mapped to functional owners who act as the first line of contact. The details of consultation with the stakeholders including their inputs and feedback are monitored by the management through functional departments/ executive-level committees. The departments/ executive-level committees ensure that the feedback from the stakeholders is communicated to the Board level committees/ Board as the case may be.

The table below details the Board level and Executive level authorities for engagement with the key stakeholders.

Key Stakeholder	Board Level Committee	Key Functional Department/ Authority
Shareholders & Investors	<ul style="list-style-type: none"> Stakeholders Relationship Committee 	<ul style="list-style-type: none"> Secretarial Department Investor Relations
Customers	<ul style="list-style-type: none"> Customer Service, 	<ul style="list-style-type: none"> Product Quality Department Business Departments

- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). No

If so, details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.NA

- Details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups. - Engagement through CSR Programmes

Section C) Principle 5. Businesses should respect and promote human rights

Essential Indicators

1. Training on human rights issues and policies

Category	FY2023			FY2022		
	Total (A)	Number of employees and workers covered (B)	% (B/A)	Total (C)	Number of employees and workers covered (D)	% (D/C)
Employees						
Permanent	525	525	100%	494	494	100%
Other than Permanent	N/A	N/A	N/A	N/A	N/A	N/A
Total Employees	525	525	100%	494	494	100%
Workers						
Permanent	4056	4056	100%	4483	4483	100%
Other than permanent	N/A	N/A	N/A	N/A	N/A	N/A
Total Workers	4056	4056	100%	4483	4483	100%

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

Category	FY2023						FY2022					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal Minimum Wage		More than minimum wage			
		No.(B)	%(B/A)	No.(C)	%(C/A)		No. (E)	%(E/D)	No.(F)	%(F/D)		
Employees												
Permanent												
Male	444	NA	NA	444	100	411	NA	NA	411	100		
Female	81	NA	NA	81	100	83	NA	NA	83	100		
Other than Permanent												
Male						Not Applicable						
Female						Not Applicable						
Workers												
Permanent												
Male	1455	NA	NA	1455	100	2130	NA	NA	2130	100		
Female	2506	NA	NA	2506	100	2900	NA	NA	2900	100		
Other than Permanent												
Male						Not Applicable						
Female						Not Applicable						

3. Details of remuneration/ salary/ wages (including differently abled)

Category	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors			Not Applicable	
Key Managerial Personal			Not Applicable	
Employees other than BoD and KMP	568	34559	100	28332
Workers	2339	13104	4273	10402

4. 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. Works Committee, Grievance committee and Health and safety committee.

6. Disclosure of complaints made by employees and workers on sexual harassment, discrimination at workplace, Child Labour, Forced Labour/Involuntary Labour, Wages or other human rights related issues.

Category	FY2023			FY2022		
	Filed during the day	Pending Resolution at the end of the year	Remarks	Filed During the Year	Pending Resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL		NIL	NIL	
Discrimination at workplace	NIL	NIL		NIL	NIL	
Forced Labour/Involuntary Labour	NIL	NIL		NIL	NIL	
Wages	NIL	NIL		NIL	NIL	
Other human right related issues	NIL	NIL		NIL	NIL	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. Yes Internal Compliance Committee

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

9. Assessments of the year

Category	% of plants and offices that were assessed by the entity or by the statutory authorities or third parties
Child Labour	100%
Forced/Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	

10. Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. Not applicable

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. Not Applicable as there are no grievances/ complaints
2. Details of the scope and coverage of any Human rights due-diligence conducted. Not Applicable
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

4. Details on assessment of value chain partners

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour	100%
Forced labour/Involuntary Labour wages	100%
Others – please specify	100%

5. Details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. Not Applicable

Section C) 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

Parameter	FY23	FY22
Total electricity consumption (A)	16394415 Unit	20216364 Unit
Total fuel consumption (B)	1858.65 KL	2343.79 KL
Energy consumption through other sources (C)	18.33 KL	23.41 KL
Total energy consumption (A+B+C)		
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0479	0.0109
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A	N.A

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

2. Sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) No

If yes, disclose whether targets set under the PAT scheme have been) achieved. In case targets have not been achieved, the remedial action taken, if any. Not applicable

3. Details of the following disclosures related to water

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

Parameter	FY23	FY22
Water Withdrawal by Source (In Kiloliters)		
(i) Surface water		
(ii) Groundwater	43622.87	36245.50
(iii) Third party water (Purchased Water)		
(iv) Seawater / desalinated water	139377.13	146,754,504.00
(v) Others (Rain harvested Water From Pond)		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	183000.00	201300.00
Total volume of water consumption (in kilolitres)	183000.00	201300.00
Water intensity per rupee of turnover (Water consumed / turnover)	.0037	.0030
Water intensity (optional) – the relevant metric may be selected by the entity		

If yes, name of the external agency

4. Mechanism for Zero Liquid Discharge? If yes, details of its coverage and implementation.

There is In house ETP and STP process implemented supported with modern machinery imported from Italy

5. Details of air emissions (other than GHG emissions) by the entity

Parameter	Please specify unit	FY23	FY22
NOx	mg/Nm3	17.8	Not available
Sox	mg/Nm3	9.69	Not available
Particulate Mater	mg/Nm3	35.5	Not available
Persistent organic pollutants (POP)	Nm3/Hr	1198	Not available
Volatile organic compounds (VOC)	m/sec	7.24	Not available
Hazardous air pollutants (HAP)	mg/Nm3	57.6	Not available
Others – please specify			

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency No

6. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & their intensity

Parameter	Unit	FY23	FY22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Gco2/Littre	268541	Not available
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Gco2/Liire	3364854	Not available
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

If yes, name of the external agency

7. Project related to reducing Green House Gas emission? If yes, details. No

8. Details of waste generated, re-cycled re-used and disposed off

Parameter	FY23	FY22
Total Waste generated (in metric tonnes)		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)		
Radioactive waste (F)		
Other Hazardous waste (G) (Sludge)	1622.62	2158.08
Other Non-hazardous waste generated (H) (Break-up by composition i.e by materials relevant to the sector)		
Total (A+B+C+D+E+F+Gg+H)	1622.62	2158.08

Parameter	FY23	FY22
Total Waste generated (in metric tonnes)		

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

Category of waste

i.Re-cycled		
ii.Re-used		
iii.Other recovery operations	1622.62	2158.08
Total	1622.62	2158.08

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

Category of Waste

i.Incineration		
ii.Landfilling		
iii.Other disposal operations		
Total		

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) Y

If yes, name of the external agency Yes KERALA ENVIRO INFRASTRUCTURE LIMITED

9. Details of waste management practices, strategy adopted by the company to reduce usage of hazardous and toxic chemicals in our products and processes and the practices adopted to manage such wastes

Fully functional ETP and STP

10. Operations/offices if any 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, 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 (EIA) 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
EIA & Operational Control	NA	NA	NO	NO	NA

12. Compliance 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). YES

If not, details of all such non-compliances, in the following format

SL No	Law / regulation / guidelines which was not complied with	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. Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:

Parameter	FY23	FY22
From Renewable Sources		
Total Electricity Consumption (A)		
Total Fuel Consumption (B)	17952 MT	21599 MT
Energy Consumption other sources (C)		
Total energy consumed from renewable sources (A+B+C)	17952 MT	21599 MT
From Non-Renewable Sources		
Total Electricity Consumption (A)	16394415 Unit	20216364 Unit
Total Fuel Consumption (B)	1858.65 KL	2343.79 KL
Energy Consumption other sources (C)	46857 Unit	64653 Unit
Total energy consumed from non- renewable sources (A+B+C)	16443130.65	20283360.79

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) No

If yes, name of the external agency

2. Break-up details related to water discharged

Parameter	FY23	FY22
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		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others – Used for Agricultural purpose		
- No treatment	-	-
- With treatment – please specify level of treatment	146400	161000
Total water discharged (in kilolitres)	146400	161000

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency No

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

For each facility / plant located in areas of water stress, information: NA since not located in Water stress area.

- (i) Name of the area
(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY23	FY22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water - Purchased water	43622.87	36245.50
(iv) Seawater / desalinated water	-	-
(v) Others - Rain water from Pond	139377.13	1,65,054.50
Total volume of water withdrawal (in kilolitres)	183000	201300
Total volume of water consumption (in kilolitres)	183000	201300
Water intensity per rupee of turnover (<i>Water consumed / turnover</i>)	0.0037	0.0030
Water intensity (<i>optional</i>) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – specify level of treatment		
(iv) Sent to third-parties		

4. Details of total Scope 3 emissions & its intensity Not available

Parameter	Unit	FY23	FY22
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		
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

If yes, name of the external agency Not available

5. Ecologically sensitive areas reported at Question 10 of Essential Indicators above, details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. Not available

6. Specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, details of the same as well as outcome of such initiatives.

SI No.	Initiative undertaken	Details of the initiative (Web-link, if any, along-with summary)	Outcome of the initiative
	ETP/STP	NA	The proceeds water is fully purified and used for agricultural purpose.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. . We have detailed disaster management plan to cover crucial areas like Loss of Electricity supply, Loss of water supply, failure of key machineries, Malicious sabotage, business vulnerabilities, Cyber attacks, Major break downs, flood, fire, natural disasters etc. Senire Executives of the Company are entrusted with each crisis area

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

No

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. Not applicable

Section C) 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.NA
- 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 NA

SL No	Name of the trade industry chambers/associations	The reach of trade and industry chambers/ associations (State/National)
1	Not applicable	

2. Details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regular authorities.

Name of authority	Brief of the case	Corrective actions taken
Not applicable		

Leadership Indicators

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

SL 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	Weblink if available
Not applicable					

Section C) 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. NA

Name and brief details of the project	SIA notification No.	Date of notification	Whether conducted by an Independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant weblink
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Not applicable

2. Information on project (s) for which ongoing rehabilitation and resettlement (R&R) is being undertaken by the entity

SL No	Name of project for which R&R is ongoing	State	District	No. of project-affected families	% of PAFs covered by R&R	Amount paid to PAFs in FY23
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Not applicable

3. 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

Particulars	FY23	FY22
Directly sourced from MSMEs/small producers	1.54%	0.77%
Sourced directly from within the district and neighbouring districts	7.47%	5.31%

Leadership Indicators

1. 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
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Not applicable

2. CSR projects undertaken by the entity in designated aspirational districts as identified by government bodies

SL No.	State	Aspirational District	Amount Spent (In Rs)
	Kerala	Ernakulam	511.10

- 3.a. Preferential procurement policy with preference to purchase from suppliers comprises marginalised /vulnerable groups (Yes/No) NO

- b. From which marginalized /vulnerable procured NA

- c. Percentage of total procurement (by value) Not applicable

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

SI No.	Intellectual property based on traditional knowledge	Owned /acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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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. NA

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

6. Details of the beneficiaries of CSR projects

SI NO.	CSR Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Healthcare	50	100%
2	Road Development	40000	20%
3	Education	2000	80%
4	Housing	30	100%

Section C) Principle 9. Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

- Describe the mechanism in place to receive and respond to consumer complaints and feedback NA since no interaction with the end consumers.
- Turnover of products and /services as a percentage of turnover from all products/service that carry information about Not applicable

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

- Number of consumer complaints in respect of the following NA since total exports to USA to specified 3 o4 whole sellers only. Not applicable

Particulars	FY2023		Remarks	FY2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy			Not applicable			
Advertising			Not applicable			
Cyber-security			Not applicable			
Delivery of essential services			Not applicable			
Restrictive Trade Practices			Not applicable			
Unfair Trade Practices			Not applicable			
Other			Not applicable			

- Details of instances of product recalls on account of safety issues: Not applicable

Particulars	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls	NIL	

- Framework/ policy on cyber security and risks related to data privacy? **(Yes/No)** If available, web-link of the policy. Yes. Detailed in house policy to take care of cyber security like controls on net work access, system administration access, Virus protection etc are there.
- 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. NA

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (web link, if available).
NA
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services. NA
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. NA
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, details in brief. Did the 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) NA
5. Information relating to data breaches: NA
 - a. Number of instances of data breaches along-with impact
 - b. Percentage of data breaches involving personally identifiable information of customers