

4th August, 2023

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001
BSE Scrip Code: 500020

National Stock Exchange of India Ltd.
Exchange Plaza, 5th floor,
Plot No. C/1, 'G' Block,
Bandra - Kurla Complex, Bandra (E),
Mumbai – 400 051
NSE Symbol: BOMDYEING

Dear Sir(s),

Sub: Business Responsibility and Sustainability Report.

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 ("Listing Regulations"), we are submitting herewith the Business Responsibility and Sustainability Report for FY 2022-23, which forms an integral part of the Annual Report FY 2022-23, submitted to the Exchanges.

We request you to kindly take the same on record.

Thanking you,

Yours faithfully,

For The Bombay Dyeing and Manufacturing Company Limited

Sanjive Arora
Company Secretary
Membership No.: F3814

Encl: As above

c.c. National Securities Depository Ltd.,
Trade World, 4th floor, Kamala Mills Compound,
S. Bapat Marg, Lower Parel,
MUMBAI-400013.

Central Depository Services (India) Ltd.,
Marathon Futurex, A Wing, 25th Floor
N. M. Joshi Marg, Lower Parel
Mumbai- 400 013

Bourse de Luxembourg,
Societe de La Bourse de Luxembourg,
Societe Anonyme, R. C. 36222, BP 165, L-2011,
LUXEMBOURG.

Citibank N.A.,
DR Account Management,
Citigroup Corporate & Investment Bank,
14th Floor, 388, Greenwich Street,
New York, NY (USA) 10013.

M/s KFin Technologies Limited
Selenium Tower B, Plot 31-32,
Gachibowli, Financial District,
Nanakramguda, Hyderabad
Telangana - 500032

ANNEXURE D to Directors' Report BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Bombay Dyeing and Manufacturing Company Limited- Business Responsibility & Sustainability Report

The Bombay Dyeing and Manufacturing Company Ltd. (hereafter referred to as "Bombay Dyeing" or the "Company") is the flagship company of Wadia group. The Company operates in three main avenues – Polyester, Realty & Retail and is engaged primarily in the business of Textiles.

At Bombay Dyeing, we believe in partnering & empowering our stakeholders and creating a culture of transparency and accountability. We see our responsibility to take the lead in sustainable development not only as a duty to the society but also as an opportunity to do well by doing well. By embracing sustainable development and going beyond minimum information disclosure requirements and regulatory compliance, we aim to protect and deliver value to all our stakeholders.

We welcome the reporting framework 'Business Responsibility and Sustainability Reporting' ("BRSR") introduced by the Securities and Exchange Board of India ("SEBI") containing detailed Environmental, Social and Governance ("ESG") disclosures and we have voluntarily adopted the framework for the financial year 2022-23.

This report also speaks about the Company's ESG approach which propels the business strategy to deliver our purpose of bringing joy to people's lives- Manager's Statement

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L17120MH1879PLC000037
2. **Name of the Listed Entity** - The Bombay Dyeing And Manufacturing Company Limited
3. **Year of incorporation** - 23rd August, 1879
4. **Registered office address** - Neville House, J. N. Heredia Marg, Ballard Estate, Mumbai - 400001.
5. **Corporate office address** - C-1, Wadia International Center, Pandurang Budhkar Marg, Worli, Mumbai - 400025.

6. **E-mail** - grievance_redressal_cell@bombaydyeing.com
7. **Telephone** - 022-61010515
8. **Website** - www.bombaydyeing.com
9. **Financial year for which reporting is being done** - 2022-23
10. **Name of the Stock Exchange(s) where shares are listed**

Name of the Exchange	Stock Code
BSE Limited	500020
National Stock Exchange of India Limited	BOMDYEING

Paid-up Capital - ₹ 45.20 Crore comprising of 20,65,34,900 Equity Shares of ₹ 2/- each aggregating to ₹ 41.31 Crore and 3,88,800, 8% Redeemable Non-Convertible Non-Cumulative Preference Shares of ₹ 100/- each aggregating to ₹ 3.89 Crore. Unlisted 3,88,800 8% redeemable Non-Convertible Non-Cumulative Preference Shares of ₹ 100/- each

11. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**

Mr. Suresh Khurana,

Manager

Telephone: 022-61010515,

Email: grievance_redressal_cell@bombaydyeing.com

12. **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 under this report are made on Standalone basis for Bombay Dyeing

II. Products/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.	Manufacturing	Polyester Staple Fibre (PSF)	62.47
2.	Construction	Buildings - Real Estate Business	35.64
3.	Trade	Retail - Textiles	1.89

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Polyester Staple Fibre	20302	62.47
2	Real Estate Development Activity	6810	35.64
3	Retail Division	4751	1.89

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
National	1	8	9
International	0	0	0

*No. of offices (National) includes 1 sales office (Realty Division), 5 sales offices (PSF Division), 1 corporate office and 1 registered office in India

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	For Bombay Dyeing's three divisions viz. Realty Division (1); Retail Division (20) & PSF Division (12)- we have presence in 33 states (including Union Territories)
International (No. of Countries)	Bombay Dyeing's PSF Division has presence in 21 countries

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

PSF: 22.41%

Realty: Not Applicable

Retail: Not Applicable

c. A brief on types of customers

Bombay Dyeing has three divisions carrying on its business activities. Retail Division supplies its products through distribution network. The PSF (Polyester Staple Fiber) division is into B2B Market and sells the products to domestic and overseas customers (PSF is generally used in Spinning and non-woven industry) and the BR (Bombay Realty) division caters to High Net-Worth Retail Customers.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	239	212	88.70	27	11.30
2.	Other than Permanent (E)	347	292	84.15	55	15.85
3.	Total employees (D + E)	586	504	86.01	82	13.99

WORKERS						
4.	Permanent (F)	199	198	99.50	1	0.50
5.	Other than Permanent (G)	556	553	99.46	3	0.54
6.	Total workers (F + G)	755	751	99.47	4	0.53

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100	0	0
5.	Other than permanent (G)	1	1	100	0	0
6.	Total differently abled workers (F + G)	2	2	100	0	0

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00
Key Management Personnel	3	0	0.00

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.88	22.86	15.37	11.31	21.92	16.62	6.34	9.09	7.71
Permanent Workers	0	0	0	0	0	0	0	0	0

Note: There were no permanent workers employed during the year by Bombay Dyeing

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated at column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	Pt Five Star Textile, Indonesia	Subsidiary	97.36	No
	Pentafil Textile Dealers Limited	Associate	49.00	No
	Bombay Dyeing Real Estate Company Limited	Associate	40.00	No

VI. CSR Details

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

Yes. (However, During the current financial year 2022-23, the average net profit for the last three financial years is negative calculated in accordance with the provisions of Section 198 of the Act. Therefore, the Company is not required to spend any amount on CSR activities for financial with the provisions of Section 198 of the Act. Therefore, the Company is not required to spend any amount on CSR activities for financial)

(i) Turnover (in ₹) : 2673.73

(ii) Net worth (in ₹) : (1487.30)

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)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	The CSR Programme of the Company involves interaction and dealing with various community stakeholders and a need-basis assessment is done to understand grievances of the community impacted by CSR Activities	Nil	Nil		Nil	Nil	
Shareholders and investors	Grievance redressal mechanism as prescribed by the Companies Act, 2013 (Stakeholder's relationship committee) & laid down by SEBI is in place and grievances are promptly acted upon by the Compliance officer	25	0		24	0	
Employees and workers	The Human Resources policies and SOPs are in place to cater to employee and worker grievances	Nil	Nil		Nil	Nil	
Customers	Since the market base of the Company is both B2C & B2B, proper channels of addressing the Complaints is present by way of dedicated Customer Technical Service Department	5301	0		5023	0	
Value Chain Partners	At different levels and divisions, cognizance and treatment of grievances is done	Nil	Nil		Nil	Nil	

The Company's policies are hosted on its website: www.bombaydyeing.com

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:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Usage of plastic for packaging by Retail division	Risk	Central law on PWM Rules, 2016 and enactments on plastic usage & waste management by different states pose challenges for PAN India operations. The onus of collecting and responsibility to dispose of plastic waste generated by packaging has been put on companies.	The Company is putting its efforts to keep pace with the changing regulations around plastic waste management	Negative - Failure to comply with current or future regulations on plastic packaging or failure to meet commitments on packaging and the environment would attract hefty fines
2	Resource efficiency of homes over their lifecycle through sustainable design practices and choice of materials	Opportunity	Importance of the energy and water efficiency creates a potential for companies to increase demand in their target market, thereby increasing revenue and/or margins.	NA	Positive - These measures, which are intended to improve the resource efficiency of homes, can decrease the costs of home ownership through lower utility bills. Water saving features such as low-flow faucets alleviate strain on local communities, while likely also lowering costs.
3	Community and urban planning	Opportunity	Home development can bring economic growth and workforce opportunities while moderating cost-of-living increases, and can provide communities with safe and vibrant neighborhoods.	NA	Positive - To Improve communities' environmental and social impacts by providing access to public transportation and/or not overburdening existing transportation or utilities infrastructure, providing access to green spaces, developing mixed-use spaces, and creating more walkable communities.
4	Alteration of product to avoid impact in its end use	Opportunity	Alteration in manufacturing company is necessary if the desired work and production are not obtained in order to maintain business expansion and consumer connectivity.	NA	Positive - Company has to make quick changes to their production process, calibrate their production equipment, source and change their suppliers of raw materials, and conduct staff training.
5	Rising of price of raw material	Risk	The major divisions in PSF division are significantly dependent on crude oil price and supply of cotton crop.	The company is mitigating the risks by observing the fluctuations in the Indian Rupee/US\$, so as to lessen the impact on business.	Negative - Increased competition due to surplus capacity in the country has resulted in pressure on margins due to price undercutting in the market.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<p>Code of Business Conduct for employees – https://bombaydyeing.com/pdfs/corporate/corporatepdf01.pdf CSR Policy – https://bombaydyeing.com/pdfs/corporate/corporatepdf06.pdf Whistle Blower Policy – https://bombaydyeing.com/pdfs/corporate/Whistle_Blower_Policy.pdf Policy for prevention of sexual harassment – https://bombaydyeing.com/pdfs/corporate/corporatepdf08.pdf Dividend Distribution Policy – https://bombaydyeing.com/pdfs/corporate/Dividend_Distribution_Policy.pdf Wadia Code of Ethics for Employees including Whole - time Directors and Senior Managers- https://bombaydyeing.com/pdfs/corporate/corporatepdf01.pdf Wadia Code of Ethics for Non-Executive Directors - https://bombaydyeing.com/pdfs/corporate/corporatepdf02.pdf Audit Committee Charter – https://bombaydyeing.com/pdfs/corporate/Audit%20Committee%20Charter.pdf Board Diversity Policy – https://bombaydyeing.com/pdfs/corporate/corporatepdf05.pdf NRC Charter – https://bombaydyeing.com/pdfs/corporate/NRC%20Charter.pdf Remuneration Policy for Directors & KMPs - https://bombaydyeing.com/pdfs/corporate/corporatepdf09.pdf Risk Assessment & Management Policy – https://bombaydyeing.com/pdfs/corporate/corporatepdf10.pdf RPT Policy – https://bombaydyeing.com/pdfs/corporate/RPT%20Policy.pdf Archival Policy of Website – https://bombaydyeing.com/pdfs/corporate/corporatepdf13.pdf Policy on Criteria for Determining Materiality of Events – https://bombaydyeing.com/pdfs/corporate/corporatepdf14.pdf</p>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies as mentioned above are based on Principles of NGRBC. Additionally, they are in conformity with the international certifications obtained by Bombay Dyeing viz. ISO 9001:2015 which is Quality management system; ISO 14001:2015 which Environmental management systems and ISO 45001:2018 which is OHS MS certification								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	In its ESG Journey, Bombay Dyeing looks forward to set short, medium and long term targets for sustainability KPIs related to climate change, energy, water, waste management, air emission reduction, GHG reduction and biodiversity protection.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

 <p>Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.</p>	 <p>Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.</p>	 <p>Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.</p>
 <p>Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.</p>	 <p>Principle 5: Businesses should respect and promote human rights.</p>	 <p>Principle 6: Businesses should respect and make efforts to protect and restore the environment.</p>
 <p>Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.</p>	 <p>Principle 8: Businesses should promote inclusive growth and equitable development.</p>	 <p>Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.</p>

Picture reference: <https://indiacs.in/what-is-brsr-and-what-are-the-9-principles-of-brsr/>

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

a. 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	2	The topics covered in the Meetings included Code of Conduct, Corporate Governance training.	100%
Key Managerial Personnel	3	The topics covered in the Meetings included Code of Conduct, prevention of sexual harassment (POSH), Whistle Blower.	100%
Employees other than BoD and KMPs	7	Manager Connect program, HR open Mentoring program, Leadership Self training, Emotional Intelligence training, email Etiquette, Conflict resolution training, POSH, IT training	37%
Workers	2	Safety Training, Fire Drill	100%

- b. 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	P2	RERA (Real Estate Regulatory Authority)	137.22 crs.	All the cases were pertaining to the purchase of Flats at One OCC and Two ICC at Wadala, Mumbai.	No appeals are filed in the year 2022-2023. Appeal were filed in the year 2019 and 2020 and the same were settled in 2021 and 2022 respectively.
Compounding Fee			Nil		
Non-Monetary					
Imprisonment			Nil		
Punishment			Nil		

Note: The Securities and Exchange Board of India issued an order against the Company and it's Promoter Directors/Ex MD/Ex. JMD/Ex-Directors and Ex-CFO of the Company under sections 11(1), 11(2)(e), 11(4), 11(4A), 11B(1), 11B(2) and 15i of the SEBI Act, 1992 read with Rule 5 of the SEBI (Procedure for Holding Inquiry and Imposing Penalties) Rules, 1995. The Company and the concerned notices have submitted appeal to Securities Appellate Tribunal(SAT). The SEBI Order has been stayed by the SAT on the basis of appeal by the Noticees at SAT. The hearing on the subject matter is underway and the final order will be issued post conclusion of hearings in due course.

- c. 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
NA	NA

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

The Company has a defined Code of Conduct for its Directors and employees that covers aspects related to ethics, workplace responsibilities, anti-bribery & anti-corruption and conflict of interest. It also covers all dealings with suppliers, customers and other business associates. The link of the policy is given below:

Web-link: https://bombaydyeing.com/pdfs/disclosure/Wadia%20Code%20of%20Ethics%20%20WTD%20_%20Senior%20Management.pdf

Web-link: <https://bombaydyeing.com/pdfs/disclosure/Wadia%20Code%20of%20Ethics%20-%20Non%20Executive%20Directors.pdf>

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

Leadership Indicators


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

Total number of awareness programs held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Two awareness programmes were held by Realty & Retail division	The topics covered were-Fire Evacuation drill for the customers / residents	Not Applicable

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

Yes. The Company adheres to Wadia Code of ethics and business principles applicable to Non-executive directors. The provisions of the code ensure managing/avoiding Conflicts of Interest.

SDGs mapped under Principle 1¹:

	<p>SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS:</p> <ul style="list-style-type: none"> The Company has a Code of Conduct for its Directors and employees that cover issues related to ethics, workplace responsibilities and conflict of interest. It also covers all dealings with suppliers, customers and other business associates. The company formulated a Policy on Prevention, prohibition and redressal of Sexual Harassment of Women at Workplace in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules therein. The Company has a Vigil Mechanism Policy to deal with an instances of fraud or mismanagement, if any) and to enable Directors and employees to report genuine concerns or grievances, significant deviations from key management policies and reports on any non-compliance and wrong practices.
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¹ The Ministry of Corporate Affairs (2018). National Guidelines on responsible business conduct. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf

	<p>SDG 17: PARTNERSHIPS FOR THE GOALS:</p> <ul style="list-style-type: none"> ▪ The PSF operation of the Company is investing in efficient technologies to reduce its impact on the environment. Some are specific areas where R&D is carried out by the Company- <ul style="list-style-type: none"> ✓ Installation of energy efficient compressor. ✓ Draw line up gradation of CINAMICS Drives & PLC. ✓ Hardware procurement for new product development. ✓ Provision of high pressure compressed air in spinning. ✓ New energy efficient pump for Cooling Tower. ✓ Additional ducting facility for rain Water Harvesting. ✓ Modified heating coil for AHU system. ✓ PTA conveying compressor up gradation with modified internals. ✓ Spare VFD for energy efficient chiller. ✓ Up gradation of Cooling Tower cell to improve energy efficiency
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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.**

	Current Financial Year	Previous Financial Year	Details of improvements in the environmental and social impacts
R&D	0.00%	0.00%	-
Capex	0.00%	0.00%	-

Note: Assessment of Capex and R&D spend to be incurred by the Company is always in line with its possible impact in betterment of social & environmental components associated with business activities. These are inseparable cost of project and hence separate identification of such cost is not feasible.

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

Yes. All sourcing by Retail division are done through registered suppliers of the Company who have been associated for more than a decade. The Company strives to integrate social, ethical and environmental factors across the entire supply chain. PSF division also promotes procurement of spares and consumables from local suppliers.

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

The Company ensures that all its products are sourced in a sustainable manner and it always strives to use more sustainable input material and operationally required procurements.

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

By virtue of being in textile and construction industry generally, we do not generate much of e-waste and hazardous waste. For plastic waste relevant provisions of Plastic Waste Management Rules, 2016 & EPR obligations are taken into consideration.

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

Yes. Bombay Dyeing has already registered itself under EPR during the year and its waste management mechanism aligns with the same.

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Considering the nature of operations and business activities of the Company Life Cycle Assessment is not being conducted					

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

Name of Product/ Service	Description of the risk/ concern	Action Taken
Considering the nature of operations and business activities of the Company Life Cycle Assessment is not being conducted		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
	None	



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:

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	No quantification available for the table, as no products are marked to be reclaimed					
E-waste						
Hazardous Waste						
Other waste						




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



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

SDGs Mapped under Principle 2²:

 <p>2 ZERO HUNGER</p>	<p>SDG 2: ZERO HUNGER:</p> <ul style="list-style-type: none"> The Company has contributed to the Swachh Bharat Kosh set-up by the Central Government for the promotion of sanitation and making available safe drinking water, eradicating hunger, poverty and malnutrition.
 <p>6 CLEAN WATER AND SANITATION</p>	<p>SDG 6: CLEAN WATER AND SANITATION:</p> <ul style="list-style-type: none"> The company has increased its Rain water harvesting capacity. Water consumptions by the company is reduced by recycling of treated effluent after chemical dosing & provision of modified UV system.

² The Ministry of Corporate Affairs (2018). *National Guidelines on responsible business conduct*. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

<p>7 AFFORDABLE AND CLEAN ENERGY</p> 	<p>SDG 7: AFFORDABLE AND CLEAN ENERGY:</p> <ul style="list-style-type: none"> • The Company has taken following steps to conserve energy- <ul style="list-style-type: none"> ✓ Usage of Fuel Additive & K VX system to improve combustion efficiency. ✓ Steam consumption reduced by optimizing HP & LP steam usage. ✓ Condensate recovery improved by reducing venting & recycling drain points. ✓ Water consumptions reduced by recycling of treated effluent ✓ Optimization of Organic Stripping Column heat exchanger capacity. ✓ Optimizations of antimony content in slurry to reduce heat load. ✓ VFD provision for various pumps & comfort AHUs. ✓ Spinning quench conditions were optimized. ✓ LUWA AHU air intake area was increased by ducting modifications for all spinning lines. ✓ HTF Heater APH tube replacement & RLA Study by OEM. ✓ Usage of Cond. collection tank motor capacity upgraded to maximise condensate recovery. ✓ Centrifugal Decanter was commissioned to improve ETP Sludge Dewatering performance. ✓ Steam turbine reversing guide holder plate & nozzle plates were modified to improve its efficiency. ✓ Suction duct modified to manage exhaust load of two Draw lines with single blower. ✓ Improvement of PSA tower efficiency to reduce air consumption. ✓ Installation of Timer on some pumps in ETP. ✓ Old SF6 breakers were modified with VCB breakers for 22/3.3KV Transformers. ✓ Migration of HTF heater operation from RLNG to liquid fuel.
<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <p>10 REDUCED INEQUALITIES</p> 	<p>SDG 8: DECENT WORK AND ECONOMIC GROWTH</p> <ul style="list-style-type: none"> • The Company has adopted various policies such as : <ul style="list-style-type: none"> - The Remuneration Policy as required under the provisions of the Act and Regulation 19 read with Part D of Schedule II of SEBI (LODR) Regulations. - The Risk Assessment & Management Policy. - Dividend Distribution Policy • The Company has various committees such as: Ethics Committee, Audit Committee, Stakeholders Relationship Committee, CSR Committee, Risk Management Committee Strategic Committee, Complaint Redressal Committee and also adequate internal control systems to oversee the implementation of policies. <p>SDG 10: REDUCED INEQUALITY:</p> <ul style="list-style-type: none"> • The company have a Policy on Prevention of Sexual Harassment of Women at Workplace an appropriate. The Committee has been formed to attend to the complaints of the sexual harassment at workplace, if any, made by female employees.

 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>SDG 12: RESPONSIBLE COSUMPTION AND PRODUCTION:</p> <ul style="list-style-type: none"> The Company has a mechanism to recycle products and waste. Waste heat and waste water generated during the production process is recycled within the plant. Product waste and scrap, generated is relatively low and is fully recycled either in house or through recycle industry. The Company has reduced its water consumption by recycling of treated effluent after chemical dosing & provision of modified UV system.
 <p>13 CLIMATE ACTION</p>	<p>SDG 13: CLIMATE ACTION:</p> <ul style="list-style-type: none"> The Company is continuously implementing process improvements to reduce emissions and wastages and its passion to incorporate sustainability in design, has taken the extra efforts to get its property certified under the LEED certification program by the U.S. Green Building Council.

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

Essential Indicators

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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	212	212	100	212	100	0	0	0	0	0	0
Female	27	27	100	27	100	27	100	0	0	0	0
Total	239	239	100	239	100	27	11.30	0	0	0	0
Other than Permanent Employees											
Male	303	282	93.0693	0	0	0	0	0	0	0	0
Female	45	45	100	0	0	8	17.7778	0	0	0	0
Total	348	327	93.9655	0	0	8	2.30	0	0	0	0

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

% of employees covered by											
	Total (A)	Health Insurance		Accident Insurance		Maternity Insurance		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	209	209	100	209	100	0	0	0	0	0	0
Female	1	1	100	1	100	1	100	0	0	0	0
Total	210	210	100	210	100	1	0.47619	0	0	0	0
Other than Permanent Employees											
Male	553	0	0	0	0	0	0	0	0	0	0
Female	3	0	0	0	0	0	0	0	0	0	0
Total	556	0	0	0	0	0	0	0	0	0	0

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	NA	100	100	NA

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
ESI	3	25	NA	3	19	NA
Others – Please specify	0	0	NA	0	0	NA

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.

Bombay Dyeing has, at its factory one differently abled worker. Considering the nature of disablement and work assigned to him, even though the worker does not require any special provisions, the company is committed to provide for any such special provisions in future (As per Rights of Persons with Disabilities Act, 2016) if need arises.

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 organization follows Wadia Code of Conduct and believes in acting as equal opportunity employer

Link: <https://bombaydyeing.com/pdfs/corporate/corporatepdf02.pdf>

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	NIL	NIL	NIL	NIL
Female	1	100%	NIL	NIL
Total	1	100%	NIL	NIL

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, by email, letter or verbally
Other than Permanent Workers	Yes, by email, letter or verbally
Permanent Employees	Yes, by email, letter or verbally
Other than Permanent Employees	Yes, by email, letter or verbally

The Company is committed to provide a safe, healthy and conducive work environment to all its employees and workers. They can reach out to their reporting managers or senior management apart from following human resource mechanism. In addition to statutory forums like ICC (Internal Complaints Committee) formulated under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; Company has an open-door policy and both formal and informal complaints/grievances are addressed immediately.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	239	0	0	266	0	0
Male	212	0	0	233	0	0
Female	27	0	0	33	0	0

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Worker	199	199	100	215	215	100
Male	198	198	100	214	214	100
Female	1	1	100	1	1	100

8. Details of training given to employees and workers:

	FY 2022-23 Current Financial Year				FY 2021-22 Previous Financial Year			
	Total (A)	On Health and Safety measures	On Skill upgradation	% (B/A)	Total (D)	On Health and Safety measures	On Skill upgradation	% (D/C)
Employees								
Male	212	212	100	212	218	218	100	218
Female	27	27	100	27	32	32	100	32
Total	239	239	100	239	250	250	100	250
Workers								
Male	198	198	100	198	209	209	100	209
Female	1	1	100	1	1	1	100	1
Total	199	199	100	199	210	210	100	210

Note: Above numbers represent non-permanent workers

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	212	212	100	233	233	100
Female	27	27	100	33	33	100
Total	239	239	100	266	266	100
Workers						
Male	177	177	100	192	192	100
Female	1	1	100	1	1	100
Total	178	178	100	193	193	100

10. Health and safety management system:

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

Yes. Occupational Health safety management system implemented by the company covers all employees and contractual workers from all the three divisions. The Company is certified with ISO: 45001-2018 OHS management system.

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

PSF Division has adopted HIRA (Hazard identification and risk assessment) for activities in all section of plant. JSA (Job Safety Analysis & HAZOP (Hazard and Operability Analysis) study is carried out before execution and implementation of existing processes and for new projects.

For Realty & Retail division, Weekly Sight Inspections are carried out as a routine process.

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

PSF Division of Bombay Dyeing has undertaken various initiatives in Occupational Health & Safety Management System (OHSMS) to ensure incident free operations.

Below is a summary of the few initiatives undertaken in 2022-2023:

- 1) Work to permit system.
- 2) Safety committee meeting conducted quarterly to raise safety issues.
- 3) Near miss reporting system.
- 4) EHS related training conducted to employees and contractual employees to increase awareness amongst Safety and environment.
- 5) Weekly safety inspection carried out.
- 6) Statutory safety audit carried out by competent persons.
- 7) Hazard Identification & Risk Assessment (HIRA) carried out for around 850 activities within all department of PSF division, which are helping in improving safety & health standards.
- 8) Occupational health safety management programme is key initiative which helps to minimize the risk
- 9) Aspect Impact Register
- 10) Safety related suggestions from all employees are received during the years is a part of suggestion scheme activity.
- 11) Safety Induction is provided to new incumbents to generate & develop awareness on Do's & Don'ts inside the premises.
- 12) Safety in Goal Setting & KRA of individual's appraisal system keeps constant focus on safety.

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

Yes. Employees and workers from PSF division have access to Occupational Health Centre round the clock at the factory premises. Employees and workers from Realty & Retail Division can avail Doctor's Service at Corporate Office at Wadia International Centre, Worli, Mumbai.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
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.

At PSF Division, we have Safety committee including Management & Non-Management employees. Quarterly meetings of safety committee are held to capture & review, unsafe act & unsafe conditions as well as safety related suggestions. Orientation of new employees is conducted to describe safety related information. We have well defined audit system for carrying out internal and external audit for Environment, Health & Safety (EHS). Before commencement of any job we conduct 'Tool box talk' for all contractors followed by work permit. We have structured framework for incident investigation. For Realty & Retail Division, fire-fighting system is provided at office and residential building

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil			Nil		
Health & Safety						

14. Assessments for the year:

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

Note: The assessment/evaluation has been conducted by both external (By third party) and internal only for the PSF division.

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.

Corrective action for all categories of incident have been identified and actions have been taken for PSF Division. We have well defined audit system for carrying out internal and external audit (EHS). We have already developed a pool of internal auditors trained in different ISO standard to review the compliance periodically. Internal audit is conducted twice a year and external audit is conducted by BVQI subsequently. Opportunities for improvement and observations from internal audit are well taken care of with root cause and corrective action. Incidents are investigated and root cause and its counter measures are communicated and implemented across the unit. Root cause-analysis, Corrective action & Preventive Action report is prepared. In case of Realty & Retail Division, monkey ladders were fixed for climbing and checking the Water Tank Levels. Water Level Indicators are installed for Water Tank Readings, providing mobile scaffold for better access.

Leadership Indicators

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

Yes- For both employees and workers.

For PSF Division: The Company has Employees Benevolent Fund which is a contributory fund created to cater the needs of the employees & their dependant in case of the death of the employee during the service period for any reason whatsoever and for giving the financial support in case of major illness like cancer, brain tumour, heart surgery, major accident treatment and kidney transplant.

This scheme is applicable to all the management and non-management staff employees with the following features-

- Employee will be member of the scheme by paying ₹ 300/- at the time of joining of the permanent employment.
- In case of the employees death: Financial support from company is ₹ 2, 50, 000/- plus ₹ 100,000/- equal employees contribution from salary.
- Entire 350000/- will be given to employees dependant / nominee.
- In case of major illness over and above medi-claim mentioned above financial support up to 80% reaming over and above medi-claim sanctioned , subject to maximum limit of ₹ 1,12,000/-

For all the division of the Company: EDLI's (Employee Deposit Linked Insurance Scheme) benefit is covered with LIC for all permanent employees & workers - where employee's nominee will get ₹7, 02,000/- in case of death

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

In case of value chain partners of Realty division it is ensured that the bills are not processed if Vendor compliances are not fulfilled

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year	FY 22-23 Current Financial Year	FY 21-22 Previous Financial Year
Employees	Nil			
Workers				

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

Yes. The Company ensures that the retiral benefits like Ex-gratia, Benevolent Fund, etc. are processed at the earliest so as to facilitate better management of career endings for employees.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	No assessments carried out during the year
Working Conditions	


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

Not Applicable

SDGs Mapped under Principle 3³:

 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>SDG 3: GOOD HEALTH AND WELL BEING:</p> <ul style="list-style-type: none"> The Company has a Vigil Mechanism Policy to deal with an instances of fraud or mismanagement, if any) and to enable Directors and employees to report genuine concerns or grievances, significant deviations from key management policies and reports on any non-compliance and wrong practices.
 <p>4 QUALITY EDUCATION</p>	<p>SDG 4: QUALITY EDUCATION:</p> <ul style="list-style-type: none"> The Company has transferred to Investor Education and Protection Fund (IEPF) in accordance with the provisions of Section 125 of the Act read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016.
 <p>5 GENDER EQUALITY</p>	<p>SDG 5: GENDER EQUALITY:</p> <ul style="list-style-type: none"> The company formulated a Policy on Prevention of Sexual Harassment of Women at Workplace in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules therein.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE:</p> <ul style="list-style-type: none"> The Company understands the needs of its stakeholders and develops action plans to fulfil them while achieving its business goals. The Company is working upon Several R&D areas which includes: research about-

³ The Ministry of Corporate Affairs (2018). *National Guidelines on responsible business conduct*. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

	<ul style="list-style-type: none"> ✓ Special designed spinnerets developed for commercialization of Optical Staple Fibre. ✓ High Tenacity High Elongation fibre was developed for technical textile applications. ✓ Customer specific functional fibres developed and produced successfully by hardware development & process optimization. ✓ Super micro black & semi-dull products were commercialized. ✓ Waste heat was utilized for drying operations. ✓ Higher staple length productivity was improved by process upgradation. ✓ Additional condensate collection systems were commissioned. ✓ Reduction in Water consumptions with various process improvement projects. ✓ Additional locking arrangement in Baler carousel rotation motor gear. ✓ Usage of modified diffuser for fine denier production. ✓ Development of motorized can empty out system. ✓ HP steam control philosophy optimization in Annealed for Medium tenacity products. ✓ VFD Provision in Cooling Tower fans to control during climatic conditions. <p>SDG 11: SUSTAINABLE CITIES AND COMMUNITIES:</p> <ul style="list-style-type: none"> • The Company undertakes various initiatives to improve the lives of the lower socio-economic sections of the society and also through Wadia Group Children and Maternity Hospitals and Wadia Trusts which mostly caters to the lowest strata of the Society.
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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.

At Bombay Dyeing, stakeholders assume a very critical position in its organizational goals both- Financial & Non-Financial. For us both internal and external stakeholders are equally important and we strive to maintain regular interaction with the stakeholders through various channels and modes in order to understand their queries, concerns, expectations and our obligations towards them. We have identified key stakeholder groups as- shareholders, employees, customers, suppliers, regulators & community. None of the stakeholders is identified as vulnerable or marginalized except for community.

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

Sr. No.	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
1.	Employees	No	Email, Notice Board, Intranet	Regular	At Bombay Dyeing, we are driven by the expectations and concerns of all stakeholders. To maximise the value we create for stakeholders, we interact with them continuously. This is done with the aim of understanding their perspectives on Bombay Dyeing, meeting their present and future needs, and mitigate potential risks that are critical to our business. Our strategic stakeholder engagement mechanism helps us measure our reputation, corporate standing and foster long-lasting relationships that enable our progress.
2.	Customers	No	Website, advertisement, social media	Regular	
3.	Suppliers	No	Via E-Mail	Need Basis	
4.	Shareholders	No	Email, Phone, Newspapers	Regular	
5.	Regulatory Bodies	No	Email, Phone, Letters	Need Basis	
6.	Community	No	Email, Phone, Letters And Digital display of emission parameters	Regular	

Leadership Indicators

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

The Company is in process of walking its ESG journey and determining its ESG goals. Even though ESG aspects are part of day to day operations, a formal process for stakeholder consultation on ESG is yet to be established.

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

A formal stakeholder consultation process on ESG aspects and setting up of ESG milestones for Bombay Dyeing is in process.

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

Company through its CSR Activities as and when applicable contributes to various social causes like child health care / natural calamities. Bombay Dyeing has been working for education, health & nutrition, sanitation and wellbeing of marginalized sections of the society. Through its CSR Activities as and when applicable contributes to various social causes like child health care / natural calamities. We focus on strengthening our relationship with the communities through a meaningful and purposeful engagement and implementing a range of programmes that enables improved quality of life for people who are impacted by the operations. Over the years, Bombay Dyeing's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities, In addition, Bombay Dyeing has a community hospital that provides medical services that improve people's quality of life.

PRINCIPLE 5: Businesses should respect and promote human rights

Essentials Indicators

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

Category	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	239	239	100	250	250	100
Other than permanent	553	553	100	557	557	100
Total Employees	792	792	100	807	807	100

Note: Human Resource Policies are available in Portal and at the time of Joining each and every employee had been made aware of the policy. Code of Conduct of the Company includes elements of Human Rights and employees and workers are expected to abide by it.

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

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	250	0	0	250	100	266	0	0	266	100
Male	218	0	0	218	100	233	0	0	233	100
Female	32	0	0	32	100	33	0	0	33	100

Category	FY 22-23 Current Financial Year					FY 21-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than Permanent	210	0	0	210	100	215	0	0	215	100
Male	201	0	0	201	100	214	0	0	214	100
Female	9	0	0	9	100	1	0	0	1	100
Workers										
Permanent	210	0	0	210	100	215	0	0	215	100
Male	209	0	0	209	100	214	0	0	214	100
Female	1	0	0	1	100	1	0	0	1	100
Other than Permanent	556	0	0	556	100	579	0	0	579	100
Male	553	0	0	553	100	577	0	0	577	100
Female	3	0	0	3	100	2	0	0	2	100

3. Details of remuneration/salary/wages, in the following format for on role members as on 31st March 2023:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	6	₹ 7.76 L pa	2	₹ 6.58 L pa
Key Managerial Personnel*	3	₹ 134.09 L pa	0	NA
Employees other than BoD and KMP	209	₹ 9.11 L pa	27	₹ 6.48 L pa
Workers	198	₹ 4.92 L pa	1	₹ 4.83 L pa

*Includes Manager, CFO and CS

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. Even though not identified separately as Human Rights, the Human Resource Head looks into all the queries, concerns and complaints of this nature.

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

Human rights principles as enshrined in the United Nations Global Compact (“UNGC”) are embedded in our core values and system. We have framework that focuses on good governance, our commitment to abiding by each law, ensuring timely payment of employee salaries, and providing equal opportunities without exception.

Any grievances are routed to Human Resource function. Necessary action is taken in line with underlying policies and regulations applicable to the workplace. The closure is intimated to the aggrieved person.

Further, the Company has adhered to the HR policies like Policy on gratuity & Ex-gratia; Leave; Marriage Bonus; Recruitment, Attendance and POSH that helps the Company to regulate in the given norms.

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

	FY 22-23			FY 21-22		
	Filed during the year	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	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human Rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

The presiding officer of the Internal Complaints Committee (ICC) looks into all the complaints under POSH and statutory process and timelines are followed, in case any complaint is made. Whistle Blower mechanism in the Company protects the identity of the person raising the alarm.

8. Do human rights requirements form part of your business agreements and contracts?

Yes the elements of Human Rights is reflected in the Code of Conduct. Parties which have business dealings with the WADIA Group but are not members of the Group such as consultants, agents, sales representatives, distributors, contractors, suppliers, etc. shall not be authorised to represent a WADIA Company if their business conduct and ethics are known to be inconsistent with the Code.

9. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	0
Forced/involuntary labour	0
Sexual Harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

Bombay Dyeing, through its internal procedures, informal processes and routine checks ensures that any of the issues, if any, pertaining to these are addressed.

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

Leadership Indicators

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

During the reporting period no business processes have been modified or introduced for addressing human rights grievances/ complaints.

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

As an equal opportunity employer, Bombay Dyeing does not discriminate on the basis of race, colour, caste, gender, origin, etc. The Company is committed to protect and respect human rights related issues such as, forced labour, child labour, freedom of association, right to collective bargaining, equal remuneration, etc. Even though a formal Due Diligence is not conducted, we ensure to incorporate the aforesaid principles in our policies and procedures and ensure that they are being followed.

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

The company is committed to provide for special provisions to differently-abled employees and visitors as per Rights of Persons with Disabilities Act, 2016; if need arises.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company to conduct assessment in future, after discussing internally.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – Please Specify	

The contract documents/ purchase manifests of value chain partners includes provisions and clauses on the above mentioned matters for their adherence.

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

No formal assessment was carried out

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	FY 22-23	FY 21-22
Total electricity consumption (A)	18,99,59,485	19,52,36,304
Total fuel consumption (B)	918908829.3	959083847
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	1108868314	1154320151
Energy intensity per rupee of turnover <i>(Total energy consumption / turnover in rupees)</i>	0.041	0.054
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

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, currently the evaluation is not being conducted.

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

Patalganga site of the Company at which PSF division plant operates has been identified as Designated Consumer. We have got a target of 0.1685 MTOE / ton with production of 146892 ton with baseline SEC 0.1755 under the PAT Cycle VII to be achieved in the Financial Year 2024-25.

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres) for PSF Division (Factory)		
(i) Surface water	85522	97850
(ii) Groundwater	0	0
(iii) Third party water	326915	334681
(iv) Seawater / desalinated water	0	0
(v) Others	37739	44339
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	450176	476870
Total volume of water consumption (in kilolitres)	450176	476870
Water intensity per rupee of turnover (Water consumed / turnover)	1.683	2.264
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

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, currently the evaluation is not being conducted

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

No - Not Applicable

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

Parameter	Please specify unit	FY 22-23	FY 21-22
NOx	Kg	18481.33856	39.9276036
SOx	Kg	21393.47727	20161
Particulate matter (PM)	Kg	18235.11422	169855.256
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

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, currently the evaluation is not being conducted.

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	98748.8	94664.86
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	32066.15	32956.91
Total Scope 1 and Scope 2 emissions per rupee of turnover	Rupees	4.892	6.059
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil	

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, currently the evaluation is not being conducted.

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

The Company has adopted an "Environmental Management System" to achieve its environmental goals. Some of the initiatives undertaken by the Company includes:

1. The Company aims to become paperless and is taking several steps in this direction such as favouring digital files and implementing cloud based HRMS system to avoid paper usage.
2. The Company organizes and encourages carpooling to minimise the consumption of fossil fuels. Public transportation is also highly recommended.
3. Several energy saving awareness campaigns were conducted.
4. A "Switch off" campaign was conducted to minimise the consumption of electricity.
5. A "Tree Plantation" drive was conducted by the Company.
6. An array of louvers was installed for penetration of natural light and air circulation.
7. Efforts were made to install energy-efficient equipment's to minimize energy usage.

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

Parameter	FY 22-23	FY 21-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.75	1.57
E-waste (B)	0.91	1.45
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	15.01
Radioactive waste (F)	0	0
Other Hazardous waste. Please Specify, if any. (G)	149.81	186.92
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1711.3	1796.3
Total (A+B + C + D + E + F + G + H)	1862.77	2001.25

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

Category of waste	
(i) Recycled	No wastes been recycled or reused. However, it is being incinerated or being disposed of by other disposal operations
(ii) Re-used	
(iii) Other recovery operations	
Total	

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

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

Category of waste		
(i) Incineration	23.01	21.85
(ii) Landfilling	-	-
(iii) Other disposal operations	1711.3	1796.3
Total	1734.31	1818.15

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, currently the evaluation is not being conducted.

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

Organization is committed to minimize waste generation and appropriately comply with storage requirements. Any waste streams generated as part of production operations and outlets for safe disposal are identified. Solid waste like nose masks & hand gloves disposed as Bio Medical waste through Occupational Health Centre. All the wastes generated in the plant are classified as "hazardous" / "non-hazardous". Only wastes which are generated out of process, purchase / usage of items on a regular basis, which is not treated and disposed, would fall under the category of Hazardous Waste demanding disposal as per regulation. Only such materials are accounted for in Form No. 3 titled "Format for Maintaining Records of Hazardous Wastes at the Facility" by the Department. The containers of items identified as hazardous as per Schedule I are considered as non-hazardous, once they are decontaminated by concerned / User Department.

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:

S. No.	Location of operations/offices	Types 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.
NA			

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
NA					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, our Company is in compliance with all the applicable laws/regulations.

Serial Number	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 taken, if any action
NA				

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 22-23	FY 21-22
From renewable sources		
Total electricity consumption (A)	4082945.76	3875851.08
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4082945.76	3875851.08
From non-renewable sources		
Total electricity consumption (D)	181793593.4	187484601.6
Total fuel consumption (E)	918908829.3	959083847.00
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1100702423	1146568448.60

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, currently the evaluation is not being conducted.

2. Provide the following details related to water discharged:

Parameter	FY 22-23	FY 21-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0

Parameter	FY 22-23	FY 21-22
(v) Others	0	0
- No treatment	63025	61400
- With treatment – please specify level of treatment	85920	46994
Total water discharged (in kilolitres)	148945	108394

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, currently the evaluation is not being conducted.

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

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

(i) Name of the area

(ii) Nature of operations

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

Parameter	FY 22-23	FY 21-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	Not Applicable	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No, currently the evaluation is not being conducted.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 22-23	FY 21-22
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	Not Assessed	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - No, currently the evaluation is not being conducted.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Cloud initiate to reduce on-prim infrastructure	Refer to the details as mentioned below the table	Reduced power consumption, e-waste generation
2	Introduced Managed Print Services to reduce power consumption and consumables usage	Refer to the details as mentioned below the table	Reduced power consumption, e-waste generation ,
3	Upgradation of Effluent treatment Plant for reuse of treated water	Refer to the details as mentioned below the table	Recycle and reuse of treated effluent in Process resulted reduction in water consumption and Conservation of natural resources

A. REDUCING INDUSTRIAL WATER THROUGH OPTIMIZATION OF OPERATING METHODS

- In daily plant operation we require process water at various locations in plant, while optimization of actual water consumption in process of spinning draw line system, reduce the water requirement and resulted reduction in waste water generation.
- Reduction of can DM water spray by 30%.
- Stoppage of all Draw machine pre feed circulation system.
- HPCD & lance system for polymer Filter candle cleaning.
- Draw bath water level control system & optimization.
- Optimization of LTR spray & reduction of tow conditioning spray.
- Recycling of spinning area finish for batch preparation.
- Provision of Aerosol type auto shutoff push cocks in wash basins.
- Increase in Rain water harvesting & storage capacity.
- HPCD system for process Filter elements cleaning.
- Replacement of corroded & leaked underground raw water pipeline with new above ground pipeline.
- Recycle and reuse of ETP treated effluent in process.

B. UTILIZATION OF NATURAL RESOURCES FOR GENERATION OF RENEWABLE ENERGY

- We utilize the solar energy as a natural resource to generate power by using solar PV Plant 50KWP which is incorporate in canteen terrace area and generated solar power is used in admin building and canteen area. We are using 0.6 % renewable energy.
- We installed transparent roof sheet in new go-down, Coal Shed, compressor area which is resulted the reduction in electrical power by utilizing solar light in day time.
- We have installed 50 Nos. of Turbo Ventilators installed at Ware House, Compressor House, Coal Shed, and Workshop & Store Roof Top.
- Installed solar water heaters instead of Electrical heater in Guest House & Canteen area.

C. ENERGY GENERATION FROM STEAM TURBINE

- High pressure steam generated in our boiler. High pressure (25 Kg/cm²) & low pressure (3.5 Kg/cm²) Steam is utilizing in PSF plant. Initially high pressure steam is converted to Low pressure steam by PRD system and this PRD system is replaced by steam turbine system, from where electrical energy generated and utilized in PSF plant for operation.

D. INCREASE IN CONDENSATE RECOVERY FROM STEAM SYSTEM.

- The condensate of steam is drain on the floor while we introduce the system and collect all the condensate and reuse this hot water in boiler feed water.

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

We have an Emergency Response Plan in place. The ERP for Bombay Dyeing begins with a site plan and plant layout, taking into account Population density. Meteorological and seismic data are also considered, and the Patalganga plant is located in Zone IV, which corresponds to the highest seismic intensity. The PSF process, supplied by M/s. Invista Polyester Technologies and built on Dupont Innovation, is used to ensure the safety of the plant and processes. The basic engineering is carried out by M/s. Chemtex International Inc, USA. Plant management is handled by experienced personnel who report directly to the senior management. Routine maintenance is carried out to ensure day-to-day operability of the plant, and periodic plant shutdowns are planned for equipment maintenance, cleaning, overhauling, and replacement. Standard Operating Procedures (SOPs) are detected from the "Alarm Message Window"; which displays the latest "Alarm Message" at any given point in time. The distributed control system is used to control plant operations in the city.

Any changes to the plant are subject to Design Configuration Control. Emergency facilities include fire hydrants, protective spray systems, and fixed foam systems, among others. The ERP flow chart and group-wise action points are provided, along with details of emergency help under mutual aid, hospitals, and blood banks. Possible hazard scenarios in the HTF system and operation area are discussed. The evacuation plan for the plant has four assembly points, with an in charge at each point. The medical emergency action plan, including hospital names, contact numbers, and ambulances, is also provided. The validity and update of the Emergency Response Plan (On-site) are tested and evaluated for efficiency during an emergency through employee training and communication, full-scale mock-drill exercises, and functional exercises. The offsite emergency plan is also provided with all possible details, including notification to the public and press.

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

Not Applicable

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

Not Applicable

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

1.

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

The company is affiliated with five (5) 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.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
3	Organization of Plastics Processors of India (OPPI)	National
4	Association of Synthetic Fibre	National
5	Label Manufacturers Association of India (LMAI)	National

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

Name of authority	Brief of the case	Corrective active taken
	NA	

No adverse order was received by the company from regulatory authorities. Hence, no corrective action was required to be taken.

Leadership Indicators

1. Details of Public policy positions advocated by the company

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

The Company through various Industry associations, participates in advocating matters for the advancement of the Industry and Public Good. The Company has a Code of Conduct Policy to ensure that the highest standards of business conduct are followed while engaging with aforesaid Trade associations/Industry bodies.

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
NA – 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:

S. No	Name of Project for which R&R is ongoing	State	District	No. pf Project Affected Families (PAFs)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
1	SRA - Annabhau Sathe Nagar co-op society	Maharashtra	Mumbai	12	100 %	₹ 0.30 Cr

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

Grievance Redressal mechanism is an important aspect of nurturing relationship with community as stakeholder. All grievances by any member of the community can be submitted at- grievance_redressal_cell@bombaydyeing.com.

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

	FY 22-23	FY 21-22
Directly sourced from MSMEs/ small producers	7.22% of PSF division (₹ 161.14 Cr)	9.92% of PSF division (₹ 132.00 Cr)
Sourced directly from within the district and neighbouring districts	0	0

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Social Impact Assessment is not applicable	

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

No projects carried out over the year. During the financial year 2022-23, the average net profit for the last three financial years is negative calculated in accordance with the provisions of Section 198 of the Act. Therefore, the Company is not required to spend any amount on CSR activities for financial year 2021-22.

S.No	State	Aspirational District	Amount spent (In INR)
Not Applicable			

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

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

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

0%

Note: However, The Company is impartial in its selection and procurement processes of its suppliers which is driven by the Company's procurement policy/SOP, supplier code of conduct and practices. The Company does not consider the criteria for marginalised/ vulnerable group during selection of its suppliers

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

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

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

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







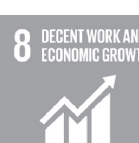


6. Details of beneficiaries of CSR Projects:

Sr.No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

The Company's objective is to pro-actively support meaningful socio-economic development in India and enable a larger number of people to participate in and benefit from India's economic progress. This is based on the belief that growth and development are effective only when they result in wider access to opportunities and benefit a broader section of society.

⁴SDGs Mapped under Principle 8:

⁴ The Ministry of Corporate Affairs (2018). *National Guidelines on responsible business conduct*. pg. 48 Available at: https://www.mca.gov.in/Ministry/pdf/NationalGuideline_15032019.pdf.

 <p>1 NO POVERTY</p>	 <p>2 ZERO HUNGER</p>	 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Please refer to SDGs mapped under Principle 2 and Principle 3 for SDGs mentioned here</p>
 <p>4 QUALITY EDUCATION</p>	 <p>5 GENDER EQUALITY</p>	 <p>6 CLEAN WATER AND SANITATION</p>	
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	 <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	

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.

Bombay Dyeing treats customer complaints with utmost importance and believe that its needs to be addressed with transparency and resolution-oriented manner. For the Retail division we have QC team who handles the consumer complaints. After obtaining the details from the consumer the recommendations are to be provided by QC team and the way forward to resolve the same. For the Realty division Consumer complaints and feedbacks are tracked by MyGate App that is provided to all the customers.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable as Bombay Dyeing is in the business of textiles and real estate, there are no shelf goods or services that need to carry this information.
Safe and responsible usage	Not Applicable as Bombay Dyeing is in the business of textiles and real estate, there are no shelf goods or services that need to carry this information.
Recycling and/or safe disposal	Not Applicable as Bombay Dyeing is in the business of textiles and real estate, there are no shelf goods or services that need to carry this information.

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	There have been no consumer complaints received in respect of these practices			There have been no consumer complaints received in respect of these practices		
Advertising						
Cyber-security						
Delivery of essential services						
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	Not Applicable	
Forced recalls		

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

The Company has an IT policy in places that addresses concerns related to cyber-security which is available on their intranet. However, the policy has no mention of data-privacy. However, the Company shall implement clause of Data-privacy to ensure a secured internal network access

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable

Leadership Indicators

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

The Company provides the necessary information of its products to promote consumer awareness and handle customer feedback on all products in rational manner and exercise due care in utilization of natural resources. The Company displays sufficient information on the textile product label/shew. Over and above the mandatory and legal information the Company also provides wash care tips which varies from product to product.

The Platforms used for information of products of the Company are- Website, Annual Report, Social Media and Advertisements.

Information relating to all the products are available at following websites:

<https://bombaydyeing.com/polyester.html>

<https://www.bombayrealty.in/>

<https://bombaydyeing.com/>

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

The Company displays sufficient information on the textile product label/shew. Over and above the mandatory and legal information the Company also provides wash care tips which varies from product to product.

For all the Bombay Dyeing Realty Division, user manual is provided to all the customers at the time of Handover of Flats.

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

The Company displays sufficient information on the textile product label/shew. Over and above the mandatory and legal information the Company also provides wash care tips which varies from product to product.

For all the Bombay Dyeing Realty Division, user manual is provided to all the customers at the time of Handover of Flats.

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

Yes. The Company ensures that all the information as required to be displayed on product labels is as per applicable rules and regulations.

In addition, products of Bombay Dyeing- Retail division are ISI marked which an assurance of quality in itself.

We conduct periodic customer satisfaction reviews as customer delight is at centre of company's operations

5. Provide the following information relating to data breaches:

a) Number of instances of data breaches along-with impact

The Company has not had any known incidents of data breaches during the reporting period.

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

Nil

Clarification with respect to BRSR XBRL Filing

1. In General Disclosures Point VI Net worth is entered as 0 (Zero), as there is a technical error by which Negative figure is not been accepted. Net worth of the Company is Negative (1487.30).
2. In Principle 7 Point 1, Due to glitch in the system it compulsorily ask for data for 10 trade and industry chambers/associations, Hence NA is entered in the requisite column. However Company is affiliated with 5 (Five) trade and industry chambers/associations.