

# CENTURY ENKA LIMITED

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Company CIN : L24304PN1965PLC139075



Communicate at  
Post Box No. 17,  
Plot No. 72 & 72 - A, MIDC,  
Bhosari, Pune - 411 026.

27<sup>th</sup> July, 2022

<p>Listing Department The National Stock Exchange of India Ltd. Exchange Plaza, 5th Floor, Plot No. C/1, G-Block Bandra Kurla Complex, Bandra (East) Mumbai - 400051</p> <p>Thru. NEAPS Symbol : CENTENKA</p>	<p>Listing Department BSE Limited 25th Floor, Phiroze Jeejeebhoy Towers, Dalal Street, Fort Mumbai - 400001</p> <p>Thru : BSE Listing Scrip Code : 500280</p>
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Dear Sirs,

Sub : **Business Responsibility and Sustainability Report**

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2021-2022. The report is also available on the Company's Website at <https://www.centuryenka.com>.

This is for your kind information and records.

Thanking you

Yours faithfully  
For Century Enka Limited

(Rahul Dubey)  
Company Secretary  
FCS 8145



Regd. Office : Plot No. 72 & 72 - A, M.I.D.C., Bhosari, Pune-411 026.  
Website : [www.centuryenka.com](http://www.centuryenka.com)

An ISO 9001 : 2015, ISO14001 : 2015  
& ISO 45001 : 2018  
Certified Company



# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity:	L24304PN1965PLC139075
2	Name of the Listed Entity:	Century Enka Limited
3	Year of incorporation:	1965
4	Registered office address:	Plot No. 72 & 72-A MIDC, Bhosari, Pune-411026, Maharashtra
5	Corporate address:	Plot No. 72 & 72-A MIDC, Bhosari, Pune-411026, Maharashtra
6	E-mail:	cel.investor@birlacentury.com
7	Telephone:	020-66127304
8	Website:	www.centuryenka.com
9	Financial year for which reporting is being done	2021-22
10	Name of the Stock Exchange(s) where shares are listed	i. BSE Limited ii. National Stock Exchange of India Limited
11	Paid-up Capital:	₹2,185 Lacs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Mr. Rahul Dubey Company Secretary & Compliance Officer Tel. No.: 020-66127304 E-mail Id: cel.investor@birlacentury.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):	The disclosures under this report are made on a Standalone basis

### 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	Textile, leather and other apparel products	94.93

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	Nylon Tyre Cord Fabric	1399	49.98
2	Nylon Filament Yarn	2030	42.84

### 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	3*	4	7
International	-	-	-

\* Notes:

- Includes one plant located at Pune, Maharashtra which is also a registered office of the Company.
- Includes one site located at Mahad, Raigad which is not in operation.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	17
International (No. of Countries)	7

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

The contribution of exports as a percentage of total turnover of the Company is 4.13 %.

c. A brief on types of customers

Business to Business (B2B)

**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)	441	428	97.05	13	2.95
2.	Other than Permanent (E)	23	20	86.96	3	13.04
3.	Total employees (D + E)	464	448	96.55	16	3.45
WORKERS						
4.	Permanent (F)	1168	1168	100	-	-
5.	Other than Permanent (G)	552	549	99.46	3	0.54
6.	Total workers (F + G)	1720	1717	99.83	3	0.17

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)	1	1	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	1	1	100	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	2	2	100	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33
Key Management Personnel	3*	-	-

\* It includes Managing Director (Key Managerial Personnel), also covered under above head i.e., 'Board of Directors'.



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees & Workers	7.8%	24.0%	7.9%	7.5%	16%	7.6%	7.4%	24%	7.5%

**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)
No Holding, Subsidiary, Associate and Joint Venture Company				

**VI. CSR Details**

- 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (i) Turnover (₹): 2,09,783 lacs
- (ii) Net worth (₹): 1,25,177 lacs

**VII. Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) *	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors (Other than shareholders)	Yes	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes	10	Nil	-	4	Nil	-
Employees and workers	Yes	Nil	Nil	-	Nil	Nil	-
Customers	Yes	16	Nil	-	12	Nil	-
Value Chain Partners	Yes	Nil	Nil	-	Nil	Nil	-
Other (please specify)				--			

\*Policies available on the website of the Company at [www.centuryenka.com](http://www.centuryenka.com) under restricted view/open view.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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)
Refer - Risks, Challenges and Opportunities					

**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
<b>Policy and management processes</b>									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)*	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Restricted view								
2. Whether the entity has translated the policy into procedures. (Yes / No)	The concerned department have its own procedure to implement the same								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Vigil Mechanism/ Whistle Blower Policy are applicable to all stakeholders including value chain partners. All suppliers are accessed through vendor registration form. We have also incorporated certain aspects of sustainability during vendor registration to encourage suppliers towards initiative of a responsible supply chain.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Refer Integrated Report for the financial year ended on 31 <sup>st</sup> March 2022								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in process of setting up targets								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements The Company has taken a step forward in the Environmental, Social and Governance (ESG) journey and has engaged with key stakeholders to understand issues material to them. This has helped in setting the direction for our sustainability endeavor. An ESG roadmap will help us in meeting our sustainability commitments. This year’s Integrated report presents the financial and ESG performance.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Mr. Suresh Sodani, Managing Director								



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

10. Details of Review of NGRBCs by the Company:																			
	Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action	Yes									Annually								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with all the applicable laws.									Quarterly								
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
		No																	

\* The policies have been framed considering brief description and core elements mentioned in National Guidelines on Responsible Business Conduct issued by Ministry of Corporate affairs, Government of India.

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

**PRINCIPLE 1**

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	Refer- Human Capital		
Key Managerial Personnel			
Employees other than Board and KMPs			
Workers			

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil				
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.  
 Yes, the Company has Code of Conduct which covers principles on ethics, bribery and corruption.



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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

	<b>FY 2021-22 (Current Financial Year)</b>	<b>FY 2020-21 (Previous Financial Year)</b>
Directors	Nil	
KMPs		
Employees		
Workers		

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

	<b>FY 2021-22 (Current Financial Year)</b>		<b>FY 2020-21 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

**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.

	<b>Current Financial Year</b>	<b>Previous Financial Year</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	Refer Annexure-I to the Directors' Report forms part of the Integrated Report for the financial year ended on 31 <sup>st</sup> March 2022		
Capex			

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

No, the Company is in process of developing the standardized procedures for sustainable sourcing.

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

The Company has undertaken various ESG assessments of its Supply Chain Partners and in process of standardize the onboarding process of suppliers considering the ESG Parameters.

For instance, the Company is buying steam from the suppliers who are using renewable energy source as fuel for both plants i.e., Pune and Bharuch. The Company is using renewable energy source as a fuel for heater at Bharuch Plant.

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.

As of now, the Company is not reclaiming any products for reusing, recycling and disposing at its own end. However, at Pune site, the waste material generated during Nylon-6 production is used for production of Green Polymer.

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, EPR is applicable to the entity and the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan. The Company has entered into an agreement with 'The Shakti Plastic Industries' to ensure management of plastic waste (including collection, storage, transportation, recycling and disposal) on behalf of the Company in compliance with the Plastic Waste Management Rules, 2016 as amended from time to time.



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

**PRINCIPLE 3**

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)
Permanent employees											
Male	428	428	100	428	100	-	-	-	-	-	-
Female	13	13	100	13	100	13	100	-	-	-	-
Total	441	441	100	441	100	13	2.95	-	-	-	-
Other than Permanent employees											
Male	20	-	-	20	100	-	-	-	-	-	-
Female	3	-	-	3	100	-	-	-	-	-	-
Total	23	-	-	23	100	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)	Number (B)	% (B/A)
Permanent workers											
Male	1168	1168	100	1168	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	1168	1168	100	1168	100	-	-	-	-	-	-
Other than Permanent workers											
Male	549	275	50.09	549	100	-	-	-	-	-	-
Female	3	3	100	3	100	-	-	-	-	-	-
Total	552	278	50.36	552	100	-	-	-	-	-	-

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

Benefits	FY 2021-22			FY 2020-21		
	Current Financial Year			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	95.04	71.69	Y	93.23	71.74	Y
Gratuity	95.04	67.90	Y	93.23	68.60	Y
ESI	0.86	0.35	Y	4.97	0.35	Y
Others-please specify	-	-	-	-	-	-

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes

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

Yes



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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	None of the employees and workers availed parental leave during the financial year 2021-22.			
Female				
Total				

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
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (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						
- Male	428	-	-	400	-	-
- Female	13	-	-	13	-	-
Total Permanent Workers						
- Male	1168	486	41.61	1182	521	44.08
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2021-22 (Current Financial Year)				FY 2020-21 (Previous Financial Year)					
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees & Workers										
Male	Refer- Human Capital									
Female										
Total										

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	464	404	87.06	422	378	89.57
Female	16	13	81.25	13	13	100
Total	480	417	86.87	435	391	89.88
Workers						
Male	1717	1162	67.67	1723	1176	68.25
Female	3	-	-	-	-	-
Total	1720	1162	67.67	1723	1176	68.25

10. Health and safety management system:

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

Yes, the Company has implemented occupational health and safety management system. 100% employees including contract labour are covered.

Refer- Human Capital

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

For identification of hazards, we conduct safety inspections, walk through of the plant, interviewing employees, referring Manuals, MSDS and other relevant documents related to process, equipment and services. We assess the risk using five by five matrix and determine appropriate ways to apply hierarchy of control to manage the risk.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.22	0
	Workers	0.73	1.04
Total recordable work-related injuries	Employees	0	1
	Workers	4	2
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

To ensure safe and healthy workplace, we always try to eliminate the hazard through selection of safe machineries & material and by replacing unsafe machineries & material with safe one, engineering safeguard, interlocks, and artificial intelligence. Apart from above, training, awareness, SOPs and enforcement to use Personal Protective equipment are in practice.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

	FY 2021-22 Current Financial Year			FY 2020-21 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					
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

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

The activities undertaken continuously to address safety related incidents are Safety survey, workplace monitoring, exposure assessments with respect to Noise, Dust, Fumes & Gases etc., safety related motivational & promotional activities, Incident investigation & root cause analysis, Safety suggestions, Safety Campaigns, circulation of monthly safety bulletin and Incident case studies.

For more details, Refer- Human Capital.

### PRINCIPLE 4

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

##### Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.  
Refer- Stakeholder Engagement & Materiality Assessment
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.  
Refer - Stakeholder Engagement & Materiality Assessment & Social and Relationship Capital

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

**PRINCIPLE 5**

**Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Total (A)	No. employees / workers covered (B)	% (B/A)	Total (C)	No. employees / workers covered (D)	% (D/C)
Employees						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	-	-	-	-	-	-
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-

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

Category	FY (Current Financial Year)					FY (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										
<b>Permanent</b>										
Male	428	-	-	428	100	400	-	-	400	100
Female	13	-	-	13	100	13	-	-	13	100
<b>Other than Permanent</b>										
Male	20	-	-	20	100	27	-	-	27	100
Female	3	-	-	3	100	3	-	-	3	100
Workers										
<b>Permanent</b>										
Male	1168	-	-	1168	100	1182	-	-	1182	100
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent</b>										
Male	549	209	38.01	340	61.93	541	174	32.16	367	67.84
Female	3	-	-	3	100	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	Refer Annexure-III of the Directors Report which forms part of the Integrated Report for the financial year ended on 31 <sup>st</sup> March 2022			
Key Managerial Personnel				
Employees other than BoD and KMP				
Workers				



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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, Human Resource department is responsible for addressing Human Rights issues.

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

Yes, the detailed mechanism is explained in Whistle Blower policy/ Vigil Mechanism of the Company.

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment			Nil			
Discrimination at workplace						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

Provided in POSH policy

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

(Yes/No)

No

9. Assessments for the year:

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

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

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

**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 2021-22 (Current Financial Year) [In Giga Jules (GJ)]	FY 2020-21 (Previous Financial Year) [In Giga Jules (GJ)]
Total electricity consumption (A)	8,21,009	5,75,531
Total fuel consumption (B)	5,27,408	4,82,294
Energy consumption through other sources (C)	3,68,889	2,73,557
<b>Total energy consumption (A+B+C)</b>	<b>17,17,306</b>	<b>13,31,382</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	8.19 GJ/₹Lacs	10.89 GJ/₹Lacs
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

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.

As per Bureau of Energy Efficiency (BEE) guidelines, the Company is declared as designated consumer (DC) under Performance, Achieve and Trade (PAT) Scheme. The Company has successfully achieved PAT cycle 1 targets and received 1395 no's ESCerts. For PAT cycle 2, ESCerts declared on negative side due to formulae error. The said matter has been taken, through consultant, to BEE to sort put issue. Now, the Company is under PAT cycle 3 stage, however, BEE has not yet declared target to achieve reduction of energy consumption.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	4,46,749	5,06,860
(ii) Groundwater	4,50,018	4,19,514
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>8,96,767</b>	<b>9,26,374</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>8,96,767</b>	<b>9,26,374</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover) Kilolitres/ ₹Lacs</b>	<b>4.27</b>	<b>7.85</b>
<b>Water intensity</b> (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.

At Bharuch site, Water Audit Conducted by Confederation of Indian Industries (CII), Triveni Water Institute.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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

At Pune site, Zero Liquid discharge system is implemented, 80% treated water used in Cooling Towers (CT) Make up & remaining 20% used in gardening. Bharuch site is in process of installing Zero Liquid Discharge with RO Capacity of 1625 CMD and Multiple Effect Evaporator (MEE)/ Agitated Thin Film Dryer (ATFD) Capacity of 50 CMD for further purification.

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

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	MT	36.25	23.3
Sox	MT	79.42	69.07
Particulate matter (PM)	MT	38.22	23.87
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.

Yes, External Agency accredited by the Ministry of Environment and Forests (MoEF).

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> if available)	Metric tonnes of CO <sub>2</sub> equivalent	16,099	25,490
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,68,372	1,23,940
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent/ ₹ Lacs	0.88	1.22
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	Tonne/MT	-	-

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.

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

Refer - Natural Capital



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	335	213.4
E-waste (B)	5.19	8.65
Bio-medical waste (C)	0.06	0.03
Construction and demolition waste (D)	4614	0
Battery waste (E)	0.25	1.38
Radioactive waste (F)	0	0
Other Hazardous waste. (Such as Discarded wastes, dipping waste etc.) (G)	2349.61	1979.46
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5464	3947
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>12768.12</b>	<b>6149.92</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	0.05	213
(ii) Landfilling	4780.75	165.09
(iii) Other disposal operations	7987.33	5771.83
<b>Total</b>	12768.12	6149.92

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.

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.

S. No.	Waste	Disposal Method
1.	ETP Bio sludge	Secured Land filling
2.	Distillation Residue	Pre-Processing
3.	Glass Wool	Incineration
4.	Boiler Soot	Incineration
5.	Used / Spent Oil/ Waste Oil	Re-processing/Recycling
6.	Oil-Soaked Cotton	To Authorised Recycler
7.	Empty Container	Re-processing/Recycling
8.	Discarded Products/HDPE Bags	Re-processing/Recycling
9.	Dipping Sludge	Coprocessing
10.	Nylon Powder	Incineration
11.	Polymer/Yarn Waste	Recycling
12.	Cord waste/ Greige Fabric waste/Dipped Fabric waste	Recycling



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)

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	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-

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
Expansion for adding of new dipping process and change in the disposal quantity of distillation residue from 200MT/A to 300 MT/A	SEIAA - EC-0000002200	18.03.2020	Yes	No	On MPCB web portal

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

The Company is compliant with the applicable environmental law/ regulations/ guidelines in India.

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

## 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 seven (7) 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	The Synthetic & Rayon Textiles Export Promotion Council	National
2	Association of Synthetic Fibre Industry (ASFI)	National
3	Indian Technical Textile Association (ITTA)	National
4	Mahratta Chamber of Commerce Industries and Agriculture, Pune (MCCIA)	State
5	Federation of Gujarat Industries	State
6	Jhagadia Industries Association	State
7	Nylon Spinners association	State

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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

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

**PRINCIPLE 8**

**Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY 2021-22 (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.  
Grievances of the community, if any, resolved through one-to-one meeting.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2021-22 (Current Financial Year)	FY 2020-21 Previous Financial Year
Directly sourced from MSMEs	3.52	2.73
Sourced directly from within the district and neighbouring districts	34.54	41.98

**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.  
There is customer technical support cell in Marketing Department of the Company to support customer and redress their grievances. It resolves through consistent interaction with customers. The complaints which are technical in nature, resolve by Technical Department.  
Recent customer satisfaction survey received "A" rating from 50% customers.



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (Contd.)**

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

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

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

	<b>FY 2021-22 (Current Financial Year)</b>		<b>Remarks</b>	<b>FY 2020-21 (Previous Financial Year)</b>		<b>Remarks</b>
	<b>Received during the year</b>	<b>Pending resolution at end of year</b>		<b>Received during the year</b>	<b>Pending resolution at end of year</b>	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	Mentioned at appropriate place in the Report					

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

	<b>Number</b>	<b>Reasons for recall</b>
Voluntary recalls	-	-
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.  
Yes, the Company has 'Information Systems Acceptable Use Policy' in place which is accessible to every employee of the Company and hosted on the website of the Company under restricted view.
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