



# Swan Energy Limited

(Formerly Swan Mills Limited)

6, Feltham House, 2nd Floor, 10 J. N. Heredia Marg, Ballard Estate, Mumbai 400001.  
Tel.: 022-4058 7300 • Fax : +91-22-4058 7360 • Email: swan@swan.co.in  
CIN. L17100MH1909PLC000294

September 04, 2023

swan/nse/bse

Dept. of Corporate Compliances,  
National Stock Exchange Limited,  
Exchange Plaza, Plot No. C/1, G Block,  
Bandra –Kurla Complex, Bandra-East,  
Mumbai – 400 051  
**Symbol: SWANENERGY**

Dept. of Corporate Service  
BSE Limited,  
P.J. Tower, Dalal Street, Fort,  
Mumbai – 400 001  
**Scrp Code: 503310**

Dear Sir / Madam,

**Subject: Notice of the 115<sup>th</sup> Annual General Meeting (AGM) and Annual Report for the Financial Year 2022-23**

Pursuant to Regulations 30 and 34 of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 (“Listing Regulations”), please find enclosed the Notice convening the 115<sup>th</sup> AGM and the Annual Report of the Company, including the Business Responsibility and Sustainability Report, for the Financial Year 2022-23.

In compliance with relevant circulars issued by the Ministry of Corporate Affairs and the Securities and Exchange Board of India (“SEBI”), the Notice of AGM and the Annual Report for the Financial Year 2022-23, is being sent through electronic mode to all those members of the Company whose email addresses are registered with the Company and/or Depository Participant(s).

Notice of the AGM along with the Annual Report for the financial year 2022-23 is also uploaded on the Company’s website at <https://swan.co.in/reports> and the website of National Securities Depository Limited at [www.evoting.nsdl.com](http://www.evoting.nsdl.com).

This is for your information and record.

Thanking you,

Yours faithfully,

**For Swan Energy Limited**

ARUN  
SATYANARAIN  
AGARWAL

Digitally signed by ARUN SATYANARAIN  
AGARWAL  
DN: c=IN, o=Personal, postalCode=400064,  
st=Maharashtra,  
serialNumber=C003D4FC0A88E88B02F42AFE  
684408F0E0412020A17348E5F4A0A4AF85  
483, cn=ARUN SATYANARAIN AGARWAL  
Date: 2023.09.04 16:39:16 +05'30'

**(Arun S. Agarwal)**  
**Company Secretary**

*Enclosed as above*



# **SWAN ENERGY LIMITED**

**BUSINESS RESPONSIBILITY AND  
SUSTAINABILITY REPORT  
FOR THE FINANCIAL YEAR 2022-23**

**Business Responsibility and Sustainability Reporting**

**SECTION A: GENERAL DISCLOSURES**

**I. Details of the listed entity**

1	Corporate Identity Number (CIN) of the Listed Entity	L17100MH1909PLC000294
2	Name of the Listed Entity	Swan Energy Limited
3	Year of incorporation	1909
4	Registered office address	6, Feltham House, 2nd Floor, 10 J N Heredia Marg, Ballard, Estate, Mumbai, Maharashtra, 400001
5	Corporate address	6, Feltham House, 2nd Floor, 10 J N Heredia Marg, Ballard, Estate, Mumbai, Maharashtra, 400001
6	E-mail	invgrv@swan.co.in
7	Telephone	02240587300
8	Website	www.swan.co.in
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited & National Stock Exchange of India Limited.
11	Paid-up Capital	Rs. 2,639.17 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Arun Agrawal (Company Secretary), Land Line: 022 - 40587300, Email : arun@swan.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity)	The disclosures under this report are made on Standalone basis.

**II. Products/services**

**14 Details of Business/Activities (accounting for 90% of the turnover)**

SN	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Spinning, weaving and finishing of textiles	Finishing of Textiles	44.60%
2	Construction	Construction	55.40%

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

SN	Product/Service	NIC Code	% of total Turnover contributed
1	Finishing of textiles	1313	44.60%
2	Real estate activities with own or leased property	6810	55.40%



### 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	1	2
International	0	0	0

#### 17 Markets served by the entity:

##### A. Number of locations

Locations	Number
National (No. of States)	8
International (No. of Countries)	8

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

During FY 2022 - 23, the Company earned about 0.47% of revenue from outside India.

##### C. A brief on types of customers

Swan Energy Limited, is an established name in the textile business, enjoying a long-term reputation in the domestic and international textile markets. Over the years the unit has expanded, with the most recent expansion taking place in 2021, increasing the plant's capacity to 3 million meters a month. We pride ourselves in being a one-stop shop for our customers; Our strength lies in our capability to finish more than 200 qualities. We excel at piece dyeing and printing a wide range of fabrics including cotton, cotton blend fabrics like polyester cotton, linen, and viscose fabrics, with lycra and non-lycra options. With a capacity of 3 million meters a month and the unit's unique selling proposition of being capable to process a wide range of fabrics:

- 100% cotton fabrics.
- Cotton blends including polyester cotton, cotton linen, etc.
- Rayon/Viscose fabrics.
- Lycra and non-lycra fabrics.

The Company serves its customer across 8 states in India as well as globally across 8 countries.

### IV. Employees

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

##### A. Employees and workers (including differently abled):

SN	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	127	120	94.49	7	5.51
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total employees (D + E)</b>	127	120	94.49	7	5.51
<b>WORKERS</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	297	291	97.98	6	2.02
6	<b>Total workers (F + G)</b>	297	291	97.98	6	2.02

**B. Differently abled Employees and workers:**

SN	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	<b>Total employees (D + E)</b>	0	0	0	0	0
<b>WORKERS</b>						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	<b>Total workers (F + G)</b>	0	0	0	0	0

**19 Participation/Inclusion/Representation of women**

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	9	1	11
Key Management Personnel	6	0	0

\* Key Management Personnel includes Board of Directors

**20 Turnover rate for permanent employees and workers**

(Disclose trends for the past 3 years)

Particulars	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	42.45%	87.50%	45.21%	51.95%	66.67%	52.67%	37.00%	0	37.00%
Permanent Workers	0	0	0	0	0	0	0	0	0

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

**21 A. Names of holding / subsidiary / associate companies / joint ventures**

SN	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)
1	Cardinal Energy and Infrastructure Private Limited	Subsidiary	100	No
2	Pegasus Ventures Private Limited	Subsidiary	100	No
3	Swan Mills Private Limited	Subsidiary	100	No
4	Wilson Corporation FZE	Subsidiary	100	No
5	Swan LNG Private Limited	Subsidiary	63	No
6	Veritas (India) Limited	Subsidiary	55	No
7	Triumph Offshore Private Limited	Subsidiary	51	No
8	Hazel Infra Limited	Subsidiary	51	No



## VI. CSR Details

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

Yes, CSR is applicable as per section 135 of the Companies Act, 2013.

### (ii) Turnover (in Rs):

Rs. 5,47,22,62,249

### (iii) Net Worth (in Rs):

Rs. 12,81,25,66,780

## 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 2022 - 2023			FY 2021 - 22		
		Current Financial Year			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, swan@swan.co.in	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, invgrv@swan.co.in	0	0	NA	0	0	NA
Shareholders	Yes, invgrv@swan.co.in	4	0	NA	4	0	NA
Employees and Workers	Yes, invgrv@swan.co.in	0	0	NA	0	0	NA
Customers	Yes, sales@swan.co.in	40	0	NA	54	0	NA
Value Chain Partners	Yes, swan@swan.co.in		0	0	NA	00	NA
Other (please specify)	NA	NA	NA	NA	NA	NA	NA

### 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.



SN	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	Regulatory Compliances	Risk (R)	The multiplicity of laws, regulations, and local statutes across the country makes adherence to each a challenge for any Company today. We carry the risk of non-compliance in the geographies where we operate, due to constant changes in laws and regulations.	We have a dedicated in-house compliance team that manages compliance. We obtain a compliance certificate from the Practising Company Secretary with respect to the compliance of all applicable Laws and Regulations.	<b>Negative implications:</b> Non-compliance would lead to Regulatory action by way of fines/penalties/punishment and also would damage the goodwill of the Company.
2	Waste Management	Risk (R) & Opportunity (O)	Risk: Improper disposal of waste will lead to non-compliance with laws and result in GHG emissions. Opportunity: Increasing demand for raw materials for industrial production and dwindling of non-renewable resources day-by-day forced us to see alternate options for these non-renewable resources. Therefore, efforts will be made for controlling pollution arising out of the disposal of wastes by converting these unwanted wastes into utilizable raw materials for various beneficial uses.	All wastes including hazardous wastes, are disposed as per the regulations to authorized state pollution control board partners for recycling/destruction. All other solid wastes (Dry/wet) are disposed to the authorized vendor for recycling/reuse.	<b>Negative implications:</b> Improper waste disposal is a contributor to excess gases entering the atmosphere. The breakdown of the waste releases gases like methane, which is a major factor in global climate change and also would result in negative regulatory action. <b>Positive Implication:</b> Some of the waste such as Fly Ash is being planned to be utilized for the production of bricks, cement, and other building materials.
3	Community and Social Impact	Opportunity (O)	Corporate Social Responsibility (CSR) has been a long-standing commitment at Swan Energy Limited. Our Company's objective is to support meaningful socio-economic sustainable development and enable a larger number of people to participate and benefit the country's economic progress. The Company has articulated its CSR philosophy and has given priority to the locality where it operates. Most of the Company's spending under CSR initiatives is towards supporting the Education of the underprivileged section of the Society.	Not Applicable	<b>Positive implications:</b> The benefits our CSR endeavors bring to the community generates goodwill and enhances our reputation thereby having long-term financial benefits.
4	Human Capital	Opportunity (O) & Risk (R)	Opportunity: Human Capital is one of the key strategic imperatives for the Company and we consistently invest in the growth & development and alignment of employees to the Company's growth strategy. Risk: Market demand for skilled talent is high and hence continuously investing in skilling newer employees to make them business ready and at the same time automating and streamlining processes is of vital importance.	We have transparent and equal opportunity culture. We provide growth & development opportunities to high-performing employees ahead of time. We have invested in hiring key and critical talent to accelerate digital and fair product & process offerings to our customers. We deeply invest in initiatives to promote learning & development, performance support, career growth, engagement, diversity and inclusion at the workplace.	<b>Positive implications:</b> Retention of key talent through various human resources proposition increases productivity. <b>Negative implications:</b> High attrition possibilities leads to wage inflation and loss in continuity.

**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.

P	Principle Wise Performance Disclosures.
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.
P2	Businesses should provide goods and services in a manner that is sustainable and safe.
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains.
P4	Businesses should respect the interests of and be responsive to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and restore the environment.
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
P8	Businesses should promote inclusive growth and equitable development.
P9	Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes		Ethics Transparent and Accountable	Goods & Services in Sustainable and Safe manner	Well being of all Employees	Responsive to all stakeholders	Respect for Human Rights	Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
1	A. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	B. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
	C. Web Link of the Policies, if available	<a href="https://swan.co.in/reports">https://swan.co.in/reports</a>								
2	Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4	Name of the national and international codes/certifications/labels/standards (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.	1. Quality Management System (QMS ISO 9001:2015) 2. OEKO-TEX- Standard 100 3. Global Organic Textile Standard (GOTS) and Organic Content Standard (OCS) 4. Global Recycled Standard (GRS). 5. LIVA								



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes		Ethics Transparent and Accountable	Goods & Services in Sustainable and Safe manner	Well being of all employees	Responsive to all stakeholders	Respect for Human Rights	Restore Environment	Public Policy Advocacy	Inclusive Growth	Customer Engagement
5	Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Swan Energy Limited has a vision of being a leading sustainable solutions provider driving positive change and delivering best-in-class solutions for a more sustainable and prosperous world. Central to our vision is our unwavering commitment to reduce Greenhouse Gas emissions, playing an active role in mitigating climate change and preserving our environment.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company has taken various steps in order to achieve the goals and targets of the Company: <ol style="list-style-type: none"> <li>1. Use of heat exchangers and insulations saving heat emissions by 10% - 15%.</li> <li>2. Use of carbon filter accessories at the exhaust of D.G. set to reduce carbon emissions by 15%.</li> <li>3. Installation of Condense Recovery System to use condensed water in the Boiler which saves 5% coal consumption at Boiler.</li> </ol>								

**Governance, leadership and oversight**

**7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

Various initiatives have been taken for water conservation, energy management, waste, and GHG emission reductions. Further, when it comes to our society, Swan Energy Limited has centered its CSR initiatives to provide health, education, and basic life necessities for the underprivileged and deprived section. The Company has also shifted over agro waste i.e., De Oiled Castor Cake as fuel to Boilers replacing Coal, thus, reducing the emission of hazardous gases drastically and reducing ash generation.

The Company aims to reduce its greenhouse gases emissions by following initiatives:

1. Boiler - system for saving energy & emissions: The use of Agrowaste-DOC has reduced the marginal quantity of Carbon emissions. Further, the use of Mechanical Ash collector Electro Static Precipitator [E.S.P.] has also reduced air emission.
2. Heat Exchanger and Insulations: By using Heat Exchanger the heat emissions are reduced which are emitted from the boiler at the time of heating the water and during textile processing. Further, the use of insulation also reduces heat emissions by 10- 15%.
3. Use of Carbon filter at the exhaust of D.G.Set: The use of Carbon filter accessories at the exhaust of D.G.Set has reduced carbon emission by 15%.
4. Process Heat Emission: The use of Condense Recovery System in a Boiler has resulted in saving 5% coal consumption.

In addition to the above wherever practical, the Company has replaced regular light bulbs with LED bulbs as the use of LED bulbs would result in the emission of Heat that helps in reducing the Green House Effect. Further, wherever possible the Company has replaced conventional electrical instruments with energy-efficient products.

8	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Board of Directors
9	<b>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.</b>	Yes, CSR Committee is responsible for decision-making on sustainability - related issues.

10	<b>Details of Review of National Guidelines on Responsible Business Conduct (NGRBCs) by the Company:</b>									
<b>Subject for Review</b>		<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
		<b>Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee</b>					<b>Frequency (Annually/ Half Annually / Quarterly/ Any Other - Please specify)</b>			
<b>Performance against above policies and follow up action</b>		Policies wherever stated have been approved by the Board / Committees of the Board of the Company. Policies are reviewed at periodic intervals in all aspects including statutory requirements depending on the frequency stated in respective policies or on a need basis whichever is earlier and necessary updates are made to the policies.								
<b>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</b>		The Company has necessary procedures in place to ensure compliance with all relevant regulations. Statutory Compliance Certificate on applicable laws is placed before the Board of Directors every quarter.								
11	<b>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.</b>	No, however all policies and processes are reviewed internally by the Board/Committee of the Company from time to time.								



12 If answer to question (1) above is “No” i.e. not all Principles are covered by a policy,

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	N	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	N	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	N	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	N	-	-
Any other reason (please specify)	As a business that is not actively involved in any kind of advocacy activity, the Company does not find itself at a stage where it is in a position to formulate and implement relevant policy.								

**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
<b>Board of Directors</b>	5	<ol style="list-style-type: none"> <li>1. Insight given on SEBI Listing regulations amendments.</li> <li>2. Discussion on structured digital database and requirement of submitting quarterly compliance certificate.</li> <li>3. Briefed on amendment to the provision of Databank for independent directors.</li> <li>4. Discussion on SEBI consultation paper for disclosure of material events.</li> </ol>	100
<b>Key Managerial Personnel</b>	5	<ol style="list-style-type: none"> <li>1. Insight given on SEBI Listing regulations amendments.</li> <li>2. Discussion on structured digital database and requirement of submitting quarterly compliance certificate.</li> <li>3. Briefed on amendment to the provision of Databank for independent directors.</li> <li>4. Discussion on SEBI consultation paper for disclosure of material events.</li> </ol>	100
<b>Employees other than BOD and KMPs</b>	18	<ol style="list-style-type: none"> <li>1. Training on Behaviour and Attitude Approach</li> <li>2. Pre finish process knowledge</li> <li>3. Training on general awareness of ISO 2015:9001</li> <li>4. Training on Communication</li> <li>5. Training on GOTS compliance</li> </ol>	<ol style="list-style-type: none"> <li>1. Training on Behaviour and Attitude Approach - 8</li> <li>2. Pre finish process knowledge - 12</li> <li>3. Training on general awareness of ISO 2015:9001 - 9</li> <li>4. Training on Communication - 9</li> <li>5. Training on GOTS compliance - 9</li> </ol>
<b>Workers</b>	17	<ol style="list-style-type: none"> <li>1. Training on Risk Management</li> <li>2. Training on Fire &amp; Safety</li> <li>3. Training on Fabric checking</li> <li>4. Training on job card maintenance</li> <li>5. Training on loading &amp; unloading material</li> <li>6. Training on general awareness of ISO 2015:9001</li> <li>7. Training on general knowledge</li> <li>8. Training on Communication</li> <li>9. Training on GOTS compliance</li> <li>10. Training on Skill upgradation</li> <li>11. Training on Health and Safety measures</li> </ol>	<ol style="list-style-type: none"> <li>1. Training on Risk Management - 7</li> <li>2. Training on Fire &amp; Safety - 9</li> <li>3. Training on Fabric checking - 5</li> <li>4. Training on job card maintenance - 6</li> <li>5. Training on loading &amp; unloading material -7</li> <li>6. Training on general awareness of ISO 2015:9001 - 3</li> <li>7. Training on general knowledge - 7</li> <li>8. Training on Communication - 2</li> <li>9. Training on GOTS compliance - 3</li> <li>10. Training on Skill upgradation - 26</li> <li>11. Training on Health and Safety measures - 15 and Safety measures - 15</li> </ol>

- 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 based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

\* Swan Energy Limited has been fined INR 50,000 each by BSE and NSE under Regulation 23(9) of the SEBI (LODR) Regulations, 2015 for delayed submission of Related Party Transactions Statement for half year ended September 2022.

- 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
During the fiscal year, the Company, its directors, and KMPs bear no liability whatsoever, thereby rendering any appeal or revision null and void in instances where either pecuniary or non-pecuniary measures have been contested.	

- 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.

Though, Swan Energy Limited does not have a dedicated anti-corruption or anti-bribery policy, its operations are governed as per the Code of Ethics & Conduct. The document is applicable to all employees who must abide by the values of the Company. The code compels the employees to be ethical, accountable, and transparent in their day-to-day office work and addresses issues beyond corruption and bribery. It also lays down additional provisions for the board members as well as Key Management Personnel (KMP) for compliance with the code.

The Company's Code of Ethics & Conduct can be accessed at : <https://swan.co.in/reports>

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

Particulars	FY 2022 - 23 (Current Financial Year)	FY 2021 - 22 (Previous Financial Year)
Directors	No law enforcement agency has wielded disciplinary measures in response to the accusations of bribery and corruption charged against any of the directors, KMPs, employees, or workers.	
KMP's		
Employees		
Workers		

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

Particulars	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	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMP's	0	NA	0	NA

**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.**

There were no cases of complaints of corruption and conflicts of interest of the director / KMP.

**Leadership Indicators**

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
During the current financial year, the Company did not conduct any awareness programs for our value chain partners. The Company understands the importance of educating and engaging them in our shared commitment to responsible business practices. Therefore, the Company may consider conducting awareness programs to educate and engage our value chain partners in the near future.		

**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 has a Code of Conduct for the Board of Directors and senior management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflicts of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with each entity.

Further, the Company has a policy for determining material Related Party transactions to ensure that there is no conflict of interest inflicting any apprehension in the minds of its stakeholders, the Company's Board, which may arise during the course of its business activities. The same is available at : <https://swan.co.in/reports>

**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.**

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0%	0%	Nil
Capex	33.74%	48.42%	The Capex was incurred on the purchase of machines that are highly productive and cost-efficient with respect to utility consumption i.e. electrical, steam, and water, thereby enhancing energy conservation. However, there are no direct environmental or social impacts of these capital expenditures but helps in minimizing waste generation.

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

Currently, the entity does not have any procedures in place for sustainable sourcing. However, the Company understands the significance of environmental and social aspects and therefore considers to implement the procedures for sustainable procurement in the near future.

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

Not Applicable

- 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**

Due to the inherent characteristics of the Company's products, reclamation for reuse, recycling, or disposal upon reaching the end of their useful life is not required, and hence there is no process in place to safely reclaim the products at the end of their useful life.

- 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.**

Not Applicable

**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.
Not Applicable					

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water	21.38	28.43

**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:

Particulars	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)	During the current financial year, the Company has not reclaimed any of its products or packaging at the end of its useful life.					
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 % of total products sold in respective category
Not Applicable	



**Principle 3 : Business should respect and promote the well-being of all employees, including those in their value chains.**

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	120	120	100	Nil	NA	Nil	NA	120	100	Nil	NA
Female	7	7	100	Nil	NA	7	100	Nil	NA	Nil	NA
<b>Total</b>	<b>127</b>	<b>127</b>	<b>100</b>	<b>Nil</b>	<b>NA</b>	<b>7</b>	<b>100</b>	<b>120</b>	<b>100</b>	<b>Nil</b>	<b>NA</b>
<b>Other Than Permanent employees</b>											
Male	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
Female	Nil	Nil	NA	Nil	NA	Nil	NA	Nil	NA	Nil	NA
<b>Total</b>	<b>Nil</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>
<b>Other Than Permanent workers</b>											
Male	291	233	80	233	80	Nil	NA	Nil	NA	Nil	NA
Female	6	2	33	2	33	2	33	Nil	NA	Nil	NA
<b>Total</b>	<b>297</b>	<b>235</b>	<b>79</b>	<b>235</b>	<b>79</b>	<b>2</b>	<b>33</b>	<b>Nil</b>	<b>NA</b>	<b>Nil</b>	<b>NA</b>

**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	28	53	Y	30	30	Y
Gratuity	100	Nil	Y	100	Nil	Y
ESI	11	84	Y	19	80	Y
Others – please specify	Nil	Nil	Nil	Nil	Nil	Nil

**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, all of our offices feature elevators that can be reached from the ground floor, making it easier for our differently abled employees and workers if any, to get around and at our offices. Further, dedicated washrooms are also accessible.

**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, Swan Energy Limited has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. As an inclusive employer, Swan Energy Limited actively encourages the recruitment, development, and retention of people with disabilities, provides equal opportunity in the workplace, and is committed to providing a safe, accessible, and healthy work environment. The Policy can be accessed at : <https://swan.co.in/reports>

**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 Company’s employees availed maternity or paternity leave during the current financial year.			
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.**

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The organization has taken a proactive step by establishing a grievance redressal committee comprised of representatives from diverse departments. This committee stands as a dedicated platform for addressing a wide array of issues concerning employees and workers within the organization.
Other than Permanent Workers	
Permanent employees	
Other than Permanent employees	

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

Category	FY 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 Employee	Nil	Nil	NA	Nil	Nil	NA
Male	Nil	Nil	NA	Nil	Nil	NA
Female	Nil	Nil	NA	Nil	Nil	NA
Total Permanent Workers	Nil	Nil	NA	Nil	Nil	NA
Male	Nil	Nil	NA	Nil	Nil	NA
Female	Nil	Nil	NA	Nil	Nil	NA

**8 Details of training given to employees and workers:**

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (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)
<b>Employees</b>										
Male	120	36	30	52	43	127	20	16	20	16
Female	7	0	0	0	0	7	0	0	0	0
<b>Total</b>	<b>127</b>	<b>36</b>	<b>28</b>	<b>52</b>	<b>41</b>	<b>134</b>	<b>20</b>	<b>15</b>	<b>20</b>	<b>15</b>
<b>Workers</b>										
Male	291	44	15	78	27	333	50	15	61	18
Female	6	0	0	0	0	6	0	0	0	0
<b>Total</b>	<b>297</b>	<b>44</b>	<b>15</b>	<b>78</b>	<b>26</b>	<b>339</b>	<b>50</b>	<b>15</b>	<b>61</b>	<b>18</b>

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

Category	FY 2022 - 23 (Current Financial Year)			FY 2021 - 22 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/ C)
<b>Employees</b>						
Male	Swan Energy Limited diligently conducts performance evaluation and career development activities for our employees on a regular basis. However, the Company currently does not have formal or documented records that capture and showcase the outcomes of these essential activities. By recognizing the importance of performance evaluation and career development, we understand that these practices are not only crucial for individual growth but also vital for the overall success of our organization.					
Female						
<b>Total</b>						
<b>Workers</b>						
Male	Swan Energy Limited diligently conducts performance evaluation and career development activities for our workers on a regular basis. However, the Company currently does not have formal or documented records that capture and showcase the outcomes of these essential activities. By recognizing the importance of performance evaluation and career development, we understand that these practices are not only crucial for individual growth but also vital for the overall success of our organization.					
Female						
<b>Total</b>						

**10 Health and safety management system:**

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

Health check-ups of the workers working at hazardous processes and operations have been done regularly. A certificate of fitness of employment from the Industrial Health Consultant/Factory Medical Officer has been sought before employing them in hazardous processes and operations.

In addition to the above, we have ICICI Lombard Insurance for all the employees and ESI coverage for all the workers and we also run programs related to Risk reduction and safety measurement.

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

Currently, the entity lacks essential procedures to proactively identify work-related hazards, evaluate risks, and take necessary actions on a regular basis. However, the welfare of workers engaged in hazardous processes and operations is ensured through regular health check-ups. Prior

to their employment in such high-risk areas, a certificate of fitness of employment is diligently sought from an industrial health consultant/factory medical officer.

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

Swan Energy Limited has taken decisive steps to ensure the safety and well-being of its workers. By establishing a comprehensive system, they empower employees to identify and report work-related hazards, safeguarding themselves from potential risks. One prominent measure includes prominently displaying lists of authorized and trained personnel, along with vital safety instructions, at multiple locations throughout the organization. This proactive approach reinforces a culture of safety, making it intuitive for workers to access vital information and take necessary precautions, promoting a secure and protected work environment.

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

The Company demonstrates a profound commitment to the well-being and vitality of its workforce by extending a comprehensive array of health and wellness benefits. These encompass a medical insurance packages that not only covers the valued employee but also extends its immediate family members.

**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)
<b>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</b>	Employees	0	0
	Workers	4.25	0
<b>Total recordable work-related injuries</b>	Employees	0	0
	Workers	3	0
<b>No. of fatalities</b>	Employees	0	0
	Workers	0	0
<b>High consequence work-related injury or ill-health (excluding fatalities)</b>	Employees	0	0
	Workers	0	0

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

The Company diligently conducts impactful awareness sessions focusing on fire and safety aspects. By equipping our workforce with essential knowledge and skills, we empower them to respond effectively to potential hazards, fostering a culture of vigilance and preparedness.

To ensure adherence to established standard operating procedures (SOPs), our dedicated industrial relations department conducts thorough safety audits. These audits serve as a vital mechanism for evaluating compliance, ensuring that safety protocols set forth by the Company are not just observed in form, but followed diligently in both letter and spirit.

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

Particulars	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
<b>Working Conditions</b>	0	0	NA	0	0	NA
<b>Health &amp; Safety</b>	0	0	NA	0	0	NA



## 14 Assessments for the year:

Particulars	% 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 &amp; safety practices and working conditions.

There were no corrective actions required to be taken pursuant to the health & safety audit/review of the Company's establishment. We continuously schedule the preventive and predictive maintenance of our plant.

## 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).

Currently, the Company does not extend any life insurance or any compensatory package in the event of the death of any employee or worker. However, the Company does extend various insurance such as health, accident, maternity, and paternity benefits. In the future, the Company will consider providing life insurance or compensation in the event 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.

Swan Energy Limited diligently ensures that all statutory dues applicable are deducted and promptly deposited by its value chain partners. Through various clauses in the contract deeds with these partners, Swan Energy Limited guarantees the consistent adherence of its suppliers in deducting and depositing these vital obligations.

## 3 Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q 11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	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 2022 - 23 (Current Financial Year)	FY 2021 - 22 (Previous Financial Year)	FY 2022 - 23 (Current Financial Year)	FY 2021 - 22 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

## 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)

The entity provides number of skill upgradation trainings throughout the year on diverse areas across different management/ employee levels. Currently, there are no transition assistance programs to facilitate continued employability from retirement or termination of employment, but the skill upgradation trainings do help in smooth transition to new roles and organizations.

**5 Details on assessment of value chain partners:**

<b>Particulars</b>	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Health and safety practices</b>	We at Swan Energy Limited understand the crucialness of assessment of value chain partners. Currently, we have inculcated safety practices and safe working conditions clause as a part of value chain partners contract and in mere future we will evaluate the feasibility of assessing the value chain partners and its implementation.
<b>Working Conditions</b>	

**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.**

During the current financial year, as we have not assessed our value chain partners there were no significant concerns or risks identified which required any corrective actions.

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

**Essential Indicators**

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

The stakeholders of the Company are identified as "Key Stakeholders" on the basis of materiality and their influence on the present and future decisions and sustainable growth of the Company. On this basis, key stakeholders identified are shareholders/Investors, customers, employees, and workers.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders / Investors	No	1. Quarterly results, 2. Result publications in new papers, 3. Annual report, 4. Annual general meeting and 5. Website.	Ongoing / Quarterly / Annually	1. To answer investor queries on financial performance 2. To present business performance highlights to investors 3. To discuss publicly available Company information to shareholders and investors
Customers	No	1. Letters, 2. Emails, 3. Website of the Company and stock exchanges, 4. Newspaper 5. Advertisements and 6. Meetings	Ongoing basis	Business related matters
Employees	No	1. Team training, 2. Website of the Company, 3. Annual appraisals, 4. Rewards and recognitions and 5. Volunteering opportunities	Ongoing basis	1. Human resource policies and rules 2. Career management and growth prospects 3. Work culture, health and safety matters
Workers	Yes	1. Team training, 2. Website of the Company, 3. Annual appraisals, 4. Rewards and recognitions and 5. Volunteering opportunities	Ongoing basis	1. Health and Well-being 2. Safety practices 3. Health Check-ups

**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.**

There is no formal direct consultation process between various stakeholders and the Board. The senior management of the Company maintains a constant and proactive engagement with the stakeholders on various matters including economic, environmental, and social matters. Key outcomes of such engagement, if any, are placed before the Board and its committees from time to time

- 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.**

The Policies of the Company are framed in compliance with the requirements of Applicable Laws and in line with international standards and practices such as ISO 9001: 2015. While formulating policies consultation with relevant officers and advisors of the Company is undertaken and thereafter they are placed before the Board for their approval

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

As a part of CSR activities, we are exploring the avenues for upliftment of vulnerable or marginalized groups. Also, we have an equal opportunity policy for giving a platform to talented resources. However, as we are not directly engaged with vulnerable or marginalized groups there has been no more scope to initiate actions for addressing other specific concerns.



**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 2022 - 23 (Current Financial Year)			FY 2021 - 22 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (A)	No. of employees / workers covered (B)	% (B / A)
<b>Employees</b>						
Permanent	127	-	-	134	-	-
Other than permanent	0	-	-	0	-	-
<b>Total Employees</b>	127	-	-	134	-	-
<b>Workers</b>						
Permanent	0	-	-	0	-	-
Other than permanent	297	-	-	339	-	-
<b>Total Workers</b>	297	-	-	339	-	-

*\* Currently, our employees and workers lack training on human rights, but we recognize the importance of addressing this issue by understanding the feasibility for conducting such trainings.*

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

Category	FY 2022 - 23 (Current Financial Year)					FY 2021 - 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)
<b>Employees</b>										
Permanent	127	0	0	127	100	134	0	0	134	100
Male	120	0	0	120	100	127	0	0	127	100
Female	7	0	0	7	100	7	0	0	7	100
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
<b>Workers</b>										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent	297	0	0	297	100	339	0	0%	339	100
Male	291	0	0	291	100	333	0	0%	333	100
Female	6	0	0	6	100	6	0	0%	6	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
<b>BOD</b>	3	1,38,42,400	-	-
<b>KMP</b>	3	72,24,464	-	-
<b>Employees (Other than BOD/KMP)</b>	135	3,65,299	11	3,06,004
<b>Workers</b>	0	NA	0	NA

**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)**

The Company has a Grievance Redressal Committee dedicated to addressing a wide range of concerns and issues affecting our valued employees and workers.

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

The Company has established a Grievance redressal committee to address the various issues of the employees and workers. The committee comprises of representatives of employees and workers from various departments. Any employee or worker can report his/her issues to any member of the committee. The grievance redressal committee shall meet once a quarter to address the issues of employees and workers brought forward.

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

Particulars	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
<b>Sexual Harassment</b>	0	0	NA	0	0	NA
<b>Discrimination at workplace</b>	0	0	NA	0	0	NA
<b>Child Labour</b>	0	0	NA	0	0	NA
<b>Forced Labour/ Involuntary Labour</b>	0	0	NA	0	0	NA
<b>Wages</b>	0	0	NA	0	0	NA
<b>Other human rights related issues</b>	0	0	NA	0	0	NA

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

- a) The Company provides protection against discrimination to employees who makes disclosure or raises a concern under the whistle blower policy/grievance redressal policy where the employee discloses his/her identity, discloses the information in good faith, believes it to be substantially true, does not act maliciously nor makes false allegations and does not seek any personal or financial gain.
- b) The Company strictly prohibits any attempt of retaliation by anyone against any employee who raises a concern under the policy in good faith.
- c) Cases related to prevention of sexual harassment at work place are treated with utmost sensitivity and confidentially in line with the guidelines of the sexual harassment of women at work place (prevention, prohibition and redressal) Act 2013.

**8 Do human rights requirements form part of your business agreements and contracts? (Yes/No)**  
 Currently, our Company's business agreements and contracts do not include human rights requirements. However, we understand the importance of human rights in today's world and are committed to integrating these principles into our future contracts. By doing so, we aim to demonstrate our dedication to upholding fundamental human rights, promoting ethics, and fostering a just and responsible business environment.

**9 Assessments for the year:**

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100 (These aspects were keenly observed by the internal assessment team of the Company)
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.**  
 During the current financial year there were no significant risks or concerns arising from the assessment of plants and offices and therefore there was no corrective action required to be taken.

**Leadership Indicators**

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

As there were no grievances/complaints received with respect to human rights, modification/introduction of a business process was not required to be done.

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

The Company covers major human rights aspects which include the right to life and liberty, freedom from slavery, freedom of opinion and expression, the right to work and education, equal opportunity and prevention of sexual harassment. However, the Company is looking after the feasibility to conduct exclusive human rights due diligence in the mere future.

**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?**

All of our offices feature elevators that can be reached from the ground floor, making it easier for our differently-abled employees, workers, and visitors to get around and at our offices, dedicated washrooms are also accessible.

**4 Details on assessment of value chain partners**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However, no formal examination of value chain partners has been conducted
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

Since the Company has not conducted any assessment of value chain partners there were no circumstances where corrective actions were required to be taken.

**Principle 6. Businesses should respect and make efforts to protect and restore the environment.**

**Essential Indicators**

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

Parameter	Units	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	GJ	19,166	19,510
Total fuel consumption(B)	GJ	4,79,293	5,58,241
Energy consumption through other sources (C)	-	0.00	0.00
<b>Total energy consumption (A+B+C)</b>	GJ	4,98,459	5,77,751
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/ turnover in Lakhs)		9.11	14.14
Energy intensity (optional) – the relevant metric may be selected by the entity		NA	NA

**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.**

*The entity has not conducted any independent assessment/ evaluation/assurance by an 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.**

The Company is not subject to the mandatory Perform, Achieve, and Trade (PAT) scheme, as it does not fall within the designated category of industries. Therefore, the corresponding regulations and incentives associated with the scheme are not applicable to our operations.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	1,45,904	1,62,049
(iii) Third party water	57,212	1,66,880
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,03,116	3,28,929
Total volume of water consumption (in kilolitres)	2,03,116	3,28,929
Water intensity per rupee of turnover (Water consumed / turnover) (Kiloliters/ Turnover in Lakhs)	3.71	8.05
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

**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.**

*The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.*

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

The Company currently lacks a comprehensive zero-liquid discharge policy. We are firmly committed to actively exploring, developing, and ultimately enacting such a policy in the near future, as part of our unwavering dedication to sustainable practices.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	ppm	4.1	11
SOx	ppm	21	15
Particulate matter (PM)	mg/NM3	151	86
Persistent organic pollutants (POP)	NA	0	0
Volatile organic compounds (VOC)	NA	0	0
Hazardous air pollutants (HAP)	NA	0	0
Others – please specify	NA	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.**

*The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.*

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	45,453.41	52,965.37
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	3,998.30	3,874.94
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.904	1.391
<b>Total Scope 1 and Scope 2 emission 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.**

*The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.*

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

Yes, the Company has proactively implemented a series of impactful measures to significantly reduce greenhouse gas emissions. These steps include:

- |  |   |
|--|---|
| 1. Boiler - system for saving energy & emissions | 7. Buy Energy-Efficient Products                |
| 2. Heat Exchanger & Insulations                  | 8. Use Less Hot Water                           |
| 3. Use of Carbon Filter at exhaust of D.G.Set    | 9. Use the Off Switch                           |
| 4. Process Heat Emission                         | 10. Plant a Tree                                |
| 5. Optimum use of Air Conditioner & Refrigerator | 11. Get a Report Card from your utility Company |
| 6. Replace Your Light Bulbs                      | 12. Encourage others to conserve                |

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

Parameter	FY 2022 - 23 (Current Financial Year)	FY 2021 -22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	0.00	0.00
E-waste (B)	0.00	0.00
Bio-medical waste ©	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	22.50	26.00
ETP Sludge	22.50	26.00
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)		
Trade Effluent	97,316.62	1,06,664.62
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>97,339.12</b>	<b>1,06,690.62</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	0	0
(ii) Re-used	30,700.80	44,092.06
(iii) Other recovery operations	-	-
<b>Total</b>	<b>30,700.80</b>	<b>44,092.06</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	0
(ii) Landfilling	0	0
(iii) Other disposal operations -		
ETP Dry Sludge	18.80	26.33
Trade Effluent	66,615.82	62,513.52
<b>Total</b>	<b>66,634.62</b>	<b>62,539.85</b>

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

*The entity has not conducted any independent assessment/ evaluation/assurance by an 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.**

We have taken a momentous and conscientious step in ensuring the proper disposal of ETP dry sludge by securing approval from the Gujarat Pollution Control Board (GPCB) for its transport and disposal at an authorized Treatment, Storage, and Disposal Facility (TSDF) site. The Company has also installed an Effluent Treatment Plant to treat our Industrial Effluent generated out of our manufacturing plant and Air Pollution Control Measures to control Air emissions (Fuel Gas) from Boilers Chimney.

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:

SN	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.
The entity has no operations/ offices in/ around ecologically sensitive areas and hence environmental approval/ clearances were not required.			

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
During the current financial year, the entity has not undertaken any projects which were required to be assessed for environmental impacts.					

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:

SN	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
The Company is in compliance with all applicable environmental laws/ regulations/ guidelines. Thus, no fines/penalties/actions are taken by regulatory authorities. In case of non-compliance, the concerned committee reviews the prevalent issues and takes remedial action at the earliest.				

#### Leadership Indicators

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

Parameter	FY 2022 - 23 (Current Financial Year)	FY 2021 - 22 (Previous Financial Year)
<b>From Renewable Sources</b>		
Total Electricity Consumption (A)	0	0
Total Fuel Consumption (B)	0	0
Energy Consumption through other sources (C)	0	0
<b>Total energy consumed from Renewable sources (A+B+C)</b>	<b>0</b>	<b>0</b>
<b>From Non - Renewable Sources</b>		
Total Electricity Consumption (D)	19,166	19,510
Total fuel consumption (E)	4,79,293	5,58,241
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from Non- Renewable sources (D+E+F)</b>	<b>4,98,459</b>	<b>5,77,751</b>

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

The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.

**2. Provide the following details related to water discharged:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(ii) To Ground Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(iii) To Sea Water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(iv) Sent to third parties</b>	67,699	63,530
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment Primary, Secondary and Tertiary	67,699	63,530
<b>(v) Others</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>Total Water discharged ( in Kilolitres)</b>	<b>67,699</b>	<b>63,530</b>

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

*The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.*

**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 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source(in kilolitres)</b>		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
<b>Total volume of Water withdrawal (in kilolitres)</b>	Nil	Nil
<b>Total volume of Water consumption (in kilolitres)</b>	Nil	Nil
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	Nil	Nil
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	Nil	Nil



Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) Into Surface water</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(ii) Into Groundwater</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(iii) Into Seawater</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(iv) Sent to third parties</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>(v) Others</b>	Nil	Nil
No Treatment	Nil	Nil
With Treatment - Please specify level of treatment	Nil	Nil
<b>Total Water discharged (in Kilolitres)</b>	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.

*The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.*

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
<b>Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, Nf3, if available)</b>	Metric tonnes of CO2 equivalent	We are currently unable to trace scope 3 emissions, the Company is firmly committed to implementing a robust mechanism to track and monitor these emissions. Recognizing the importance of comprehensive environmental accountability, we are actively working towards establishing a system that will effectively capture and assess scope 3 emissions.	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity</b>			

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

*The entity has not conducted any independent assessment/ evaluation/assurance by an external agency.*

**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, as we do not have any operations in ecologically sensitive areas.

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:

SN	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
During the current financial year, the reliance on coal has been replaced with the adoption of agro-based fuels. This strategic shift not only marks a transformation in energy sources but also holds the promise of a cleaner and more sustainable future. By embracing agro-based fuels, the Company is actively tackling the twin challenges of emissions reduction and waste minimization.			

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

The Company has a risk management policy and on-site emergency plan in place. The Board of Directors of the Company oversees the development of the Risk Management Policy and the establishment, implementation, and monitoring of the Company's risk management system, in accordance with the policy. Implementation of the risk management system and day-to-day management of risk is the responsibility of the Chief Risk Officer, with the assistance of senior management, as required. The Company has also established a Risk Management Committee (RMC) that shall be responsible to ensure the implementation of this policy and periodically assess risks and review key leading indicators in this regard.

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.**

During the financial year, there was no adverse impact on the environment, arising from the value chain of the entity and therefore there were no mitigation or adaptation steps that were required to be taken by Swan Energy Limited.

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

During the current financial year none of the value chain partners were assessed for environmental impacts by the Company.

**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.**

4

**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.**

SN	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Narol Textile Infrastructure and Enviro Management (NTIEM)	State
2	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
3	Gujarat Chamber of Commerce (GCCl)	State
4	Textiles Committee	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 Action Taken
During the reporting period, the Company proudly affirms its unwavering commitment to fair and ethical business practices, as there have been no incidents of anti-competitive behaviour associated with our operations.		

**Leadership Indicators**

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

SN	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
With a proactive approach, the Company actively engages in shaping standards and contributing its insightful perspectives on regulatory developments pertaining to the textile industry. Striving to strike a balance among diverse stakeholders, we seek to foster an equilibrium that considers various viewpoints. However, the Company has not advocated any public policy position in the current financial year.					

**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 the 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
No project was required to be assessed for their social impact during the current financial year under any statutory requirement.					

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

SN	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Swan Energy Limited is primarily engaged in the manufacturing of textiles. Any project of Swan Energy Limited is not covered under Rehabilitation and Resettlement (R&R) Act, 2013.						

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

The Company has established a formal mechanism in order to receive and address the grievances of various stakeholders. However, there is no specific mechanism in place to address the grievances of communities.

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

Particulars	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	80%	76%

**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
In response to Question 1 of the Essential Indicator, it is noteworthy that the assessment of social impact is deemed inapplicable for all projects. Consequently, the implementation of mitigating actions to address any potential negative social impact is also not applicable.	

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

SN	State	Aspirational District	Amount Spent (in INR)
Presently, we are actively executing our CSR projects in areas beyond the designated aspirational regions. We ensure that our CSR projects contribute effectively to positive transformations and resonate with the unique needs of each community we engage with.			

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

There is no such preferential procurement policy where preference to purchase from suppliers comprising marginalized/vulnerable groups was given. However, in the future Swan Energy Limited will consider implementing such a policy and the same will be covered after management approval.

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

Currently no procurement is made from marginalized/vulnerable groups

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

Not Applicable

**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:**

SN	Intellectual Property based on traditional Knowledge	Owned/ Acquired (Yes/ No)	Benefit Shared (Yes/ No)	Basis of calculating Benefit Share
During the financial year, we have not shared any intellectual properties and thus neither we have derived any benefits from intellectual properties based on traditional knowledge.				

**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
The organization ensures to protect the intellectual rights and properties. Thus, during the financial year the entity did not receive any adverse orders from regulatory authorities in intellectual property related disputes.		

**6 Details of beneficiaries of CSR Projects:**

SN	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
The CSR contributions of our Company are directly channeled to NGOs, which then allocate the funds where they are most needed. As a result, we do not possess detailed data on the exact beneficiaries.			

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

**Essential Indicators**

**1 Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has established an official platform for addressing grievances, featuring a dedicated email address (sales@swan.co.in) designed for customer complaints and feedback. This specialized platform ensures that every customer's concern is not only acknowledged but also promptly and effectively resolved.

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

Particulars	As a percentage to total turnover
<b>Environmental and social parameters relevant to the product</b>	Not applicable considering the nature and characteristics of Company's product and service offerings
<b>Safe and Responsible Usage</b>	
<b>Recycling and/or Safe Disposal</b>	

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

Particulars	FY 2022 - 23 (Current Financial Year)			FY 2021 - 22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber- Security	0	0	NA	0	0	NA
Delivery of Essential Services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	40	0	NA	54	0	NA

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

Particulars	Number	Reasons for Recall
<b>Voluntary Recalls</b>	0	NA
<b>Forced Recalls</b>	0	NA

**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, Swan Energy Limited has a risk management policy that covers various aspects of IT/Cyber security risk and classifies risk into various categories such as strategic risk, operational risk, reporting risk, compliance risk and IT risks. The risk management Policy can be accessed from the link mentioned below:

<https://swan.co.in/reports>



- 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).

Information about the products and services of the entity can be accessed from the following platforms:

Instagram: <https://www.instagram.com/swanenergylimited/>

Facebook: <https://www.facebook.com/swanenergylimited>

Twitter: <https://twitter.com/SwanEnergyLtd?s=09>

LinkedIn: <https://www.linkedin.com/company/swanenergylimited/>

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

In order to educate consumers about the safe and responsible usage of products and/or services information is regularly updated on various social media channels such as website, Twitter, and Instagram. Since the Company is engaged in the B2B model it has limited scope to educate and inform consumers about the safe and responsible usage of the products and/or services.

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

The Company is engaged in the B2B model. Thus, considering the nature of business, there is limited scope to inform the consumers about any risk of disruption/ discontinuation of essential services.

- 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)

Not Applicable, as the Company does not operates in B2C model.

- 5 Provide the following information relating to data breaches:

A. Number of instances of data breaches along-with impact

The Company had no instances of data breaches during the financial year.

B. Percentage of data breaches involving personally identifiable information of customers

Not Applicable

