

3rd August, 2023

The General Manager,
Corporate Relationship Dept., BSE Ltd.
1st Floor, New Trading Ring, Rotunda
Building, P. J. Towers, Dalal Street, Fort,
Mumbai-400 001
Scrip Code: 531548

The Secretary,
National Stock Exchange of India Ltd.,
Exchange Plaza, 5th Floor,
Bandra Kurla Complex,
Bandra (East), Mumbai 400 051
Symbol: SOMANYCERA

Sub: Submission of Business Responsibility and Sustainability Report for FY 2022-23 pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

In terms of the requirement of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2022-23.

The Business Responsibility and Sustainability Report forms an integral part of the Annual Report FY 2022-23 which has been sent today through electronic mode to the Members who have registered their E-Mail IDs with the Company's R&TA/ Depository Participant. The same is also available on the website of the Company viz. www.somanyceramics.com.

Kindly take the same on record.

Thanking you,
Yours faithfully,
For Somany Ceramics Limited

Amrish Julka
Sr. GM (Legal) & Company Secretary
M. No.: F4484

Encl: as above



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the entity

1	Corporate Identity Number (CIN) of the listed entity	L40200WB1968PLC224116
2	Name of the listed entity	Somany Ceramics Limited
3	Year of incorporation	1968
4	Registered office address	2, Red Cross Place, Kolkata - 700001, West Bengal
5	Corporate address	F-36, Sector-6, Noida - 201301, Uttar Pradesh
6	E-mail	corporateaffairs@somanyceramics.com
7	Telephone	0120-4627900
8	Website	www.somanyceramics.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. & BSE Limited
11	Paid-up capital	₹ 849.48 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. Kumar Sunit Head-Strategy & Investor Relations Telephone: 0120-4627900 e-mail id: kumar.sunit@somanyceramics.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 in this report have been made on a standalone basis and are limited to the operational boundary of Somany Ceramics Limited.

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	Ceramic/Vitrified Wall & Floor Tiles	Manufacturing and trading of Ceramic/ Vitrified Wall & Floor Tiles	88.54%
2	Sanitaryware & Bath Fittings	Manufacturing and Trading of Sanitary & Bath Fittings	10.10%

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	Ceramic/Vitrified Wall & Floor Tiles	2393 23929	88.54%
2	Sanitaryware & Bath Fittings	2392 23922	10.10%

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	2	19	21
International	0	1 (Representative office in Nepal)	1

17. **Markets served by the entity:**

a. **Number of locations**

Locations	Value (in numbers)
National (No. of States)	The Company operates pan-India
International (No. of Countries)	The Company has presence across 44 countries

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

3.83%

c. **A brief on types of customers:**

The Company serves a diverse group of customers, including retailers and distributors with its innovative solution offerings. It caters to both Indian and global markets through its domestic and international business verticals.

IV. Employees

18. **Details as at the end of Financial Year (2022-23):**

a. **Employees and workers (including differently abled)¹:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,278	1,245	97.41%	33	2.58%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D + E)	1,278	1,245	97.41%	33	2.58%
WORKERS						
4.	Permanent (F)	679	679	100.00%	0	0.00%
5.	Other than Permanent (G)	1,776	1,764	99.32%	12	0.67%
6.	Total workers (F + G)	2,455	2,443	99.32%	12	0.48%

b. **Differently abled Employees and workers (2022-23):**

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total differently abled employees (D + E)	1	1	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00%	0	0.00%
5.	Other than permanent (G)	3	3	100.00%	0	0.00%
6.	Total differently abled workers (F + G)	3	3	100.00%	0	0.00%

¹ Permanent employees include all on-roll employees of the Company.

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel (KMP)	4	0	0.00%

Note: KMP includes Chairman & Managing Director and Managing Director & CEO

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

	FY 2022-23 (Turnover rate in current FY) (%)			FY 2021-22 (Turnover rate in previous FY) (%)			FY 2020-21 (Turnover rate in the year prior to the previous FY) (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	10.99 %	19.35%	11.20%	10.29%	30.55%	10.92%	7.39%	20.51%
Permanent Workers	6.50%	0.00%	6.50%	6.80%	0.00%	6.80%	3.90%	0.00%	3.90%

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)
1	SR Continental Limited	Subsidiary	100.00%	No
2	Somany Bathware Limited	Subsidiary	100.00%	No
3	Somany Excel Vitrified Private Limited	Subsidiary	100.00%	No
4	Somany Piastrelle Private Limited	Subsidiary	100.00%	No
5	Somany Bath Fittings Private Limited	Subsidiary	100.00%	No
6	SRCL Buildwell Private Limited	Subsidiary of SR Continental Limited	100.00%	No
7	Somany Max Private Limited	Subsidiary	80.00%	No
8	Sudha Somany Ceramics Private Limited	Subsidiary	60.00%	No
9	Amora Tiles Private Limited	Subsidiary	51.00%	No
10	Somany Fine Vitrified Private Limited	Subsidiary	51.00%	No
11	Somany Sanitary Ware Private Limited	Subsidiary	51.00%	No
12	Vintage Tiles Private Limited	Associate	50.00%	No
13	Acer Granito Private Limited	Associate	26.00%	No
14	Vicon Ceramic Private Limited	Associate	26.00%	No

VI. CSR Details

22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): Yes
- ii. Turnover (in ₹) (2022-23): 2,42,646.17 Lakhs /-
- iii. Net worth (in ₹ (2022-23)): 82,360.55 Lakhs /-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	2022-23 Current Financial Year			2021-22 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	The Company has formulated policies corresponding to the requirements of each NGRBC principle. To ensure effective implementation, it has instituted a grievance redressal mechanism through which stakeholders can report their complaints. The same has been specified in each policy. (link to policy section, please refer below): Somany Ceramics	0	0	None	0	0	None
Investors (Other than shareholders)		0	0		0	0	
Shareholders		0	0		0	0	
Employees and workers		0	0		0	0	
Customers		0	0		0	0	
Value Chain Partners		0	0		0	0	

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 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.	Economic value generation & distribution	Opportunity	Robust economic performance is imperative for sustaining long-term growth and creating value for shareholders and all other stakeholders.	The Company has formulated a long-term growth strategy that focuses on expanding its market share through investment in capacity, brand and distribution.	Positive implication
2.	Compliance and ethical business practices	Risk	Regulatory and legal obligations related to the nature of the Company's business.	The Company has a robust compliance management system and compliance to all regulations is routinely reviewed by the senior management.	Negative implication

S. No.	Material 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)
3.	Resource efficiency	Opportunity	The Company's business utilizes natural raw materials for production. Increasing its raw material efficiency can reduce environmental impact and operational cost.	Not applicable	Positive implication
4.	Water conservation	Risk	Ceramics production is a water-intensive process and water scarcity could impact the efficacy of the production process.	The Company has implemented several water conservation initiatives, including process improvements, recycling wastewater etc. Both of its plants in Kadi and Kassar are Zero Liquid Discharge (ZLD) plants i.e., all wastewater in these plants is recycled.	Negative implication
5.	Energy and emissions management	Risk	Increase in energy prices and implementation of environmental regulations to mitigate emissions.	The Company has implemented many measures, including the adoption of energy-efficient processes and systems, increasing the deployment of renewable energy and switching to alternate cleaner biofuels.	Negative implication
6.	Product quality and safety	Risk	Use of obsolete technologies could impact the Company's brand and profitability.	The Company invests in its R&D activities to provide its customers with innovative quality products. It has implemented a Quality Management System that is ISO 9001:2015 certified. All of the Company's products meet prescribed quality and safety norms.	Negative implication
7.	ESG aspects in supply chain	Risk	Environmental and social risks in the Company's value chain could lead to supply chain disruptions.	The Company has formulated a Supplier Code of Conduct that lists the ESG performance criteria that all suppliers are expected to comply with.	Negative implication

S. No.	Material 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)
8.	Local community development	Opportunity	Fostering enduring relationships with local communities can ensure that the Company has the social license to operate.	In accordance with its CSR policy, the Company routinely interacts with local community members through its CSR activities to address their needs and grievances.	Positive implication
9.	Employee well being	Opportunity	Human capital plays a pivotal role in achieving the Company's growth objectives.	The Company has implemented numerous measures to foster a safe, inclusive and diverse working environment.	Positive implication



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Investor Relation Tile Company in India - Somany Ceramics								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001 (Quality Management System)	BIS Certification	ISO 45001 (Occupational Health and Safety System)	-	-	ISO 14001 (Environmental Management System) CII GreenPro (Green Product Certification)	ISO /IEC 27001: 2013	-	CE Certification
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	1) To improve thermal and electrical energy efficiency by 5% by 2025 (Baseline year 2022-23) 2) To improve freshwater consumption intensity by 6.5% by 2025 ((Baseline year 2022-23)								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>):	As a responsible business, the Company is cognizant of the role that it must play in addressing pressing environmental and social challenges. To this end, the Company's sustainability strategy is supported by four key pillars i.e., Sustained Value Creation, Operational Eco-efficiency, Responsible Product Offering, and Diverse and Inclusive Growth. To reduce its environmental impact, the Company has undertaken numerous initiatives including, recycling waste materials back into the production process, implementing new energy-efficient processes, transitioning to cleaner biomass-based fuels, and increasing the share of renewable electricity. At present, the Company has a total installed capacity of 3.5 MW of Solar Energy. The Company has the motto 'One Team One Somany' and therefore it strives to create an inclusive and safe work environment for all its employees. The Company aims to hire and retain the brightest talent through its human capital strategy that is focused on diversity and inclusion, skill upgradation, and well-being. The Company also looks to promote inclusive growth through its Corporate Social Responsibility (CSR) initiatives that are focused on Skill Development and Education, Health and Well-being, Sports Promotion and the Protection of National Heritage Art and Culture.								

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Risk Management Committee is responsible for the implementation of the policies. The members of the Committee include:

1. Mr. Abhishek Somany (Chairman): Managing Director & CEO
2. Mr. Rameshwar Singh Thakur (Member): Non-Executive Independent Director
3. Mr. Vineet Agarwal (Member): Non-Executive Independent Director
4. Mr. Sailesh Raj Kedawat (Member): Chief Financial Officer (CFO)
5. Mr. Ashavani Kumar Mani (Member): Assistant Vice President
6. Mr. Bikash Mishra (Coordinator): Senior Manager

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.

Yes, the Risk Management Committee of the entity is responsible for decision-making on sustainability-related issues. The members of the Committee include:

1. Mr. Abhishek Somany (Chairman): Managing Director
2. Mr. Rameshwar Singh Thakur (Member): Non-Executive Independent Director
3. Mr. Vineet Agarwal (Member): Non-Executive Independent Director
4. Mr. Sailesh Raj Kedawat (Member): Chief Financial Officer (CFO)
5. Mr. Ashavani Kumar Mani (Member): Assistant Vice President
6. Mr. Bikash Mishra (Coordinator): Senior Manager

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Performance against each policy and necessary follow up actions are reviewed annually.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Compliance with statutory requirements relevant to the principles is reviewed annually.								

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.

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company periodically conducts a comprehensive internal audit of its policies, and evaluates and monitors any gaps in implementation.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
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.

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	1. SEBI regulations that are material to the Company 2. Issues pertaining to the Companies Act, 2013 that are material to the Company 3. Code of Conduct 4. Corporate Governance	100.00%
Key Managerial Personnel	7	1. Code of Conduct and Corporate Governance 2. SEBI Regulations 3. ESG material aspects	100.00%
Employees other than BoD and KMPs	5	1. Code of Conduct 2. POSH	100.00%
Workers	63	1. Occupational, Health & Safety	76.41%

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Penalty/ Fine					
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
	Nil

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 formulated an **Ethics, Transparency and Accountability** Policy in which it has delineated its commitment to zero tolerance on bribery and corruption.

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

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

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

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

No complaints regarding corruption or conflicts of interest were reported in the current period.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
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The Company has developed a Supplier Code of Conduct which outlines the Company's expectations with respect to Business Ethics, Environment, Labor, and Human Rights. All suppliers are expected to comply with the provisions of the code and translate the requirements of the code to their own suppliers.

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, it is mandatory for all Directors of the Company to disclose their interest in the Company (ies)/firm(s)/bodies corporate/other association of individuals and any changes therein, annually or upon any change. It is also compulsory for the Directors of the Company to provide a declaration under the Code of Business Conduct and Ethics confirming that there is no violation of the said code, including any conflict of interest. Additionally, all Directors and Key Management Personnel are required to disclose any potential conflict of interest in accordance with the requirements of the Company's Related Party Transaction Policy

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

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

	Current Financial Year (2022-23) ₹	Previous Financial Year (2021-22) ₹	Details of improvements in Environmental and social impacts
R&D and Capex	The Company is focused on providing its customers with innovative solutions that safeguard the environment and customer well-being. Environmental and Social considerations are integrated into the Company's R&D and Capex strategy. The Company is in the process of streamlining its data management system which will enable it to capture this data, moving forward.		

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

Yes, the Company has developed a Supplier Code of Conduct which outlines the Company's expectations with respect to Business Ethics, Environment, Labor, and Human Rights. All suppliers are expected to comply with the provisions of the code and translate the requirements of the code to their own suppliers.

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

The Company is in the process of streamlining its Supplier Assessment Framework in alignment with the provisions of the Supplier Code of Conduct. Through this framework, the Company aims to assess environmental and social risks in its supply chain.

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.**

The Company manufactures tiles and allied products which have a long lifespan. Consequently, it does not reclaim products. However, all waste produced from its operations is processed through certified State Pollution Control Board (SPCB) vendors.

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.**

EPR is not applicable to the Company.

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*	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)
The Company has not conducted any LCA studies					

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)
Other materials	9.67%	10.11%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics including packaging)		Not applicable			Not applicable	
E-waste		Not applicable			Not applicable	
Hazardous waste		Not applicable			Not applicable	
Other waste		Not applicable			Not applicable	

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: 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 ²		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1,245	1,245	100.00%	1,245	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	33	33	100.00%	33	100.00%	33	100.00%	0	0.00%	0	0.00%
Total	1,278	1,278	100.00%	1,278	100.00%	33	2.58 %	0	0.00%	0	0.00%
Other than Permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

² Includes term insurance.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	679	679	100.00%	679	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	679	679	100.00%	679	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	1,764	1,300	73.69%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	12	12	100.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	1,776	1,312	73.87%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Y	100.00%	100.00%	Y
Gratuity	100.00%	100.00%	Y	100.00%	100.00%	Y
ESI	4.00%	100.00%	Y	5.00%	100.00%	Y

3. Accessibility of workplaces

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

Yes, the premises/offices of the entity are accessible to differently-abled employees and workers.

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

The Company's commitment to being an equal-opportunity employer is clearly stated in its Code of Conduct and Employee well Being Policy. The Company provides an atmosphere that fosters diversity and inclusion and guarantees equal employment opportunities for everyone, regardless of caste, creed, gender, nationality, color, race, religion, disability, or sexual orientation.

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	0.00%	0.00%	0.00%	0.00%
Female	0.00%	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%	0.00%

Note: No employees took parental leave during the financial year. The Company does not have any permanent female workers.

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, the Company has instituted the following mechanisms to redress grievances: 1. A Help Desk has been created to address employee complaints. For any complaints made through the Help Desk or any violations of the standards outlined in the whistle blower policy and business code of conduct, an escalation matrix has been formulated. 2. In accordance with the Industrial Dispute Act, the Company has instituted a 'Works Committee' with equal representation of management and workers. The committee convenes every quarter to address any grievances. 3. In accordance with the Prevention of Sexual Harassment (POSH) Act, the Company has an Internal Complaints Committee (ICC) that convenes every quarter to ensure that the Act is being implemented effectively. 4. In accordance with the Factory Act, the Company has a Safety Committee which addresses issues/complaints.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Benefits	FY 2022-23			FY 2021-22		
	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 ©	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1,278	0	0.00%	1,165	0	0.00%
Male	1,245	0	0.00%	1,132	0	0.00%
Female	33	0	0.00%	33	0	0.00%
Total Permanent Workers	679	679	100.00%	723	723	100.00%
Male	679	679	100.00%	723	723	100.00%
Female	0	0	0.00%	0	0	0.00%

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)
Employees										
Male	1,245	160	12.85%	993	79.75%	1,132	266	23.49%	848	74.91%
Female	33	11	33.33%	13	39.39%	33	6	18.18%	23	69.69%
Total	1,278	171	13.38%	1,006	78.71%	1,165	272	23.34%	871	74.76%
Workers										
Male	2,443	1,876	76.79%	1,681	68.80%	2,669	1,561	58.48%	1,393	52.19%
Female	12	0	0.00%	0	0.00%	10	0	0.00%	0	0.00%
Total	2,455	1,876	76.41%	1,681	68.47%	2,679	1,561	58.26%	1,393	51.99%

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)
Employees						
Male	1,115	1,115	100.00%	1,028	1,028	100.00%
Female	26	26	100.00%	24	24	100.00%
Total	1,141	1,141	100.00%	1,052	1,052	100.00%
Workers						
Male	679	679	100.00%	723	723	100.00%
Female	0	0	0.00%	0	0	0.00%
Total	679	679	100.00%	723	723	100.00%

Note: Only employees covered in the appraisal process till December are considered.

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 an Occupational Health and Safety (OHS) management system at its manufacturing units. Both its manufacturing units, Kassar and Kadi are ISO 45001:2018 certified.

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

In order to detect work-related hazards, the Company undertakes Hazard Identification and Risk Assessment (HIRA) and Work Safety Analysis for specific tasks. It has formulated measures to mitigate these hazards and risks. The Company also conducts routine inspections to identify any unsafe behaviors.

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

Yes, the Company conducts regular safety trainings and drills to apprise workers of hazards and risks and good safety behavior. All workers are trained and encouraged to report work-related hazards and near misses. The Health and Safety Team analyzes all such cases and observations to formulate and implement corrective action plans.

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

Yes, employees and workers have access to medical services through medical treatment centers within the premises of the plants.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.92	1.46
Total recordable work-related injuries	Employees	0	0
	Workers	1	1
Number of fatalities	Employees	2	0
	Workers	1	1
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 workplace.

The Company ensures a safe and healthy workplace by implementing the following measures:

1. Imparting training to employees and workers on a regular basis
2. Provision of job specific PPEs
3. Periodic health check-ups of all employees
4. Formulating safety guidelines based on hazard and risk assessments
5. Identifying and rectifying unsafe acts and unsafe conditions
6. Undertaking Accident/ Incident investigations, Root Cause Analysis and implementing corrective action plans.

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

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

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	100.00%
Working Conditions	

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.

Not Applicable

Leadership Indicators

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

Yes, the Company extends Term Insurance to its employees and workers.

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

The Company ensures that all its statutory dues related to transactions are deducted and deposited in accordance with regulations. It expects its value chain partners to operate in an ethical manner. The same is communicated to the Company's suppliers through its Supplier Code of Conduct.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	2	0	0	0
Workers	1	1	1	1

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)**

No

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	As stated in the Company's Supplier Code of Conduct, all suppliers are expected to provide a safe and healthy working environment to all their respective employees.

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.**

The Company is in the process of streamlining its Supplier Assessment Framework in alignment with the provisions of the Supplier Code of Conduct. Through this framework, the Company aims to assess environmental and social risks in its supply chain.

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

Essential Indicators

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

The Company has identified key stakeholders that are impacted by it, and whose actions can impact the ability of the Company's operations.

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
Customer	No	<ul style="list-style-type: none"> Advertisement Experience centers Customer meets Satisfaction surveys 	<ul style="list-style-type: none"> Quarterly 	<ul style="list-style-type: none"> Product satisfaction Product information
Employees	No	<ul style="list-style-type: none"> Email Employee forums Leadership forums Employee surveys Workplace platforms Newsletter 	<ul style="list-style-type: none"> Quarterly 	<ul style="list-style-type: none"> Learning and development Well-being Grievance redressal Growth opportunities
Suppliers / vendors	No	<ul style="list-style-type: none"> Email Vendor meetings Capacity building 	<ul style="list-style-type: none"> Quarterly 	<ul style="list-style-type: none"> Quality Local procurement
Government and Regulatory bodies	No	<ul style="list-style-type: none"> Email Policy intervention Advocacy 	<ul style="list-style-type: none"> Quarterly 	<ul style="list-style-type: none"> Taxation Promotions Best practices

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	No	<ul style="list-style-type: none"> • Email • Newspaper • Advertisement • Website • Notice board 	<ul style="list-style-type: none"> • Quarterly 	<ul style="list-style-type: none"> • Company's quarterly and annual earnings • Regulatory Compliance • Business strategy
Local Community	Yes	<ul style="list-style-type: none"> • Community meetings • Focused group discussion • Grievance redressal 	<ul style="list-style-type: none"> • Annually and on need-based 	<ul style="list-style-type: none"> • Grievances • Feedback • Program improvement sessions • Capacity building

Leadership Indicators

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

The management of the Company frequently communicates with its stakeholders, including its shareholders, clients, suppliers, customers, local communities and employees. The Company's Risk Management Committee and CSR Committee report to the Board and are responsible for the sustainability strategy of the Company. They periodically communicate feedback to the board.

- 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.**

Yes, the Company has consulted its stakeholders to formulate its sustainability strategy and identify Key ESG material aspects.

The material aspects encapsulate topics that are most relevant for the Company's stakeholders and business. It has formulated relevant policies, systems, and processes to ensure that they are in alignment with its larger strategy.

The Company will consistently assess these aspects to ensure that it remains aligned with the ever-evolving external environment and its business strategy.

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

The Company's CSR approach focuses on the growth of the communities near its workplaces. Through its program, the Company implements many initiatives focused on education, skilling, health, and well-being etc. The Company formulates its programs based on a need assessment in the communities that it operates to address key concerns of all community members.

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	Current FY (2022-23)			Previous FY (2021-22)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	245	245	100.00%	148	148	100.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	245	245	100.00%	148	148	100.00%
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Workers	0	0	0.00%	0	0	0.00%

Note: All new employees who join the organization are given training on human rights. Only these employees have been accounted for.

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

Category	Total (A)	Current FY (2022-23)				Total (D)	Previous FY (2021-22)			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent	1,278	0	0.00%	1,278	100%	1,165	317	27.21%	848	72.78%
Male	1,245	0	0.00%	1,245	100%	1,132	312	27.56%	820	72.43%
Female	33	0	0.00%	33	100%	33	5	15.15%	28	84.84%
Other than Permanent	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Workers										
Permanent	679	66	9.72%	613	90.27%	723	109	15.07%	614	84.92%
Male	679	66	9.72%	613	90.27%	723	109	15.07%	614	84.92%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	1,776	1,644	92.56%	132	7.43%	1,956	1,869	95.55%	87	4.44%
Male	1,764	1,632	92.51%	132	7.48%	1,946	1,859	95.52%	87	4.47%
Female	12	12	100.00%	0	0.00%	10	10	100%	0	0.00%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in ₹)	Number	Median remuneration/ salary/ wages of respective category (in ₹)
Board of Directors (BoD) ³	6	2,75,000	1	2,60,000
Key Managerial Personnel (KMP)	4	53,73,000	0	0
Employees other than BoD and KMP	1,241	6,34,461	33	5,39,032
Workers ⁴	679	1,84,759	0	0

Note: The remuneration of the Chairman & Managing Director and Managing Director & CEO have been included in the remuneration for KMPs.

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 HR function of the Company's organization is responsible for addressing human right impacts. As highlighted in its Human Rights Policy, the Company prohibits any form of human rights violations within its operations and value chain. Any violations of the policy or grievances can be reported to Mr. Biju Sebastian, Vice President, Corporate HR.

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

The Company has instituted the following mechanisms to redress grievances and issues, including Human Rights:

1. A Help Desk has been created to address employee complaints. For any complaints made through the Help Desk or any violations of the standards outlined in the whistle blower policy, business code of conduct and Human Rights policy.
2. In accordance with the Industrial Dispute Act, the Company has instituted a 'Works Committee' with equal representation of management and workers. The Committee convenes every quarter to address any grievances.
3. In accordance with the POSH Act, the Company has an Internal Complaints Committee (ICC) that convenes every quarter to ensure that the Act is being implemented effectively.
4. In accordance with the Factory Act, the Company has a Safety Committee which addresses issues/complaints.

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour		Nil			Nil	
Wages						
Other human rights related issues						

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

The Company's Whistle Blower mechanism and POSH Policy allows the complainant to raise any concerns related to discrimination and harassment without the fear of adverse consequences or unfair treatment.

³ Remuneration for Board of Directors includes sitting fees.

⁴ Remuneration for only Permanent Workers

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

Yes, the Company has developed a Supplier Code of Conduct which outlines the Company's expectations with respect to Business Ethics, Environment, Labour and Human Rights. All suppliers are expected to comply with the provisions of the code and translate the requirements of the code to their own suppliers. The code specifically highlights the Company's requirements with respect to child labour, forced labour, safe working conditions, right to collective bargaining, fair compensation, and discrimination.

9. **Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00%
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 of Question 9 above.**

Not applicable

Leadership Indicators

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

No complaints regarding human rights have been reported in the assessment year. Consequently, the Company has not modified/introduced any business processes.

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

The Company is in the process of formulating a process of streamlining its Supplier Assessment framework in alignment with the provisions of the Supplier Code of Conduct. Through this framework the Company aims to assess environmental and social risks (including human rights).

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

The infrastructure at the Company's workplace supports visitors and guests with disabilities. It strives towards providing an inclusive workplace and is in compliance with the requirements of the act.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company is in the process of streamlining its Supplier Assessment framework in alignment with the provisions of the Supplier Code of Conduct. Through this framework the Company aims to assess environmental and social risks (including human rights).
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

Not applicable

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

Essential Indicators

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total electricity consumption (A) (GJ)	2,39,798.29	2,05,379.62
Total fuel consumption (B) (GJ)	23,02,366.56	21,14,543.89
Energy consumption through other sources (C) (GJ)	-	-
Total energy consumption (A+B+C)	25,42,164.85	23,19,923.52
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/Lakhs)	10.48	11.26

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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.

Not applicable

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
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,35,268	1,33,964
(ii) Groundwater	21,627	12,343
(iii) Third party water	1,04,792	91,872
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater harvesting)	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,61,687	2,38,179
Total volume of water consumption (in kilolitres)	2,61,687	2,38,179
Water intensity per rupee of turnover (Water consumed / turnover) (KL/Lakhs)	1.08	1.16

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Yes, both the manufacturing units of the Company at Kassar and Kadi are Zero Liquid Discharge (ZLD) plants.

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	MT	35.24	27.40
SOx	MT	15.88	10.78
Particulate Matter (PM)	MT	57.19	78.18

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,00,647.57	1,37,589.41
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	43,425.30	42,285.72
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Lakhs	0.59	0.87

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

Yes, the Company has implemented the following projects to reduce GHG emissions:

- Onsite installation of solar rooftops at two manufacturing units: Kadi and Kassar. It has a total capacity of 3.5 MW (2.5MW at Kassar and 1 MW at Kadi) at present.
- Transitioning to cleaner fuels by using biomass-based fuels such as groundnut cell briquettes, biomass-based pallets, saw dust.
- Implementation of energy efficiency initiatives including:
 - Installation of Double-layer Kiln technologies
 - Installation of Variable Frequency Drives (VFD) in motors
 - Use of energy-efficient motors in Kilns & Horizontal Dryers to reduce electrical power consumption.
 - Waste heat recovery from kilns
 - Reducing the maximum work pressure of air compressors
 - Use of high-efficacy LED lighting
 - Reduction in idle running time through automation of product lines

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
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2,259	1,765
E-waste (B)	1.46	0.95
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	10.38	8.43
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	15,554.21	18,511.04
Other Non-hazardous waste generated (H). Please specify, if any (Break-up by composition i.e. by materials relevant to the sector)	6,129.37	6,178.41
Total (A+B + C + D + E + F + G + H)	23,954.42	26,463.83

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	The Company disposes of all waste through SPCB certified vendors	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
<i>Total</i>		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	The Company disposes of all waste through SPCB certified vendors	
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
<i>Total</i>		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

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

All the waste produced from the Company's operations is disposed of by authorized SPCB vendors.

The Company's engineering team regularly inspects all equipment and machinery for spills and leakages.

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.
			Not applicable

11. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year.**

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

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:**

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
The Company is in compliance with all applicable environmental regulations.				

Leadership Indicators

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

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
From renewable sources		
Total electricity consumption (A) (GJ)	14,941.07	9,085.81
Total fuel consumption (B) (GJ)	7,41,994.55	1,65,582.44
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumed from renewable sources (A+B+C) (GJ)	7,56,935.63	1,74,668.25
From non-renewable sources		
Total electricity consumption (D) (GJ)	2,24,857.22	1,96,293.81
Total fuel consumption (E) (GJ)	15,60,372.01	19,48,961.46
Energy consumption through other sources (F) (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F) (GJ)	17,85,229.22	21,45,255.27

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Not applicable, both plants are
Zero Liquid Discharge Plants.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

3. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres)⁵:**

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

- (i) Name of the area: Not applicable
- (ii) Nature of operations : Not applicable
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Water withdrawal by source (in kilolitres)	Not applicable	
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**

⁵ Kassar plant is in a safe area and Kadi plant is in a semi-critical area, according to the Central Ground Water Authority (CGWA).

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

Parameter	Unit	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	At present, the Company has not estimated its Scope 3 emissions.	
Total Scope 3 emissions per rupee of turnover			

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

No

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

Not applicable

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of Initiative
1	Fuel Consumption Efficiency	<ul style="list-style-type: none"> Reduction in product thickness Reduction in gas consumption due to the reduced thickness of the tiles Replacement of coal with biomass fuel 	1) Reduction in total weight and fuel usage 2) Reduction in logistics costs 3) Reduction in emissions
2	Production Efficiency	<ul style="list-style-type: none"> Optimisation of glaze material consumption through process improvements 	1) Reduction in raw material consumption

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

The Risk Management Committee plays a crucial role in formulating the Company's risk management plans for business continuity. The Company has developed location-based Emergency Preparedness Plans to address the following:

1. Fire/Explosion
2. HSD Leakage/Fire/ Storage
3. Natural Gas Leakage
4. Electric Current Leakage
5. Structural Collapse
6. Natural Calamities
7. Food Poisoning

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?**

The Company has developed a Supplier Code of Conduct that outlines the Company's expectations with respect to Business Ethics, Environment, Labor, and Human Rights. All suppliers are expected to comply with the provisions of the code and translate the requirements of the code to their own suppliers. As stated in the Company's code, suppliers are expected to comply with all environmental standards and regulations. Suppliers are expected to utilize resources efficiently and reduce any negative impact in terms of energy, water, and waste, while disposing of waste in accordance with all regulations. Suppliers are expected to continuously improve their environmental performance by adopting cleaner and resource efficient technologies.

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

The Company is in the process of streamlining its Supplier Assessment framework in alignment with the provisions of the Supplier Code of Conduct. Through this framework the Company aims to assess environmental and social risks.

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: 6**
- 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	Indian Council of Ceramic Tiles and Sanitary ware (ICCTAS)	National
2	Confederation of Indian Industry (CII)	National
3	PHD Chamber of Commerce and Industry	National
4	Merchant Chamber of Commerce and Industry	National
5	The Associated Chambers of Commerce and Industry of India	National
6	All India Pottery Manufacturer	National

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

No complaints/orders pertaining to anti-competitive behavior have been filed against the Company.

Name of authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators

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

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

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 (In ₹)
						Not applicable

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

The Company frequently interacts with local community members through its CSR activities. It undertakes need assessments to identify key concerns and grievances and formulates its CSR programs to address the same. The Company's CSR activities are governed and routinely evaluated by the board.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	100.00 %	100.00 %
Sourced directly from within the district and neighbouring districts	100.00 %	100.00 %

Note: Only for raw materials.

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
Not applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
None			

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

No

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

None

(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.

We have not acquired any intellectual property that is based on traditional knowledge.

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

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

Name of authority	Brief of the Case	Brief of the Case
Not applicable		

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Mobile Health Unit and other medical services (Tirupati)	1,480	The Company's CSR activities benefit individuals from vulnerable and marginalized groups.
2	Mobile Health Unit and other medical services (Morbi)	7,692	
3	Promoting Education and Skill Development (Mason + Plumbing) (Tirupati)	103	
4	Swachh Bharat Program (Sanitation and Hygiene) ⁶	5,23,000	

⁶ Approximate annual 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 implemented a comprehensive grievance redressal mechanism to address all consumer complaints. All complaints are first reported to the sales and marketing team which then raises the same with the quality team of the concerned manufacturing unit for validation. Post validation, a corrective action plan is prepared and subsequently approved by the head of sales and marketing.

The Company also routinely conducts surveys to gauge customer satisfaction. The Company has a customer feedback questionnaire that is filled by its customers during their visits to the Company-owned Experience Centers (COCO). Results from these surveys are analyzed to identify improvement opportunities.

The Company has also implemented other channels to address consumer grievances including feedback forms, Interactive Voice Response Systems (IVRS) etc.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	All the products of the Company contain necessary information in accordance with all applicable regulations.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	None	None	964	34	None
Advertising						
Cyber-security						
Restrictive Trade practices						
Unfair Trade Practices						
Others (Product Quality)	1,228	28				

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls		

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

Yes, the Company has a policy on Cyber Security. The Company recognizes the importance of cyber security and is committed to ensuring that all activities pertaining to Information and Technology (IT) are secured against cyber security risks and threats. It has implemented a Cyber Security framework that is ISO 27001:2013 certified to monitor and mitigate all such risks. The web-link of the policy: https://soman-uat.s3.amazonaws.com/investorrelations/s/c/scl_cyber_security_policy.pdf

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.

There were no such issues during the reporting year and hence no corrective actions were needed.

Leadership Indicators

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

Customers can access information about the Company and its products on the Company's website: www.somanyceramics.com

Additionally, the Company's product labels include all relevant details. The Company routinely updates customers about all its product offerings through brochures, catalogues and branding activities.

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

The Company educates its consumers about appropriate and safe usage of products through various channels including mason meets, architect meets and site demonstrations.

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

The Company has Standard Operating Procedures (SOPs) that can be followed if vital services are disrupted. These SOPs specify the escalation matrix for raising any concerns/risks pertaining to business continuity. Employees are also trained to monitor all critical services and raise any perceived risks with concerned individuals.

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. (Yes/No)**

No, the Company displays information as per applicable laws and regulations only. All its product packaging contains details in accordance with the requirements of the Legal Metrology Act and as per the requirements of ISO 15622: 2017 specified by the Bureau of Indian Standards (BIS).

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).

Yes, The Company also routinely conducts surveys to gauge customer satisfaction.

5. **Provide the following information relating to data breaches:**

a. **Number of instances of data breaches along-with impact**

There were no such instances during the current reporting period.

b. **Percentage of data breaches involving personally identifiable information of customers**

There were no such instances during the current reporting period.