

K.P.R. MILL LIMITED

Corporate Office : 1st Floor Srivari Shrimat, 1045, Avinashi Road, Coimbatore - 641018. India © : 0422-2207777 Fax : 0422-2207778

30.06.2023

The Listing Department
BSE Limited
1st Floor, Rotunda Buildings,
Phiroze Jeejeebhoy Towers,
Mumbai - 400 001.

The Listing Department,
National Stock Exchange of India Ltd
Exchange Plaza, Plot: C/1, G Block,
Bandra-Kurla Complex, Bandra (E),
Mumbai - 400 051.

SCRIP CODE: 532889

SYMBOL: KPRMILL

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Reporting

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022- 23, which also forms part of the 20th Annual Report of the Company.

This is for your kind information and dissemination.

Thanks & Regards,

For K.P.R. Mill Limited

**P. Kandaswamy
Company Secretary**

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE COMPANY

1	Corporate Identity Number (CIN) of the Listed Entity	L17111TZ2003PLC010518
2	Name of the Listed Entity	K.P.R. Mill Limited
3	Year of incorporation	2003
4	Registered office address	No. 9 Gokul Buildings, 1 st Floor, A.K.S Nagar, Thadagam Road, Coimbatore – 641 001, Tamil Nadu
5	Corporate address	1 st Floor, Srivari Shrimat, 1045, Avinashi Road, Coimbatore – 641 018, Tamil Nadu
6	E-mail	kandaswamy@kprmill.com
7	Telephone	0422-2207777
8	Website	www.kprmilllimited.com
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	₹ 34,18,14,000
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr.P.Kandaswamy Company Secretary 1st Floor, Srivari Shrimat, 1045, Avinashi Road, Coimbatore – 641 018. Tamil Nadu Phone No. 0422-2207777 E-mail ID: kandaswamy@kprmill.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).	Disclosures made in this report are on a standalone basis

II. PRODUCTS/SERVICES

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

S.No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Yarn	40.80
2.	Manufacturing	Fabric	8.09
3.	Manufacturing	Garment	41.96

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.	Garment	18101	41.96
2.	Yarn	17121	40.80
3.	Fabric	17115	8.09

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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	11	1	12
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	15
International (No. of Countries)	60

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

In the reporting year, the contribution of exports is 37.52%

c. A brief on types of customers

Our commitment to quality and customer service earned a strong customer base-over 1300 regular domestic clients for yarn and fabrics and Leading Brands from more than 60 countries for Apparels.

IV. EMPLOYEES

18. Details as at the end of Financial Year 2022-2023:

a. Employees and workers (including differently abled):

S.No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	3,462	2,876	83.07	586	16.93
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D + E)	3,462	2,876	83.07	586	16.93
WORKERS						
4	Permanent (F)	18,357	545	2.97	17,812	97.03
5	Other than Permanent (G)	-	-	-	-	-
6	Total workers (F + G)	18,357	545	2.97	17,812	97.03

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b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No.(B)	% (B/A)
Board of Directors	11	1	9.09
Key Management Personnel	2	-	-

20. Turnover rate for permanent employees and workers:

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	3	5	8	3	5	8	3	5	8
Permanent Workers	11	9	20	12	9	21	10	7	17

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	K.P.R. Sugar Mill Limited	Subsidiary	100%	NO
2	Quantum Knits Private Limited	Subsidiary	100%	
3	Jahnvi Motor private Limited	Subsidiary	100%	
4	Galaxy Knits Limited	Subsidiary	100%	
5	KPR Sugar and Apparels Limited	Subsidiary	100%	
6	KPR Exports Plc	Subsidiary	100%	
7	KPR Mill Pte Ltd	Subsidiary	100%	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

VI. CSR DETAILS

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

(ii) Turnover (in lakhs) : ₹ **4,73,955**

(iii) Networth (in lakhs) : ₹ **2,97,296**

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 2021-2022		
		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
Community	Yes. 1. The Company has framed Whistle Blower Policy facilitating better Corporate Governance practices which ultimately benefit all the stakeholders. Industry acclaimed HR Policy covering different areas including grievance redressal mechanism for employees and workers are in place. Also, the Company has Standard operating procedure in place to resolve the grievances of its customers and ensure customer satisfaction. (Web portal: https://kprmillimited.com/file/wp-content/uploads/2018/11/1-WBP-KPRML-1-GPM-Altered.pdf) 2. We have engaged an NGO who monitors advisory body for resolving employees and workers grievances through 'Ulula Grievances Mechanisms system'. Ulula has given a toll free number to call and register their grievances directly at any time for effective remediation. Ulula app is also available.	0	0	0	0	0	0
Investors (other than shareholders)		0	0	0	0	0	0
Customers		0	0	0	0	0	0
Value Chain Partners		0	0	0	0	0	0
Employees and workers		0	0	0	0	0	0

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Shareholders	Investor Grievances are promptly redressed by our RTA, M/s. NSDL Database Management Limited by following 'SEBI Investor Charter' formulated by SEBI. In addition, the Company also effectively addresses the grievances, if any, received directly through its competent & experienced Personnel in the secretarial department. Further, SEBI has also provided for 'SCORES platform' to register grievances directly by the investors, which are also periodically monitored and addressed by the Company. The Stakeholders Relationship Committee also monitors all such issues periodically. The Investors can contact / lodge their grievance in the following e-mail id's: 1. investor.ndmlrta@nsdl.co.in 2. investors@kprmill.com	3	0	All complaints have been redressed	0	0	0
Other (please specify)	NA	0	0	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 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	Sustainable Raw material procurement	Opportunity and Risk	<p>Opportunity: As quality is our Watchword, be it the products we produce or service we provide, we always buy best quality Cotton Shankar – 6 from Gujarat to ensure consistent quality. Wherever required, we also buy sustainable Cotton such as BCI, Organic, CMIA according to the requirements. Sourcing sustainable cotton reduces environmental and social impacts besides delivering high quality products to our valued customers.</p> <p>Risk: Cotton being our key raw material, sourcing of high quality cotton at competitive price is always a major challenge. Speculative trading, unseasonal rains and global shortage are the causes of its price fluctuations.</p>	We have a dedicated cotton team to monitor its availability and its price fluctuations. The availability of exclusive personnel at the cotton growing areas and their prudent & pragmatic cotton procurement strategies enable us to access quality cotton.	<p>Positive: The products produced out of high quality cotton & sustainable cotton always fetch remunerative prices.</p> <p>Negative: Cotton prices have direct impact on the profit margins of the Company. Cotton being a single major cost of production, fluctuation in its prices tend to impact the bottom line.</p>

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S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Water Use and Management	Opportunity	<p>Opportunity:</p> <p>We always consider that water being a vital resource, its conservation is essential for making the earth green for the well-being, progress and prosperity of human beings. Towards conserving environment the following measures at our Units are already in force:</p> <ol style="list-style-type: none"> 1. Fully automated controlling systems 2. Flow meter 3. ETP & STP for recycling 4. ETP water is used only in processing unit. 5. STP water is used in our green development areas to recharge ground level water. 	-	<p>Positive:</p> <p>Though the initial installation cost of recycling water management is huge, in the long run benefits will definitely outweigh the cost.</p>
3	Energy Management	Opportunity	<p>Opportunity:</p> <p>Ever since we commenced our manufacturing activities we concentrated on generating renewable energy that minimizes carbon pollution and has a much lower impact on our environment, through green resources such as Wind, Co-generation and now Solar which caters to most of our power requirements. Besides we have also established various power saving devices at our production facilities such as:</p> <ol style="list-style-type: none"> 1. 5 star rated equipments 2. BLDC and IE3 motors 3. Separate Meters for monitoring 4. Automated cutoff system for boiler and compressor. 5. Audit for purchase of new equipments 	-	<p>Positive</p> <p>The energy saving measures result in consumption of economized power and fuel that would reduce the cost of production.</p> <ol style="list-style-type: none"> 1. Controlling emission 2. Global warming 3. Carbon emission

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S.No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Chemical Management	Opportunity and Risk	<p>Opportunity:</p> <ol style="list-style-type: none"> 1. We are following RSL & MRSLS guidelines in procuring high quality and low cost chemicals in bulk quantities globally thereby achieving economies of scale. 2. Zero discharge of hazardous chemical. 3. Clean chain <p>Risk</p> <p>We always adopt cautious and efficient handling of hazardous and toxic chemicals in our production.</p>	Our workers are trained by industry experts to handle chemical safely as well as economically. Also, we have put in place safe chemical disposal mechanism in order to ensure environment sustainability.	<p>Positive:</p> <p>Effective purchase and prudent practices contributes to increased profit margins, improving financial stability, and become more competitive in the market.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

S.No	Principles
P1	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
P2	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
P3	Businesses should promote the wellbeing of all employees
P4	Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect, and make efforts to restore the environment
P7	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
P8	Businesses should support inclusive growth and equitable development
P9	Businesses should engage with and provide value to their customers and consumers in a responsible manner

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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	https://kprmilllimited.com/policy/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	SA 8000: 2014	OCS, BCI, DISNEY (FAMA), GMP	FSLM, ISO 45001: 2018	ICS, SQP	FSLM, ISO 45001: 2018	FEM, ISO 14001: 2015, ZDHC, BWE3	ISO 9001: 2015	BSCI, GRS, RCS	SEDEX, WRAP, GOTS, Oeko-Tex Standard 100
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Though not set any such specific commitment goals, we continue to adhere all the guiding principles.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	<p>The concept of Sustainable business refers to the utilisation of the available resources in such a manner that the requirements of the future generations are also fully taken into account. To put it in other words the finite natural resources are utilised by the enterprise in a judicious manner and conserved for the future necessities of the enterprise, society and environment. Sustainable business involves the pursuit of activities and initiative to ensure that their economic activities not only address the current environmental concerns apart from making profits, but also focus on environment protection, preservation of natural resources, work towards social justice and equality. With respect to the social factor, how it considers its employees and other stakeholders and safeguard their interest. In the Governance module, the composition of Board, conduct of the Company leadership, Internal controls, shareholders' rights, audit process etc. are all considered.</p> <p>These sustainable practices are not new to KPR and have been practiced ever since it started setting up its main business. Be it environment friendly measures, promotion of employee welfare, empowering downtrodden, following good governance etc.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).									

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<p>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.</p>	<p>KPR 's Corporate plans and procedures have inbuilt mechanisms to achieve the above factors so as to ensure that the corporate moves towards attaining sustainability. As KPR adopts transparency in its activities and follows good Corporate Governance practices it is easier to measure its overall fulfilment of the business obligations towards the stakeholders in the same sanctity as the financial statements of the business.</p> <p>The Business Responsibility (BR) Committee shall comprise of the Whole-time Director and the departmental head of the respective functions of the Company. The Company Secretary shall also be the member of the Committee who would advise on various legal mandates and would also act as the Secretary of the Committee.</p> <p>Name: Mr. P. SELVAKUMAR Designation: Whole Time Director DIN Number: 07228760</p>
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10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above Policies and follow up action	Business Responsibility Committee									Annually								
Compliance with statutory requirements of relevance to the principles, And rectification of any non- compliances	Business Responsibility Committee									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. **No**

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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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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 categorised 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	The Directors of the Company are briefed on the various sustainability initiatives of the Company from time to time. The Directors are also updated on changes in the corporate and industry scenario including those pertaining to statutes/legislation & economic environment and on matters affecting the Company, to enable them to take well informed and timely decisions.		
Key Management Personnel			
Employees other than BoD and KMPs	4	1. Leadership Development 2. Workplace Stress Management 3. Yoga and Meditation 4. Sports and Physical fitness	100%
Workers	4	1. Safety Officer monitor Programme 2. Fire Safety and Disaster Management Programme 3. Chemical Spillage handling Programme 4. Mockdrill	100%

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: **NIL**

	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	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

	Non Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-	-
Punishment	-	-	-	-	-

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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: **Not Applicable**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

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.

Honesty, Integrity and Hard work always remains as factors of our success and growth. In addition to the 'Code of Conduct' adopted by the Company that are applicable to the Directors, Management and Employees, we have devised 'Anti-bribery and Corruption Policy' for every units of the Company which are in conformity with the legal and statutory frame work on anti-bribery and anti-corruption legislation. The Policy reflects the commitment of the Company and its management for maintaining highest ethical standards while undertaking open and fair business practices and culture and enforcing effective systems to detect, counter and prevent bribery and other corrupt business practices.

The policy is available on the Company's website at Microsoft Word - Policy for Anti Bribery and Anti Corruption - KPRML <https://kprmillimited.com/file/wp-content/uploads/2023/06/ANTI-BRIBERY-AND-ANTI-CORRUPTION-POLICY.pdf>

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

	FY 2022-2023	FY 2021-2022
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2022-2023		FY 2021-2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

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

Not Applicable

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
-	-	-

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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 Directors and Senior Management are scrupulous by carefully avoiding conflicts of interest with the Company. In case there is likely to be a conflict of interest, Senior Management personnel should make full disclosure of all facts and circumstances thereof to the Managing Director and a prior written approval should be obtained. In case there is likely to be a conflict of interest in the case of Managing Director, he should make full disclosure of all facts and circumstances to the Audit Committee and the Independent Directors in the Committee should report on the same. The Chairman and any Director of the Board in like circumstances should make full disclosures to the Board.

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.

	FY 2022-2023	FY 2021-2022	Details of improvements in environmental and social impacts
R&D	100%	100%	1. Purchased briquettes to reduce CO ₂ emission 2. Installed sensor in dryer machine blower and BLDC fan to reduce power consumption
Capex	2.99%	4.63%	Reduced ETP waste

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

Yes

We have a dedicated cotton team to monitor its availability and its price fluctuations. The availability of exclusive personnel at the cotton growing areas and their prudent & pragmatic cotton procurement strategies enable us to access quality cotton.

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

Our major raw material is cotton for which we use the best quality cotton Shankar 6. As per buyer's requirement, sustainable cotton (~25%) is procured from vendors who are certified to be compliant with social and environmental standards. With regard to other inputs also we focus on procuring from such vendors.

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.

a) 100% of plastics waste including packing material are sold for recycling.

b) E-waste is sold only to authorised vendors of Pollution Control Board (Government Body).

c) All hazardous wastes are strictly sold by entering into an disposal agreement with the authorised vendors of Pollution Control Board .

d) All the cutting wastes are segregated colour wise and sent to the recycling unit.

Other wastes are also carefully disposed without any adverse environmental impact

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

Yes. The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board. They visit the factory and verify the same before according their approval.

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? - **Not so far**

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

KPR's Employee initiatives are Industry-acclaimed, wherein work force are recruited from rural populace and are provided with various facilities such as Nutritious food, Hygienic and Comfortable Accommodation & Working conditions, Comprehensive Medical & Nursing facilities, Library, Entertainment, Sports, Swimming pool, Yoga, Meditation etc. Its trendsetter Higher Education & vocational training facilities with the tie-up of renowned Universities to the employees through excellent coaching of well - trained & experienced Teachers have benefitted over 32,000 Employees so far and on an average 3000 Employees are availing the facility every year. Several Employees and Aspirants continue to excel in the Government Examinations securing higher ranks and Gold Medals. In addition, KPR has also arranged Placement for Employees based on their higher qualifications. Lauding its trendsetting HR Practices, Honorable Vice-President of India Sri.Venkiah Naidu has honoured KPR with an award for 'Pioneering work done 'in Indian Textile Industry.

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)
Permanent employees											
Male	2,876	1,220	42.42	2,876	100	-	-	-	-	2,635	91.62
Female	586	490	83.62	586	100	490	83.62	-	-	502	85.66
Total	3,462	1,710	49.39	3,462	100	490	83.62	-	-	3,137	90.61
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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	545	545	100	545	100	-	-	-	-	545	100
Female	17,812	17,812	100	17,812	100	17,812	100	-	-	17,812	100
Total	18,357	18,357	100	18,357	100	17,812	100	-	-	18,357	100
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2. Details of retirement benefits:

Benefits	FY 2022-2023			FY 2021-2022		
	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	99.33	99.93	Y	99.26	99.92	Y
Gratuity	100	100	NA	100	100	NA
ESI	49.39	100	Y	56.25	100	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Considering the nature of manufacturing process we have not employed any disabled people in our factory so the same is not applicable.

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 is committed for an equal opportunity to employees and values them irrespective of gender, marital status, sexuality, race, ethnic or national origin, colour, political or religious belief, disability or age. We believe that diversity and inclusivity at workplace is an instrument for economic growth, sustainable competitive advantage and societal progress. The Company's recruitment and selection policy and procedure, ensure that there is no discrimination either direct or indirect.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Female employees covered under ESI and they can avail maternity leave and benefits as per ESI rules. However more than 95% of such employees are unmarried.

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	<p>I. The Company has framed Whistle Blower Policy facilitating better Corporate Governance practices which ultimately benefit all the stakeholders. Industry acclaimed HR Policy covering different areas including grievance redressal mechanism for employees and workers are in place. Also, the Company has Standard operating procedure in place to resolve the grievances of its customers and ensure customer satisfaction. (Web portal: https://kprmilllimited.com/file/wp-content/uploads/2018/11/1-WBP-KPRML-1-GPM-Altered.pdf)</p> <p>II. We have engaged an NGO who monitors advisory body for resolving employees and workers grievances through 'Ulula Grievances Mechanisms system'. Ulula has given a toll free number to call and register their grievances directly at any time for effective remediation. Ulula app is also available.</p> <p>III. The Company has placed suggestion boxes at prominent places of all units to enable the employees and workers to report their genuine concerns.</p> <p>IV. The Company has appointed Welfare Officer at all units to ensure the well-being of all working groups.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Category	FY 2022-2023			FY 2021-2022		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in respective category (C)	No. of employees / Workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	There is no such Association/Union as we have full-fledged Grievance Redressal Committee, Works Committee, Canteen Committee, Environment, Health and Safety Committee at all our units which meets every alternative months also and NGO monitored advisory body takes care of grievances, if any through 'Ulula Grievance Mechanism System'.					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

8. Details of training given to employees and workers:

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		Number (B)	%(B/A)	Number (C)	%(C/A)		Number (E)	%(E/D)	Number (F)	%(F/D)
Employees										
Male	2,876	-	-	2,876	100	2,739	-	-	2,739	100
Female	586	-	-	586	100	498	-	-	498	100
Total	3,462	-	-	3,462	100	3,237	-	-	3,237	100
Workers										
Male	545	545	100	545	100	553	553	100	553	100
Female	17,812	17,812	100	17,812	100	16,729	16,729	100	16,729	100
Total	18,357	18,357	100	18,357	100	17,282	17,282	100	17,282	100

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

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,876	2,876	100	2,739	2,739	100
Female	586	586	100	498	498	100
Total	3,462	3,462	100	3,237	3,237	100
Workers						
Male	545	545	100	553	553	100
Female	17,812	17,812	100	16,729	16,729	100
Total	18,357	18,357	100	17,282	17,282	100

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

10. Health and safety management system:

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

Yes. We have implemented unit wise occupational health and safety management system and also certified ISO 45001:2018 which endeavours to facilitate safer workplace, improved employee morale and other health and safety programs our business processes.

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

KPR follow standardized hazard identification and risk assessment on a routine and non-routine basis.

1. **Identify Hazards** – Surveying the work place on a routine basis to access what is expected to cause harm
2. **Evaluating Risk** – evaluation when, where and how much the person is exposed to the potential hazard.
3. **Deciding the control measures** – Based on the evaluation we follow hierarchy of controls to be implemented
4. **Documenting the findings** – We document the detailed process in accessing the risk, evaluations made and conclusions drawn.
5. **Review of Assessment** – Reviewing the controls implemented on a regular timely basis to check if they are effective for daily changing environment.

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

Yes. Workers from lower to higher hierarchy can at anytime report genuine concerns to management.

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

Yes. We have group insurance for both employees and workers.

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

Safety Incident/Number	Category	FY 2022-2023	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

There are 'near miss' incidents found in all factories. The safety officer notices the near miss and take immediate corrective action in consultation with management to prevent them.

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

We prioritize the safety of our employees above all. We have process in place to be aware of the hazards, implementing workplace safety programs, safety training to employees, periodic health check-ups, 24 hrs first aid and ambulance facility, Nursing and Comprehensive medical facilities, installing fire extinguishers wherever required, easy access to exits in case of emergencies.

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

Particulars	FY 2022-2023			FY 2021-2022		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 & safety practices and working conditions.

No significant risks or incident had occurred.

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. We have unit wise mediclaim and accidental cover for our workers and employees. In the event of death of any Worker/Employee, the same is given to their family members.

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

We ensure that such dues are collected and remitted to the government by our value chain partners.

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

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 2022-2023	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees	-	-	-	-
Workers	-	-	-	-

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

No, but we provide Career development programme to the employees who enrich their educational qualification utilizing our higher education facilities. It enables them to uplift their carrier growth by securing placement in various reputed organization spread over the nation.

5. Details on assessment of value chain partners:

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

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

Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 mapped its internal as well as external stakeholders to deepen its insights into their needs and expectations and to develop sustainable strategies for the short, medium and long term. Key stakeholders identified by the Company are Shareholders/Investors, Government and Regulators, Employees, Customers and Suppliers.

2. List of 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)	Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Investors	No	Meetings, Website and Correspondence	Quarterly/ Annually	Discussions about top line and bottom line of the company performance, Dividend declarations etc
Employees	No	Personal/group interactions, mails and trainings.	Regularly	Discussions about productivity, Training, Growth and career Development.
Suppliers	No	Meetings	Whenever Required	Discussing the business related issues like problems in supply chain.
Customers	No	Newspaper, Survey, Advertisement and website	Whenever Required	Understanding of customer issues and their timely redressal and follow up activities.
Community	No	CSR initiatives	Whenever Required	We have made CSR donations for Education purpose
Government/ Regulators	No	Industry representation meetings	Whenever Required	Compliances of law and corporate governance.

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 consultation with stakeholders on Economic, Environmental and Social topics has been delegated to the concerned departments who are responsible for engaging with stakeholders on continuous basis.

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 consultation with the stakeholders always helps the company in devising company's policy on economic, environmental, and social topics.

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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 2022-2023			FY 2021-2022		
	Total (A)	No. of employee/ workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	3,462	3,462	100	3,237	3,237	100
Other than permanent	-	-	-	-	-	-
Total Employees	3,462	3,462	100	3,237	3,237	100
Workers						
Permanent	18,357	18,357	100	17,282	17,282	100
Other permanent	-	-	-	-	-	-
Total Workers	18,357	18,357	100	17,282	17,282	100

2. Details of minimum wages paid to employees and workers:

All employees and contractors have been paid more than or equal to minimum wages in accordance with the laws of the land where the Company operates.

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

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in ₹)	Number	Median remuneration/ salary/wages of respective category (in ₹)
Board of Directors (BoD)	11	24,83,333.00	1	-
Key Managerial Personnel	2	2,31,642.00	-	-
Employees other than BoD and KMP	2,879	20,500.00	596	14,000
Workers	621	16,250.00	18,266	11,466

Note: All median salaries mentioned above are on monthly basis.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)-

Yes

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

- I. **We have established a Grievance redressal Committee which periodically reviews the employees concerns.**
- II. **We have installed suggestion box in prominent work places which is taken care by concerned department and timely remedial measures are taken.**
- III. **Toll free numbers are displayed everywhere in workplace, which enables the employees to redress their grievances.**
- IV. **We have also set up a works committee which have framed policies favouring labour welfare.**
- V. **We have set up notice board to display the upcoming events for Employees and Workers at all units.**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Particulars	FY 2022-2023			FY 2021-2022		
	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	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

We have specifically set up an Internal Complaints Committee which looks after the instances of harassment and discrimination at the work place. Till date zero Complaints were received from our workers.

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

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
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	NA

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No such instances of complaints received.

Leadership Indicators

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

Not applicable as no such modifications has been introduced in the current reporting year.

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

The Company's Human rights policy recognizes the following priority issues:

- Our premises is FSLM and SA8000:2014, BSCI, WRAP, ETI, ICS Complied, whereby we are duly audited and certified by the concerned authorities. The results are transparent and uploaded in their website.
- We have our own code of conduct. We are zero tolerant to the child forced or compulsory labour in operations and supply chains.
- We have human rights policy. We provide equal opportunity to all employees and also provide opportunities for all employees to express concerns and seek redressal.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Yes

4. Details on assessment of value chain partners

Nil

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:

Particulars	FY 2022-2023	FY 2021-2022
Total electricity consumption (A) (TJ)	693.65	642.06
Total fuel consumption (B) (TJ)	2.41	2.32
Energy consumption through other sources (C)	373.54	381.32
Total energy consumption (A+B+C) (TJ)	1069.60	1025.70
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	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. **Yes. Please refer details given in the next para.**

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.

Yes. The Arasur and Karumathampatti units are under Performance, Achieve and Trade (PAT) Scheme of the Government of India. The reports are submitted to Bureau of Energy Efficiency. We are conducting Factories Environmental Module (FEM) every year in all factories and the results are also verified by certified third parties external agencies such as INTER TEK, BV, SITRA, etc. The details are also available in HIGG INDEX Website.

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

Parameter	FY 2022-2023	FY 2021-2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,00,694.00	1,10,790.00
(ii) Groundwater	10,05,401.94	9,31,048.37
(iii) Third party water	4,05,599.18	4,26,027.97
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	15,11,695.12	14,67,866.34
Total volume of water consumption (in kilolitres)	15,11,695.12	14,67,866.34
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional)	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Yes. The Company's manufacturing Units are compliant with Zero Liquid Discharge.

KPR has installed an Effluent Treatment Plant (ETP) with capabilities to treat 3 million liters/day of waste water generated from our dyeing process, which enables the company to reuse 100% of the treated waste water for the process again. On-site Zero Liquid Discharge treatment system treats and recovers almost all waste water such that the only water lost is through evaporation or as moisture in the sludge from treatment plant operations.

Through these measures, KPR is committed to protecting the fragile eco system of the planet, which is our gift to our children and our future. Our ETP stands tall as a model recycling facility in this part of the world.

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

Parameter	Please specify unit	FY 2022-2023
NOx	Tonnes/Year	3.285
SOx	Tonnes/Year	2.555
Particulate matter (PM)	Tonnes/Year	4.745
Persistent organic pollutants (POP)	Tonnes/Year	-
Volatile organic compounds (VOC)	Tonnes/Year	BDL (DL-0.001)
Hazardous air pollutants (HAP)	Tonnes/Year	BDL (DL-0.001)
Others - Carbon Monoxide (CO)	Tonnes/Year	2.555
Note : BDL-Below Detectable Limit		DL- Detectable Limit

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Yes. The external agency is M/s. Greenlink Analytical and Research Laboratory (India) Private Ltd.**

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

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
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	88234.74 MT of Co ₂ e	79531.41 MT of Co ₂ e
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	11774.29 MT of Co ₂ e	4995.54 MT of Co ₂ e
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of Co ₂ Equivalent per rupee of turnover	2.110	1.783
Total Scope 1 and Scope 2 emission intensity (optional)	-	-	-

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, we have already completed several projects relating to GHG emission and in order to enhance our efforts towards the same we have devised short term and long term plans, details of which are available in our web link

<https://kprmilllimited.com/file/wp-content/uploads/2023/06/GHG-EMISSION-CONTROL-PLAN.pdf>

<https://kprmilllimited.com/file/wp-content/uploads/2023/06/GHG-EMISSION-CONTROL-PROCEDURE.pdf>

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Parameter	FY 2022-2023	FY 2021-2022
Total Waste generated (in kgs)		
Plastic waste (A)	98,225	1,23,709
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G) Used oil, Oil filter sludge, chemical swiping, Oil cloth, Chemical can	83,425	74,251
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	17,97,434.40	14,39,767.28
Total (A+B + C + D + E + F + G + H)	19,79,084.40	16,37,727.28

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

Category of waste	Waste Recovered (in metric tonnes)
(i) Recycled	All the cutting wastes are segregated by colour wise and sent to the recycling unit.
(ii) Re-used	
(iii) Other recovery operations	
Total	

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

Category of Waste	Waste Disposed (in metric tonnes)
(i) Incineration	Nil
(ii) Landfilling	
(iii) Other disposal operations	
Total	

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.

KPR has a standardised waste management system which includes Collection, segregation of hazardous and non-hazardous wastes, Recycling, Treatment and disposal. We have also adopted GRS (Global Recycle Standard), which enabled us to recycle and reuse wherever possible.

With respect to Hazardous and Toxic chemical usage, we have ZDHC Management in place (Zero Discharge of Hazardous Chemicals), which enables us to reduce the amount of hazardous chemicals that are discharged into water.

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: **Not Applicable**

S.No	Location of operations/offices No	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.
-	-	-	-
-	-	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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
ISO 14001:2015	51_SO804E	20 JAN 2016	YES	YES	https://certcheck.ukas.com/certification/3a2d8681-7030-583b-8f5c-1ded54a34809
HIGG INDEX	S.O.804(E) dated 14.03.2017	25 APR 2023	YES	YES	https://kprmilllimited.com/certifications/

We are proud to report that KPR is ranked among the 'India's Highest Top Scorer in HIGG INDEX VFEM'. The scores awarded by various Third Party Certifying Agencies, as indicated below, stands as a Testimony to our remarkable achievement and our great concern for eco-friendly environment. We remain strongly focussed on its continuous improvement, by constantly assessing and improving processes and systems, to achieve long-term sustainability goals.

KPR MILL LIMITED HIGG INDEX VFEM SCORE				
Year	Processing Unit	Arasur Garment	Thekkalur Garment - 1	Thekkalur Garment - 2
2020	73.2	61.1	47.4	67.2
2021	84.6	71.6	64.7	69.1
2022	84.8	75	73.6	74.8

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: **YES**

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	FY 2021-22
From renewable sources		
Total electricity consumption (A) (TJ)	373.54	381.32
Total fuel consumption (B) (TJ)	NIL	NIL
Energy consumption through other sources (C) (TJ)	NIL	NIL
Total energy consumed from renewable sources (A+B+C) (TJ)	373.54	381.32
From non-renewable sources		
Total electricity consumption (D)(TJ)	693.65	642.06
Total fuel consumption (E) (TJ)	2.41	2.32
Energy consumption through other sources (F) (TJ)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F) (TJ)	696.05	644.38

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

Yes. The Details are mentioned in point 2 of Essential Indicators in Principal 6.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(ii) To Groundwater	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(iii) To Seawater	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(iv) Sent to third- parties	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(v) Others	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
Total water discharged (in kiloliters)	Not applicable	Not applicable

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): **Not applicable**

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	FY 2021-22
Water withdrawal by source (in kilolitres)	Not applicable	Not applicable
(i) Surface water	Not applicable	Not applicable
(ii) Groundwater	Not applicable	Not applicable
(iii) Third party water	Not applicable	Not applicable
(iv) Seawater / desalinated water	Not applicable	Not applicable
(v) Others	Not applicable	Not applicable
Total volume of water withdrawal (in kilolitres)	Not applicable	Not applicable
Total volume of water consumption (in kilolitres)	Not applicable	Not applicable
Water intensity per rupee of turnover (Water consumed / turnover)	Not applicable	Not applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not applicable	Not applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Water discharge by destination and level of treatment (in kilolitres)	FY 2022-23	FY 2021-22
(i) To Surface water	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(ii) To Groundwater	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(iii) To Seawater	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(iv) Sent to third- parties	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
(v) Others	Not applicable	Not applicable
- No treatment		
- With treatment-please specify level of treatment		
Total water discharged (in kiloliters)	Not applicable	Not applicable

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO₂ equivalent	Not applicable	Not applicable
Total Scope 3 emissions per rupee of turnover		Not applicable	Not applicable
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Not applicable	Not applicable

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 :

Please refer our measures indicated under para 7 of Essential Indicators in Principle 6.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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

Yes

The Company has devised Business Continuity and Disaster Management plan for each units of the Company to be implemented in the event of a sudden natural calamity or emergency situations such as flood, fire or sabotage in the respective locations. The objective of the disaster plan is to educate and follow, how to control disaster, combat fire, rescue people, save life of those not only inside the factory but also neighbouring area, etc.

It also lays down the procedure for preparing and responding to a potential environmental, occupational, health and safety emergency or incident, accident including spills and releases.

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.

NIL

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

NIL

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 - **11 chambers/ associations**
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/Global)
1	The Southern India Mills Association	National
2	Tamilnadu Spinning Mill Association	State
3	Tirupur Exporters Association	State
4	Indian Wind Power Association	National
5	Indian Cotton Federation	National
6	The Indian Chamber Of Commerce And Industry, Coimbatore	National
7	Tamilnadu Electricity Consumers Association	State
8	Cotton Made in Africa	Global
9	The Cotton Textiles Export Promotion Council	National
10	Better Cotton Initiative	Global
11	Confederation of Indian Textile Industry	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
-	-	-

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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
Nil	NA

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

Not Applicable as no CSR projects were undertaken in designated aspirational districts as identified by government bodies

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

The company does not have any preferential procurement policy at present.

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

Not Applicable

(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:

Not Applicable, no benefits derived and shared from the intellectual properties owned or acquired

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.

Not Applicable

6. Details of beneficiaries of CSR Projects

For details refer to Annexure to Director's Report 2022-23 (Annual Report on Corporate Social Responsibilities (CSR) Activities for Financial Year 2022-23)

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.

Our Organisation is a consumer centric and we believe our customers are our King. There is growing relevance of excellence in customer service to propel growth considering the intense competition. We have a proper and effective redressal mechanism for customers. The broad principles of our customer complaint resolution mechanism are as under.

- **Customers must be served with courtesy, respect and understanding at all times.**
- **Customers must be treated with fairness - both actual and perceived.**
- **There is a structured and well publicized mechanism for customers to ventilate grievances.**
- **Complaints are addressed within a reasonable time frame and to the satisfaction of the customers.**
- **Strategies are in place improve customer service on a continuous basis to minimize the scope for grievances.**
- **Employees are sensitized to the importance of customer acquisition and retention.**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

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
Environmental and social parameters relevant to the product	100% (For all garments sold)
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 2022-2023			FY 2021-2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	There were no instances of Product recall during the year	
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 Risk management Policy is available on the Company's website at www.kprmillimited.com

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.

During the year, there were no instances of issues in the above mentioned areas.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Leadership Indicators

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

The information on company's products can be accessed through company's website i.e., www.kprmilllimited.com

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

Our product tag contains the information on the safe and responsible usage of the products such as Wash care instructions, product features, Customer care details etc. We mention these instructions on all of our apparel products.

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

Not applicable

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.

The company display only mandated product information on carton boxes.

5. 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)

No

6. Provide the following information relating to data breaches:

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

During the financial year 2022-23, no data breaches regarding customer privacy from outside parties etc. has happened.

(b) Percentage of data breaches involving personally identifiable information of customers: **0%**