

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. DETAILS

1	Corporate Identity Number (CIN) of the Listed Entity	L17110DN1986PLC000334
2	Name of the Listed Entity	Alok Industries Limited ("Alok/ the Company")
3	Year of incorporation	12-03-1986
4	Registered office address	Survey Nos. 17/5/1 & 521/1, Village Rakholi/ Sayli, Silvassa, Union Territory of Dadra and Nagar Haveli and Daman and Diu – 396230.
5	Corporate address	Dhirubhai Ambani Knowledge City (DAKC), Building No.24, 5 th and 6 th Floor, MIDC Plot No. 01 of 2, TTC Industrial Area, Koparkhairane, Maharashtra, Navi Mumbai – 400710.
6	E-mail	investor.relations@alokind.com
7	Telephone	022 35117951
8	Website	https://www.alokind.com/index.html
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11	Paid-up Capital (in ₹)	40,46,52,40,401
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	
	Name of contact person	Mr. Hitesh Kanani, Company Secretary and Compliance Officer
	Contact number of contact person	022 35117951
	Email of contact person	investor.relations@alokind.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).	Standalone basis
14	Name of assurance provider	Nil
15	Type of assurance obtained	Nil

II. PRODUCTS/ SERVICES

16. Details of business activities (accounting for 90% of the entity's Turnover):

S. No.	Description of main activity	Description of business activity	% of turnover
1	Manufacturing	Textile, leather and other apparel products	100

17. 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	Apparel Fabric- Garments	20081410	2.74
2	Apparel Fabric- Knits Fabrics	20081391	2.15
3	Apparel Fabric- Woven Fabrics	20081312	10.61
4	Home Textiles	20081392	16.28
5	Polyester Yarn and other Yarns	20082030	68.22
			100

III. OPERATIONS

18. Number of locations where plants and/ or operations/ offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	13	2	15
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	12 states and 2 union territories
International (No. of Countries)	63 countries

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

20.68 %

c. A brief on types of customers

Retailers, Private Labels, Brands, Importers, Garment Exporters, Garment Convertors, Buying Houses, Agents.

IV. EMPLOYEES

20. Details as at the end of Financial year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
EMPLOYEES								
1.	Permanent (D)	2,642	2,524	95.53	118	4.47	0	0
2.	Other than Permanent (E)	35	30	85.72	5	14.28	0	0
3.	Total employees (D + E)	2,677	2,554	95.41	123	4.60	0	0
WORKERS								
4.	Permanent (F)	9,281	7,605	81.94	1,676	18.06	0	0
5.	Other than Permanent (G)	10,287	8,723	84.79	1,564	15.21	0	0
6.	Total workers (F + G)	19,568	16,328	83.44	3,240	16.56	0	0

* Total Employee includes permanent and contractual employees and Total Workers include permanent and contractual workers.

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H/A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	2	2	100.00	0	0.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00	0	0.00
3.	Total differently abled employees (D + E)	2	2	100.00	0	0.00	0	0.00
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	8	8	100.00	0	0.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00	0	0.00
6.	Total differently abled workers (F + G)	8	8	100.00	0	0.00	0	0.00

21. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29
Key Management Personnel	3	0	0.00

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

	FY 2023-24 (Turnover rate in current FY)				FY 2022-23 (Turnover rate in previous FY)				FY 2021-22 (Turnover rate in the year prior to the previous FY)			
	Male	Female	Others	Total	Male	Female	Others	Total	Male	Female	Others	Total
Permanent Employees	30.62	38.63	0	30.99	23.37	14.91	0.00	22.95	35.51	37.74	0.00	35.56
Permanent Workers	47.68	42.14	0	46.73	55.44	197.94	0.00	77.41	78.13	56.98	0.00	75.80

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (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	Alok Infrastructure Limited	Subsidiary	100	No
2	Alok International Inc.	Subsidiary	100	No
3	Alok International (Middle East) FZE	Subsidiary	100	No
4	Alok Global Trading (Middle East) FZE (Business license cancelled on 12th Sept, 2017)	Subsidiary	100	No
5	Alok Singapore PTE Limited	Subsidiary	100	No
6	Alok Worldwide Limited	Subsidiary	100	No
7	Alok Industries International Limited	Subsidiary	100	No
8	Grabal Alok International Limited	Subsidiary	100	No
9	Grabal Alok (UK) Limited (Under liquidation effective 10th July, 2017)	Subsidiary	100	No
10	Mileta, a.s.	Subsidiary	100	No
11	New City of Bombay Manufacturing Mills Limited	Joint Venture	49	No
12	Aurangabad Textiles and Apparel Parks Limited	Joint Venture	49	No

VI. CSR DETAILS

24. CSR Details

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (in ₹)	53,56,34,52,900.21
(iii)	Net worth (in ₹)	(1,81,34,85,53,324.10)

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

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 2023-24			FY 2022-23		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	<p>Community members can send any concerns or grievances to the Company's registered office or email address, which will be addressed by the Company in a just, fair and timely manner.</p> <p>The policy is available on our Company's Website and can be accessed through the link: https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/grievance-redressal-policy.pdf</p>	0	0	-	0	0	-
Investors (other than shareholders)	No	There are no Investors (other than shareholders).						
Shareholders	Yes	<p>The Company has a designated Email-ID: investor.relations@alokind.com for shareholders to enable them to raise their grievances. Shareholder grievances are resolved by the Company through its Share Transfer Agent (Link Intime India Private Limited).</p> <p>The policy is available on our Company's Website and can be accessed through the link: https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/grievance-redressal-policy.pdf</p>	3	0	-	5	0	-
Employees and workers	Yes	<p>The Company has a well-defined vigilance framework which provides a platform to the employees and the Directors to lodge their grievances/ complaints. The Company's Vigil Mechanism and Whistle- Blower Policy is available at https://www.alokind.com/assets/pdf/investor-relations/policies/Whistle_Blower_Policy.pdf</p>	0	0	-	0	0	-
Customers	Yes	<p>All concerns and grievances to be sent to the email id customer.relations@alokind.com. The policy is available on the Company's Website and can be accessed through the link: https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/grievance-redressal-policy.pdf</p>	0	0	-	0	0	-

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 2023-24			FY 2022-23		
			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
Value Chain Partners	Yes	Channel partners can raise their grievances via call / e-mail (vendor. relations@alokind.com / letter. The policy is available on our Company's Website and can be accessed through the link: https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/grievance-redressal-policy.pdf	0	0	-	0	0	-

26. 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	Climate Change	R	Climate change presents a significant risk to any business as it can impact the availability and cost of raw materials, supply chain disruptions, and regulatory compliance. Additionally, business activities contribute to greenhouse gas emissions, which can exacerbate climate change. This can however be converted into an opportunity if we are able to mitigate the effects of climate change and be a first mover in this regard.	We have set goals to reduce our emissions impact and have implemented various measures to reduce our emissions, such as energy efficiency improvements, renewable energy sourcing, and carbon offsetting. We are also working with our suppliers and customers to reduce emissions across our value chain.	Negative Implications
2	Carbon neutrality	R	Increasingly, international buyers are insisting on supply of carbon neutral products. This is due to enhanced global concern for health and environment. Inability of vendors to adapt to this scenario i.e. supply of carbon neutral products can adversely impact business associations.	<ol style="list-style-type: none"> 1. Conduct a carbon footprint assessment: A carbon footprint assessment can help businesses identify their major sources of emissions and prioritize actions to reduce them. 2. Set carbon reduction targets: Setting ambitious and achievable carbon reduction targets can help businesses stay on track and measure progress towards achieving carbon neutrality. 3. Engage suppliers: Businesses can engage their suppliers to ensure that they are also taking steps to reduce their carbon footprint and support the journey towards carbon neutrality. 4. Invest in renewable energy: Investing in renewable energy sources such as wind or solar can help businesses reduce their reliance on fossil fuels and reduce their carbon emissions. 	Negative Implications

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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)
3	Community Development - Social upliftment	R	Investing in community development initiatives can have positive social and economic impact on local communities. This can lead to increased customer loyalty, improved brand reputation, and enhanced market opportunities and hence benefit both the community and the business in the long run. It is a risk if the organization fails to engage with the local community or fails to address the community's needs; it can result in negative social and economic impact that can harm the business's reputation, damage its relationship with the community, and even lead to regulatory action.	The Company runs a skill development center at its factories where rural community is given preference for training on various trades of textiles with a stipend, thereby increasing employability within the community. It also supports various local community events, sports, as also extends infrastructural benefits and facilities.	Negative Implications
4	Women Empowerment	R	Empowering women can have positive social and economic impact, including poverty reduction, increased economic growth, and improved health and wellbeing, which can benefit both the business and the wider community. Gender equality and women's empowerment can avoid legal and regulatory risks, including fines, penalties, and reputational damage.	The Company adopts an inclusive approach when it comes to hiring. Women employees constitute around 14.62% of our work force currently based on the nature of work. Our cut and sew operations have over 37.33% of total women employees as compared to total employees of the division. Our training centers at the plants engage in upskilling rural women and providing them with employment opportunities thereby raising the quality of their life as well as the community they dwell in.	Negative Implications
5	Fair trade across supply chain	R	<p>Legal and Regulatory Risks: Businesses that engage in unethical practices such as forced labor or child labor can face legal and regulatory risks, such as fines, legal action, and damage to their reputation.</p> <p>Reputational Risks: Companies that engage in unethical sourcing practices can face reputational risks, which can impact their customer base, investor relations, and employee morale.</p> <p>Supply Chain Disruptions: Companies that do not have transparent supply chains can experience disruptions to their supply chains, leading to delays, increased costs, and loss of business.</p>	We are committed to establishing a fair and transparent trade with all our stakeholders including our supply chain. We have developed and implemented a comprehensive supply chain management policy that includes ethical sourcing practices, transparent supply chains, and regular audits to ensure compliance. We encourage small suppliers to adopt fair trade practices by providing incentives and support. We educate employees, and stakeholders about the importance of fair trade practices and the Company's commitment to ethical sourcing. We undertake formal as well as informal audits / visits to our supply chain partners offices to encourage them to comply with fair trade practices. Our trade practices require our suppliers to commit to our code of conduct on fair trade practices.	Negative Implications

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.

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

1.	Disclosure Question	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	b. Has the policy been approved by the Board? (Yes/No)
Policy and management processes			
	P1 Ethics & Transparency	Yes	Yes
	P2 Product Responsibility	Yes	Yes
	P3 Human Resources	Yes	Yes
	P4 Responsiveness to Stakeholders	Yes	Yes
	P5 Respect for Human Rights	Yes	Yes
	P6 Responsible Lending	Yes	Yes
	P7 Public Policy Advocacy	Yes	Yes
	P8 Inclusive Growth	Yes	Yes
	P9 Customer Engagement	Yes	Yes
c. Web Link of the Policies, if available			
	i. Code of Business Conduct and ethics - https://www.alokind.com/assets/pdf/investor-relations/policies/Code_of_Conduct.pdf		
	ii. Corporate Social Responsibility Policy - https://www.alokind.com/assets/pdf/investor-relations/policies/CSR_Policy.pdf		
	iii. Code of Conduct and Ethics – Values and Behaviours - https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/code-of-employees-conduct.pdf		
	iv. Health, Safety and Environment Policy - https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/health-safety-and-environment-policy.pdf		
	v. Whistle Blower Policy - https://www.alokind.com/assets/pdf/investor-relations/policies/Whistle_Blower_Policy.pdf		
	vi. Product Responsibility Policy - https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/product-responsibility-policy.pdf		

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Disclosure Question	2. Whether the entity has translated the policy into procedures. (Yes / No)	3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	
Policy and management processes				
P1	Ethics & Transparency	Yes	Yes	The Company has framed policies that conform to different applicable statutes / guidelines / rules / policies etc., issued by Government of India from time to time. Industry practices and national / international standards such as BIS, OISD etc., as applicable, are widely adopted by the Company.
P2	Product Responsibility	Yes	Yes	
P3	Human Resources	Yes	Yes	
P4	Responsiveness to Stakeholders	Yes	Yes	
P5	Respect for Human Rights	Yes	Yes	
P6	Responsible Lending	Yes	Yes	
P7	Public Policy Advocacy	Yes	Yes	
P8	Inclusive Growth	Yes	Yes	
P9	Customer Engagement	Yes	Yes	
Disclosure Question	5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.		
Policy and management processes				
P1	Ethics & Transparency	The Company is committed to build trust through choices and decisions by doing the right thing, acting diligently at all times and encouraging employees to report actual or suspected violations of applicable laws and regulations and the Code of Conduct.		
P2	Product Responsibility			
P3	Human Resources	Respect for human rights is the cornerstone of the Company's philosophy in which everyone feels included and gets equal opportunity to make a contribution.		
P4	Responsiveness to Stakeholders			
P5	Respect for Human Rights	The Company has set various commitments and goals. It has aligned its efforts to targets, community support and environment sustainability. It remains steadfast in its commitment to contribute towards achieving the goals.		
P6	Responsible Lending			
P7	Public Policy Advocacy			
P8	Inclusive Growth			
P9	Customer Engagement			
Governance, leadership and oversight				
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Health, Safety and Environment ("HSE") is fundamental to the conduct of the Company's business. The Company attaches highest priority to occupational health, safety and protection of environment in and around its operational areas and uphold the principles of Corporate Governance to ensure transparency, integrity and accountability in its functioning. The Company strongly believes that embedding Environmental, Social and Governance principles in its business operations is its essential responsibility. Adherence to these principles helps build resilience and transform culture to systematically manage risks and secure the interests of all the Company's stakeholders.			
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Yes Name: Mr. Anil Kumar Rajbanshi DIN: 03370674 Designation: Non-Executive Director			
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.				

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									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Yes, the Board / Committees of Board meet periodically to review the performance against the above policies.									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes, by the Board/ Committees of Board. The Company complies with all applicable laws.									

Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)
Performance against above policies and follow up action	Periodically
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	

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
	Yes, by third party certification agencies like WRAP, SEDEX, BSCI etc.								

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

Question	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)	Not Applicable								
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

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	09	Alok Industries Limited ('the Company') conducts familiarization programmes for its Board of Directors at regular intervals which covers topics such as Corporate Governance Practices, update on Business operations, ESG, cybersecurity and various other regulatory updates.	100
Key Managerial Personnel	09	1. Code of Conduct & Ethics - This training outlines the six values that form the foundation of the Code and helps employees understand the elements of vigil mechanism.	100
Employees other than BoD and KMPs	27	2. Anti-Bribery Management System ("ABMS") describes the concept of bribery, how it happens and how employees can recognize the red flags of bribery. Thus, it helps employees prevent and overcome bribery and also uphold the Code of Conduct. It also guides employees on ABMS reporting. 3. Cybersecurity Awareness - This helps employees identify situations that may lead to breach of Cyber Security at the Company and how they can demonstrate correct behavior to protect the organization from external threats. 4. Creating a Respectful Workplace helps employees understand what constitutes sexual harassment at the workplace and the impact on the individual as well as the organization thus preventing such instances. It guides employees on the mechanism for reporting sexual harassment.	100
Workers	54	Safety guidelines.	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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) 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					
Settlement			Nil		
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
	NA

"NA" denotes "Not Applicable" - across this Report.

4. Does the entity have an anti-corruption or anti-bribery policy?

Yes

If yes, provide details in brief.

Being a responsible organisation, the Company has proactively taken measures in combating bribery and corruption. As an additional pillar to support the existing governance mechanism, a robust Anti-Bribery Management System (ABMS) has been established. ABMS is a systematic framework of policy and processes set up in support of the existing Governance mechanism with an aim to help prevent, detect and respond to bribery risks. The Company believes that it can contribute to create a stronger and bribery-resistant business ecosystem.

if available, provide a web-link to the policy.

<https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/policy-on-anti-corruption-and-anti-bribery.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:

	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of the KMPs	0	NA	0	NA

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

NIL

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payable	36	109

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9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.00%	0.00%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0.00%	0.00%
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	0.00%	0.00%
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0.00%	0.00%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	51.73%	61.47%
	b. Sales (Sales to related parties / Total Sales)	2.96%	0.95%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	0	0

**The Company represents that its vendors of material goods and services are not trading houses. There is no specific guidance on trading houses in the SEBI Circular.*

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 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0	0	Nil
Capex	100	0	Multiple Energy saving projects by way of installation of heat recovery devices, machine traps, proper insulation, process optimization etc.

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

Yes

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

51% of RM cotton sourcing from sustainable farms that are certified organic, or in-conversion, or those fields who promote sustainable cotton like Egyptian cotton, Cotton USA, Supima cotton, GOTS etc. We also source recycled cotton, polyester as a part of our sustainability initiatives. Our Sustainable Sourcing Policy outlines our commitment to reducing its environmental and social impact through sustainable sourcing practices. The policy prioritizes suppliers that use sustainable raw materials and manufacturing processes and are committed to reducing their carbon footprint. It also requires suppliers to be transparent and maintain traceability in the supply chain and promotes continuous improvement in sustainable practices. Additionally, the policy requires our suppliers to meet labor rights standards, including no forced or child labor and fair wages. Implementing sustainable sourcing practices may require additional investments but can lead to long-term cost savings and increased customer loyalty. We support our suppliers to this extent.

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)**

The organization has defined and implemented waste handling and disposal procedure which states the manner in which this waste is collected, handled, segregated, stored and disposed to authorized vendors for all its hazardous and non-hazardous wastes. The Company works with authorized recycling facilities to sort and process plastic waste, ensuring that it is recycled in an environment friendly and safe manner.

- b. E-waste**

The Company works with authorized recycling facilities to sort and process its E-waste, ensuring that it is recycled in an environment friendly and safe manner.

- c. Hazardous waste**

The Company has established a hazardous waste management program that identifies, categorizes, and segregates hazardous waste streams for proper handling and disposal. The Company works with certified hazardous waste disposal facilities that use advanced technologies to neutralize or remove harmful components from hazardous waste, ensuring safe and secure disposal. The Company provides training to employees on proper handling and disposal of hazardous waste, promoting safety and compliance with applicable regulations. The Company promotes the reduction of waste by designing products with waste reduction in mind and encouraging customers to adopt sustainable practices, such as reducing, reusing, and recycling.

- d. Other waste**

Where possible the wood, paper, dry cotton waste, yarn/fabric waste and other waste go to the raw material godown from where it is reused or sold to authorised recyclers.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).**

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

If not, provide steps taken to address the same.

NA

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2,524	2,524	100	2,524	100	0	0	0	0	0	0
Female	118	118	100	118	100	118	100	0	0	118	100
Total	2,642	2,642	100	118	100	2,642	100	0	0	118	100
Other than Permanent employees											
Male	30	30	100	30	100	0	0	0	0	0	0
Female	5	5	100	5	100	5	100	0	0	5	100
Total	35	35	100	35	100	5	100	0	0	5	100

*Permanent employees includes Permanent staff and Permanent workers and Other than Permanent employees includes Contractual staff and Contractual workers.

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	7,605	7,605	100	7,605	100	0	100	0	0	0	0
Female	1,676	1,676	100	1,676	100	1,676	100	0	0	1,676	100
Total	9,281	9,281	100	9,281	100	1,676	100	0	0	1,676	100
Other than Permanent workers											
Male	8,723	8,723	100	8,723	100	0	0	0	0	0	0
Female	1,564	1,564	100	1,564	100	1,564	100	0	0	1,564	100
Total	10,287	10,287	100	10,287	100	1,564	100	0	0	1,564	100

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.06	0.04

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	5.68	11.85	Yes	0	66	Yes
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?

Yes

If not, whether any steps are being taken by the entity in this regard.

NA

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.

All employees and those eligible are provided with equal opportunities. The Company is committed to an inclusive work culture, without any discrimination. The policy in this regard is available for the employees on the Company's Intranet.

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	0	0	0
Female	100	100	0	0
Total	100	100	0	0

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 a well-defined vigilance framework which provides a platform to the employees to lodge their grievances/ complaints.
Other than Permanent Workers	Yes. Made available by the Contractors in accordance with applicable laws.
Permanent Employees	Yes. The Company has a well-defined vigilance framework which provides a platform to the employees to lodge their grievances/ complaints.
Other than Permanent Employees	

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

Category	FY 2023-24			FY 2022-23		
	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	0	0	0.00	0	0	0.00
- Male	0	0	0.00	0	0	0.00
- Female	0	0	0.00	0	0	0.00
Total Permanent Workers	0	0	0.00	0	0	0.00
- Male	0	0	0.00	0	0	0.00
- Female	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	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	2,524	1,115	44.17	105	4.16	3,127	768	24.56	140	4.48
Female	118	80	67.80	5	4.23	161	22	13.66	5	3.11
Total	2,642	1,195	45.23	110	4.16	3,288	790	24.03	145	4.41
Workers										
Male	7,605	3,512	46.18	4510	59.30	15,141	3,263	21.55	110	0.73
Female	1,676	756	45.10	412	24.589	4,181	756	18.08	104	2.49
Total	9,281	4,268	45.99	4922	53.03	19,322	4,019	20.80	214	1.11

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

Category	FY 2023-24			FY 2022-23*		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	2,524	2,524	100	0	0	0
Female	118	118	100	0	0	0
Total	2,642	2,642	100	0	0	0
Workers						
Male	7,605	7,605	100	0	0	0
Female	1,676	1,676	100	0	0	0
Total	9,281	9,281	100	0	0	0

*Due to financial constraint the Company did not undertake performance and career development reviews.

10. Health and safety management system:

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

Yes

If yes, the coverage of such system?

Our facilities are under OSHAS 45001 certification that addresses aspects of occupational health and safety, including process safety.

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

The Company has a documented process for identification of hazards and risk assessment for all types of work. All locations have dedicated health care facilities for employees and workers and they also undergo pre-employment and periodic health assessments. There is a process in place to identify and report unsafe acts and circumstances for quick remedial actions through safety committees. On quarterly basis, the risk assessment process is reviewed for suitability and any additional risks identified.

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

Yes

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

Yes

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

Safety Incident/ Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.07	0.02
	Workers	0.11	0.09
Total recordable work-related injuries	Employees	02	07
	Workers	21	50
No. of fatalities	Employees	00	00
	Workers	00	00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	00	00
	Workers	00	01

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

Safety and health of workforce is, has been and will continue to be paramount. Some specific actions taken include:

- a.** Developing and implementing a Workplace Health and Safety Policy that outlines the organization's commitment to providing a safe and healthy work environment.
- b.** Conducting regular inspections of the workplace to identify potential hazards and implement appropriate control measures to minimize risks.
- c.** Providing appropriate personal protective equipment (PPE) to employees and ensure that it is used correctly.
- d.** Providing training to employees on hazard identification, risk assessment, and safe work practices.
- e.** Establishing and enforcing safe work procedures for all tasks and jobs.
- f.** Ensuring that all equipment is well-maintained and serviced regularly to prevent accidents and injuries.
- g.** Providing a clean and well-maintained workplace that is free from hazards.
- h.** Implementing an incident reporting and investigation process to identify the root cause of accidents and incidents and implement corrective measures to prevent them from happening again.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



- i. Encouraging employee participation in health and safety committees, programs, and initiatives to increase awareness of hazards and promote safe work practices.
- j. Providing adequate breaks and rest periods to prevent fatigue-related accidents and injuries.
- k. Conducting regular training and drills for emergency preparedness and response to ensure that employees know what to do in case of an emergency.
- l. Establishing a culture of safety where employees are encouraged to report hazards and incidents without fear of retribution.

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

	FY 2023-24			FY 2022-23		
	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

Training and awareness programs are periodically conducted for motivating workers to follow stipulated rules and procedures during working hours in order to avoid accidents and fatalities. There is also a defined procedure laid down for identifying cause of accidents which involves a thorough investigation into the cause for the incident and immediate recommendation and measures to prevent any recurrence.

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.

Key Stakeholder groups are identified based on their materiality to the Company's business operations along with the impact of their association with the company and the community at large. Our stakeholders are our employees, investors, customers, suppliers, NGOs and Communities and Government & Regulatory Authorities.

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
Employees	Yes	E-mails, SMS, Meetings, Surveys, Feedbacks, Letters, Website and Internal Portals	Ongoing, Need Based.	To understand employee needs and opinions. To keep employees in-formed about the organisation's plans and procedures. Employee Safety and Wellbeing.
Investors	No	Stock Exchanges, Newspapers, Media Releases, Website, Notice Board, Annual Report, Letters, E-mails, SMS, NSE Electronic Application Processing System (NEAPS), BSE Listing Centre, SEBI Complaints Redress System (SCORES)	Annually, Monthly, Quarterly, Need-based, Real-Time basis.	To keep investors updated about the organisation's performance. To bring transparency with the existing and potential investors.
Customers	No	Emails and Meetings	Ongoing, Need-based.	To ensure efficient conduct of day-to-day business activities.
Suppliers	No	Emails and Meetings	Ongoing, Need-based.	To ensure efficient conduct of day-to-day business activities.
NGOs and Communities	Yes	Community Meetings	Quarterly, Need based.	Sharing of programme activities, Implementation Service Delivery, Community Social Work.
Government & Regulatory Authorities	No	Uploading on the website/ portal, E-mail and filings	Need based including calendar based compliances - quarterly, half-yearly, annually etc.	To ensure compliance as well as seek approval wherever necessary.

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 2023-24			FY 2022-23		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	2,642	2,642	100	3,263	2,452	75.15
Other than permanent	35	35	100	25	0	0.00
Total Employees	2,677	2,677	100	3,288	2,452	74.57
Workers						
Permanent	9,281	9,281	100	11,655	9,659	82.87
Other than permanent	10,287	10,287	100	7,667	402	5.24
Total Workers	19,568	19,568	100	19,322	10,061	52.07

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	2,642	21	0.79	2,621	99.21	3,288	0	0.00	2,817	85.68
Male	2,524	20	0.79	2,504	99.21	3,127	0	0.00	2,741	87.66
Female	118	1	0.84	117	99.16	161	0	0.00	76	47.20
Other than permanent	35	0	0	35	100	25	0	0.00	25	100.00
Male	30	0	0	30	100	25	0	0.00	25	100.00
Female	5	0	0	5	100	0	0	0.00	0	0.00
Workers										
Permanent	9,281	3,044	32.80	6,237	67.20	11,655	0	0.00	11,655	100.00
Male	7,605	1,743	22.92	5,862	77.08	9,858	0	0.00	9,858	100.00
Female	1,676	1,301	77.63	375	22.37	1,797	0	0.00	1,797	100.00
Other than permanent	10,287	2,540	24.69	7,747	75.31	7,667	0	0.00	7,667	100.00
Male	8,723	2,125	24.36	6,598	75.64	5,283	0	0.00	5,283	100.00
Female	1,564	415	26.53	1,149	73.47	2,384	0	0.00	2,384	100.00

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

a. Median remuneration/wages:

(₹)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	2,50,000	1	3,00,000
Key Managerial Personnel (KMP)	3	93,60,000	0	NA
Employees other than BoD and KMP	2,524	4,19,988	118	3,99,996
Workers	7,605	2,12,820	1,676	1,73,448

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024 Current Financial Year	FY 2023 Previous Financial Year
Gross wages paid to females as % of total wages	8.33	7.24

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.

The Company has a Vigil Mechanism and Whistle-Blower Policy under which the stakeholders are encouraged to report violations of applicable laws and regulations and the Code of Conduct - in confidence and without fear of any retaliation.

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

	FY 2023-24			FY 2022-23		
	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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	No Child Labour hired	0	0	No Child Labour hired
Forced Labour / Involuntary Labour	0	0	No Forced Labour Hired	0	0	No Forced Labour Hired
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplaces (Prevention, Prohibition and Redressal) Act, 2013:

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has a 'Vigil Mechanism and Whistle-Blower Policy' and 'Prevention of Sexual Harassment Policy' to prevent any adverse consequences to the complainant.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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

Yes

10. Assessments for the year:

	% 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	00

The Company has complied with all statutory requirements. A yearly audit under The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is also carried out internally as well through an NGO Member who is a part of the Internal Complaints Committee under the said Act.

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

Focus on human rights considerations has been an essential component and fundamental to the Company's DNA. Under this ambit, the Company continues to comply with all statutory requirements and go above and beyond. No corrective measures were required during the reporting period.

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	Unit	FY 2023-24	FY 2022-23
From renewable sources			
Total electricity consumption (A)	Giga Joules	10,545	6,645
Total fuel consumption (B)		0	0
Energy consumption through other sources (C)		0	0
Total energy consumed from renewable sources (A+B+C)	Giga Joules	10,545	6,645
From non-renewable sources			
Total electricity consumption (D)	Giga Joules	31,83,039	32,91,485
Total fuel consumption (E)	Giga Joules	24,306	24,282
Energy consumption sources (F) through other		0	0
Total energy consumed from non-renewable sources (D+E+F)	Giga Joules	32,07,345	33,15,767
Total energy consumed (A+B+C+D+E+F)	Giga Joules	32,17,890	33,22,412
Energy intensity per rupee of turnover : Joules / Rupee	Joules / ₹	60,068	48,623
(Total energy consumed / Revenue from operations)			
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Joules / PPP ₹ crore	13,45,543	10,77,973
(Total energy consumed / Revenue from operations adjusted for PPP)			
Energy intensity in terms of physical Output			
Comments:			
<ul style="list-style-type: none"> The Company has multiple physical products, manufactured using multiple facilities and within the facilities, there are separate production routes, making it very complex to access the correct energy consumption for each of the product. Hence, this details has not been provided. 			
(Energy intensity (optional) – the relevant metric may be selected by the entity)			

Note: * For India PPP conversion factor is 22.4 & 22.17 for the year 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

If yes, name of the external agency.

NA

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)

Yes

If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The Vapi location factory addressed as 254/261/268, village-Balitha, Box no 43, Vapi 396191 has been identified as designated consumer under the PAT scheme. Its registration number under the Gujarat state is TXT0005GJ. With a baseline production of 40,116 MT, the base line target for energy consumption level was set at 1.6237 MTOE/MT. In the reporting year i.e. 2021-2022, our energy consumption level achieved is 1.2301 MTOE/MT, with an increased production of 50,859 MT. We have already exceeded our targeted energy consumption reduction by 1.4655 MTOE/MT. The set base line target for energy consumption per MTOE/ton of production was 1.6237 for a baseline production of 40,116 MT. Against this, we have achieved a 1.2301 MTOE/MT for production of 50,859 MT. The Silvassa location factory addressed as 412, village-Sayli Silvassa, Dadra & Nagar Haveli 396233 has been identified as designated consumer under the PAT scheme. Its registration number under the Gujarat state is TXT0164DN. The energy consumption target to be achieved was 0.6624 MTOE/MT with a baseline production of 28,375 MT. For the year 2021-2022 the energy consumption is at 0.579 MTOE/MT, we have exceeded our performance by 0.6229 MTOE/MT.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	16,61,110	18,44,426
(ii) Groundwater	kilolitres	0	4,05,284
(iii) Third party water	kilolitres	57,689	51,968
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others	kilolitres	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	17,18,799	23,01,678
Total volume of water consumption (in kilolitres)	Kilolitres	13,28,888	18,87,376
Water intensity per rupee of turnover (Water consumed / turnover)	Litres/ per ₹	0.025	0.028
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	Litres / PPP ₹ crore	0.556	0.612
Water intensity in terms of physical output			
Comments			
The Company has multiple physical products, manufactured using multiple facilities and within the facilities, there are separate production routes, making it very complex to access the correct water usage for each of the product. Hence, this details has not been provided.			
Water intensity (optional) – the relevant metric may be selected by the Entity			

Note: * For India PPP conversion factor is 22.4 & 22.17 for the year 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

If yes, name of the external agency.

NA

4. Provide the following details related to water discharged:

Parameter	Unit	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kilolitres)			
(i) To Surface water			
- No treatment	kilolitres	0	0
- With treatment – please specify level of treatment	kilolitres	0	0
(ii) To Groundwater			
- No treatment	kilolitres	0	0
- With treatment – please specify level of treatment	kilolitres	0	0
(iii) To Seawater			
- No treatment	kilolitres	0	0
- With treatment – please specify level of Treatment (Tertiary Treatment)	kilolitres	12,62,443	17,93,007
(iv) Sent to third-parties			
- No treatment	kilolitres	0	0
- With treatment – please specify level of Treatment	kilolitres	0	0
(v) Others			
- No treatment	kilolitres	0	0
- With treatment – please specify level of Treatment	kilolitres	0	0
Total water discharged (in kilolitres)	kilolitres	12,62,443	17,93,007

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

If yes, name of the external agency.

NA

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

Facility does not have Zero Liquid Discharge.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	MT	0.97	1.04
SOx	MT	0.88	0.87
Particulate matter (PM)	MT	2.41	2.52
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others - please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N)

Yes

If yes, name of the external agency.

Third party testing agencies

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

Parameter	Unit	FY 2023-24	FY 2022-23
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)	tCO ₂ e	9,34,254	9,70,195
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)	-	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ Crore ₹	174.4	141.99
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e / PPP ₹ crore	3,906.53	3,147.84
Total Scope 1 and Scope 2 emission intensity in terms of physical Output Comments: The Company has multiple physical products, manufactured using multiple facilities and within the facilities, there are separate production routes, making it very complex to access the correct emissions for each of the product. Hence, this details has not been provided.			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: * For India PPP conversion factor is 22.4 & 22.17 for the year 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N): No

If yes, name of the external agency.

NA

8. Does the entity have any project related to reducing Green House Gas emission?

Yes

If yes, then provide details.

1. Fuel substitutions in our boilers from coal to biomass. 2. Project on solar energy at the plant. 3. Energy reduction programs within the plant. 4. Waste reduction programs

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Waste generated (in metric tonnes)			
Plastic waste (A)	metric tonnes	1,348.15	1,471
E-waste (B)	metric tonnes	13.62	17
Bio-medical waste (C)	metric tonnes	0.0068	0.00465
Construction and demolition waste (D)	metric tonnes	0	0
Battery waste (E)	metric tonnes	5	4
Radioactive waste (F)	metric tonnes	0	0
Other Hazardous waste. Please specify, if any. (G)	metric tonnes	72	65
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	metric tonnes	951	811
Total (A+B + C + D + E + F + G + H)	metric tonnes	2,389	2,368
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Metric Tonnes/ crore ₹	0.45	0.35
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Metric Tonnes / PPP ₹ crore	9.99	7.68
Water intensity in terms of physical Output			
Comments			
The Company has multiple physical products, manufactured using multiple facilities and within the facilities, there are separate production routes, making it very complex to access the correct emissions for each of the product. Hence, this details has not been provided.			
Waste intensity (optional) – the relevant metric may be selected by the entity			
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)			
Category of waste			
(i) Recycled	metric tonnes	0.04	0.01
(ii) Re-used	metric tonnes	0	0
(iii) Other recovery operations	metric tonnes	0	0
Total	metric tonnes	0.04	0.01
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
(i) Incineration	metric tonnes	0	0
(ii) Landfilling	metric tonnes	72	65
(iii) Other disposal operations	metric tonnes	0	0
Total	metric tonnes	72	65

Note: * For India PPP conversion factor is 22.4 & 22.17 for the year 2024 and 2023 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
(Y/N): No

If yes, name of the external agency.

NA

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

We use ZDHC level 3 approved chemicals only. We seek declarations and ECO passport certifications from our suppliers for the conformity. We have adopted practices of keeping our empty chemical drums at designated and well sheltered places. We have a defined procedure for handling, storage, segregation and disposal of our hazardous and toxic chemicals. Unused and old chemicals are either disposed through proper treatment at ETP or returned back to supplier. We also engage in chemical substitution to replace use of hazardous chemicals with better ZDHC level 3 chemicals.

- 11. 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 there of and corrective action taken, if any.
Not Applicable				

- 12. 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
No Projects are executed in the current year					

- 13. 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).**

Yes

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
Not Applicable				

PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

Nil

- 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)
Not Applicable		

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
No adverse order has been received by the Company from any regulatory authorities.		

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.**

The Company has not undertaken any projects during the year requiring SIA.

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

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

The Company has not undertaken any projects during the year requiring R&R.

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 is committed to addressing the grievances of our customers, supply chain vendors, investors, shareholders and community in general, in a timely, transparent, and fair manner and has a robust redressal mechanism in place. Stakeholders can communicate their grievances to email ids as specified in the Grievance Redressal Policy stating the purpose and the content of the grievances. The policy also stipulates an escalation matrix. Please refer following weblink for policy:

<https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/grievance-redressal-policy.pdf>

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	5.18%	9.14%
Directly from within India	95.84%	95.99%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2023-24	FY 2022-23
Rural	0	0
Semi-urban	0	0
Urban	86.90%	85.50%
Metropolitan	13.10%	14.50%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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.

Customer complaints in general are handled through the local managers of the Company. In case of any complaint, the customer intimates the Company which is thereafter resolved.

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	19
Safe and responsible usage	23
Recycling and/or safe disposal	0

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

	FY 2023-24 (Current Financial year)		Remarks	FY 2022-23 (Previous Financial year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy. (Yes/No)

Yes.

If available, provide a web-link of the policy.

Our Company takes cybersecurity and data privacy seriously, and we have implemented a robust policy to ensure the protection of sensitive data. We continuously assess our cybersecurity risks and update our policies to stay ahead of evolving threats. Our commitment to cybersecurity and data privacy ensures that our customers can trust us with their sensitive information. The policy can be accessed at following weblink: <https://www.alokind.com/assets/pdf/investor-relations/policies/brsr/information-technology-policy.pdf>

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT



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.

NA

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Nil

c. Impact, if any, of the data breaches

NA