

# Business Responsibility & Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

- Corporate Identity Number (CIN) of the Listed Entity : L18101KL1992PLC006528
- Name of the Listed Entity : Kitex Garments Limited
- Year of incorporation : 1992
- Registered office address : Building No. VI/496, Kizhakkambalam, Vilangu P.O, Aluva, Ernakulam, Kerala - 683561
- Corporate address : Building No. VI/496, Kizhakkambalam, Vilangu P.O, Aluva, Ernakulam, Kerala - 683561
- E-mail : [sect@kitexgarments.com](mailto:sect@kitexgarments.com)
- Telephone : 0484-2585000
- Website : [www.kitexgarments.com](http://www.kitexgarments.com)
- Financial year for which reporting is being done : 2023-24
- Name of the Stock Exchange(s) where shares are listed : BSE Limited & National Stock Exchange of India Limited
- Paid-up Capital : ₹ 6,65,00,000
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report

Particulars	Details
Name	Boby Michael
Designation	Chief Financial Officer
Telephone Number	0484-25852310
Email ID	<a href="mailto:cfo@kitexgarments.com">cfo@kitexgarments.com</a>

- 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 (i.e, only for the entity)

### II. Products/services

- 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	Textile Manufacturing	Manufacturing of knitted fabrics and infant garments and and exporting of infant garments	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	Fabric	13919	15%
2	Garments	18101	74%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	1	1	2
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	Nil
International (No. of Countries)	1

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

78%

c. A brief on types of customers:

The Company is one of the leading manufacturer of cotton and organic cotton ready-to-wear garments for infants and children. It's customers are global infant garment wholesalers

### IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	614	514	84	100	16
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	614	514	84	100	16
WORKERS						
4.	Permanent (F)	4337	1781	41	2556	59
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	4337	1781	41	2556	59

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)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	6	5	83	1	17
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total differently abled employees (F + G)	6	5	83	1	17

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	4	2	50

## 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20	32	22	32	23	31	24	44	28
Permanent Workers	59	70	66	62	73	69	74	87	81

## 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	Kitex Babywear Limited	Subsidiary	100	No
2	Kitex Kidswear Limited	Subsidiary	100	No
3	Kitex Littlewear Limited	Subsidiary	100	No
4	Kitex Knits Limited	Subsidiary	100	No
5	Kitex Packs Limited	Subsidiary	100	No
6	Kitex Socks Limited	Subsidiary	100	No
7	Kitex Apparel Parks Limited	Subsidiary	70	No
8	Kitex USA LLC	Associate	50	No

## VI. CSR Details

## 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹ Lakhs) : 61,692.40

(iii) Net worth (in ₹ Lakhs) : 96,300.45

## 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 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	Any grievances arising in the community, regarding Company's operations, are communicated through direct representation to the HR Department or in other forms. Grievances reported are reviewed, addressed, and communicated suitably. If required the issue is escalated to Senior Management & MD for review.	-	-	-	-	-	-
Investors (other than shareholders)	The Stakeholder Relationship Committee oversees and reviews all matters connected with the redressal of Investor Grievances and complaints. Investor grievances can be reported in the following e-mail ID, investor@kitexgarments.com available on our company website.	-	-	-	-	-	-
Shareholders	Shareholders grievances can be reported to RTA through the online investor portal of the RTA, ie, <a href="https://wisdom.cameoindia.com/">https://wisdom.cameoindia.com/</a> and can also be reported to the Company through email ID, <a href="mailto:investor@kitexgarments.com">investor@kitexgarments.com</a>	2	0	-	2	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	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
Employees and workers	Yes <a href="http://www.kitexgarments.com/wp-content/uploads/2017/02/WHISTLE-BLOWER-POLICY-revised-30.01.2017.pdf">http://www.kitexgarments.com/wp-content/uploads/2017/02/WHISTLE-BLOWER-POLICY-revised-30.01.2017.pdf</a>	-	-	-	-	-	-
Customers	Yes <a href="http://www.kitexgarments.com/wp-content/uploads/2023/05/contact-us.pdf">http://www.kitexgarments.com/wp-content/uploads/2023/05/contact-us.pdf</a>	-	-	-	-	-	-
Value Chain Partners	Complaints if any received from value chain partners are reviewed and managed by the respective departments	-	-	-	-	-	-
Other (please specify)		Nil	Nil	-	Nil	Nil	-

#### 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	Water use and management	Opportunity	Managing the significant water and wastewater related impacts by ETP process and utilizing the same for agricultural purpose.	NA	Positive
2	Occupational Health and Safety	Risk and Opportunity	A safe working environment for all employees is essential for driving business and retaining the workforce there by avoiding operational, financial, and reputational losses.	Company strives to provide a safe working environment by ensuring strict adherence to policies and compliance audits like safe accommodation for the women work force within the Campus and men outside the campus and also providing healthy food four times a day . Both free of cost. All medical facilities also provided free of cost.	Positive

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	Diversity and Equal Opportunity	Opportunity	Diversity in the workforce improves the company's performance as it increases the likelihood of people from different states with different cultures together at the workplace.	NA	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.kitexgarments.com/">https://www.kitexgarments.com/</a>								
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.	Worldwide Responsible Accredited Production (WRAP) <ul style="list-style-type: none"><li>Supplier Qualification Program (SQP)</li><li>Global Organic Textile Standard (GOTS)</li><li>Supplier Compliance Audit Network (SCAN)</li><li>Certified 'Class I' for compliance to 'Oeko-Tex Standard 100' standards (OEKO-TEX)</li><li>Workplace Conditions Assessment</li></ul>								
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.	We are adhering to all the guiding principles.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) : Please refer to the message of the Chairman and Managing Director forming part of this Report.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sabu M Jacob Chairman & Managing Director								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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>Yes. Risk Management Committee</p> <p>The Committee comprises of :</p> <ul style="list-style-type: none"> <li>Mr. Sabu M Jacob, Chairman &amp; Managing Director</li> <li>Mrs. Sindhu Chandrasekharan, Whole-Time Director</li> <li>Mr. Benni Joseph, Independent Director</li> </ul> <p>The Committee monitors and approves risk management and sustainability framework, reviews progress on a regular basis among others</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committees of the Board									Periodically, as and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committees of the Board									As and when required								

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
--------	--------	--------	--------	--------	--------	--------	--------	--------

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

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

### PRINCIPLE 1

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

### Essential Indicators

- 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 Key Managerial Personnel	During the year, the Board of Directors were familiarised through various awareness sessions on an array of issues pertaining to business, regulations, economy, ESG etc. In addition, as a part of quarterly Board and Committee Meetings, all the Board Members are also apprised on developments in the Company, key regulatory changes on the governance front i.e., Guidelines/Regulations/ Circulars by SEBI and MCA. The Key Managerial Personnel of the Company are also part of the Board and Committee Meetings wherein the above referred presentations are made.		100%
Employees other than BoD and KMPs Workers	Employees undergo training on Code of Conduct, Human Rights Policies, EHS policy etc. at the time of induction and periodically thereafter.		100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	NA	NA	NA	NA
Settlement	None	NA	NA	NA	NA
Compounding fee	None	NA	NA	NA	NA

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	None	NA	NA	NA	NA
Punishment	None	NA	NA	NA	NA



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

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.

Anti-corruption and bribery are a part of Company's Code of Conduct for its Board of Directors and employees. The Code of conduct is communicated to all employees at the time of joining and periodically thereafter. Company and its employees do not offer or give any company funds or property as donations to any government agency or its representative, directly or through intermediaries unless mandated under applicable laws, to obtain any favourable performance of official duties.

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

Particulars	FY 2023-24	FY 2022-23
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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 Interest of the Directors	None	None	None	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	None	None	None

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, as there were no charges of corruption and conflicts of interests on any employees and other stakeholders of the Company.

## Leadership Indicators

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

Total number of awareness programmes held	Topics/ principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		

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, Company has its Code of Conduct which extends to all directors and senior employees of which aims at maintaining highest standards of business conduct in line with the Ethics of the Company, provides guidance in difficult situations involving conflict of interest & moral dilemma and ensures compliance with all applicable laws.

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

**Essential Indicators**

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D			
Capex		Nil	

- Does the entity have procedures in place for sustainable sourcing? (Yes/No) : Yes
  - If yes, what percentage of inputs were sourced sustainably? : Not available
- 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.  
  
Since we are exporting our entire products (Infant and child garments) this does not apply.
- 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.  
  
No.

**Leadership Indicators**

- 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?  
  
No, Life Cycle Assessment has not been carried out for any product of the Company during the year under review.
- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.  
  
Not Applicable
- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).  
  
Nil
- Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:  
  
Not Applicable
- Reclaimed products and their packaging materials (as percentage of products sold) for each product category.  
  
Not Applicable

**PRINCIPLE 3**

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		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	514	323	63	323	63	-	-	-	-	-	-
Female	100	62	62	62	62	3	3	-	-	-	-
Total	614	385	63	385	63	3	-	-	-	-	-
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 employees										
Male	1781	1754	98	1754	98	-	-	-	-	-	-
Female	2556	2556	100	2556	100	11	-	-	-	-	-
Total	4337	4310	99	4310	99	11	-	-	-	-	-
	Other than Permanent employees										
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Benefit	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	Y	100	100	Y
Gratuity	100	100	N	100	100	N
ESI	22	99	Y	16	99	Y
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces

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

Yes, the offices of the company are accessible to differently abled employees and workers.

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

The Company provides equal opportunity to normal employees as well as employees with disabilities. However, there is no formal policy laid in this regard.

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

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	18.18%	100%
Total	100%	100%	18.18%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes -Grievance Committee
Other than Permanent Workers	Not Applicable
Permanent Employees	Company has a robust whistle-blower policy in line with regulatory requirements stated in Section 177 of the Companies Act of 2013 for the employees and directors to raise their concerns and incidents of unethical behaviour. The mechanism also outlines the provision of adequate safeguards for the employees including Directors and has a provision of direct access to the Chairman of the Audit Committee in exceptional cases.
Other than Permanent Employees	Not Applicable

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)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A	Total employees /workers in respective category (A)	Total employees/ workers in respective category, who are part of association (s) or Union (s)	% B/A
<b>Total Permanent Employees</b>						
Male	614	2	0.32	525	11	2.10
Female		-			7	1.33
<b>Total Permanent Workers</b>						
Male	4337	4	0.092	3961	12	0.30
Female		7	0.16		27	0.68

## 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	514	408	85	-	-	444	413	84	-	-
Female	100	72	15	-	-	81	73	16	-	-
Total	614	480	100	-	-	525	486	100	-	-
Workers										
Male	1781	2225	45	-	-	1455	2071	44	-	-
Female	2556	2753	55	-	-	2506	2688	66	-	-
Total	4337	4978	100	-	-	3961	4759	100	-	-

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	514	514	100	444	444	100
Female	100	100	100	81	81	100
<b>Total</b>	<b>614</b>	<b>614</b>	<b>100</b>	<b>525</b>	<b>525</b>	<b>100</b>
<b>Workers</b>						
Male	1781	1781	100	1455	1455	100
Female	2556	2556	100	2506	2506	100
<b>Total</b>	<b>4337</b>	<b>4337</b>	<b>100</b>	<b>3961</b>	<b>3961</b>	<b>100</b>

## 10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?  
  
Yes. The company strives to ensure a safe working environment for all employees and workers across the operating locations and surrounding communities.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
  
In order to identify the work-related hazardous, risk assessment procedure is already existing in the company to assess on quarterly basis.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
  
Yes. The Company has a process in place for workers to report work-related hazards and to remove themselves from such risks
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)  
  
Yes. The company has a well-established health monitoring system for all its employees covering 100% of the workforce. Company has a medical dispensary with dedicated doctors, nurses, ambulance facilities, and medical supplies. Ambulance facility ensures the seamless transportation to the nearest hospital for treatment.

- 11.a) 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	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	9	15
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Periodic training programmes on health and safety both internal and external for workers followed by evaluation. Implemented risk identification and mitigation as per Risk Assessment Policy by safety officers. Fully functional clinic with a team of doctors, nurses, pharmacy and ambulance is available on the campus. Food served from the canteen (FSSAI registered) is regularly tested before serving.

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

Category	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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

The company has adopted robust mechanisms to monitor, record, and mitigate unsafe conditions in the operating sites. The welfare officers at the units monitor and record the unsafe conditions regularly and the same gets reviewed by management monthly to evaluate the actions taken.

### 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).

No, but workers are covered under ESI.

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

The Company ensures that statutory dues as applicable to the transactions within the remit of the Company are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of the internal and statutory audits. With

respect to tax credit available to the Company, reconciliation is done between various tax details realized by Income tax department, GST department and books, wherever short fall cases are found, recovery will be done from the value chain partner vendor

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

Nil

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

No

5. Details on assessment of value chain partners:

Safety Incident/Number	% 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.

Nil

#### 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 identifies its stakeholders through continuous engagement practices. The Company understands that stakeholder engagement is a crucial aspect of its operations and strives to involve relevant stakeholders in the decision-making processes. The Company conducts an analysis to identify and prioritize both internal and external stakeholders based on their level of influence on organizational decisions and activities. Through consultation with company leadership, the Company has identified key stakeholders including shareholders & investors, employees, customers, vendors & service providers, ecosystem & society and government & regulatory bodies.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/Half Yearly/ Quarterly/Others-Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	General Meetings, Postal ballot, Stock exchange filings, Media like Print and Digital Email to stakeholders, Website publications/ announcements	Quarterly, half-Yearly, Annually and need based	To update on quarterly and annual financial results, annual reports, to update on developments, business activities, new initiatives, schemes, investor presentations etc

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	No	Training programmes, Circulars and email communications, employee engagement programmes, sports, cultural and extra curricular events	Frequently and need based	To exchange ideas and suggestions, provide merit based opportunity for professional growth and to create an inclusive workplace
Customers	No	Customer visits and meets customer care teams	Frequently and need based	Business related discussions, product and service awareness, grievance redressal etc
Vendors & Service Providers	No	Assessment of suppliers and vendors, email communication and calls, project review meeting	Frequently and need based	Business related discussions, techno commercial discussions, grievance redressal etc
Ecosystem & Society	Yes	Engagement through CSR Arm to identify vulnerable groups for CSR initiatives, improving ecosystems through various CSR initiatives	Need based	Support CSR projects, Financial inclusion and other relevant matters affecting the communities
Government & Regulatory Authorities	No	Various interactions with the regulators, submission of periodical reports/ returns, meetings etc	Frequently and need based	Discussions regarding various regulations and amendments, policies and processes, corporate governance and compliance standards

## 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 different stakeholders happen at different levels of the company's functional departments. Each stakeholder group is mapped to functional owners who act as the first line of contact. The details of consultation with the stakeholders including their inputs and feedback are monitored by the management through functional departments or executive level committees. The departments or committees ensure that the feedback from the stakeholders is communicated to the Board level committees or the Board as the case may be.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is indeed utilized to support the identification and management of environmental and social topics within our entity. We recognize the importance of engaging with stakeholders to gather diverse perspectives and incorporate their inputs into our decision-making processes.

- a) Environmental Policy Development: When formulating our environmental policy, we conducted consultations with various stakeholders, including local communities, industry experts etc. Stakeholders shared their suggestions and expectations regarding sustainable practices, and we incorporated their inputs into our policy framework. This led to the inclusion of specific targets for reducing renewable energy sources, implementing waste management strategies etc
- b) Social Impact Assessment: Before undertaking major projects or expansions, we conduct social impact assessments to understand the potential effects on local communities. As a part of this process, we engage with stakeholders, including community representatives, non-governmental organizations, and indigenous groups. Their input helps us identify and mitigate any adverse social impacts.



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

The Company actively contributes to the socio-economic development of the community through various participatory and need based initiatives in the field of Healthcare, Rural Development, Road Infrastructure, Housing etc

## 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)
<b>Employees</b>						
Permanent	614	486	79	525	525	100
Other than permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>614</b>	<b>486</b>	<b>79</b>	<b>525</b>	<b>525</b>	<b>100</b>
<b>Workers</b>						
Permanent	4337	4337	100	3961	3961	100
Other than permanent	-	-	-	-	-	-
<b>Total</b>	<b>4337</b>	<b>4337</b>	<b>100</b>	<b>3961</b>	<b>3961</b>	<b>100</b>

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											
Male	514	-	-	514	100	444	-	-	444	100	
Female	100	-	-	100	100	81	-	-	81	100	
Other than Permanent											
Male	-	-	-	-	-	-	-	-	-	-	
Female	-	-	-	-	-	-	-	-	-	-	
Workers											
Permanent											
Male	1781	-	-	1781	100	1455	-	-	1455	100	
Female	2556	-	-	2556	100	2506	-	-	2506	100	
Other than Permanent											
Male	-	-	-	-	-	-	-	-	-	-	
Female	-	-	-	-	-	-	-	-	-	-	

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	NA	NA	NA	NA
Key Managerial Personnel	2	2,71,18,392	2	NA#
Employees other than BoD and KMP	604	32,920	129	25,611
Workers	2698	12,209	4181	10,275

## Notes:

\*Remuneration to BoD includes only remuneration to Executive Directors who are included in the KMP of the Company

#Female KMP includes Whole-Time Director and Company Secretary where the CS has joined the Company with effect from September 04, 2023. Thus median remuneration is not applicable

## 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

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

The company promotes a culture of transparency and accountability through its Vigil Mechanism / Whistle Blower Policy. This policy empowers employees to report any concerns relating to misconduct or violation of company rules, without fear of retaliation or discrimination. The policy outlines clear channels for reporting concerns, including the Chairperson of the Audit Committee. The Whistleblower Policy is readily accessible to all stakeholders and is publicly available in the company website for transparency. In addition, workers can raise concerns directly with the Works Committee, Grievance Committee, Health and Safety Committee etc

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

Category	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	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

The company through its policy encourages employees to report matters without the risk of subsequent victimisation, discrimination or disadvantage. The identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law. The identity of the complainant will not be revealed unless he himself has made either his details public or disclosed his identity to any other office or authority. In the event of the identity of the complainant being disclosed, the Audit Committee is authorized to initiate appropriate action as per extant regulations against the person making such disclosure.

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

(Yes/No)

Yes

9. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No such incident of non-compliance has been observed during assessment

## Leadership Indicators

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

We are committed to upholding human rights is reinforced by our code of conduct, policies, and whistleblower channels. There have been no human rights grievances/complaints which resulted in introduction/ modification of business process.

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

As a company deeply committed to ethical business practices, we make it a priority to conduct comprehensive human rights due diligence. Our approach encompasses a meticulous examination of potential human rights risks within our operations. Our ongoing dedication to human rights due diligence underscores our unwavering commitment to upholding human rights at every level of our operations.

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, the offices of the company are accessible to differently abled employees, workers and visitors

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

None

**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
Total electricity consumption (A)	GJ	70,097	59,189
Total fuel consumption (B)	GJ	83,370	74,706
Energy consumption through other sources (C)	GJ	1,01,906	82,793
<b>Total energy consumption (A+B+C)</b>	GJ	<b>2,55,373</b>	<b>2,16,688</b>
Energy intensity per rupee of turnover	GJ/₹ Lakhs	3.98	3.61
(Total energy consumption/turnover in rupees)			
Energy intensity (optional) – the relevant metric may be selected by the entity			

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

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>	85100	90000
(i) Surface water		
(ii) Groundwater	72000	43622
(iii) Third party water		
(iv) Seawater / desalinated water	29200	49378
(v) Others-Rain Water		
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>186300</b>	<b>183000</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>186300</b>	<b>183000</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	0.02901	0.0479
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>		

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

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

There is in house ETP and STP process implemented supported with modern machinery imported from Italy.

5. 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	Mg/Nm3	33	17.8
SOx	Mg/Nm3	18.52	9.69
Particulate matter (PM)	Mg/Nm3	83.2	35.5
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

No

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,08,000	2,68,541
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	31,51,665	33,64,854
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00052	0.00057
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

No

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	4.850	-
E-waste (B)	0.345	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.03	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.61	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	527	1622.62
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>533</b>	<b>1622.62</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		

Parameter	FY 2023-24	FY 2022-23
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

No

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

Fully functional ETP and STP

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N).

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				

## Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):  
None of our factories or offices withdraw, consume and discharge water in areas of water stress.
2. Please provide details of total Scope 3 emissions & its intensity, in the following format:  
Not tracked
3. 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
4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:  
No any special initiatives have undertaken by the Company.
5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
We have detailed disaster management plan to cover crucial areas like loss of electricity supply, loss of water supply, failure of key machineries, malicious sabotage, business vulnerabilities, cyber attacks, major break downs, flood, fire, natural disasters etc. Senior executives of the Company are entrusted with each crisis area.
6. 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.  
No assessment has been carried out.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
No assessment has been carried out.

## 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.  
1
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Texprocil	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.  
Not Applicable

## Leadership Indicators

- Details of public policy positions advocated by the entity

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, if available
None					-

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

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

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

S No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
None						

- Describe the mechanisms to receive and redress grievances of the community.

Any grievances arising in the community, regarding Company's operations, are communicated through direct representation to the HR Department or in other forms. Grievances reported are reviewed, addressed, and communicated suitably. If required the issue is escalated to Senior Management & MD for review.

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

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	12%	1.54%
Directly from within India	87%	83%

- 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	100%	100%
Semi-urban	-	-
Urban	-	-
Metropolitan	-	-



## Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
No aspirational districts are included in our CSR endeavors			

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

No

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

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:

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	Please specify unit	No of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Healthcare	65	100%
2	Road Development	50000	40%
3	Education	1800	90%
4	Housing	50	100%

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

**Essential Indicators**

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

Not Applicable since no interaction with the end consumers

- 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	Not Applicable
Safe and responsible usage	
Recycling and/or safe disposal	

- Number of consumer complaints in respect of the following:

Category	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	None		Not Applicable	None		Not Applicable
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

- Details of instances of product recalls on account of safety issues:

Parameter	Number	Reasons for recall
Voluntary recalls	None	Not Applicable
Forced recalls		

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

Yes. The Company has an Information Security Policy to take care of cyber security like controls on network access, system administration access, virus protection, data privacy etc. The policy is available to internal stakeholders of the company.

- Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

## Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).  
<https://www.kitexgarments.com/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
Not Applicable
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. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
Not Applicable
5. Provide the following information relating to data breaches:
  - a. Number of instances of data breaches along-with impact : Nil
  - b. Percentage of data breaches involving personally identifiable information of customers