

NAHAR SPINNING MILLS LIMITED

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1.	Corporate Identity Number (CIN) of the Listed Entity	L17115PB1980PLC004341
2.	Name of the Listed Entity	Nahar Spinning Mills Limited
3.	Date of incorporation	16-12-1980
4.	Registered Office Address	373, Industrial Area- "A", Ludhiana, Punjab-141003
5.	Corporate Office Address	373, Industrial Area-"A", Ludhiana, Punjab-141003
6.	E-mail id	secnsm@owmnahar.com
7.	Telephone	91-161-2600701 to 705, 91-161-2606977 to 980
8.	Website	www.owmnahar.com
9.	Financial Year for which Reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd & National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 1803.27 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Brij Sharma Company Secretary and Compliance officer Telephone No. +91-161-2600701 E-mail Address: secnsm@owmnahar.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this report are made on a standalone basis
14.	Whether the company has undertaken assessment or assurance of the BRSR Core?	No
15.	Name of assessment or assurance provider	NA
16.	Type of assessment or assurance obtained	NA

II. Products/Services:

17. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity

1.	Manufacturing	Manufacture and Export of yarns and knitted garments	100
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18. 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.	Textile	131	100%

III. Operations :

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

Location	Number of plants	Number of offices	Total
National	8	1	9
International	—	—	—

20. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	13
International (No. of Countries)	35

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

The contribution of exports as a percentage of the total turnover of the entity is 49.76%.

c. A brief on types of customers:

For exporting of its products, company is working directly as well as through Agents with the overseas customers. In the domestic market the company is supplying its products to reputed Big Corporate and Medium customers in the knitted/weaving/garments and customers manufacturing products like terry towels, bed linen, denim, bottom weight, shirting and furnishing fabrics.

IV. Employees

21. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	1717	1663	96.85	54	3.15
2.	Other than Permanent (E)	1	1	100	—	—
3.	Total employees (D + E)	1718	1664	96.85	54	3.14

Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	8779	5501	62.66	3278	37.34
2.	Other than Permanent (E)	—	—	—	—	—

3.	Total employees (D + E)	8779	5501	62.66	3278	37.34
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b. Differently abled Employees and workers

Employees:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	4	4	100	—	—
2.	Other than Permanent (E)	—	—	—	—	—
3.	Total employees (D + E)	4	4	100	—	—

Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
1.	Permanent (D)	25	15	60.00	10	40.00
2.	Other than Permanent (E)	—	—	—	—	—
3.	Total employees (D + E)	25	15	60.00	10	40.00

22. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors (including MD)	10	1	10
Key Management Personnel	2	—	—

23. Turnover rate for permanent employees:

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022- 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18%	8%	18%	19%	39%	17.5%	17%	38%	17%
Permanent Workers	38%	29%	35%	41%	44%	42%	40%	43%	41%

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

24. (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)
Not Applicable				

VI. CSR Details

25. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover - Rs. 328455.80 Lakhs
(iii) Net worth - Rs.147572.60 Lakhs

VII. Transparency and Disclosures Compliances:

26. 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 2024-25			FY 2023-24		
		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 https://www.ownahar.com/spinning/pdf/vigil_mechanism_25.pdf	NIL	NIL	-	NIL	NIL	-
Investors (other than shareholders)	Not Applicable						
Shareholders	Yes http://www.ownahar.com/spinning/share-holdinginfo.php	15	NIL	-	8	NIL	-
Employees	Yes https://www.ownahar.com/spinning/pdf/vigil_mechanism_25.pdf	NIL	NIL	-	NIL	NIL	-
Customers	Yes https://www.ownahar.com/spinning/pdf/vigil_mechanism_25.pdf	NIL	NIL	-	NIL	NIL	-
Value Chain Partners	Yes https://www.ownahar.com/spinning/pdf/vigil_mechanism_25.pdf	NIL	NIL	-	NIL	NIL	-

27. 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.	Because of present Geo Political Situation several countries have started working on 'China plus one' policy. This has provided an opportunity to the textile industry to increase its share in the global markets.	O	The overseas buyers do not want to depend on the one country for their supply and they are looking at the India as the best for textile product.	NA	Because of the prevailing Geo-Political Situation, Global buyers wants to diversify its sourcing for textile products. They don't want to depend on China alone and has started following China plus One Policy. As such we expect that the global buyers will shift some portion of their sourcing for textile products to Indian Textile Industry. This will enable the Industry to improve its top line as well as bottom line.
2.	India has signed Free Trade Agreement with several countries which will provide duty free access to their markets.	O	In the prevailing Geo-Political situation, the country needs to have good business relation so that goods can be exported freely.	NA	This will enable the company to increase its top line as well bottom line.
3.	The company has installed Solar power facility and is using the same for its Spinning units which is helping in reducing GHG and moving towards a sustainable environment. Besides the company is using clean/ green energy as it has installed boilers with bio mass fuels.	O	- To get uninterrupted and Clean Energy. - The company is making use of Roof top Solar Power Plant to save on electricity cost. - Customers value the company for its sustainable environment initiative and this will have positive impact on company's performance.	NA	By using Roof top solar power Plant, company will be getting green and clean energy. This will also help the company in reducing the electricity cost. Moreover this will also save environment from pollution.
4.	Use of Good quality raw cotton for yarn production.	R	Cotton is the main raw material for the manufacturing of yarns but is dependent on Monsoon,	Buying and storing raw cotton during season time to	It can negatively affects company's financial performance

			which is getting impacted by global warming. Any change in the monsoon good or bad may impact the cotton crop as well as its prices both ways.	address any shortfall during the year. Import is another option which can be explored during emergency situation.	
5.	Environmental Footprint – Water Management	R	Water scarcity can impair the company's operations and disrupt business.	Employee education for saving water and making efficient use of water in units, Rain water harvesting, recycling of waste water	Negative Implications
6.	Environmental Footprint – Waste Management	R	Inadvertent non-compliance to existing and emerging regulations around recycling and the circular economy can result in economic penalties and reputation damage.	Reduction in waste generation, maximization of recycling and reuse.	Negative Implications
7.	Human rights	R	Human rights violations or non-compliance with statutory norms can lead to loss of reputation.	The Company has defined policies and guidelines to ensure that principles of human rights are followed in word and spirit. The company ensures that all those connected with company's workplace, supply chain and distribution chain are treated with respect, dignity and fairness.	Potential human rights violations and non-compliance can cause damage to corporate reputation and have financial repercussions.
8.	Corporate Governance – Board oversight, Conflict of Interest, Ethics, Risk and	R	Effective compliance to the corporate governance is core to achieving the	Kindly Refer Annexure-V to the Board's	Negative Implications

	Compliance, Succession Planning		organization's mission and goals. The non compliance of SEBI (LODR) Regulations, 2015 and other rules and regulations can undermine stakeholder trust, damage reputation and disrupt business.	report for the annual report on Corporate Governance	
9.	Environment, Health & Safety (EHS)	R	Emissions and hazardous wastes may result in operational disruptions.	1. The Company has ISO 14001: 2004 (Environmental Management Systems) certified. 2. The Company has in place sound Governance policies and procedures for EHS, including monitoring by Senior Management. 3. The Company is committed for protection and restoration of the environment. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment, implying Zero discharge.	Risk of potential health hazards and/ or accidents due to non compliance with defined EHS norms and guidelines resulting in production disruptions, potential financial losses and statutory fines / penalties
10.	High Intensity of Noise Pollution	R	Machines Continuously Running on High Speed create high intensity of noise.	Company has provided ear plugs to its employees for working in a	No Material Financial implication.

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	N	N	N	N	N	Y	N	N	N
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	Y ¹ (See Note)	NA	NA	NA
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: I am pleased to share our Business Responsibility and Sustainability Report (BRSR) for the FY 2024-25. The Report aims to inform you of our sustainability performance. We are committed to sustainable growth by delivering products that meet the evolving needs of our overseas & domestic customers while minimizing their impact on the environment. We firmly believe that sustainability and profitability go hand-in-hand. In present time, the success of the business is not only measured in financial terms, but also whether the business has integrated ESG (Environmental, Social and Governance) into their business. The business can succeed and sustain its good performance, if society thrives. The company is committed to making the business truly sustainable and socially responsible and is focusing to address diverse social and environmental challenges by taking steps on Environmental issues, Waste Recycling, Health & Safety, Ethics & Governance. The company support and promote community development and environmental protection. The ESG roadmap is an ongoing journey, rooted in purpose and driven by a vision to create lasting, positive change for society and the environment.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Sh. Dinesh Oswal Designation: Managing Director DIN: 00607290								
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.	The Board of Directors of the company is responsible for managing the sustainability issues of the company. The Board is supported by: Corporate Social Responsibility committee Risk Management Committee								

Note: Y¹

- The Company is committed to reduce Carbon footprints by engaging various sustainability efforts. One of the step towards this direction is making use of Solar Panels in its Spinning Units. The Company has already installed Roof Top Solar Plant at its spinning units at Village Lalru and Lehli, Distt. S.A.S. Nagar, Village Jitwal Kalan, Distt. Sangrur, Village Jodhan, Distt. Ludhiana and Village Simrai, Mandideep, Distt. Raisen(M.P.). During the year 2024-25 Company has expanded its Solar power capacity by 5.81 M.W with an investment of Rs. 14.50 Crores, which increased Company's total solar power capacity from 8.66 M.W. to 14.47 M.W. During the year 2024-25, Company's energy usage from renewable sources is around 34% of total energy used.

Further, the Company is in the process of increasing its solar Power capacity by 11.00 M.W. with an investment of Rs. 25.00 Crores. After completion of the said project, Company's total roof top plant capacity will stand increased to 25.47 M.W. These Roof Top Solar Plants are generating clean & green energy and saving environment too. This has also resulted in saving of electricity cost to the company.
- The Company is replacing old machines with ultra-modern machines at a cost of Rs. 325 Crores at its spinning units. These modern machines help in lowering the power consumption and thus

saving energy.

- The Company has installed Zero Liquid Discharge Plant at its spinning unit at Village Simrai, Mandideep, Distt. Raisen (M.P.) and modified STP's at its spinning units at Village Lalru and Lehli, Distt. S.A.S. Nagar and Nahar Fibres, Jitwal Kalan, Malerkotla, Distt. Sangur. The treated water used in the Company's spinning units for humidification, gardening & flushing etc.

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	All principles are reviewed by the Board of Directors. Additionally, audit committee reviews the code of business principles on social and environmental projects.									Whenever there are changes in the laws and policies. The company changes the policies to align with new rules and guidelines. The policies linked with principle are reviewed at least once in a year.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board of Directors reviews the Statutory Compliances on applicable laws.									Quarterly								
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.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										N	N	N	N	N	N	N	N	N

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

[illegible]

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.**

Governance: The Company continues to practice the principle of good Corporate Governance. It is Company's firm belief that good CORPORATE GOVERNANCE is a key to success of business. The Company believes in the conduct of the affair in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behavior in the organization. The Company has a Code of Conduct for its Directors, Senior Management Personnel. Their affirmation to the Code of Conduct is communicated to all stakeholders by Managing Director, through a declaration in the Annual Report. The Company's Employees also abide by the Code of Conduct, which prohibits abusive, corrupt and unfair practices. The company has Vigil mechanism / Whistle blower policy for directors and employees.

The Company communicate about the access of information about any decision that may impact any of the relevant stakeholders and fairly discloses all necessary legal and financial disclosures and disseminates it to the stakeholders through the Stock Exchanges, Company's website, Annual Report, Newspapers, etc. To ensure accountability and monitoring, the Board has constituted various committees such as the Audit Committee, Nomination and Remuneration Committee, Stakeholders' Relationship Committee, Corporate Social Responsibility Committee. These committees meet periodically during the year to supervise, review performance and advice for corrective direction.

Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information: The Company has established a Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information and is cognizant of its responsibility towards protecting and maintaining the confidentiality and disclosure of price-sensitive information in accordance with the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015. The Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information not only conforms to the regulatory requirements but also instils a sense of responsibility among the designated persons for protecting and maintaining confidentiality.

Grievance Redressal Mechanism: The Company has effective grievance redressal mechanism for receiving and dealing with the concerns, complaints of its stakeholders. The buyer / consumers can raise their concerns through emails, call or personal meetings. The Committee on Prevention of Sexual Harassment (POSH) addresses all sexual harassment complaints. The Company has received no complaints on sexual harassment during the reporting year. The company has designated email id gredressalnsml@owmnahar.com for receiving and addressing investor grievances.

Essential Indicators			
1. Percentage coverage by training and awareness programs on any of the Principles during the financial year:			
Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category by the awareness programs

Board of Directors	2	The company's BRSR framework- (NGBRCs principles 1-9)	100
Key Managerial Personnel	2	The company's BRSR framework- (NGBRCs principles 1-9)	100
Employees other than BoD and KMPs	6	Fire Fighting Drills	100
	6	Use of PPE's Training	100
	6	Health & Safety Training	100
	4	Ergonomic Training	100
	6	Chemical Handling	100
Workers	6	Human Right Issues	100
	8	Prevention of Sexual Harassment (POSH)	100
	2	Energy Saving	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 Obligations) Regulations, 2015 and as disclosed on the entity's website:

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL	NA	NA	NA	NA
Settlement	NIL	NA	NA	NA	NA
Compounding fee	NIL	NA	NA	NA	NA
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	NA	NA	NA	
Punishment	NIL	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.

Case Details	Name of the re-enforcement agencies/ judicial institutions
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.

Yes, the company has anti-corruption or anti-bribery policy. The company is committed to upholding the highest moral and ethical standards. The company does not tolerate bribery or corruption in any form. Accordingly, zero-tolerance approach towards bribery and corruption applies in all its operations and prohibits any kind of bribery. The company has code of conduct for its Directors, Key Managerial Personnel and Senior Management Personnel. Their affirmation to the code of conduct is communicated to all stakeholders by Managing Director, through a declaration in the Annual Report. The company's employees also abide by the code of conduct, which prohibits corrupt and unfair practices.

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

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A	Nil	N.A
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A	Nil	N.A

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

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	4 days	8 days

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 2024-25	FY 2023-24
a. Concentration of Purchases	a. Purchases from trading houses as % of total purchases	78.80%	89.54%
	b. Number of trading houses where purchases are made from	814	722
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	65.46%	74.65%
b. Concentration of Sales	a. Sales to dealers / distributors as % of total sales	34.68%	24.06%
	b. Number of dealers / distributors to whom sales are made	66	46
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	21.30%	16.34%
c. Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.42%	0.39%
	b. Sales (Sales to related parties / Total Sales)	1.80%	1.66%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	—	—
	d. Investments (Investments in related parties / Total Investments made)	100.00%	59.53%

Notes:

- Trading house is business entity that deals in the products but are not their manufacturers
- Nil Distributors, No distributor has been appointed by the company.
- In exports, company is selling directly to overseas buyer or through agents

Leadership Indicators

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

Total number of awareness Programs held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness Programs
NIL	NIL	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.

The company is engaged in the manufacturing and exports of textile products i.e. yarns and knitted garments to several countries of the world. The working and systems being followed by the company are such that conflict of interest involving member of the Board and KMPs does not arise. Moreover, Directors of the Company are required to disclose to the Board, on an annual basis, whether they, directly or indirectly, have any material interest in any transaction or matter directly affecting the Company and the company has code of conduct for its Directors, Senior Management Personnel which helps in avoiding the conflict of interest. The policy is available on our website and can be viewed at <http://www.owmnahar.com/spinning/pdf/spinning-code-conduct1.pdf>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE:

The Company continued its efforts to adopt more sustainable raw material and process to expand the offering of sustainable products. Emphasis is given on manufacturing sustainable products like 100%, organic cotton yarn and BCI yarn. The Company has a dedicated, experienced design team comprising of professional closely tracking the global trend.

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.

Category	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0.33	0.32	The company has been able to produce high quality yarns with low energy (in units) and has thus helped in saving the environment too.
Capex	0.03	0.07	

2. a. Does the entity have procedures in place for sustainable sourcing: Yes
b. If yes, what percentage of inputs were sourced sustainably?

- The Company is using sustainable fibres like cotton, organic cotton, fair trade cotton, BCI cotton, recycled Polyester, liva (viscose), modal, tencel and bamboo fibre. We have consumed more than **50%** sustainable fibre of the total fibre consumed.
- The Company ensures that the dyes and chemicals in dye house are Azo free, NPEO and APEO phenyls, and formaldehyde **100%** free.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Sr.NO	Material	Mode	Description
1	Plastics	Recycle	Under Extended Producer Responsibility (EPR) program through registered recycler under plastic waste management act
2	E-waste	Recycle	Scrap of E-waste being sold to registered recycler under government regulations.
3	Hazardous Waste	Treatment/ Safe disposal	ETP sludge is being dried and sent to Re-Sustainability Limited in notified place, at Village Ninbua, Tehsil Derabassi, Distt. Mohali, Punjab for safe disposal of sludge. Used/Spent Oil, discarded empty drums sent to authorized vendor for recycling.
	• Batteries	Buyback	Disposed under buy back policies with OEM.
4	Other Waste		
	• Waste Water	Recycle	Waste water is treated and recycled back into process for resource conservation. The Company has also taken initiatives to recharge rain water and installed rain water recharging pits in all of its units and has thus saved water as well as energy by improving ground water level.
	• Other Non-Hazardous Waste	Recycle	Sent to authorized vendor for recycling

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

Yes, the company is responsible for safe disposal of the waste generated during production process. For this purpose the company has signed agreement with the agencies approved by the State Pollution Control Board for disposal of ETP sludge and E waste. The plastic waste is also sold to buyers approved by the State Pollution Control Board.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Sr. No.	NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which Life Cycle Perspective/Assessment was conducted	Whether conducted by Independent external agency	Results communicated in Public domain	If Yes, provide the web-link
1.	13111	Ne 30/1 Cotton Combed Hosiery	1.01	Gate-to-Gate	Yes, Green Stitch	No	NA
2.	13114	Ne 24/1 Polyester vortex	0.61	Gate-to-Gate	Yes, Green Stitch	No	NA

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.
Not Applicable

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

	%age of Recycled or Reused input material to total material (by value)	
	FY 2024-25	FY 2023-24
Recycled Material	0.60	0.57
Reused Material	3.38	3.45

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	369.918	NIL	NIL	320.087
E-waste	NIL	NIL	1.62	NIL	NIL	1.41
Hazardous waste:						
1. ETP Sludge	NIL	NIL	478.125	NIL	NIL	438.345
2. Used Oil	NIL	NIL	23.98	NIL	NIL	8.602
3. Battery waste	NIL	NIL	3.066	NIL	NIL	4.175
Other waste:						
1. Textile Waste	4995.963	NIL	35524.647	4840.592	NIL	29706.383
2. Other Waste	NIL	170.168	1517.012	NIL	217.217	1760.642

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category:

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	NIL

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Beyond Balance Sheet lies Company's singly biggest Asset Human Resources. The Company is of firm belief that the Human Resources are the driving force that propels a Company towards progress and success. The Company continued its policy of attracting and recruiting the best available talent so that it can face business challenges ahead. The Company also offers attractive compensation packages to retain and motivate the professionals so that they can give their best.

The Company's continuous endeavor is to provide a safe, productive and positive environment for our employees that are free from any form of discrimination, including but not limited to

sexual harassment. The company always supports its workforce so that they can maintain a healthy work-life balance and develop their professional as well as personal skills.

The Company endeavors to provide equal opportunity to each individual by evaluating him/her on its performance and ensure that there is no discrimination amongst its employees based on caste, creed, religion, disability, gender, age, sexual orientation, race, colour, ancestry, marital status and medical background. The Company has received no complaints related to Sexual harassment, Discriminatory employment, child labour, forced labour or any form of involuntary work.

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	
		Num ber (B)	% (B/A)	Num ber (C)	% (C/A)	Num ber (D)	% (D/A)	Num ber (E)	% (E/A)	Num ber (F)	% (F/A)
Permanent Employees											
Male	1663	1663	100	1663	100	-	-	N.A.		1663	100
Female	54	54	100	54	100	54	100			54	100
Total	1717	1717*	100	1717	100	54**	3.14			1717 [#]	100
Other than Permanent Employees											
Male	1	1	100	1	100	-	-	N.A.		1	100
Female	-	-	-	-	-	-	-			-	-
Total	1	1*	100	1	100	-	-			1 [#]	100
*Covered through ESI and some employees who are exempted from ESI are getting medical allowances.											
**Maternity Leave (With Full Salary for 6 Months) to those female who are exempted from ESI and the females covered under ESI paid through ESI-organization.											
[#] Have Creches in all units.											
b. Details of measures for the well-being of workers:											
Catego ry	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Numbe r (B)	% (B/A)	Num ber (C)	% (C/A)	Num ber (D)	% (D/A)	Num ber (E)	% (E/A)	Numb er (F)	% (F/A)
Permanent Workers											

Male	5501	5501	100	5501	100	-	-	N.A.	5501	100
Female	3278	3278	100	3278	100	3278	100		3278	100
Total	8779	8779*	100	8779	100	3278**	37.34		8779 [#]	100

Other than Permanent Workers

Male	N.A.									
Female										
Total										

*Covered through ESI and some employees who are exempted from ESI are getting medical allowances

**Maternity Leave (With Full Salary for 6 Months) to those female who are exempted from ESI and the females covered under ESI paid through ESI-organization.

[#] Have Creches in all units

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.10	0.096

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	99	100	Y	99	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	40	95	Y	43	97	Y
Others	Nil			Nil		

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

All the premises / offices of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Yes, the company has Equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 and can be accessed at https://www.ownnabar.com/spinning/pdf/policy-for-disabled-person_2025.pdf. The company has employees and workers with disabilities who are treated at par with other employees and workers as per the company equal opportunity policy.

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

	Permanent employees		Permanent employees	
Gender	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	0	0	0	0
Female	0	0	0	0

Total	0	0	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): Yes					
Permanent Employees/Workers	● The Company has established a whistleblower policy/vigil mechanism to address the issues relating to ethics, bribery, corruption, sexual harassment or any discrimination of permanent employees and other than permanent employees. For this purpose the Company has a dedicated e-mail id i.e. https://www.owmnahar.com/spinning/pdf/vigil_mechanism_25.pdf. ● The company's Vigil mechanism empowers the employees and other stakeholders who have concerns about suspected misconduct, unethical behaviour, actual or suspected fraud or violation of the Code of Conduct or ethics policy, to come forward and express their concerns without fear of punishment or unfair treatment. ● The company has also established Grievance Committee. The employees and workers can address their grievances to the committee. ● The company has placed complaint boxes in the company's units at prominent places and employees and workers can also use complaint box in case of any kind of complaint. ● The company has set up open door policy under which any worker or staff member can approach Production head or Labour Welfare Officer or Vice President (Personnel) and can raise their concerns or complaint.					
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees /workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	There is no such Association/Union					
- Male						
- Female						

Total Permanent Workers	
- Male	
- Female	

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	On health & safety measures			On skill upgradation		On health & safety measures			On skill upgradation	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1664	1474	88.58	796	47.83	1672	1474	88.16	764	45.69
Female	54	51	94.44	21	38.88	53	50	94.34	20	37.74
Total	1718	1525	88.76	817	47.55	1725	1524	88.35	784	45.45
Workers										
Male	5501	4467	81.20	2570	46.71	5541	4244	76.59	2732	49.31
Female	3278	2874	87.67	1975	60.25	3178	2944	92.64	2070	65.14
Total	8779	7341	83.62	4545	51.77	8719	7188	82.44	4802	55.08

**During the year under review, the Company has also conducted various other training programs, designed to meet the changing skill requirements of our employees/workers. These programs include: Fire Fighting Drills, First+ Aid Training, Use of PPE's Training, Ergonomic Training and Chemical Handling Training. For mid-level and senior level executives management development program are also conducted to upgrade their knowledge and management skills.*

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1664	395	24	1672	639	38.22
Female	54	17	32	53	16	30.19
Total	1718	412	24	1725	655	37.97
Workers						
Male	5501	1856	34	5541	1060	19.13
Female	3278	992	30	3178	696	21.90
Total	8779	2848	32	8719	1756	20.14

10. Health and safety management system:

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

Keeping in view the nature of the industry, the company has well defined Occupational health and Safety Policy and supporting processes to ensure the safety and well being of its employees and workers. The company has Health and Safety Committee. The Meeting of the committee is held once in every 3 months by Elected Members, Management Representative and Workers for educating them on health and safety systems. Moreover workshops/training program conducted on skill development.

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 is engaged in the manufacturing of yarns as well as garments. The company has risk management system in place. The company identifies the occupational health and safety risks, for its business activities, processes, products or services and accesses the risk on routine basis.

C. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

The company periodically educating and providing training to workers regarding benefits of using PPE'S, Getting Annual Medical Checkup of workers working in sensitive areas. The company has reporting risk management system and all the workers can report all work-related incidents (which include accidents, unsafe conditions and unsafe acts). The company investigates and takes necessary corrective actions so that such incident would be eliminated.

D. Does all the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No):

The company recognizes the overall physical and mental well being of its employees and workers. The company undertakes several well-being programs for the mental health, physical health, safety at home, hospital services, occupational health services and organizes medical camps for their employees and workers.

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

Safety Incident/ Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	2	3
Total recordable work-related injuries	Employees	1	1
	Workers	20	37
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company always make efforts to provide a safe, productive and positive environment for employees/workers. The company has also taken several measures to prevent and mitigate significant occupational health & safety impacts which are given hereunder:

- Provision and maintenance of fire detection, alarm and suppression systems
- Regular site review, inspections and audits to assess safety preparedness
- Regular mock drills for fire as well as medical emergencies
- Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation etc.
- Regular meetings and training educating workers and employees regarding safety and healthy workplace.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	N. A	Nil	Nil	N. A
Health & Safety	Nil	Nil	N. A	Nil	Nil	N. A

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. The Safety at the workplace/ office premises is one of the highest priority of the company. The company has established systems to address safety related incidents, if any. Moreover the company is undertaking safety inspections including installation and checking of firefighting equipments, educating and providing required PPE'S to workers, conducting St. John ambulance training Program for workers and educating them about using PPE's at regular intervals. The deviations/gap and findings, if any, are identified and corrective actions are taken to improve upon the systems.	

Leadership Indicators				
1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N): Yes				
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 educates the value chain partners so that they deduct statutory dues and deposit with the Authority as per applicable laws, rules and regulations. In case of any difficulty by the value chain partner they can approach the company for help. Further, some value chain partners have also submitted certificate to the company, in respect of compliance with statutory rules and regulations applicable to them.				
3. Provide the number of employees having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:				
	Total no. of affected employees/ workers		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil		Nil	
Workers				
4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No): The company has no transition assistance program. However the company’s continued skill development and up gradation during their working career helps the employees/workers in their employment after retirement.				
5. Details on assessment of value chain partners:				
	% of value chain partners (by value of business done with such partners) that were assessed			
Health and safety practices	Nil			
Working Conditions	Nil			
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners. Not Applicable				

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators				
1. Describe the processes for identifying key stakeholder groups of the entity. The Company has mapped its internal as well as external stakeholders to deepen its insights into their needs and expectations and to develop sustainable strategies for the short, medium and long term. Key stakeholders identified by the Company are Shareholders/Investors, Government and Regulators, Employees, Customers and Suppliers.				
2. List 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) Other	Frequency of engagement (Annually, Half yearly, Quarterly, others- please specify)	Purpose and scope of engagement including key topic and concerns raised during such engagement
Shareholders /Investors	No	Meetings conferences and correspondence- The company interacts with Shareholders/Investors through Financial results Announcement, Annual reports and Meetings. The company's website is updated regularly to provide information to them. The Annual General Meeting provides them opportunity to interact directly with the Directors and Management of the company.	As per the requirement and in compliance of Laws and Regulations applicable to company.	● The company is educating investors regarding company's model and wealth creation. ● Understanding investors expectations ● Resolving investors concerns regarding company's policies, strategy etc.
Government and Regulators	No	Email, E filling Newspaper, Advertisement, Website	The company meets/interacts with the government authorities as and when required during the course of its business.	● Communicate Company's performance and ensure 100% compliance to Rules and Regulations applicable to the company. ● Maintain Statutory Records as per the

				requirement of the laws applicable to the company.
Employees/ Workers	No	Video conferences, audio conference calls, Inter office memos, one-on-one counseling, Email, Website, Meetings	The company engages with its employees/workers on regular basis.	● To boost their morale and motivate them to perform in their work. ● Compensation structure ● Building a safety culture and inculcating safe work practices among workers/employee. ● Provide equal opportunities for them ● To nurture talent and develop their creativity.
Customers	No	Email, Customer visits, brochures, advertisements, website, calls, surveys	The company's sale staff/marketing staff meets them as per the requirement on regular basis.	● Understanding consumer behavior and their needs/requirements regarding quality and usefulness of the company's product.
Suppliers	No	Meetings/Calls, Email, Visits, Website	The company meets its supplier as per the needs/requirement.	● To know about their ability and financial strength for regular supply of material in time and without any interruption. ● To develop Stronger Partnership ● Ethical Behaviour

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. As a good corporate, company continues to take care of our all stakeholders: customers, employees, shareholders, business partners and above all the planet and society. The consultation on Economic, Environmental, and Social topics has been delegated to the respective departments who are responsible for engaging with stakeholders on continuous basis. The feedback of the department is shared with the Board.
2. Whether stakeholder consultation is used to support the identification and management of

environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

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

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

The Company tries to identify the disadvantaged, vulnerable and marginalized stakeholder groups through need assessment and engage with such marginalized communities through CSR Activities. The Company is committed to the welfare of disadvantaged, vulnerable and marginalized section of the society. The Company through self and in association with M/s Oswal Foundation has taken special initiatives for the benefit of local communities and other disadvantaged and marginalized stakeholders. The Company's endeavour is to help them in Healthcare, Education, and Sustainable Livelihood etc. All the projects undertaken CSR activities are based on the needs of the communities. The Company's vision, in a nutshell, epitomizes inclusive growth and dignifying the lives of the underprivileged.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

The Company advocates the supremacy of Human Rights, and all its policies acknowledge the same principle. Your Company's human rights policy recognizes the following priority issues:

Compliance with applicable labour laws, zero tolerance to the child, forced or compulsory labour in operations and supply chains, equal opportunity, provide opportunities for all employees to express concerns and seek redressal, health and safety of our employees. No complaints were received regarding human rights violation during the financial year under review.

Essential Indicators						
1. Employees who have been provided training on human rights issues and policy(ies) of the entity, in the following format:						
Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees, workers covered (B)	% (B/A)	Total (C)	No. of employees, workers covered (D)	% (C/D)
Employees						
Permanent	1717	1339	77.98	1725	1406	81.51
Other than Permanent	1	–	–	–	–	–
Total Employees	1718	1339	77.94	1725	1406	81.51
Workers						
Permanent	8779	7026	80	8719	5867	67.29
Other than Permanent	–	–	–	–	–	–
Total Workers	8779	7026	80	8719	5867	67.29
2. Details of minimum wages paid to employees in the following format:						
Category	FY 2024-25			FY 2023-24		
	Total (A)	Equal to Minimum Wage	More than Minimum Wage	Total (D)	Equal to Minimum Wage	More than Minimum Wage

[illegible]

Workers										
Permanent	8779	5021	57.19	3758	42.81	8719	4895	56.14	3824	43.86
Male	5501	2718	49.40	2783	50.59	5541	2755	49.72	2786	50.28
Female	3278	2303	70.26	975	29.74	3178	2140	67.34	1038	32.66
Other than Permanent	NIL									
Male										
Female										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
*Board of Directors (BoD) <i>(including MD)</i>	9	40,000	1	40,000
Key Managerial Personnel	2	3103399	–	–
Employees other than BoD and KMP	1661	344388	54	253368
Workers	5501	193500	3278	181104

* Board of Directors are being paid Rs. 10,000 for attending Board Meeting.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	25.56%	30.15%

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, the company has appointed Vice President (personnel) and Labour Welfare Officers who are responsible for addressing the human rights impacts or issues caused or contributed to by the business.

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

The company has formulated and adopted Vigil Mechanism/Whistle Blower Policy for its directors and employees/workers and value chain partners. The aim of the policy is to provide a channel to the directors and employees/workers to report their genuine concerns about unethical behavior, actual or suspected fraud or violation of the code of conduct. Reporting avenues have been provided for company's employees, customers, suppliers and other stakeholders who can raise concerns or make disclosures when they become aware of any actual or potential violation of the Company Code, policies or law including human rights violation. Representations made in the reporting avenues are reviewed

and appropriate action is taken on violations.

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

	FY 2024-25			FY 2023-24		
	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	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

All complaints can be made without fear of reprisal and with the assurance that the Company will stands by you. The company does not tolerate any form of retaliation against anyone reporting good faith concerns. Anyone involved in targeting such a person raising such complaints is liable for disciplinary action. The company has formulated and adopted Vigil Mechanism/Whistle Blower Policy for its directors and employees/workers to prevent adverse consequences to the complainant in discrimination and harassment cases. In Exceptional circumstances, the complainant can also approach to the chairman of Audit Committee.

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

The Company always advocates the supremacy of Human Rights.

10. Assessments for the year:

	% of your offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% assessed. Regular audits are conducted by third parties on request of Brands. Moreover, the company has also internal system for monitoring compliance of all relevant laws and policies pertaining to these issues. No adverse observation
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

Others – please specify	was observed during the financial year 2024-25.
11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above: Not Applicable	

Leadership Indicators	
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. The company is committed to providing a safe and positive work environment. This is achieved through a well-established Grievance Resolution Mechanism. The Company advocates the supremacy of Human Rights and all its policies acknowledge the same in principle and spirits.	
2. Details of the scope and coverage of any Human rights due-diligence conducted. The Company's Human rights policy recognizes the following priority issues: ● Compliance to labour laws, ● Zero tolerance to the child, forced or compulsory labour in operations and supply chains, ● Equal opportunity for all employees, ● Provide opportunities for all employees to express concerns and seek redressal, ● Health and Safety of our employees/workers/staff.	
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? All the offices and workplace are accessible to differently abled visitors as per the requirement of Rights of Persons with Disabilities Act, 2016.	
4. Details on assessment of value chain partners:	
	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	The company exports garment to reputed International Brands. The accessories and other material are procured through approved, nominated and validated vendors. These vendors are audited by independent external parties appointed by the garment brands. This ensures compliance to human rights issues of the companies' value chain partner. Further, some value chain partners have also submitted certificate to the company, confirming to the compliance with Human Rights issue like No child labour/forced labour/involuanry labour, no Sexual harassment and no discrimination at workplace in respect of wages and working hours and other welfare matters.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
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: Not Applicable	

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

As a responsible corporate entity, company is fully aware of its obligation and responsibility to

maintain highest standard of Environmental Management, as the climate changes and Global Warming are posing great threat to the global environment and to the Human kind. The company uses multiple energy sources in its daily operations and electricity being the primary source. The company has increased the share of renewable electricity (RE) over the years through Rooftop solar generation. The Company has set up Roof top solar plants at its Spinning Units at different location in the state of Punjab and Madhya Pardesh.

Parameter	FY 2024-25 (Giga Joules)	FY 2023-24 (Giga Joules)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	646276	622000
Energy consumption through other sources (C)	105458	31000
Total energy consumed from renewable sources (A+B+C)	751734	653000
From non-renewable sources		
Total electricity consumption (D)	1454385	1460000
Total fuel consumption (E)	13815	12000
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1468200	1472000
Total energy consumed (A+B+C+D+E+F)	2219934	2125000
Energy intensity giga joules per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000676	0.0000697
Energy intensity giga joules per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00138	0.00159
Energy intensity in terms of physical output (Giga Joules per m.ton of Spinning Production)	20.10	20.40
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external		
The independent assessment/evaluation/Energy Audit has been carried out by Namdhari Eco Energy Pvt. Ltd. during the financial year 2024-25.		

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

Yes, the Company has been identified as Designated Consumer (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. The company had achieved the targets set under the PAT scheme and two units have been awarded Energy Saving Certificates (EScerts). Since the Company is in PAT Cycle 7 and M&V audit done by Bureau of Energy Efficiency for the year 2024-25. The company is expecting to be EScerts Positive once again.

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

The company optimizes water consumption through conservation, sewage treatment and reuse, and rainwater harvesting. All units have been designed for higher water efficiencies, recycling and treatment of sewage, and rainwater harvesting. The detailed break up is given below:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	1622112	1531726
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1622112	1531726
Total volume of water consumption (in kilolitres)	1622112	1531726
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000494	0.0000502
Water intensity Kiloliters per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00101	0.00115
Water intensity in terms of physical output (kiloliters per m.ton of spinning production)	14.69	14.71
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
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 independent assessment/ evaluation has been carried out by an external agency related to water consumption. However the company makes assessment/evaluation of water consumption internally. The company has put electronic flow meters to check the extraction of water and discharge of treated effluent.	

**The company is maintaining the records on the daily as well as monthly basis of water consumption, it is pertinent to mention here that as and when water is on higher side the company take necessary steps accordingly to reduce the water consumption.*

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	763487	635068
- No treatment		
- With treatment – please specify level of treatment	As per norms of respective SPCB	
(ii) To Groundwater	NIL	
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NIL	
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NIL	
- No treatment		
- With treatment – please specify level of treatment		
(v) Others (Discharge in Sewer after treatment)	568359	576833
- No treatment		
- With treatment – please specify level of treatment	As per norms of respective SPCB	
Total water discharged (in kilolitres)	1331846	1211901
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 independent assessment/ evaluation has been carried out by an external agency related to water consumption. However the company makes assessment/ evaluation of water consumption internally.	

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

- The company has installed a 600 KLD zero discharge system in one of its production facility at Mandideep (M.P). After treatment of effluent in STP, the treated effluent is feed into the two stage filtration system, Ultra filtration system followed by Reverse Osmosis. The treated water is used in the humidification plant of the facility. Further, the company is in process to utilize (approx.) 350 KLD STP treated water in Humidification Plant at its spinning unit at village Lalru, Distt. S.A.S. Nagar. For this order has been already placed to M/s. ION Exchange India Ltd.
- The company has total Six sewage treatment plants at its Spinning units with a total capacity of 2175 K.L / day. The discharged water of these plant is used for horticulture and gardening.
- The company is also installing 1200 KLD Zero Liquid Discharge Plant in their facility at its Dyeing unit, village Dhandari Kalan, Distt. Ludhiana with a capital investment of 15 Crores. Order for ZLD plant has been already placed and civil work is under progress. The plant is expected to be commissioned by December, 2025.

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

The Company has a biomass captive power plant in one of its unit, the plant is registered under clean development mechanism. The company has installed Electro Static precipitator to minimize air pollution, around 99% of total energy used in this facility is from renewable source of energy in the year 2024-25.

Parameter	unit	FY 2024-25	FY 2023-24
NOx	M.ton	167.029	226.046
SOx	M.ton	8.569	9.068
Particulate matter (PM)	M.ton	54.371	36.131
Persistent organic pollutants (POP)	Nil		
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others- Carbon Monoxide Percentage		–	–
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)	Yes, it is monitored on regular basis by external agencies like SIMA Lab-Delhi, IDMA LAB, CATTs LABS Haryana etc.		

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

Parameter	Unit	FY 2024-25	FY 2023-24
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)	<i>Metric tonnes of CO₂ equivalent</i>	1565.452	1888.76
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)	<i>Metric tonnes of CO₂ equivalent</i>	29370.50	29046.475
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover		0.00000094	0.0000010
Total Scope 1 and Scope 2 emission intensity M.ton per rupee of turnover adjusted for Purchasing		0.000019	0.000023

Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
Total Scope 1 and Scope 2 emission intensity in terms of physical output (M. ton per ton of spinning production)		0.280	0.297
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0.00	0.00
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		Yes, the company has deputed M/S Green Stitch Technology Pvt. Ltd., to calculate Carbon Emission.	

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

- The Company is committed to reduce Carbon footprints by engaging various sustainability efforts. One of the step towards this direction is making use of Solar Panels in its Spinning Units. The Company has already installed Roof Top Solar Plant at its spinning units at Village Lalru and Lehli, Distt. S.A.S. Nagar, Village Jitwal Kalan, Distt. Sangrur, Village Jodhan, Distt. Ludhiana and Village Simrai, Mandideep, Distt. Raisen(M.P.). During the year 2024-25 Company has expanded its Solar power capacity by 5.81 M.W with an investment of Rs. 14.50 Crores, which increased Company's total solar power capacity from 8.66 M.W. to 14.47 M.W. During the year 2024-25, Company's energy usage from renewable sources is around 34% of total energy used.

Further, the Company is in the process of increasing its solar Power capacity by 11.00 M.W. with an investment of Rs. 25.00 Crores. After completion of the said project, Company's total roof top plant capacity will stand increased to 25.47 M.W. These Roof Top Solar Plants are generating clean & green energy and saving environment too. This has also resulted in saving of electricity cost to the company.
- The Company is replacing old machines with ultra-modern machines at a cost of Rs. 325 Crores at its spinning units. These modern machines help in lowering the power consumption and thus saving energy.
- Installation of Zero liquid Discharge Plants on STP/ETP, Conservation of water in operation by implementation of various recovery systems helps to reduce water consumption and minimize environmental impact.

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

Parameter	FY 2024-25	FY 2023-24
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Total Waste generated (in metric tonnes)		
Plastic waste (A)	369.918	320.087
E-waste (B)	1.646	2.461
Bio-medical waste (C)	0.011	—
Construction and demolition waste (D)		—
Battery waste (E)	4.142	4.175
Radioactive waste (F)		—
Other Hazardous waste. Please specify, if any (G)		
• E.T.P Sludge	466.760	448.385
• Used Oil	23.123	8.602
Other Non-hazardous waste generated. <i>Please specify, if any</i> (H)		
• Textile Waste (M.Ton)	40755.680	36112
• Other Non-hazardous waste	1517.382	1760.642
Total (A+B + C + D + E + F + G + H)	43138.662	38656.353
Waste intensity M. ton per rupee of turnover <i>(Total waste generated/Revenue from operations)</i>	0.00000131	0.00000127
Waste intensity M.ton per rupee of turnover adjusted for Purchasing Power Parity (PPP) <i>(Total waste generated/ Revenue from operations adjusted for PPP)</i>	0.000026	0.000029
Waste intensity in terms of physical output (M.ton per ton of spinning production)	0.391	0.371
Waste intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
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	51.540	19.696
(ii) Re-used M. Ton	4995.963	4840.592
(iii) Other recovery operations	170.168	217.217
Total (M. Ton)	5217.671	5077.505
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations		
a) Plastic Waste	369.918	320.087
b) E. Waste	1.162	1.41

c) Battery Waste	3.374	4.175
d) E.T.P Sludge	478.125	438.345
e) Used Oil	24.34	8.602
f) Textile Waste	35907.298	29706.383
g) Other Waste	1517.382	1760.642
Total (M. Ton)	38301.599	32239.644
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 independent assessment/ evaluation has been carried out by an external agency related to waste management. However the company make assessment/ evaluation of waste management internally.	

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.

Hazardous waste is being kept in a separate room/ place as per guidelines of State Pollution Control Board. Such waste is disposed off only through the firms authorized by the State Pollution Control Board for the purpose. There are two categories of process waste

- Useable waste of raw cotton which is used in same process as raw material.
- Saleable waste of raw cotton and fabric which is sold to the local buyers who use it to make courser yarn and to fill mattresses etc.

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:

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 as no spinning/garment unit of the company is situated in and around ecologically sensitive areas.		

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
Not Applicable					

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). If not, provide details of all such non-compliances, in the following format:

Yes, the company is in compliance with the applicable environmental law / regulations / guidelines in India. No fine/penalty/action was initiated against the entity under any of the applicable environmental laws/regulation/guidelines.

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
NIL				

Leadership Indicators

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

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

- (i) **Name of the area:** All the spinning units in the state of Punjab and Madhya Pradesh have their own sewage treatment plants.
- (ii) **Nature of operations:** The Company is engaged in manufacturing of yarns and garments under the main head Textile Industry.
- (iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1622112	1531726
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	1622112	1531726
Total volume of water consumption (in kilolitres)	1622112	1531726
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000494	0.0000502
Water intensity (optional)- the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	763487	635068
- No treatment	0	0
- With treatment – please specify level of treatment	As per norms of respective SPCB	
(ii) Into Groundwater	NIL	
- No treatment		
- With treatment – please specify level of treatment		

(iii) Into Seawater	NIL	
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NIL	
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	568359	576833
- No treatment		
- With treatment – please specify level of treatment	As per norms of respective SPCB	
Total water discharged (in kilolitres)	1331846	1211901
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 independent assessment/ evaluation has been carried out by an external agency related to water consumption. However the company makes assessment/ evaluation of water consumption internally. The company has put electronic flow meters to check the extraction of water and discharge of treated effluent.	

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	Not Calculated	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 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.			

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:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Installation of Solar Plants	The company has installed Roof top Solar Power Plants at its spinning units. During the year 2024-25 Company has expanded its Solar power capacity by 5.81 M.W with an investment of Rs. 14.50 Crores, which increase Company's total solar power capacity from 8.66 M.W. to 14.47 M.W.	During the FY 2024-25, the total power generated through Solar power plants is 14647 MW. and carbon emission reduced by approx. 2130 MT.	NA
2	Use of Renewable Fuel in Boilers / Thermopac	The industry is using Renewable fuels in Boilers & Thermopac to reducing the GHG impact.	The total Carbon Emission reduced by using renewable fuel during the FY 2024-25 is approx.12240 m.ton.	NA
3	Installation of ESP for Boiler flue gases	The company has installed ESP on its Boilers to minimize the emission of pollutants.	It helps to reduce the level of pollutants significantly.	NA
4	Water Conservation Through Zero Liquid Discharge on STP's.	Water Conservation and minimize the water consumption is top priority of the company: - The company has installed Zero Liquid Discharge plant in one of its production facility at Mandideep (Bhopal). - Modification of STP's at company's spinning unit at village Lalru and at village jitwal kalan, distt. Malerkotla. The	Optimization of water consumption helped to maintain Ground water level of the area.	NA

		treated water is used for humidification plant of the mill, gardening, flushing etc. • The company is in process to utilize approx. 350 KLD treated water in Humidification plant through STP at company's spinning unit at village Lalru. For this order has been already placed to M/S ION Exchange India Ltd. • The company is also installing 1200 KLD Zero Liquid Discharge Plant in their facility at its Dyeing unit, village Dhandari Kalan, Distt. Ludhiana with a capital investment of 15 Crores.		
5	Ground Water Recharging System	To contribute towards the replenishment of ground water, the company has installed 24 Rain water harvesting pits in its production facilities.	To maintain Ground water level through rain water harvesting systems	NA
6	Tree Plantation	The company promotes tree plantation in & around the industry and maintains the green areas within the facility premises. Employees are also motivated to take participation in tree plantation drive.	The company undertook tree plantation in 27 acre of land to reduce air pollution.	NA

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

The company has a standardized procedure to maintain business continuity and ensure effective management of incidents. A risk-based approach is followed to identify credible business risks and is reviewed regularly. In addition, to safeguard our data and IT systems, the company have a Data Recovery Capability Standard. The purpose of this Standard is to specify controls to ensure that our data, applications and systems can be recovered to meet business operational requirements following a disruptive cyber incident.

The company has disaster management team which respond to any unforeseen eventuality such as Earthquake, Flood, Fire, Chemical spill and Medical Emergency. This plan is subjected to periodic testing to ascertain the realistic applicability of the plan and to outline the steps to be taken to prepare for and respond to an emergency affecting the company. The goals of this disaster management plan include:

- a. The safety of all staff, workers & visitors.
- b. The physical and emotional well-being of staff, workers & visitors.
- c. The timely stabilization of an emergency situation.
- d. The protection of company's facility, property, and the belongings of staff, workers & visitors.

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 significant adverse impact envisaged from company's value chain.

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

We are in touch with value chain partners to provide us such data.

8. How many Green Credits have been generated or procured:

a.	By the listed entity	Nil
b.	By the top ten (in terms of value of purchases and sales, respectively) value chain partners	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.

The Company is a member of **Six trade** and chamber or association. The Company participates in the discussions, meetings and seminar organized by these associations and actively put forth its viewpoint on various policy matters and inclusive development policies. The Company utilizes these forums for pushing new policy initiatives

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.

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Export Organizations (FIEO)	National
2	Apparel Export Promotion Council	National
3	Confederation of Indian Industry [CII]	National
4	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
5	The Synthetic and Rayon Textiles Export Promotion Council (SRTEPC)	National
6	Northern India Textile Mills Association (NITMA)	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.

The Company has not engaged in any anti-competitive conduct.

Leadership Indicators

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

The company focuses on developing and maintaining partnerships with relevant government officials, business organizations, industry associations, and community organizations for the purpose of developing mutually-beneficial partnerships.

S. No.	Public policy advocated	Method resorted for such advocacy available	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ others- please specify	Web link, if available
	The company is member of industry association and the Company's Policy on Responsible Advocacy provides the framework for necessary interface with Government/ Regulatory Authorities	The Company works with apex industry institutions that are engaged in policy advocacy, like the Northern India Textile Mills Association, The Cotton Textiles Export Promotion Council, Synthetic And Rayon Textiles Export Promotion Council, Federation of Indian Export Organisations Undertakings, Apparel Export Promotion Council, Confederation of Indian Industry [CII]. The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and taking into consideration interests of all stakeholders.	Yes	As and when required	—

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

As a responsible organization focused on inclusive growth, your Company has followed a proactive approach towards Corporate Social Responsibility (CSR). The Company has a detailed CSR policy in place, and the CSR activities are monitored by the Board appointed CSR committee. The company has been undertaking CSR projects through Oswal Foundation, which is a Registered Society formed in 2006, having its charitable objects in various fields. The key focus areas of Company's CSR programs are the promotion of education, preventive healthcare, rural development, skill enhancement, environment protection and other areas as defined in Schedule VII of the Companies Act, 2013.

The Company internally performs an impact assessment of its initiatives at the end of each year to

understand the efficacy of the program in terms of delivery of desired benefits to the community and to gain insights for improving the design and delivery of future initiatives.

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 (Yes / No)	Relevant Web link
None of the projects undertaken by the company in FY 2024-25 required Social Impact Assessments (SIA)					

- 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 INR)
NIL						

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

The company undertakes interaction with the community to discuss, identify & address any issues, complaints or grievances of the community. The company has also dedicated email address i.e. gredressalnsml@owmnahar.com for the purpose redressing grievances and complaint received from any investors and community. The grievances/complaints received through the said mail is being looked after by the compliance officer of the company so that the grievances/complaints resolved at earliest. No complaints/grievances were received by the company pertaining to CSR related activities.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	12.81%	13.90%
Directly from within the India	The total procurement from MSME/Small producer is 12.81% out of which 2.34% is from the state of Punjab and the balance 10.47% is from the rest of India.	The total procurement from MSME/Small producer is 13.90% out of which 1.88% is from the state of Punjab and the balance 12.02% is from the rest of India.

- 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 2024-25	FY 2023-24
Rural	48.91	48.91

Semi-urban	12.43	12.43
Urban	-	-
Metropolitan	38.66	38.66

(Place to be categorized as per RBI Classification System - rural / 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:

Sr. No.	State	Aspirational District	Amount spent (In Lakhs)
1.	Punjab	Ludhiana	524.00

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

The company does not have any preferential procurement policy at present. However, we try to procure goods & services from MSME vendors and schedule there payments within stipulated period.

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

Please refer to the above answer.

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

Please refer to answer for Q.4 in Principle 8, Essential Indicators.

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:

Sr. No.	CSR Project	No. of Persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	To meet its CSR obligation under section 135 of the companies Act, 2013 company is undertaking CSR activities in collaboration with the group companies		

through Oswal Foundation, which is a Registered Society formed in 2006, having its charitable objects in various fields. The Company's CSR obligation for the financial year 2024-25 was Rs. 524.00 Lakhs. To fulfill its obligation for the financial year 2024-25, Board on the recommendation of CSR Committee contributed an amount of Rs. 501.51 Lakhs to the Oswal Foundation, a Registered society with vide Registration No. CSR0000145, for undertaking 'Rural Development Project', which is covered under Schedule VII of the Companies Act, 2013. The Foundation has undertaken 'construction of community hall, kitchen and rooms at main G.T. Road between Doraha and Khanna, Distt. Ludhiana'. Further, to support Healthcare Initiatives i.e. to facilitate transportation of patients for healthcare-related tasks, Board on the recommendation of CSR Committee donated a vehicle to SSP Mohali, Punjab. The approximate value of the vehicle was Rs. 17.49 Lakhs. This activity falls under the Schedule VII of the Companies Act, 2013. Likewise, the Company has also paid an amount of Rs. 5 Lakhs to the Punjabi University, Patiala under the CSR activities for organizing 83rd Session of Indian History Congress by Department of History and Punjab Historical Studies, Punjabi University, Patiala. <i>Refer Annexure-I to the Board's report for the annual report on CSR activities [Pursuant to Section 135 of the Companies Act, 2013 read with Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended.</i>	Rural Development project The whole community of India especially living in the state of Punjab, Haryana and union territory of Chandigarh will be getting benefits from the said project. Healthcare Initiatives The community living in S.A.S Nagar and union territory of Chandigarh will be getting benefits from the said Initiative. Promoting Education The 83rd session of the Indian History Congress was held at Punjabi University, Patiala, to promote Punjabi language, literature, culture, heritage, art, and history.
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PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

The Company places its customers at the centre of all its business policies and conducts. The Company strive to continue growth by adopting national and international standards and embracing ethical means in harmony with the environment, ensuring customer delight, stakeholder trust and social responsibility.

Essential Indicators

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

The Company organizes buyer meets for better market research and customer service. Feedback is also taken by the management during the visit of Customers at the manufacturing facilities. Customers' satisfaction is the Company's primary goal, which motivates the Company to keep its products as per the consumer's requirements. To understand the customers better, the Company adopts several procedures including customer surveys, customer audits and direct feedback. There is also a team dedicated to attend and address consumer feedback and queries.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	90%

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NA	NA	NIL	NA	NA
Advertising						
Cyber security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

The company has not recalled its product on account of safety issues.

Category	Number	Reason for recall
Voluntary recalls	Nil	N.A.
Forced recalls	Nil	N.A.

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

This Cyber Security Policy is a formal set of rules by which people who are given access to company technology and information. The company has internal generated policy on cyber security and risks

related to data privacy. The Policy serves several purposes. The main purpose is to inform company users: employees, contractors and other authorized users of their obligatory requirements for protecting the technology and information assets of the company. The Cyber Security Policy describes the technology and information assets that we must protect and identifies many of the threats to these assets. The Policy also describes the user's responsibilities and privileges and contains procedures for responding to incidents that threaten the security of the company computer systems and network. From a cyber security aspect, the company has implemented cutting edge security tools to protect itself from external as well as internal threats. The policy is being used internally and is not uploaded on company's website.

Implementation of Firewall throughout the Organization:

To prevent the network from the outside agencies, the company installed the firewalls throughout the group. Our Network is not exposed to external agencies. The company has implemented the Security policies through this firewall. Given the limited access of the internet as per the business requirements. All Social sites are blocked to reduce the risk of vulnerability and compromise of the resources. Access of all applications is through this firewall. Unauthorized person will not be able to access our network, applications etc. No Person can download & install the unauthorized software on their respective computers. On routine basis all infra is being monitored through the Firewall for the threat attacks & blocking of the PCs showing abnormal behavior based on certain parameters.

In case any Cyber security Attack/Threats/Notice is found the information is shared to the Senior Management/CEO and he will share such incident to our Business Partners, Vendors, Suppliers and Local Authorities or Government Agency.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services: Not Applicable

7. Provide the following information relating to data breaches :

a. Number of instances of data breaches:

During the financial year 2024-25, no data breaches regarding customer privacy from outside parties etc. has happened.

b. Percentage of data breaches involving personally identifiable information of customers: 0%

c. Impact, if any, of the data breaches: NA

Leadership Indicators

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

The information on company's products can be accessed through company's website i.e. www.owmnahar.com. Moreover, the companies share the said information through brochures/pamphlet, catalogue etc.

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

The Company arranges technical visits regularly to educate the customers where they find solution to their problems. Further, for outstation customers conference calls are organized to understand their requirements and try to meet the same.

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

As the company is engaged in the manufacturing of yarns/garments business, no such mechanism is applicable to company.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

The company display only mandated product information on cartons.

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

Yes, the company undertakes telephonic survey with regard to consumer satisfaction relating to the products of our company

For and on behalf of the Board of Directors

Place: Ludhiana
Dated: 31st July, 2025

Jawahar Lal Oswal
(Chairman)
DIN: 00463866