



Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L17118RJ1984PLC003173
2. Name of the Listed Entity	SANGAM (INDIA) LIMITED
3. Year of incorporation	1984
4. Registered office address	Atun, Chittorgarh Road, Bhilwara 311001 Rajasthan
5. Corporate address	Atun, Chittorgarh Road, Bhilwara 311001 Rajasthan
6. E-mail	secretarial@sangamgroup.com
7. Telephone	01482-245400-406
8. Website	www.sangamgroup.com
9. Financial year for which reporting is being done	2022-2023
10. Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited, National Stock Exchange of India Limited
11. Paid-up Capital	45,04,65,590
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. Praveen Chandalia, Vice President (Finance & Accounts), Cont No. 01482 245400-406, email id praveen.c@sangamgroup.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Textile	Spinning, Weaving and Finishing of Textile Products	100%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cotton Yarn	13111	14%
2.	PV Yarn	13114	35%
3.	PV Fabric	13124	23%
4.	Denim Fabric	13131	23%
5.	Knitted Fabric	13911	2%
6.	Seamless Garment	14101	3%

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III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	4	9
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)*	28
International (No. of Countries)*	58

*Above includes domestic sales and export through dealers and distributors.

b. What is the contribution of exports as a percentage of the total turnover of the entity?	28%
c. A brief on types of customers	<p>At Sangam India, we pride ourselves on serving a diverse range of customers from various sectors and industries. Our clientele includes:</p> <ul style="list-style-type: none"> • Government Bodies, • Limited Companies • Private Limited Companies • Micro, Small and Medium Enterprises (MSMEs) • Traders • Partnership Firms • Proprietors <p>Our dedication to understanding the unique needs of each of these customer types enables us to provide superior value, leading to enhanced customer satisfaction and loyalty.</p>

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1583	1537	97.09%	46	2.91%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	1583	1537	97.09%	46	2.91%
WORKERS						
4.	Permanent (F)	8,872	8,004	90.22%	868	9.78%
5.	Other than Permanent (G)	1,087	924	85.00%	163	15.00%
6.	Total workers (F + G)	9,959	8,928	89.65%	1031	10.35%



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b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	1	1	100%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	3	0	0

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.91%	41.98%	16.59%	15.71%	22.95%	15.86%	19.01%	31.11%	19.20%
Permanent Workers	57.69%	47.28%	56.69%	35.90%	35.04%	35.83%	41.13%	36.11%	40.73%

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	SANGAM VENTURES LIMITED	WHOLLY OWNED SUBSIDIARY COMPANY	100	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	2,73,277.00 in Lakhs
(iii) Net worth (in ₹)	88,740.00 in Lakhs

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VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2022-23 Current Financial Year			2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	-	0	0	-
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	4	0	-	13	0	-
Employees and workers	Yes	121	0	-	125	0	-
Customers	Yes	15	0	-	12	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

* Web link for grievance redressal mechanism - <https://sangamgroup.com/investors-handbook/>

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Circular Economy	Opportunity	The Circular Economy model of production and consumption promotes the reusing, refurbishing, and recycling of existing materials and products. The transition to a circular economy will affect and reduce material usage. A shift in regulations and demand, combined with new technology, has the potential to reduce costs.		Positive



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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Sustainable Sourcing and Supply chain Management	Opportunity	<p>Companies that source materials sustainably and promotes the reusing, refurbishing and recycling of existing material are often viewed as more responsible company. It can enhance their brand reputation and foster trust among consumers, investors, and other stakeholders. This can increase brand loyalty and potentially lead to higher sales.</p> <p>Furthermore, sustainability in supply chain management enhances brand reputation and customer loyalty. It can also attract eco-conscious investors, creating financial opportunities. Hence, sustainable sourcing and supply chain management provide a strategic advantage for textile companies navigating a future shaped by sustainability.</p>		Positive
3.	Water and Waste Management	Risk	<p>Water is a critical input for the textile company. Inefficient water use can lead to scarcity, increasing operational costs and affecting production. Similarly, waste is generated as part of a company's operations, maintenance of machinery and office administrative work. Improper waste handling may contribute to air pollution, climate change, and various direct and indirect impacts on the ecosystem.</p>	<p>Our company has taken an effective approach to mitigate water and waste management risk. We have implemented CTP and ETP plants at all our facilities to regulate water waste and minimize pollution. These practices ensure we maintain our status as a Zero Liquid Discharge company, as we continuously aim to recycle and treat all wastewater. We prioritize responsible waste management to address environmental and human risks. Our generated hazardous waste are managed properly with the help of authorised waste handlers. Similarly, Non-hazardous waste undergoes various recycling. For example, boiler ash is sent to brick manufacturers for reuse, while dry vegetation and a portion of canteen waste are composted onsite to minimize our environmental impact.</p>	Negative

Business Responsibility & Sustainability Reporting (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Energy and Emission Management	Risk	<p>In the textile industry, energy and emission management is a significant risk. High energy consumption, predominantly from fossil fuels, leads to substantial greenhouse gas (GHG) emissions. Stricter environmental regulations, increased energy costs, potential carbon taxes, and public pressure for sustainability are escalating the risk. Inefficient energy use can escalate operational costs. An unmanaged energy and emission footprint can also impact market access, as customers and stakeholders increasingly demand sustainable supply chains. Therefore, it's critical for textile companies to implement robust energy and emission management strategies, such as energy-efficient technologies and renewable energy sources, to mitigate these risks, reduce operational costs, and improve their environmental footprint.</p>	<p>Our company is actively undertaking several initiatives to minimize emissions and reduce energy consumption from non-renewable sources. To counter GHG emissions, we've implemented Rooftop Solar Power Plants, Biomass Co-generation Thermal Power Plants, and Wind Energy Turbines. These interventions allow us to leverage renewable energy, significantly reducing our carbon footprint. Furthermore, we have introduced energy conservation measures, including the conversion of Condensing Turbines, initiatives for Compressed Air Leakage Reduction, WCS Duct Modification, and Auto Corner Machine Speed Optimization. Together, these strategies aim to optimize energy use, mitigate environmental risks, and promote sustainability, aligning with our commitment to responsible business practices.</p>	Negative
5.	Human Rights & Labour Management	Risk	<p>Companies focussing on respecting human rights demonstrate their commitment to building sustainable and mutually beneficial relationships with those who are influenced or impacted by their operations, such as customers, communities, workers, and investors. This includes demonstrating that they care about the people whose lives they engage with. Similarly, Businesses requiring workers on site must ensure effective labour management practices. This includes the complexity of their workforce (size, labour intensity, and operational locations), the management-labor interaction, the effectiveness of worker rights, and their attempts to engage their workers.</p>	<p>Our company prioritizes human and labor rights, establishing policies and grievance mechanisms to safeguard these principles. We encourage our employees to raise concerns, fostering a culture of transparency and open communication. Through regular internal and external audits at all our facilities, we continuously assess and adapt to uphold human and labor rights. Furthermore, we commit to annual Sedex-SMETA-4 Pillar Audits, scrutinizing labor standards, health and safety, environmental impact, and business ethics. This approach guarantees adherence to global standards, mitigates risks, and promotes a safe, fair working environment. Through these comprehensive measures, we aim to minimize human rights and labor management risks, demonstrating our unwavering respect for these values.</p>	Negative



Business Responsibility & Sustainability Reporting (Contd.)

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)
6.	Employee training, development, wellbeing & satisfaction	Opportunity	Investing in employee training, development, wellbeing, and satisfaction presents a great opportunity for a textile company. Enhanced skill sets can boost productivity and efficiency, driving superior results and competitiveness. Fostering employee wellbeing reduces absenteeism and fosters a positive work environment, leading to improved job performance. Higher job satisfaction can result in increased loyalty and reduced turnover, saving recruitment and training costs in the long run.		Positive
7.	Impact on community	Opportunity	When businesses invest in the development of local communities, they can help to create a more stable, prosperous, and sustainable environment in which to operate. This, in turn, can benefit the business by creating a more supportive local economy and customer base.		Positive
8.	Customer Satisfaction	Risk	Customer satisfaction is a key factor for the success of business. Focusing on customer satisfaction can help in establishing a positive brand reputation, which differentiates the business apart from its competitors and attract more consumers. Overall, focusing on customer satisfaction can help the textile industry improve customer loyalty and the brand value of the company.	To mitigate customer satisfaction risk, we implement an inclusive, responsive system. We have shared our contact details with customers to facilitate easy communication. When a complaint arises, it's logged into our system, assigned to a specialized team member and thoroughly investigated. We strive to resolve issues promptly, and maintain transparency by updating the customer about progress. Furthermore, we leverage these complaints to identify common problem areas, allowing us to improve our products and services.	Negative

Business Responsibility & Sustainability Reporting (Contd.)

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)
9.	Product Design and Innovation	Opportunity	Product design and innovation can assist the textile business to stay competitive and relevant in an ever-changing market. By embracing new technologies and materials, textile manufacturers can tap advantage of new market opportunities and boost their efficiency and productivity. Similarly, Innovation in textile materials and manufacturing processes can help reduce the industry's impact on the environment.		Positive
10.	Ethics & Business Conduct	Risk	Textile companies face significant ethical and business conduct risks, including fraud, executive misconduct, corrupt practices, money laundering, and anti-trust violations. These risks threaten their reputation, financial stability, and overall sustainability. Maintaining high ethical standards helps minimize these risks. To manage these, it's essential to implement strict ethical guidelines, comprehensive monitoring systems, and ongoing employee training.	To mitigate ethics and business conduct risk, we have established a robust ethics program with a clear code of conduct. These are effectively communicated and integrated into all aspects of the business. Regular training and education programs are conducted to promote awareness. An anonymous reporting mechanism is crucial to encourage whistleblowing.	Negative
11.	Compliance with Laws & Regulations	Risk	Compliance with laws and regulations is a significant risk for textile companies. This includes a variety of local and international regulations on labor rights, environmental impacts, health and safety standards, and quality standards. Unable to comply this laws can result in financial penalties, reputational damage, and disruption of operations.	To mitigate compliance risk, we maintain a robust understanding of relevant laws and regulations, conduct regular audits, and enforce stringent internal policies. Also, invest in ongoing training and education for their employees and establish a culture of compliance.	Negative



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S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Corporate Governance	Risk	Businesses are assessed based on their performance across all key governance issues, which include ownership & control, Board pay, accounting, business ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	The cornerstone of the Company is rooted in principles such as transparency, integrity, professionalism, and accountability. The Company ceaselessly strives to enhance these facets, adopting cutting-edge methods to utilize resources effectively and transform opportunities into successes. This is accomplished through appropriate empowerment and inspiration.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
Policy and management processes										
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
Disclosure Questions										
c. Web Link of the Policies, if available	https://sangamgroup.com/investors-handbook/									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes

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4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	No	Yes ISO 9001:2015 OEKO-TEX Global Recycled certification Global Organic Textile Standard	Yes Iso 45001	No	Yes SA 8000:2014	Yes ISO 14001:2005 OEKO-TEX Global Recycled certification Global Organic Textile Standard	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	No	No	No	No
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	No	No	No	No	No	No	No	No	No

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

As the director of a leading textile company, it is my privilege to present the business responsibility report, highlighting our commitment to Environmental, Social, and Governance (ESG). At our company, we recognize the importance of sustainable practices and strive to make a positive impact on the world around us.

We conducted a comprehensive materiality assessment to identify the key ESG challenges that we face. Our assessment revealed that water management, greenhouse gas (GHG) emissions, and energy management, circular economy are significant areas where we can make a difference. These challenges serve as our guiding principles for implementing sustainable initiatives throughout our operation.

Under our company's Corporate Social Responsibility (CSR) policy, we have identified several focus areas for engagement. We are dedicated to eradicating hunger, poverty, and malnutrition while promoting healthcare, including preventive measures. Ensuring environmental sustainability and ecological balance is another priority, alongside employment and livelihood-enhancing vocational skills and projects. We are committed to promoting education, especially among children, women, the elderly, and the differently abled. Gender equality and empowerment of women are crucial aspects we aim to support, along with contributing funds to technology incubators located within academic institutions and undertaking rural development projects.

To achieve our goals, we are continuously transforming our business culture. We believe in being accountable to the planet we live on and strengthening our symbiosis with the community. This mindset drives us to take concrete actions and implement sustainable practices.

We have implemented various initiatives to reduce GHG emissions, such as the installation of Rooftop Solar Power Plants, biomass Co-generation Thermal Power Plant, and Wind Energy Turbines. Additionally, we have undertaken energy conservation measures, including the conversion of Condensing Turbine, Compressed Air Leakage Reduction, WCS Duct Modification, and Auto Corner Machine Speed Optimization.

At our company, health and safety are of paramount importance. We hold ISO-45001:2018 certification, ensuring the highest standards in occupational health and safety. Furthermore, our Denim and Sareri units are SA 8000:2014 certified, and we undergo biannual external audits to monitor compliance. We also undergo annual Sedex-SMETA-4 Pillar Audits, which assess labor standards, health and safety, environment, and business ethics to ensure transparency and compliance. Additionally, we prioritize food safety and water treatment, with the canteen committee overseeing FSI-certified food quality and the worker committee addressing welfare concerns. We also maintain safe water supplies through our water treatment facilities.

Looking ahead, we have ambitious plans to further improve our sustainability performance. We aim to increase the use of recycled fiber, reducing plastic waste by utilizing it as a raw material. Additionally, we will focus on organic cotton to minimize greenhouse gas emissions during manufacturing processes.

In conclusion, our textile company remains dedicated to ESG-related challenges and making a positive impact. By aligning our business practices with environmental stewardship, social responsibility, and good governance, we strive to create a better and more sustainable future for all.

Mr. Anurag Soni,
Director & CFO



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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr Anurag Soni, Director & CFO
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.	No

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	Committee of the Board									Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Yearly								

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
	No	Yes, LMS Certification Limited, Hohenstein Certification Limited, Global Recycled certification Global Organic Textile Standard	Yes, LMS Certification Limited	No	Yes, LMS Certification Limited	Yes, LMS Certification Limited, Hohenstein Certification Limited, Global Recycled certification Global Organic Textile Standard	No	No	No

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

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

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators**1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year.**

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Business operations/performance, new business initiatives, regulatory, risk indicators/ mitigation plans, safety, ESG Matters, Compliances, and legal cases , Business ethics and values, Code of Conduct, Human Rights etc.	100%
Key Managerial Personnel	4	In addition to above referred topics / principles, KMPs were also part of the Company sponsored training program covering topics such as Behavioural Training, Business ethics and values, Code of Conduct, Human Rights ESG Training etc.	100 %
Employees other than BoD and KMPs	209	Fire Safety Training, EHS training, Waste Handling Training, Chemical Handling and storage, SA 8000 Awareness Training, etc.	100%
Workers	1050	Fire Safety Training, EHS training, Waste Handling Training, Chemical Handling and storage, SA 8000 Awareness Training , etc.	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 e entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	0	-	-
Settlement	-	-	0	-	-
Compounding	-	-	0	-	-

Non-Monetary

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

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



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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,
Our organization strongly emphasizes maintaining ethical standards and upholding integrity in all our operations. As such, Anti-Corruption and Anti-Bribery are integral aspects of our Code of Conduct.
All directors, senior management, and personnel are expected to adhere strictly to these guidelines. It is explicitly prohibited for any member of our organization to directly or indirectly receive or offer any gifts, donations, remunerations, hospitality, illegal payments, or any other benefits that could potentially be construed as attempts to gain business favours. Web-Link- <https://sangamgroup.com/investors-handbook/>

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

	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	2022-23 (Current Financial Year)		2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

NIL

Principle 2 Businesses Should Provide Goods and Services In A Manner That Is Sustainable And Safe

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	69.13%	69.00%	Invested in development of various eco-design and environmental friendly products.
Capex	0	0	

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

b. If yes, what percentage of inputs were sourced sustainably? 55%

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<p>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.</p>	<p>a. Plastics - Our organization acknowledges its responsibility towards the environment and is fully committed to the principles of Extended Producer Responsibility (EPR) with regards to plastic waste management. We are proud to announce that we are officially registered under the EPR framework.</p> <p>Our commitment to this initiative involves ensuring the safe and efficient reclaiming, recycling, and management of plastic waste generated from our business operations. As part of our EPR we have effectively managed 1600 metric tons of plastic waste in the current year.</p>
<p>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.</p>	<p>Yes,</p> <p>The waste collection plan is in line with the Extended Producer Responsibility (EPR) plan is submitted to Pollution Control Board.</p> <p>As part of our Extended Producer Responsibility (EPR) commitment, we have successfully managed 1600 metric tons of plastic waste in the current year. To achieve this, we have established a partnership with a dedicated waste management company that specializes in the collection and proper disposal of plastic waste. Through this collaboration, we continue to contribute significantly to environmental sustainability and responsible waste management.</p>

PRINCIPLE 3 Businesses Should Respect And Promote The Well-Being Of All Employees, Including Those In Their Value Chains

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number ©	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1537	1537	100%	1537	100%	0	0%	0	0%	1537	100%
Female	46	46	100%	46	100%	46	100%	0	0%	46	100%
Total	1583	1583	100%	1583	100%	46	100%	0	0%	1583	100%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number ©	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	8,004	8004	100%	8004	100%	0	0%	0	0%	8004	100%
Female	868	868	100%	868	100%	868	100%	0	0%	868	100%
Total	8,872	8872	100%	8872	100%	868	100%	0	0%	8872	100%
Other than Permanent workers											
Male	924	0	0%	0	0%	0	0%	0	0%	924	100%
Female	163	0	0%	0	0%	0	0%	0	0%	163	100%
Total	1,087	0	0%	0	0%	0	0%	0	0%	1087	100%



Business Responsibility & Sustainability Reporting (Contd.)

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	100%	100%	Yes	100%	100%	Yes
Others – Please Specify						

*All the employees and workers eligible are covered under ESI.

3. Accessibility of workplaces

<p>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.</p>	<p>The premises / offices of the entity are not accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.</p> <p>Sangam group promotes inclusiveness and equal opportunity for all in society. The company promotes the hiring of differently abled employees and place them in easily accessible working conditions.</p>
<p>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.</p>	<p>Yes,</p> <p>Our organization strongly upholds and implements the principles of equal opportunity for all. We believe in fostering an inclusive and diverse working environment where every individual has an equal chance to succeed, regardless of their caste, color, religion, disability, gender, national origin, sex, age, or any other characteristic.</p> <p>Our commitment to fairness, respect, dignity, and equal opportunities guide our policies and practices. We strive to ensure that these values are reflected in every aspect of our operations, from recruitment and hiring to promotions, training, benefits, and terminations.</p> <p>We continually strive to create a safe, inclusive, and equitable work environment where every individual feels valued, respected, and empowered. Our commitment to this vision is unwavering and forms the foundation of our workplace culture.</p> <p>Web Link- https://sangamgroup.com/investors-handbook/</p>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	0	0	0	0
Total	0	0	0	0

06. 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.

<p>Yes/No (If Yes, then give details of the mechanism in brief)</p>	<p>Yes, We have mechanism to receive and redress grievances for the employee and workers.</p>
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Business Responsibility & Sustainability Reporting (Contd.)

Permanent Workers	<p>Yes, at Sangam India Limited, we take every concern raised by our employees seriously. We have established a robust three-tier grievance redressal mechanism to ensure that all complaints and issues are addressed promptly and effectively.</p> <p>If an employee has a grievance, they can report it to the following points of contact:</p> <ol style="list-style-type: none"> 1. Immediate or Next Supervisor/Head of Department (HOD) 2. Plant HR Head/Plant Head 3. Function Head/Business Head (FH/BH) <p>If the issue remains unresolved or the outcome is unsatisfactory, the employee can then proceed with the following grievance mechanism:</p> <p>Supervisor/Floor In-Charge -> Head Of Department -> Worker Representative -> Grievance Redressal Committee -> Managing Director</p> <p>We are committed to resolving or escalating all grievances within 7 days from the receipt of the grievance at any level of the three-tier system. This allows us to ensure that employee concerns are addressed in a timely and appropriate manner.</p> <p>Furthermore, our HR Department conducts a quarterly review of all grievances from the previous three months. The aim of this review is to identify common issues among employees and to create an action plan to address these concerns and prevent a recurrence.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	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	1583	0	0	1527	0	0
- Male	1537	0	0	1492	0	0
- Female	46	0	0	35	0	0
Total Permanent Workers	8872	0	0	8896	0	0
- Male	8004	0	0	8055	0	0
- Female	868	0	0	841	0	0



Business Responsibility & Sustainability Reporting (Contd.)

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1537	1537	100%	1537	100%	1492	1492	100%	1492	100%
Female	46	46	100%	46	100%	35	35	100%	35	100%
Total	1583	1583	100%	1583	100%	1527	1527	100%	1527	100%
Workers*										
Male	8004	8004	100%	8004	100%	8055	8055	100%	8055	100%
Female	868	868	100%	868	100%	841	841	100%	841	100%
Total	8872	8872	100%	8872	100%	8896	8896	100%	8896	100%

*The data includes data for permanent workers.

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Current Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1537	1307	85.04%	1492	1169	78.35%
Female	46	25	54.35%	35	19	54.29%
Total	1583	1332	84.14%	1527	1188	77.80%
Workers						
Male	8004	6425	80.27%	8055	5911	73.38%
Female	868	691	79.61%	841	551	65.52%
Total	8872	7116	80.21%	8896	6462	72.64%

10. Health and safety management system:

<p>a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?</p>	<p>Yes, We have adopted a comprehensive Occupational Health and Safety Management System, grounded in a robust Environmental Health and Safety (EHS) policy that is effectively communicated to all staff. This health and management is implemented at our company owned offices and plants.</p>
<p>b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?</p>	<p>Our organization follows a thorough process to identify work-related hazards and assess risks on both a routine and non-routine basis, grounded in a strong Environmental Health and Safety (EHS) policy. This policy, made available to all employees, provides clear guidelines on recognizing and reporting potential workplace hazards, encouraging proactive participation in maintaining a safe work environment.</p> <p>The EHS Committee, which convenes on a quarterly basis, plays a crucial role in the ongoing evaluation and mitigation of work-related hazards.</p> <p>Our Occupational Health and Safety Management System, certified by ISO-45001:2018, provides a robust framework for hazard identification and risk assessment. Also, Our Denim and Sareri units have been certified under SA 8000:2014. This compliance is assured through a system of external audits that occur every six months. This system ensures our processes are in line with internationally recognized safety standards and that we continually strive to improve our health and safety performance.</p>

Business Responsibility & Sustainability Reporting (Contd.)

	<p>Further to this, we conduct an annual Sedex-SMETA-4 Pillar Audit through an independent third party. This audit rigorously evaluates our practices in labor standards, health and safety, the environment, and business ethics, ensuring we uphold the highest standards and comply with all relevant regulations.</p> <p>In addition, we carry out internal and external audits to constantly monitor and review our safety measures.</p> <p>By integrating these systems and practices, we maintain a continuous, systematic process for identifying and managing work-related hazards and risks.</p>
c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes, we have processes for workers to report the work related hazards and to remove themselves from such risks.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	<p>Yes,</p> <p>We are dedicated to ensuring that they have access to non-occupational medical and healthcare services. This commitment to their wellbeing is manifested through several initiatives:</p> <p>1- Conduct Free Health Check-up Camps</p> <p>2- Conduct Free Eye Checkup Camps</p> <p>3-Conduct Free Blood Pressure and Diabetes Checkup Camps etc</p>

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.270	0.280
	Workers	0.825	0.991
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	1	1
	Workers	24	28

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.	<p>Our organization is steadfast in its commitment to identify work-related hazards and assess risks routinely through a robust Environmental Health and Safety (EHS) policy. Accessible to all employees, it provides a framework for recognizing and reporting safety risks, fostering a proactive safety culture.</p> <p>Our EHS Committee is central to safety management, meeting quarterly to address work-related hazards. Safety officers across our facilities and frequent training ensure adherence to safety protocols.</p> <p>The ISO-45001:2018 certified Occupational Health and Safety Management System underlines our commitment to international safety standards, offering a holistic approach to hazard identification and risk assessment. Furthermore, our Denim and Sareri units are SA 8000:2014 certified, monitored via biannual external audits.</p> <p>In addition, Safety posters, work instructions, and SOPs are displayed and implemented at the shop floor. Eye washers and showers are available in chemical storage areas. Mock drills, fire evacuation drills, and safety training on various topics are conducted regularly across all units.</p> <p>Annual Sedex-SMETA-4 Pillar Audits ensure transparency and compliance, scrutinizing labor standards, health and safety, environment, and business ethics.</p>
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Business Responsibility & Sustainability Reporting (Contd.)

Our welfare priorities extend to food safety and water treatment. The canteen committee, entrusted with ensuring FSI-certified food quality, addresses complaints, while the worker committee oversees overall welfare. We also maintain safe water supplies through our water treatment facilities

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	20	0	-	18	0	-
Health & Safety	38	0	-	35	0	-

14. Assessments for the year:

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

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

To ensure the health and safety of our employees, we undertake a range of corrective actions in response to identified risks and hazards.

Recently, we identified a high-risk rate of fire in the Finished Goods Warehouse. To mitigate this, we installed fire sprinklers of the MOD type throughout the area. These advanced sprinkler systems are designed to provide rapid and effective response to any potential fire outbreak, significantly reducing the risk of damage and ensuring employee safety.

In addition, we have implemented a fire alarm system across our facilities to provide immediate alerts in case of fire, thus enabling swift evacuation or other necessary actions. Beyond the inclusion of the MOD-type sprinkler system, we also have a pressurized fire hydrant system, complete with a main pump and a jockey pump, as an additional safeguard to address any emergencies effectively. Employees are trained regularly on how to respond when the fire alarm system is activated.

Furthermore, to safeguard against work-related hazards, particularly those related to handling of chemicals, we emphasize on the provision and usage of appropriate personal protective equipment (PPE). Regular checks are conducted to ensure all staff members are using the correct PPE. An immediate PPE check is carried out in case of a chemical spill to ensure all affected staff are properly protected.

Through these corrective actions, we continually strive to maintain a safe work environment and safeguard the health and wellbeing of all our employees.

Business Responsibility & Sustainability Reporting (Contd.)

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.	<p>Stakeholder identification and prioritization are crucial elements of our strategic planning at SIL. We use a meticulous approach based on the following criteria:</p> <ul style="list-style-type: none"> • Impact and Influence: We consider stakeholders who are directly or indirectly impacted by our business activities, or who can exert influence on our operations. This ensures we are responsive to those who have vested interests in our performance. • Business Dependency and Criticality: We identify and prioritize stakeholders based on their level of dependency on our business and the criticality of their role in our operations. This helps us in recognizing relationships that are crucial to our sustainability and success. • Stakeholder Inclusivity: We believe in an inclusive approach where all stakeholders, regardless of their size or influence, have a role to play. This ensures we consider a broad spectrum of views and expectations. • Top Management Identification: We incorporate the insights of our top management from various functional areas. Their extensive knowledge and experience guide us in recognizing key stakeholders. • Potential Conflicts or Risks: We acknowledge that stakeholder engagement can lead to potential conflicts or risks. Identifying these stakeholders allows us to anticipate, manage, and mitigate any potential challenges that could jeopardize our business. • Peers and Sector Organizations: We also consider stakeholders from our peer organizations and industry sector. Their insights help us keep abreast of industry trends, standards, and expectations.
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2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Meetings, Investor Conferences. Press release and investor presentations	As & When required	<ul style="list-style-type: none"> • Transparent and timely reporting. • Attractive market capitalization growth Focus on free cash generation. • Profitable growth.
State Pollution control board	No	Face to face meeting. Emails; letters Online access to PCB portal	Continuous basis	<ul style="list-style-type: none"> • Compliance verification. • Policy matters. • Water and wastewater management. • Environment management.
Inspectorate of factories	No	Face-to-face meetings.	As & When Required	<ul style="list-style-type: none"> • Safety audits. • Building plan approvals. • Compliance with regulatory requirements.
Other Government agencies	No	Face to face meeting. Emails; letters	As & When Required	<ul style="list-style-type: none"> • Compliance • Responsible and ethical business Operations.
Employees	No	Meetings in groups Engagement sessions	Continuous basis	<ul style="list-style-type: none"> • Regular Training & development opportunities. • Competitive remuneration. • Health & safety at the workplace • Quality • Skill development. • Production • Reward & recognition



Business Responsibility & Sustainability Reporting (Contd.)

Local community	No	Community visits and consultations; Community needs assessment	Continuous basis	<ul style="list-style-type: none"> Rural Development Skill development. Education. Health Care. Environment.
Suppliers	No	One to one meeting, Supplier assessments	Continuous basis	<ul style="list-style-type: none"> Quality of supply. EHS performance management. Timely delivery. Payments. Human rights, labor & welfare.
Customers	No	On-line insights; Reviews; Emails	Spread across the year	<ul style="list-style-type: none"> Product quality. Product design
Media	No	Press briefings; Invitation to events	As & When Required	<ul style="list-style-type: none"> Product launch. Adoption of new approaches. Site-Specific Impact Assessment.

PRINCIPLE 5 Businesses Should Respect and Promote Human Rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	1583	1,343	84.84%	1527	1,113	72.89%
Other than permanent	0	0	0	0	0	0
Total Employees	1583	1,343	84.84%	1527	1,113	72.89%
Workers						
Permanent	8872	6,855	77.27%	8896	4,674	52.54%
Other than permanent	1087	715	65.78%	780	637	81.67%
Total Workers	9959	7570	76.01%	9676	5311	54.89%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent	1583	0	0%	1583	100%	1527	0	0%	1527	100%
Male	1537	0	0%	1537	100%	1492	0	0%	1492	100%
Female	46	0	0%	46	100%	35	0	0%	35	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

Business Responsibility & Sustainability Reporting (Contd.)

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B /A)	No. (C)	% (C /A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Workers										
Permanent	8,872	0	0%	8872	100%	8896	0	0%	8896	100%
Male	8,004	0	0%	8004	100%	8055	0	0%	8055	100%
Female	868	0	0%	868	100%	841	0	0%	841	100%
Other than permanent	1,087	0	0%	1087	100%	780	0	0%	780	100%
Male	924	0	0%	924	100%	661	0	0%	661	100%
Female	163	0	0%	163	100%	119	0	0%	119	100%

3. 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)	8	1,36,58,500	1	3,90,000
Key Managerial Personnel	3	2,64,46,000	0	0
Employees other than BoD and KMP	1537	3,53,533.71	46	1,36,963.29
Workers	8004	1,21,273.71	868	1,16,028.00

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, we have focal point responsible for addressing 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.	<p>Sangam steadfastly prioritizes a healthy working environment that allows employees to excel, free from fear of prejudice, gender bias, sexual harassment, exploitation, or intimidation. We have instituted committees and mechanisms to support this ethos.</p> <p>Our Internal Complaints Committee is dedicated to managing any harassment-related grievances within our plant locations. The committee's responsibilities are vital to maintaining a secure, respectful, and fair workplace.</p> <p>We also have established a Grievance Redressal Committee and Works Committee committed to resolving all other grievances and issues related to our plant.</p> <p>Our grievance mechanism follows a clear and structured path to ensure prompt and efficient resolution:</p> <ol style="list-style-type: none"> 1. The grievance is first reported to the immediate Supervisor or Floor In-Charge. 2. If unresolved, it is escalated to the Head of the Department. 3. The Worker Representative is then involved if necessary. 4. Further unresolved issues are reviewed by the Grievance Redressal Committee. 5. If the situation necessitates, it may finally be addressed by the Managing Director. <p>This mechanism is designed to foster transparency, fairness, and swift resolution. By instituting these committees and processes, we reaffirm our commitment to upholding human rights and maintaining an equitable and respectful workplace for all our employees.</p>



Business Responsibility & Sustainability Reporting (Contd.)

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	63	0	-	72	0	-
Other human rights related issues	0	0	-	0	0	-

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

Sangam is firmly dedicated to fostering a healthy work environment that allows our employees to perform optimally without fear of prejudice, gender bias, sexual harassment, exploitation, or intimidation.

We have established an Internal Complaints Committee, also known as the Anti-Sexual Harassment Committee, to address and resolve any harassment-related grievances originating from our plant locations. This committee is entrusted with significant responsibilities, crucial to ensuring a safe, respectful, and equitable workplace for all.

Our committee's primary duties include:

- Receiving complaints regarding sexual harassment at the workplace and ensuring every complaint is acknowledged and investigated.
- Initiating and conducting impartial, thorough inquiries in accordance with established procedures to ascertain the validity of each complaint.
- Submitting detailed findings and recommendations from the inquiries to guide the management's course of action.
- Working closely with the employer to implement appropriate remedial or disciplinary actions as warranted by the investigation results.
- Upholding strict confidentiality throughout the process, as stipulated by our guidelines, to protect the privacy and rights of all involved parties.
- Regularly submitting annual reports in the prescribed format keeps the organization abreast of the situation and further enhances our workplace safety measures.

Our commitment to the well-being and safety of our employees is unwavering, and we believe in proactive and efficient resolution of any issues that compromise this commitment.

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

Yes, Human rights requirement form part of our business agreement and contracts.

9. Assessments for the year:

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

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

No corrective action required to address the significant risk arising from the assessment.

Business Responsibility & Sustainability Reporting (Contd.)

PRINCIPLE 6: Businesses Should Respect and Make Efforts To Protect And Restore The Environment**Essential Indicators****1. Details of total energy consumption (in gigajoules) and energy intensity, in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)- In Gigajoules	10,11,751.39	8,22,022.43
Total fuel consumption (B)- In Gigajoules	23,60,643.16	26,61,903.37
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)- In Gigajoules	33,72,394.56	34,83,925.80
Energy intensity per rupee of turnover (Total energy consumption/ turnover (in lakhs))	12.34	14.29
Energy intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

- 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**
- Yes,
Target given for year 2024-2025 is to reduce specific energy consumption from 0.8853 TOE/Tone Equivalent to 0.8503 TOE/ Tone Equivalent.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	5,22,708	5,06,412
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,22,708	5,06,412
Total volume of water consumption** (in kilolitres)	13,82,009	14,55,564
Water intensity per rupee of turnover (Water consumed / turnover (in lakhs))	5.06	5.97
Water intensity (optional) – the relevant metric may be selected by the entity		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

**Water consumption includes total water withdrawal from different sources and total recycled water consumed.

- 4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**
- Yes,
Across our manufacturing units, we have installed three ETPs and four Sewage Treatment Plants (STPs), which are meticulously maintained through regular preventive measures. Our Spinning Unit is fully equipped with an operational Effluent Treatment Plant (ETP), a Reverse Osmosis (RO) process for treating the ETP discharge, and a Multiple Effect Evaporator (MEE) for managing the RO rejects.
Detailed records are kept concerning chemical usage, the total volume of water treated, and other pertinent information. These records, along with ETP and STP logs, are regularly reviewed by the concerned department to ensure the accuracy and appropriateness of our practices.
Moreover, our ETPs and STPs are managed by dedicated and well-trained operators, who ensure that these critical processes are functioning optimally.
It is noteworthy to mention that, except for the Sareri plant, all our facilities follow the principle of zero liquid discharge, reflecting our commitment to sustainable and responsible operations.



Business Responsibility & Sustainability Reporting (Contd.)

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
Nox	mg/Nm ³	155.85	110.69
Sox	mg/Nm ³	256.12	160.41
Particulate matter (PM)	mg/Nm ³	193.055	277.75
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others– please specify			

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

Yes, RPCB conducts the periodic monitoring for the other GHG emissions.

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,47,328.79	2,79,003.49
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,12,126.10	1,71,039.80
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent per rupees of turnover (in Lakhs)	1.68	1.85
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity			

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

No

Business Responsibility & Sustainability Reporting (Contd.)

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	<p>SIL has implemented several initiatives to reduce greenhouse gas (GHG) emissions:</p> <ol style="list-style-type: none"> 1. Installation of Rooftop Solar Power Plants: We have installed a total of 13 Mega Watt (MW) rooftop solar power plants at various manufacturing units in Rajasthan. These solar plants generate clean and renewable energy, reducing reliance on fossil fuels and lowering GHG emissions. 2. Biomass Co-generation Thermal Power Plant: SIL is in the process of setting up a biomass-based co-generation thermal power plant. This facility will utilize biomass resources to generate power and steam, further reducing our carbon footprint. 3. Wind Energy Turbine: We have installed a 5 MW wind energy turbine, contributing to the generation of green energy for the nation. <p>Additionally, SIL has implemented various energy conservation initiatives:</p> <ul style="list-style-type: none"> • Conversion of Condensing Turbine: We converted a 6 MW condensing turbine into a backpressure turbine, improving energy efficiency and reducing energy consumption. • Compressed Air Leakage Reduction: By actively addressing compressed air leakage, we minimize energy waste and optimize system efficiency. • WCS Duct Modification: We have modified the WCS duct to reduce power consumption, ensuring more efficient operations. • Auto Coner Machine Speed Optimization: Optimizing the speed of suction fan motors in our auto coner machines helps conserve energy. • Installation of Variable Frequency Drives (VFD): VFDs are installed to improve energy efficiency and control motor speed based on demand. • Transition to LED Lights: We have replaced conventional lights with energy-efficient LED lights throughout our facilities. • Solar Street Lights: SIL has installed solar streetlights, utilizing renewable energy for outdoor lighting. <p>These initiatives demonstrate our commitment to reducing GHG emissions and energy consumption. By incorporating renewable energy sources, optimizing operations, and adopting energy-efficient technologies, SIL strives to minimize our environmental impact and contribute to a sustainable future.</p>
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8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	505.74	477.45
E-waste (B)	-	3.09
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	1.73
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	5,133.00	3,691.70
Other Non-hazardous waste generated (H). Please specify, if any.	28,617.52	38,363.47
(Break-up by composition i.e. by materials relevant to the sector)		
Manufacturing waste- Yarn, Rope, cotton waste	2,020.53	2,087.49
Scrap	227.97	114.21
Other waste- Rubber, Wax, Wooden waste, paper waste, etc	320.41	336.65
Fly ash	24,304.62	34,477.12
Sludge	1,744.00	1,348.00
Total (A+B + C + D + E + F + G + H)	34,256.26	42,537.44



Business Responsibility & Sustainability Reporting (Contd.)

Parameter	2022-23 (Current Financial Year)	2021-22 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	221.04	165.60
(ii) Re-used	-	-
(iii) Other recovery operations	27,176.08	37,356.81
Total	27,397.12	37,522.41
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	4,771.50	3,713.33
(ii) Landfilling	2,418.49	827.00
(iii) Other disposal operations	-	-
Total	7,189.99	4,540.33
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

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

Unscientific waste and effluent management pose significant threats to the environment and humanity. At SIL, we recognize this fact and prioritize the responsible management of waste and effluent generated at our facilities. Our waste management practices are guided by the principles of waste avoidance, reduction, and recycling.

Within our manufacturing sites, various streams of hazardous waste are generated, including ETP sludge, waste oil, empty chemical containers, and MEE salt. We strictly adhere to regulatory requirements concerning the handling and management of hazardous waste. We apply scientific principles and exercise care at every step of the waste management process.

To ensure proper storage and containment of hazardous waste, each of our plants has dedicated hazardous waste storage yards. These storage yards are equipped with impermeable flooring, appropriate labeling, and stringent storage protocols.

Furthermore, all our sites have obtained authorization from the state pollution control board for managing hazardous waste. Each plant diligently complies with the conditions specified in the authorization. We maintain and submit all necessary regulatory documents, such as Form 3 and Form 4, to the pollution control board as per legally defined frequencies. Our hazardous waste handlers receive periodic training on the safe handling and disposal of waste to ensure utmost care and compliance.

In addition to hazardous waste, we also manage non-hazardous waste generated at our SIL sites. This includes dry vegetation, canteen waste, fabric waste, corrugated boxes, stiffener boxes, and paper waste. We handle these non-hazardous waste categories with the same level of care, following scientific principles.

For instance, boiler ash is sent to brick manufacturers for reuse, while dry vegetation and a portion of canteen waste undergo onsite composting. Other forms of waste, such as paper waste and additional canteen waste, are sent to municipal composting sites for appropriate treatment.

Through these comprehensive waste management practices, we strive to minimize our environmental impact and promote sustainability. At SIL, we are committed to responsible waste management to protect the environment and contribute to a cleaner, healthier future.

Business Responsibility & Sustainability Reporting (Contd.)

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

S.No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-	-	-	-
-	-	-	-

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-
-	-	-	-	-	-

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties /action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA				

Leadership Indicators

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

Parameter	FY (Current Financial Year)	FY (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) In Gigajoules	68,968.71	61,845.55
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) In Gigajoules	68,968.71	61,845.55
From non-renewable sources		
Total electricity consumption (D) In Gigajoules	9,42,782.68	7,60,176.88
Total fuel consumption (E) In Gigajoules	23,60,643.16	26,61,903.37
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F) In Gigajoules	33,03,425.85	34,22,080.25
Note: 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



Business Responsibility & Sustainability Reporting (Contd.)

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of roof top solar power plant	The Company has installed a Total 13 MW roof top solar power plant at various units of the Company.	The installation of rooftop solar panels across our company's various units has remarkably reduced our dependency on electricity generated from fossil fuels. This transition towards harnessing the sun's energy has significant environmental implications, chiefly in reducing our carbon footprint. By embracing this renewable energy source, we are making a tangible contribution to mitigating climate change. Moreover, this initiative has led to cost efficiencies in our operations, reaffirming our commitment to sustainable practices both economically and environmentally.
2.	Wind Power plant	Our company has undertaken the initiative to install 5 MW wind energy turbines, significantly contributing to India's renewable energy share. This endeavour underscores our commitment to promoting a sustainable and greener future for the nation.	We are proud to announce the installation of 5 MW wind energy turbines, a significant step towards enhancing India's renewable energy generation. This initiative not only contributes to our nation's energy production but also aligns with India's commitment under COP 26 to boost renewable energy sources. By implementing this, we are directly aiding in our country's efforts to reach its renewable energy generation targets, thereby fostering a sustainable and resilient energy future for our nation.
3.	Biomass based co-generation thermal power plant	Company also setting up Biomass based co-generation thermal power plant to meet the power and steam requirement with renewable source of energy.	Implementing a biomass-based cogeneration system will significantly reduce our dependency on fossil fuels by utilizing carbon-neutral fuel. This approach not only lessens our environmental impact, but it also provides socio-economic benefits, as the biomass can serve as an additional income source for farmers. Furthermore, without proper management, this biomass could result in CH4 emissions, a potent greenhouse gas. However, by incorporating this biomass in our cogeneration system, we can mitigate such emissions, thereby ensuring more effective and environmentally friendly management of biomass.
4.	Installation Of Conventional Light with Led Light	We have replaced conventional lights of offices and manufacturing lights with energy efficient LED lights.	The outcome of our initiative to replace conventional lights with LED lights in our offices and manufacturing units has been tremendously successful. With LED lights consuming significantly less energy than conventional ones, we have realized substantial savings in electricity costs. Moreover, given that LEDs last up to six times longer than traditional lights, the need for frequent replacements has been greatly reduced, leading to considerable savings in E-waste generation. Furthermore, by adopting LED technology, we are also mitigating environmental impact as these lights contain no toxic elements like mercury, found in conventional bulbs. When they reach the end of their lifespan, LEDs can be recycled, thereby minimizing waste.
5.	Installation Of Solar Street Light	Sangam India has undertaken an initiative to install solar street lights across its premises as part of our commitment to reduce non-renewable energy consumption.	We have noticed a substantial reduction in non-renewable energy consumption. The shift to solar lighting has also decreased our carbon footprint, as we're now harnessing renewable energy from the sun. Beyond environmental and economic benefits, the solar street lights have improved night-time safety and visibility across our premises.

Business Responsibility & Sustainability Reporting (Contd.)

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6.	Modification Of Wcs Duct to reduce Power Consumption	We've successfully modified the WCS duct in our facilities for power consumption reduction and enhanced operational efficiency.	The modification of the WCS duct in our facilities has yielded a positive outcome in terms of reducing power consumption. We have seen a significant decrease in energy usage, leading to cost savings and a lesser environmental footprint. This successful modification has increased the efficiency of our operations, highlighting the potential benefits of continually seeking and implementing energy-efficient solutions.
7.	Auto Coner Machine Speed Optimization In Suction Fan Motor	We've successfully optimized the speed of the suction fan motor in our Auto Coner machines to reduce the energy consumption and improve operational efficiency and machine longevity.	The initiative to optimize the speed of the suction fan motor in our Auto Coner machines has yielded significant results. We have seen notable improvements in operational efficiency and a reduction in energy consumption. The optimized machine speed has minimized wear and tear, extending the equipment's lifespan and reducing maintenance costs. Moreover, it has contributed to our sustainability goals by reducing power usage.
8.	Reduction Of Compressed Air Leakage	Sangam has initiated a successful program to reduce compressed air leakage, enhancing operational efficiency.	By minimizing air leakage, we have improved the efficiency and longevity of our equipment, resulting in lower maintenance costs. This successful initiative has underscored the importance of regularly monitoring and maintaining our equipment to ensure optimal performance. It has further reinforced our commitment to sustainable and efficient operations, and we are motivated to continue finding innovative ways to enhance our processes.
9.	Conversion of 6 MW Condensing Turbine in Backpressure Turbine	Our initiative to convert a 6 MW Condensing Turbine to a Backpressure Turbine has notably improved our energy efficiency. This conversion has reduced energy costs, decreased reliance on external power sources, and aligned with our sustainability objectives by lowering CO2 emissions.	Our initiative to convert a 6 MW Condensing Turbine into a Backpressure Turbine has led to positive outcomes. This transformation has resulted in significant energy savings, as backpressure turbines are more efficient in converting heat to electricity. Additionally, the conversion has reduced our dependency on external power sources, thereby lowering energy costs and CO2 emissions.
10.	Canteen and dry vegetation waste	We have taken several initiative to reduce the waste generation and manage the canteen generated waste properly.	<p>We have implemented several initiatives to ensure optimal usage of resources.</p> <ol style="list-style-type: none"> 1. We encourage our workers to take excess food home to feed animals, reducing food waste and contributing to animal welfare. 2. Used tea leaves are repurposed as a natural manure for our plantation, enhancing soil health and reducing the need for chemical fertilizers. 3. Excess milk is not wasted; instead, it's utilized to make curd, ensuring the efficient use of dairy products and providing a nutritious food source. 4. If milk becomes fermented, it is transformed into cottage cheese, once again maximizing utility and minimizing waste.



Business Responsibility & Sustainability Reporting (Contd.)

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.	4
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b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body the entity is a member of/ affiliated to.

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Textile Industry (CITI) New Delhi; and	National
2	Council for Redressal & Development of Industries.	National
3	Denim Manufacturers Association.	National
4	The Rajasthan Textile Mill Associations, Rajasthan;	State

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

Name of authority	Brief of the case	Corrective action taken
No, action required on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.		

PRINCIPLE 8 Businesses Should Promote Inclusive Growth and Equitable Development

Essential Indicators

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

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
No Social Impact Assessment (SIA) of projects undertaken by the entity for the current reporting year.					

2. 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 ₹)
No Rehabilitation and resettlement is being taken by the entity in the current reporting year.						

Business Responsibility & Sustainability Reporting (Contd.)

3. Describe the mechanisms to receive and redress grievances of the community.	<p>Yes, We have implemented a thorough and responsive grievance redressal mechanism specifically for addressing complaints from community members. The process involves the following steps:</p> <ol style="list-style-type: none"> 1. Each plant unit maintains a logbook designed for registering complaints received from community members. This ensures a clear record of grievances and helps track the progress of their resolution. 2. Upon receipt of a complaint, it is carefully evaluated and categorized based on its nature (such as culture & heritage, land disturbance, health & safety, etc.). We then assign relevant personnel to address the issue, ensuring it is handled by those best equipped to resolve it. 3. Following the categorization and assignment, we reach out to the complainant to acknowledge their concern and assure them of the steps being taken to resolve the issue. 4. As we work to address the issue, we also endeavor to identify and understand its root causes. This is crucial in formulating measures to prevent similar issues from recurring in the future. 5. Once the complaint has been resolved to the satisfaction of the complainant, the community redressal manager or assigned personnel sign off on the complaint. This signifies that the issue has been effectively addressed. 6. In instances where a complaint has not been satisfactorily resolved, the community redressal manager is responsible for initiating a further investigation. If required, we will involve a third party for mediation to ensure a fair and unbiased resolution. <p>By maintaining this systematic and thoughtful approach to community grievances, we aim to uphold our social responsibility, respect for our community's concerns, and the commitment to creating a harmonious coexistence with the community.</p>
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4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	36.54%	40.44%
Sourced directly from within the district and neighbour-ing districts	10.31%	12.63%

PRINCIPLE 9 Businesses Should Engage With and Provide Value To Their Consumers In A Responsible Manner**Essential Indicators**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	<p>We have robust mechanisms in place to address consumer complaints and feedback. We prioritize customer satisfaction and welcome all feedback. For this purpose, we have established a dedicated email, (customercare@C9airwear.com) and a contact number, (+919799165695). These channels serve as direct lines for our customers to voice their concerns or share their experience, ensuring prompt resolution and continuous improvement of our services.</p>
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	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%



Business Responsibility & Sustainability Reporting (Contd.)

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	15	0	-	12	0	-

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

	Number	Reasons for recall
Voluntary recalls	0	-
Forced recalls	0	-

<p>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.</p>	<p>Yes, We understand the critical importance of cybersecurity and the protection of data privacy in today's digital era. As such, we have developed and implemented a comprehensive policy to address these issues.</p> <p>Web link- https://sangamgroup.com/cyber-security-policy/</p>
<p>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.</p>	<p>No corrective action were required related to advertising, delivery of essential services, cyber security and data privacy.</p>