

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	2023-24
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	2023-24
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Ltd, National Stock Exchange of India Ltd
11	Paid-up Capital	50246559
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. S.R. Dakhera, Chief Financial Officer Cont No. 01482 245400-406, email id sr.dakhera@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
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

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

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Cotton Yarn	13111	15%
2.	PV Yarn	13114	29%
3.	PV Fabric	13124	22%



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
4.	Denim Fabric	13131	28%
5.	Knitted Fabric	13911	2%
6.	Seamless Garment	14101	3%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	5	10
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States) *	5
International (No. of Countries)	0

*Note: Total 5 number of GST active & we served in all states

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

33%

c. A brief on types of customers

At Sangam India, we pride ourselves on serving a diverse range of customers from various sectors and industries. Our clientele includes:

- **Government Bodies,**
- **Limited Companies**
- **Private Limited Companies**
- **Micro, Small and Medium Enterprises (MSMEs)**
- **Traders**
- **Partnership Firms**
- **Proprietors**

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

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1407	1371	97.44%	36	2.56%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	1407	1371	97.44%	36	2.56%
WORKERS						
4	Permanent (F)	8524	7686	90.17%	838	9.83%
5	Other than Permanent (G)	796	686	86.18%	110	13.82%
6	Total workers (F + G)	9320	8372	89.83%	948	10.17%



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	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)	0	0	0	0	0
5	Other than Permanent (E)	0	0	0	0	0
6	Total differently abled workers (F + G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel*	5	0	0%

*Note: KMP includes our 4 Whole-time directors and CFO.

22. Turnover rate for permanent employees and workers

Particular	2023-24			2022-23			2021-22		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.48%	33.85%	26.65%	15.91%	41.98%	16.59%	15.71%	22.95%	15.86%
Permanent Workers	69.35%	70.07%	69.42%	57.69%	47.28%	56.69%	35.90%	35.04%	35.83%

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

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

Sr. 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

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in ₹)	26,63,63,91,479
b. Net worth (in ₹)	9,85,64,80,021

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
VII. Transparency and Disclosures Compliances
25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	2023-24 Current Financial Year			2022-23 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	0	0	-	4	0	-
Employees and workers	Yes	96	0	-	121	0	-
Customers	Yes	8	0	-	15	0	-
Value Chain Partners	Yes	0	0	-	0	0	-

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://sangamgroup.com/investors-handbook/
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	

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

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

Sr. 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 encourages reusing, refurbishing, and recycling materials and products. Moving to a circular economy will decrease material usage. Changes in regulations and demand, along with new technology, can help lower costs.		Positive



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sr. 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 promote reusing, refurbishing, and recycling are often seen as more responsible. This boosts their brand reputation and builds trust with consumers, investors, and other stakeholders. As a result, they can enjoy increased brand loyalty and higher sales. Additionally, sustainable supply chain practices attract eco-conscious investors, creating financial opportunities. Therefore, sustainable sourcing and supply chain management give textile companies a strategic edge in a future focused on sustainability.</p>		Positive
3.	Water and Waste Management	Risk	<p>Water is an essential input for the textile company. If the water is put to inefficient use, it can become scarce and increase the operational costs of the production. Similarly, waste is produced during the processes in a company, maintenance of machines and office work of the administration. If not properly managed, it can contribute to air pollution, climate change and other direct and indirect impacts on the ecosystem.</p>	<p>Our company has implemented effective measures to manage water and waste responsibly. We've installed CTP and ETP plants across all our facilities to regulate water waste and reduce pollution. These practices ensure that we operate as a Zero Liquid Discharge company, focusing on recycling and treating all wastewater. We prioritise responsible waste management to mitigate environmental and human risks. Hazardous waste is managed by authorised handlers, while non-hazardous waste undergoes recycling. For instance, boiler ash is reused by brick manufacturers, and dry vegetation and some canteen waste are composted onsite to minimise our environmental footprint.</p>	Negative



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sr. 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, managing energy use and emissions is a big challenge. High energy consumption, mostly from fossil fuels, results in significant greenhouse gas (GHG) emissions. Increasingly strict environmental regulations, higher energy costs, possible carbon taxes, and public demand for sustainability make this risk even greater. Inefficient energy use can drive up operational costs. A poorly managed energy and emissions footprint can also limit market access, as customers and stakeholders are more often demanding sustainable supply chains. Therefore, it's essential for textile companies to adopt strong energy and emissions management strategies, like using energy-efficient technologies and renewable energy sources, to reduce these risks, cut operational costs, and improve their environmental impact.</p>	<p>Our Company is actively pursuing multiple initiatives to cut emissions and decrease energy usage from non-renewable sources. To combat greenhouse gas emissions, we've installed rooftop solar power plants, biomass co-generation thermal power plants, and wind energy turbines. These efforts allow us to harness renewable energy, significantly reducing our carbon footprint. Additionally, we've implemented energy-saving measures such as converting condensing turbines, reducing compressed air leaks, modifying WCS ducts, and optimising auto corner machine speeds. Collectively, these strategies are aimed at optimising energy efficiency, reducing environmental impact, and promoting sustainability, in line with our commitment to responsible business practices.</p>	Negative



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sr. 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)
5.	Human Rights & Labour Management	Risk	Companies that focus on respecting human rights show their dedication to building sustainable and mutually beneficial relationships with those affected by their operations, such as customers, communities, workers, and investors. This means showing they care about the people involved in their business. Similarly, businesses that require workers on site must have effective labor management practices. This includes considering the size and nature of their workforce, the interaction between management and labor, the effectiveness of worker rights, and their efforts to engage with their workers.	Our Company places a strong emphasis on human and labor rights, implementing policies and grievance mechanisms to uphold these principles. We encourage employees to voice concerns, fostering transparency and open communication. Through regular internal and external audits across all facilities, we continuously evaluate and adjust our practices to ensure compliance with human and labor rights standards. Additionally, we undergo annual Sedex-SMETA-4 Pillar Audits, which scrutinise labor standards, health and safety protocols, environmental impacts, and business ethics. This rigorous approach ensures adherence to global standards, mitigates risks, and cultivates a safe and equitable workplace environment. Through these comprehensive measures, we aim to minimise risks related to human rights and labor management, demonstrating our steadfast commitment to these values.	Negative



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sr. 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 is a great opportunity for a textile company. Improving employee skills can boost productivity and efficiency, leading to better results and increased competitiveness. Promoting employee wellbeing reduces absenteeism and creates a positive work environment, which enhances job performance. Higher job satisfaction can lead to greater loyalty and reduced turnover, saving on recruitment and training costs in the long run.		Positive
7.	Impact on community	Opportunity	When businesses contribute to the development of local communities, they help build a stronger, more resilient environment. This support can enhance the local economy and customer base, ultimately benefiting the business.		Positive
8.	Customer Satisfaction	Risk	Customer satisfaction is crucial for business success. By prioritising customer satisfaction, businesses can build a positive brand reputation that sets them apart from competitors and attracts more consumers. This focus ultimately enhances customer loyalty and increases the brand value of textile companies.	To manage customer satisfaction effectively, we've established an inclusive and responsive system. We provide customers with our contact details for easy communication. When a complaint is received, it is logged into our system, assigned to a dedicated team member, and thoroughly investigated. We aim to resolve issues promptly and keep customers informed about progress to maintain transparency. Moreover, we use these complaints to identify recurring issues, enabling us to enhance our products and services.	Negative



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sr. 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 play crucial roles in keeping textile businesses competitive and relevant in a dynamic market. Embracing new technologies and materials enables textile manufacturers to capitalise on emerging market opportunities while enhancing efficiency and productivity. Moreover, innovation in textile materials and manufacturing processes contributes to reducing the industry's environmental footprint, aligning with sustainability goals.		Positive
10.	Ethics & Business Conduct	Risk	Textile companies encounter substantial ethical and business conduct risks such as fraud, executive misconduct, corrupt practices, money laundering, and anti-trust violations. These risks can jeopardise their reputation, financial stability, and long-term sustainability. Upholding rigorous ethical standards is crucial to mitigate these risks. Implementing strict ethical guidelines, robust monitoring systems, and continuous employee training are essential steps to effectively manage these challenges.	To manage ethics and business conduct risks effectively, we've implemented a robust ethics program that includes a clear code of conduct. These guidelines are thoroughly communicated and integrated across all areas of our business. We conduct regular training and educational programs to enhance awareness among our employees. An anonymous reporting mechanism is also in place to encourage whistleblowing and ensure any concerns are addressed promptly and impartially.	Negative



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Sr. 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)
11.	Compliance with Laws & Regulations	Risk	<p>Compliance with laws and regulations poses a significant risk for textile companies, encompassing various local and international mandates concerning labor rights, environmental impacts, health and safety standards, and quality requirements. Failure to comply with these laws can lead to financial penalties, harm to reputation, and disruptions to operations. Therefore, it's crucial for textile companies to ensure strict adherence to all relevant regulations to mitigate these risks effectively.</p>	<p>To mitigate compliance risk, we maintain a thorough understanding of relevant laws and regulations, regularly conduct audits, and enforce strict internal policies. We invest in continuous training and education for our employees to ensure they stay updated on compliance requirements. Additionally, we foster a culture of compliance throughout our organisation, emphasising the importance of adhering to legal and regulatory standards in all operations.</p>	Negative
12.	Corporate Governance	Risk	<p>Businesses are evaluated based on their performance across critical governance issues such as ownership and control, board compensation, accounting practices, business ethics, and tax transparency. This assessment explores how a company's corporate governance and ethical practices impact its shareholders and other investors. It reflects on how well the company's governance framework ensures transparency, accountability, and ethical behavior, influencing investor confidence and perception of the company's long-term sustainability and performance.</p>	<p>The foundation of our Company rests on principles like transparency, integrity, professionalism, and accountability. We continuously aim to strengthen these values by employing advanced methods to use resources efficiently and turn opportunities into achievements. This is achieved through empowerment and inspiration, ensuring that our actions are aligned with our core principles in all aspects of our operations.</p>	Negative

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)****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.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	b Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	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/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
4	Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001:2015 OEKO-TEX Global Recycled certification Global Organic Textile Standard	ISO 45001	-	8000:2014	ISO14001:2015 OEKO-TEX Global Recycled certification Global Organic Textile Standard	-	-	-
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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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 our leading textile company, I am honored to present our business responsibility report, showcasing our commitment to Environmental, Social, and Governance (ESG) principles. We recognise the importance of sustainable practices and aim to make a positive impact on the world.

We conducted a comprehensive materiality assessment to identify key ESG challenges. Our findings highlight water management, greenhouse gas (GHG) emissions, energy management, and the circular economy as significant areas where we can make a difference. These challenges guide our sustainable initiatives throughout our operations.

Under our Corporate Social Responsibility (CSR) policy, we have identified several focus areas. We are dedicated to eradicating hunger, poverty, and malnutrition while promoting healthcare, including preventive measures. Environmental sustainability and ecological balance are also priorities, along with enhancing employment and vocational skills. We are committed to promoting education, especially for children, women, the elderly, and differently-abled individuals. Gender equality and women’s empowerment are crucial aspects we support, along with funding technology incubators in academic institutions and undertaking rural development projects.

To achieve our goals, we are transforming our business culture to be accountable to the planet and strengthen our relationship with the community. This mindset drives us to take concrete actions and implement sustainable practices.

We have initiated several measures to reduce GHG emissions, such as installing Rooftop Solar Power Plants, biomass Co-generation Thermal Power Plants, and Wind Energy Turbines. Additionally, we have undertaken energy conservation efforts, including converting Condensing Turbines, reducing Compressed Air Leakage, modifying WCS Ducts, and optimising Auto Corner Machine Speed.

Health and safety are paramount at our Company. We hold ISO-45001:2018 certification, ensuring the highest standards in occupational health and safety. Our Denim and Sareri units are SA 8000:2014 certified, and we undergo biannual external audits for compliance. We also conduct annual Sedex-SMETA-4 Pillar Audits to assess labor standards, health and safety, environmental impact, and business ethics, ensuring transparency and compliance. Furthermore, we prioritise food safety and water treatment, with our canteen committee overseeing FSI-certified food quality and the worker committee addressing welfare concerns. Our water treatment facilities ensure safe water supplies.

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

In conclusion, our textile company is dedicated to addressing 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
Managing Director

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Anurag Soni, Managing Director

9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).

No

If Yes please provide details

Not Applicable



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

10 Details of Review of NGRBCs by the Company

Subject for Review		Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Committee of the Board								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								
Subject for Review		Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Yearly								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yearly								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	Yes	Yes	No	Yes	Yes	No	No	No
	If yes, provide name of the agency.		LMS certification limited, hohenstein certification Ltd., Global Recycled certification. Global organic textile std.	LMS Certification Limited		LMS Certification Ltd.	LMS certification limited, hohenstein certification Ltd., Global Recycled certification. Global organic textile std.			
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	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)	-	-	-	-	-	-	No	-	-
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	No	-	-
	It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	No	-	-
	Any other reason (please specify)									

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
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.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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	84	Fire Safety Training, EHS training, Waste Handling Training, Chemical Handling and storage, SA 8000 Awareness Training, etc.	100%
Workers	312	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

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-
Non Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case		Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-		-
Punishment	-	-	-		-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
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
Not Applicable	

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No) Yes

If yes, provide details in brief

Our organisation prioritises ethical behaviour and integrity in everything we do. Our Code of Conduct includes strict Anti-Corruption and Anti-Bribery rules. All directors, senior managers, and staff must follow these rules. No one in our organisation is allowed to give or receive gifts, donations, payments, hospitality, or any other benefits that could be seen as trying to gain business Favors.

If Yes, provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

<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:

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

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

Case Details	2023-24		2022-23	
	Number	Remark	Number	Remark
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
8. Number of days of accounts payables in the following format:

Particular	2023-24	2022-23
Number of days of accounts payables	57	46

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	2023-24	2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.97%	1.42%
	b. Number of trading houses where purchases are made from	9	7
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	100%	100%

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Parameter	Metrics	2023-24	2022-23
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1.01%	0.82%
	b. Number of dealers / distributors to whom sales are made	77	65
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	51.72%	49.26%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.63%	0.05%
	b. Sales (Sales to related parties / Total Sales)	1.17%	0.12%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments	78.06%	86.64%

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimise the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator
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.

Sr. No.	Particular	2023-24	2022-23	Details of improvements in environmental and social impacts
1	R&D	69.68%	69.13%	Invested in development of various eco-design and environmental friendly products.
2	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?	100%

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)	Our organisation recognises its environmental responsibility and is dedicated to Extended Producer Responsibility (EPR) for plastic waste management. We are officially registered under the EPR framework. This commitment means we ensure the safe and efficient reclaiming, recycling, and management of plastic waste from our operations.
(b)	E-waste	
(c)	Hazardous waste	
(d)	other waste	

4.	a Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)	Yes
	b If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Our waste collection plan aligns with our Extended Producer Responsibility (EPR) plan, which has been submitted to the Pollution Control Board. As part of our EPR commitment, we have successfully managed plastic waste this year. To accomplish this, we partnered with a specialised waste management company for the collection and proper disposal of plastic waste. Through this collaboration, we contribute significantly to environmental sustainability and responsible waste management.
	c If not, provide steps taken to address the same	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

(This principle emphasises the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1371	1098	80.09%	1352	98.61%	0	0	0	0	1371	100%
Female	36	33	91.67%	36	100%	36	100%	0	0	36	100%
Total	1407	1131	80.38%	1388	98.65%	36	100%	0	0	1407	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

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	7686	7686	100%	7686	100%	0	0	0	0	7686	100%
Female	838	838	100%	838	100%	838	100%	0	0	838	100%
Total	8524	8524	100%	8524	100%	838	100%	0	0	8524	100%
Other than permanent workers											
Male	686	530	77.26%	686	100%	0	0%	0	0	0	0%
Female	110	56	50.91%	110	100%	0	0%	0	0	0	0%
Total	796	586	73.62%	796	100%	0	0%	0	0	0	0%

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

	2023-24	2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.02%	0.02%

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

Benefits	2023-24			2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	95%	96.82%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	44%	93.41%	Yes	100%	100%	Yes
Others – please specify	-	-	-	-	-	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
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.	No Our premises and offices are currently not accessible to differently-abled employees and workers, as required by the Rights of Persons with Disabilities Act, 2016. However, Sangam Group is committed to promoting inclusiveness and equal opportunity for all. We actively hire differently-abled employees and ensure they are placed in easily accessible working conditions.
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 Our organisation firmly supports and implements the principles of equal opportunity for everyone. We are dedicated to creating an inclusive and diverse work environment where everyone has an equal chance to succeed, regardless of their caste, color, religion, disability, gender, national origin, sex, age, or any other characteristic. We are committed to fairness, respect, dignity, and equal opportunities in all our policies and practices. These values guide everything we do, from recruitment and hiring to promotions, training, benefits, and terminations. We constantly strive to ensure a safe, inclusive, and equitable workplace where every individual feels valued, respected, and empowered. Our commitment to this vision is unwavering and forms the foundation of our workplace culture. Weblink: https://sangamgroup.com/investors-handbook

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

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.

Category	Yes/No	If yes, then give details of the mechanism in brief
Permanent Workers	Yes	<p>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 all complaints and issues are addressed promptly and effectively.</p> <p>If an employee has a grievance, they can report it to the following contacts:</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 follow this grievance mechanism:</p> <ol style="list-style-type: none"> 1. Supervisor/Floor In-Charge 2. Head Of Department 3. Worker Representative 4. Grievance Redressal Committee 5. Managing Director <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 ensures employee concerns are addressed in a timely and appropriate manner.</p> <p>Additionally, our HR Department conducts a quarterly review of all grievances from the previous three months. This review aims to identify common issues among employees and create an action plan to address these concerns and prevent recurrence.</p>
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	2023-24			2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees						
Male	1371	0	0	1537	0	0
Female	36	0	0	46	0	0
Total Permanent Workers						
Male	7686	0	0	8004	0	0
Female	838	0	0	868	0	0

8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	1371	1371	100%	1371	100%	1537	1537	100%	1537	100%
Female	36	36	100%	36	100%	46	46	100%	46	100%
Total	1407	1407	100%	1407	100%	1583	1583	100%	1583	100%
Workers										
Male	8372	8372	100%	8372	100%	8004	8004	100%	8004	100%
Female	948	948	100%	948	100%	868	868	100%	868	100%
Total	9320	9320	100%	9320	100%	8872	8872	100%	8872	100%

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

Category	2023-24			2022-23		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1371	1347	98.25%	1537	1307	85.04%
Female	36	31	86.11%	46	25	54.35%
Total	1407	1378	97.94%	1583	1332	84.14%
Workers*						
Male	7686	6327	82.32%	8004	6425	80.27%
Female	838	677	80.79%	868	691	79.61%
Total	8524	7004	82.17%	8872	7116	80.21%

*We have not considered other than permanent workers in this section.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)	Yes
If Yes, the Coverage such systems?	
We have adopted a comprehensive Occupational Health and Safety Management System, based on a strong Environmental Health and Safety (EHS) policy. This policy is effectively communicated to all staff and is implemented at our Company-owned offices and plants.	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	
Our organisation rigorously identifies and assesses work-related hazards, both regularly and on an ad-hoc basis, following a strong Environmental Health and Safety (EHS) policy. This policy is accessible to all employees and outlines clear steps for identifying and reporting potential workplace hazards, encouraging everyone to actively contribute to a safe work environment.	
The EHS Committee, meeting quarterly, is vital in continuously evaluating and addressing work-related hazards.	
Our Occupational Health and Safety Management System, certified to ISO 45001:2018, provides a solid framework for hazard identification and risk assessment. Moreover, our Denim and Sareri units are certified under SA 8000:2014. We ensure compliance through external audits every six months, aligning our processes with internationally recognised safety standards and continually improving our health and safety performance.	
Additionally, 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.	
We also perform internal and external audits to continuously monitor and review our safety measures.	
By integrating these systems and practices, we maintain a continuous, systematic process for identifying and managing work-related hazards and risks.	
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)	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)	Yes, 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: 1- Conduct Free Health Check-up Camps 2- Conduct Free Eye Checkup Camps 3-Conduct Free Blood Pressure and Diabetes Checkup Camps etc.

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

Safety Incident/Number	Category*	2023-24	2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	4.86	0.270
	Workers	0	0.825
Total recordable work-related injuries	Employees	2	0
	Workers	0	0

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Safety Incident/Number	Category*	2023-24	2022-23
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	1
	Workers	0	24

*Including in the contract workforce

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

Our organisation is dedicated to maintaining a safe workplace by regularly identifying and assessing work-related hazards through a strong Environmental Health and Safety (EHS) policy. This policy, accessible to all employees, encourages proactive reporting of safety risks to foster a culture of safety.

The EHS Committee meets quarterly to address workplace hazards, supported by safety officers who ensure compliance through ongoing training and monitoring.

Our commitment to international safety standards is evident through our ISO-45001:2018 certified Occupational Health and Safety Management System. Additionally, our Denim and Sareri units hold SA 8000:2014 certification, verified by biannual external audits.

We prioritise safety with visible safety posters, clear work instructions, and SOPs implemented across all operations. Critical areas like chemical storage have eye washers and showers. Regular mock drills, fire evacuations, and comprehensive safety training sessions are standard practice.

Annual Sedex-SMETA-4 Pillar Audits uphold our commitment to transparency and compliance, evaluating labour standards, health and safety protocols, environmental impact, and ethical business practices.

We place a strong emphasis on welfare, particularly concerning food safety and water treatment. Our canteen committee ensures that all food meets FSI-certified standards and promptly addresses any concerns raised. Meanwhile, a dedicated worker committee oversees the general welfare of our employees. In addition, we maintain safe and reliable water supplies through our advanced water treatment facilities.

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

Particulars	2023-24			2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	3	0	-	20	0	-
Health & Safety	2	0	-	38	0	-

14. Assessment for the year:

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

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

To ensure the health and safety of our employees, we take proactive measures in response to identified risks and hazards. Recently, we identified a high fire risk in our Finished Goods Warehouse. To mitigate this risk, we installed MOD-type fire sprinklers throughout the area. These advanced sprinkler systems are designed to quickly and effectively respond to any potential fire, greatly reducing the risk of damage and ensuring employee safety.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

Additionally, we have implemented a comprehensive fire alarm system across our facilities to provide immediate alerts in case of fire, enabling swift evacuation or necessary actions. In addition to the MOD-type sprinklers, we have a pressurised fire hydrant system equipped with main and jockey pumps as an extra layer of protection for handling emergencies. Employees receive regular training on responding to fire alarms.

Furthermore, to prevent work-related hazards, especially those involving chemicals, we emphasize the provision and proper use of personal protective equipment (PPE). Regular checks ensure all staff members have and use the appropriate PPE. Immediate checks are conducted in case of a chemical spill to ensure affected staff are adequately protected.

Through these proactive measures, we continuously strive to maintain a safe work environment and prioritise the health and wellbeing of our employees.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.	<p>Stakeholder identification and prioritisation are fundamental to our strategic planning at SIL. We adopt a meticulous approach guided by several key criteria:</p> <ul style="list-style-type: none"> • Impact and Influence: We prioritise stakeholders based on their direct or indirect impact on our business and their ability to influence our operations. This ensures responsiveness to those with vested interests in our performance. • Business Dependency and Criticality: Stakeholders are ranked according to their level of dependence on our business and the criticality of their role in our operations. This helps us recognise relationships crucial to our sustainability and success. • Stakeholder Inclusivity: We believe in inclusivity, valuing input from stakeholders of all sizes and influences. This approach ensures a broad spectrum of perspectives and expectations are considered. • Top Management Insights: We leverage the expertise of our top management across various functions to identify key stakeholders. Their knowledge and experience guide us in recognising critical relationships. • Managing Conflicts and Risks: We proactively identify stakeholders to anticipate, manage, and mitigate potential conflicts or risks arising from engagement activities that could impact our business. • Peers and Sector Engagement: We engage with stakeholders from peer organisations and industry sectors to stay informed about industry trends, standards, and expectations, ensuring our strategic alignment.
--	---

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 & Marginalised Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	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 capitalisation 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.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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
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.
Supplier	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.
Customer	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.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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

Benefits	2023-24			2022-23		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1407	1338	95.10%	1583	1343	84.84%
Other than permanent	0	0	0	0	0	0
Total Employees	1407	1338	95.10%	1583	1343	84.84%
Workers						
Permanent	8524	7195	84.41%	8872	6855	77.27%
Other than permanent	796	352	44.22%	1087	715	65.78%
Total Workers	9320	7547	80.98%	9959	7570	76.01%



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

2. Details of minimum wages paid to employees and workers

Category	2023-24					2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B / A)	No. (C)	% (C / A)		No.(E)	% (E/D)	No.(F)	% (F/D)
Employees										
Permanent										
Male	1371	0	0	1371	100%	1537	0	0	1537	100%
Female	36	0	0	36	100%	46	0	0	46	100%
Total	1407	0	0	1407	100%	1583	0	0	1583	100%
Other than Permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent										
Male	7686	0	0	7686	100%	8004	0	0	8004	100%
Female	838	0	0	838	100%	868	0	0	868	100%
Total	8524	0	0	8524	100%	8872	0	0	8872	100%
Other than Permanent										
Male	686	0	0	686	100%	924	0	0	924	100%
Female	110	0	0	110	100%	163	0	0	163	100%
Total	796	0	0	796	100%	1087	0	0	1087	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	1,94,83,000	0	0
Key Managerial Personnel	5	1,87,24,000	0	0
Employees other than BoD and KMP	1371	3,48,288	36	2,16,012
Workers	7686	1,40,604	838	1,07,640

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

Parameter	2023-24	2022-23
Gross wages paid to females as % of total wages	8.31	7.67

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, we have a focal point responsible for addressing human rights impact or issues that arises from or are contributed by the business.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Sangam is steadfast in prioritising a healthy working environment where employees can thrive without fear of prejudice, gender bias, sexual harassment, exploitation, or intimidation. We have established committees and mechanisms to uphold this commitment.

Our Internal Complaints Committee diligently manages harassment-related grievances within our plant locations, playing a crucial role in maintaining a secure, respectful, and fair workplace. Additionally, our Grievance Redressal Committee and Works Committee are dedicated to resolving all other grievances and issues concerning our plant operations.

To ensure prompt and efficient resolution, our grievance mechanism follows a structured path:

1. Grievances are initially reported to the immediate Supervisor or Floor In-Charge.
2. If unresolved, they are escalated to the Head of the Department.
3. Worker Representatives are involved if necessary.
4. Persistent issues are reviewed by the Grievance Redressal Committee.
5. If needed, the Managing Director addresses the matter.

This approach fosters transparency, fairness, and swift resolution, underscoring our dedication to upholding human rights and maintaining an equitable and respectful workplace for all employees.

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

Particulars	2023-24			2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	45	0	-	63	0	-
Other human rights related issues	0	0	-	0	0	-

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

Parameter	2023-24	2022-23
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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

<p>8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.</p>	<p>Sangam is deeply committed to cultivating a supportive work environment where our employees can perform at their best, free from prejudice, gender bias, sexual harassment, exploitation, or intimidation.</p> <p>We've established an Internal Complaints Committee, also known as the Anti-Sexual Harassment Committee, specifically to handle and resolve harassment grievances arising from our plant locations. This committee plays a pivotal role in ensuring a safe, respectful, and fair workplace for everyone.</p> <p>Key responsibilities of our committee include:</p> <ul style="list-style-type: none"> - Promptly receiving and acknowledging complaints of sexual harassment in the workplace. - Conducting impartial and thorough investigations following established procedures to validate complaints. - Providing detailed findings and recommendations to guide management's actions. - Collaborating closely with management to implement appropriate remedial or disciplinary measures based on investigation outcomes. - Safeguarding strict confidentiality throughout the process to uphold the privacy and rights of all parties involved. - Regularly submitting comprehensive annual reports to keep the organisation informed and enhance workplace safety measures. <p>Our commitment to the well-being and safety of our employees is steadfast, and we are dedicated to proactively and efficiently addressing any issues that may compromise this commitment.</p>
<p>9. Do human rights requirements form part of your business agreements and contracts? (Yes/No/NA)</p>	<p>Yes, Human rights requirement form part of our business agreement and contracts.</p>

10. Assessments for the year:

Name of the Assessment	% 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%

<p>11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.</p>	<p>No corrective action required to address the significant risk arising from the assessment.</p>
--	---

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasises the importance of environmental stewardship. Companies should minimise their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators
1. Details of total energy consumption (in Gigajoules) and energy intensity, in the following format:

Parameter	2023-24	2022-23
From renewable sources		
Total electricity consumption (in GJ) (A)	72,618.37	68,968.71
Total fuel consumption (in GJ) (B)	-	-
Energy consumption through other sources (in GJ) (C.)	-	-
Total energy consumed from renewable sources (in GJ) (A+B+C)	72,618.37	68,968.71
From non-renewable sources		
Total electricity consumption (in GJ) (D)	10,86,591.09	9,42,782.68
Total fuel consumption (in GJ) (E)	21,60,408.86	23,60,643.16
Energy consumption through other sources (in GJ) (F)	-	-
Total energy consumed from non-renewable sources (GJ)(D+E+F)	32,46,999.95	33,03,425.84
Total energy consumed (in GJ) (A+B+C+D+E+F)	33,19,618.32	33,72,394.56
Energy intensity per rupee of turnover (Total energy consumed in GJ/ Revenue in ₹ from operations)	0.00012463	0.00012341
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00251996	0.00249526
Energy intensity in terms of physical output*	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		-

*Sangam manufactures a diverse range of products, including yarn, denim, and garments. Due to the varying nature of these products, a standardised unit of measurement is not applicable. Consequently, calculating physical intensity, which typically requires a common unit of measurement, is not feasible in this context.

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? (Yes/No)

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.

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

Parameter	2023-24	2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	4,83,830	5,22,708
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,83,830	5,22,708
Total volume of water consumption (in kilolitres)	4,83,830	5,22,708
Water intensity per rupee of turnover (Total water consumption in KL/ Revenue in ₹ from operations)	0.00001816	0.00001913
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00036728	0.00038676
Water intensity in terms of physical output*	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.		-

* We have recycled 59.47% of the total water withdrawn.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
4. Provide the following details related to water discharged:

Parameter	2023-24	2022-23
(i) To Surface water		
No treatment		
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
No treatment		
With treatment – please specify level of treatment	-	-
(iii) To Seawater		
No treatment		
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
No treatment		
With treatment – please specify level of treatment	-	-
(v) Others		
No treatment		
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.	<p>Yes, we have set up three Effluent Treatment Plants (ETPs) and four Sewage Treatment Plants (STPs) in our manufacturing units. We keep these plants in good condition with regular maintenance.</p> <p>Our Spinning Unit has an ETP, a Reverse Osmosis (RO) process to treat water from the ETP, and a Multiple Effect Evaporator (MEE) to handle leftover RO water. We keep detailed records of the chemicals we use, the amount of water treated, and other important information. These records, along with logs from the ETPs and STPs, are regularly checked by the relevant department to ensure everything is done correctly.</p> <p>Additionally, our ETPs and STPs are managed by skilled and dedicated operators who ensure these processes run smoothly.</p> <p>It is important to note that, except for the Sareri plant, all our facilities follow the principle of zero liquid discharge, showing our commitment to sustainable and responsible operations.</p>
---	--

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

Parameter	Please specify unit	2023-24	2022-23
NOx	mg/Nm ³	220	155.85
SOx	mg/Nm ³	325	256.12
Particulate matter (PM)	mg/Nm ³	88.88	193.055
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)			Yes
If yes, name of the external agency.	RPCB conducts the periodic monitoring for the other GHG emissions		

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

Parameter	Unit	2023-24	2022-23
Total Scope 1 emissions* (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO₂ equivalent	2,29,998.90	2,47,328.79
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	2,16,110.89	2,12,126.10
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions in TCO ₂ e/ Revenue in ₹ from operations)	Metric tonnes of CO₂ equivalent per rupees of turnover	0.00001675	0.00001681
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP	0.000338647	0.000339955
Total Scope 1 and Scope 2 emission intensity in terms of physical output*		-	-
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)			Yes
If yes, name of the external agency.	-		

* Biogenic CO₂e emissions from fuel consumed in FY23-24 amount to 231.96 TCO₂e. Through renewable sources, we mitigate 14,442.99 TCO₂ GHG emissions.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No) If yes, then provide details.	<p>SIL has taken several steps to cut down greenhouse gas (GHG) emissions:</p> <ol style="list-style-type: none"> 1. Rooftop Solar Power Plants: We have set up 17 Mega Watt (MW) rooftop solar power plants at various manufacturing units in Rajasthan. These solar plants generate clean energy, reducing the use of fossil fuels and lowering GHG emissions. 2. Biomass Co-generation Thermal Power Plant: We are building a biomass-based thermal power plant that will generate power and steam, further cutting our carbon footprint. 3. Wind Energy Turbine: We have installed a 5 MW wind energy turbine to help produce green energy for the nation. <p>Additionally, SIL has implemented several energy-saving measures: Conversion of Condensing Turbine: We changed a 6 MW condensing turbine into a backpressure turbine, making it more energy efficient and reducing energy use. Compressed Air Leakage Reduction: By fixing compressed air leaks, we minimise energy waste and improve system efficiency. WCS Duct Modification: We modified the WCS duct to reduce power consumption and improve efficiency. Auto Coner Machine Speed Optimisation: By optimising the speed of suction fan motors in our auto coner machines, we conserve energy. Installation of Variable Frequency Drives (VFD): We installed VFDs to enhance energy efficiency and control motor speed based on demand. Transition to LED Lights: We replaced traditional lights with energy-efficient LED lights throughout our facilities. Solar Street Lights: We installed solar streetlights to use renewable energy for outdoor lighting.</p> <p>These steps show our dedication to reducing GHG emissions and energy use. By using renewable energy, optimising operations, and adopting energy-efficient technologies, SIL aims to lessen our environmental impact and work towards a sustainable future.</p>
--	--



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Parameter	2023-24	2022-23
Total Waste generated (in metric tonnes)		
Plastic waste (in MT) (A)	333.11	505.74
E-waste (in MT) (B)	0.91	-
Bio-medical waste (in MT) (C)	-	-
Construction and demolition waste (in MT) (D)	-	-
Battery waste (in MT) (E)	2.46	-
Radioactive waste (in MT) (F)	-	-
Other Hazardous waste. Please specify, if any. (in MT) (G)	3006.91	5133
Other Non-hazardous waste generated (H). (in MT) Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	11,056.61	28,617.52
Manufacturing waste- Yarn, Rope, cotton waste (in MT)	1596.55	2,020.53
Scrap (in MT)	-	227.97
Other waste- Rubber, Wax, Wooden waste, paper waste, etc (in MT)	383.40	320.41
Fly Ash (in MT)	9076.65	24304.62
Sludge (in MT)	-	1744.00
Total (A+B + C + D + E + F + G + H) (in MT)	14,400.00	34,256.26
Waste intensity per rupee of turnover (Total waste generated in MT/ Revenue in ₹ from operations)	0.00000054	0.00000125
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00001093	0.00002535
Waste intensity in terms of physical output*	-	-

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

Category of waste	2023-24	2022-23
(i) Recycled	221.04	221.04
(ii) Re-used	1.32	-
(iii) Other recovery operations	11424.16	27176.08
Total	11646.52	27397.12

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

Category of waste	2023-24	2022-23
(i) Incineration	2005.91	4771.50
(ii) Landfilling	747.53	2418.49
(iii) Other disposal operations	-	-
Total	2753.44	7189.99

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

No

If yes, name of the external agency.

-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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.

Poor waste and effluent management can seriously harm the environment and human health. At SIL, we understand this and focus on responsibly managing the waste and effluent produced at our facilities. Our waste management practices follow the principles of avoiding, reducing, and recycling waste.

In our manufacturing sites, we generate various types of hazardous waste, such as ETP sludge, waste oil, empty chemical containers, and MEE salt. We strictly follow regulatory guidelines for handling and managing hazardous waste, applying scientific principles and care at every step.

Each plant has dedicated hazardous waste storage yards with impermeable flooring, proper labeling, and strict storage protocols to ensure safe containment. Additionally, all our sites have authorisation from the state pollution control board for managing hazardous waste, and each plant complies with the conditions specified in this authorisation. We maintain and submit all required regulatory documents, like Form 3 and Form 4, to the pollution control board as needed. Our hazardous waste handlers receive regular training on safe handling and disposal to ensure maximum care and compliance.

We also manage non-hazardous waste at our SIL sites, such as dry vegetation, canteen waste, fabric waste, corrugated boxes, stiffener boxes, and paper waste. We handle these types of waste with the same level of care, using scientific principles. For example, boiler ash is sent to brick manufacturers for reuse, while dry vegetation and some canteen wastes are composted onsite. Other waste, such as paper waste and additional canteen waste, is sent to municipal composting sites for proper treatment.

Through these thorough waste management practices, we aim to reduce our environmental impact and promote sustainability. At SIL, we are dedicated to responsible waste management to protect the environment and contribute to a cleaner, healthier future.

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:

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

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
EIA of project not required for the entity in this financial year as per the applicable laws					

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/NA). Yes

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

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
we are complaint with the applicable all environmental law/ regulations/ guidelines in India.			

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Leadership Indicators

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:

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
Installation of roof top solar power plant	The Company has installed a Total 17 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.	-
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.	-
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 utilising 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 CH ₄ 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.	-



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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
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 realised 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 minimising waste.	-
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	-
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.	-
Auto Coner Machine Speed Optimisation In Suction Fan Motor	We've successfully optimised 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 optimise 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 optimised machine speed has minimised wear and tear, extended the equipment's lifespan and reduced maintenance costs. Moreover, it has contributed to our sustainability goals by reducing power usage.	-

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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
Reduction Of Compressed Air Leakage	Sangam has initiated a successful program to reduce compressed air leakage, enhancing operational efficiency	By minimising 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.	-
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.	-
Canteen and dry vegetation waste	We have taken several initiatives to reduce the waste generation and manage the canteen generated waste properly	We have implemented several initiatives to ensure optimal usage of resources. <ol style="list-style-type: none"> We encourage our workers to take excess food home to feed animals, reducing food waste and contributing to animal welfare. Used tea leaves are repurposed as a natural manure for our plantation, enhancing soil health and reducing the need for chemical fertilisers. Excess milk is not wasted; instead, it's utilised to make curd, ensuring the efficient use of dairy products and providing a nutritious food source. If milk becomes fermented, it is transformed into cottage cheese, once again maximising utility and minimising waste. 	-

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.	4
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/ International)
1.	Confederation of Indian Textile Industry (CITI) New Delhi	National
2.	Council for Redressal & Development of Industries.	National
3.	Denim Manufacturers Association	National
4.	The Rajasthan Textile Mill Associations, Rajasthan	State

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)
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

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalised groups. They should also contribute to the development of local communities and support social and economic empowerment.)

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:

Sr. 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 are being taken by the entity in the current reporting year.						

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

We have established a comprehensive and responsive grievance redressal mechanism to address complaints from community members. The process includes the following steps:

1. Each plant unit maintains a logbook for registering community complaints, ensuring a clear record and tracking the progress of resolution.
2. Upon receiving a complaint, it is carefully evaluated and categorised based on its nature (e.g., culture & heritage, land disturbance, health & safety). Relevant personnel are assigned to address the issue, ensuring it is handled by those best equipped to resolve it.
3. After categorisation and assignment, we contact the complainant to acknowledge their concern and assure them of the steps being taken to resolve the issue.
4. As we address the issue, we also work to identify and understand its root causes, which is crucial for preventing similar issues in the future.
5. Once the complaint is resolved to the satisfaction of the complainant, the community redressal manager or assigned personnel sign off on the complaint, signifying that the issue has been effectively addressed.
6. If a complaint is not satisfactorily resolved, the community redressal manager initiates further investigation. If necessary, a third party may be involved for mediation to ensure a fair and unbiased resolution.

Through this systematic and thoughtful approach to community grievances, we aim to uphold our social responsibility, respect community concerns, and foster harmonious coexistence with the community.

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

	2023-24	2022-23
Directly sourced from MSMEs/ small producers	29.71%	18.00%
Directly from within India	100%	100%

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

	2023-24	2022-23
Rural	100%	100%
Semi-urban	-	-
Urban	-	-
Metropolitan	-	-

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

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	We have strong systems to handle consumer complaints and feedback, prioritising customer satisfaction. We welcome all feedback and have set up a dedicated email (customercare@C9airwear.com) and contact number (+919799165695). These channels allow customers to voice their concerns or share their experiences, ensuring quick resolutions and continuous improvement of our services.
--	---

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about

Particular	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	100%

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

Particular	2023-24		Remark	2022-23		Remark
	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	8	0	-	15	0	-

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

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



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

<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 recognise the crucial importance of cybersecurity and data privacy in today's digital age. Therefore, we have created and implemented a comprehensive policy to address these issues. For more information, please visit our [cybersecurity policy] 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 was required related to advertising, delivery of essential services, cyber security and data privacy.</p>
<p>7. Provide the following information relating to data breaches</p>	
<p>a. Number of instances of data breaches along-with impact</p>	<p>0</p>
<p>b. Percentage of data breaches involving personally identifiable information of customers</p>	<p>NA</p>
<p>c. Impact, if any, of the data breaches</p>	<p>Not Applicable</p>