

## 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	FY 2024-2025
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	2024-25
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	₹ 50,24,65,590
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. 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	20.51%
2	PV Yarn	13114	26.38%
3	PV Fabric	13124	17.94%

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Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
4	Denim Fabric	13131	30.94%
5	Knitted Fabric	13911	2.40%
6	Seamless Garment	14101	1.82%

**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	9	14
International	0	0	0

**19. Markets served by the entity:**
**a. Number of locations**

Locations	Number
National (No. of States)	9
International (No. of Countries)	0

\*Note: Total 9 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?**

39.48%

**c. A brief on types of customers**

At Sangam India, we take pride in catering to a broad spectrum of customers across multiple sectors and industries. Our customer base comprises:

- Government organisations
- Public limited companies
- Private limited companies
- Micro, Small, and Medium Enterprises (MSMEs)
- Traders
- Partnership firms
- Sole proprietors

Our commitment to understanding the distinct requirements of each customer segment allows us to deliver exceptional value, resulting in higher customer satisfaction and long-term loyalty.

**IV. Employees**
**20. Details as at the end of Financial Year:**
**a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1,314	1,268	96.49%	46	3.51%
2	Other than Permanent (E)	0	0	0	0	0
3	Total employees (D + E)	1,314	1,268	96.49%	46	3.51%
WORKERS						
4	Permanent (F)	8,554	7,510	87.80%	1,044	12.20%
5	Other than Permanent (G)	1,151	1,000	86.88%	151	13.10%
6	Total workers (F + G)	9,705	8,510	87.7%	1,195	12.3%

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### b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	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 (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	6	0	0%

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

### 22. Turnover rate for permanent employees and workers

Particular	FY 2024-25			FY 2023-24			FY 2022-23		
	(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	37.54%	34.57%	37.45%	26.07%	34.38%	26.25%	15.77%	17.02%	15.79%
Permanent Workers	79.84%	73.04%	79.08%	65.65%	59.67%	65.06%	68.50%	55.14%	67.34%

### 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 ₹)	28,43,00,81,886
b. Net worth (in ₹)	10,03,40,16,510

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### 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) *	FY 2024-25			FY 2023-24		
		Current Financial Year			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	3	0	-	0	0	-
Employees and workers	Yes	70	0	-	96	0	-
Customers	Yes	7	0	-	8	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	-	-	-	-	-	-

\* 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	<a href="https://sangamgroup.com/investors-handbook/">https://sangamgroup.com/investors-handbook/</a>
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	

#### 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 promotes the reuse, refurbishment, and recycling of materials and products. Transitioning to this model can lead to reduced material consumption. Evolving regulations, shifting market demands, and emerging technologies can further contribute to cost reductions.		Positive

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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	Companies that adopt sustainable sourcing practices and emphasise reuse, refurbishment, and recycling are often perceived as more responsible. This enhances their brand image and fosters trust among consumers, investors, and other stakeholders. Consequently, such companies benefit from stronger brand loyalty and increased sales. Moreover, sustainable supply chain practices appeal to environmentally conscious investors, unlocking new financial opportunities. In this way, sustainable sourcing and supply chain management offer textile companies a competitive advantage in a sustainability-driven future.		Opportunity
3.	Water and Waste Management	Risk	Water is a critical resource for textile manufacturing. Inefficient use of water can lead to scarcity and drive-up production costs. Similarly, various company operations, including manufacturing processes, equipment maintenance, and administrative activities, generate waste. If this waste is not effectively managed, it can contribute to air pollution, climate change, and have both direct and indirect negative impacts on the ecosystem.	<p>Our company has adopted robust measures to ensure responsible water and waste management. We have installed ETP and CTP systems across all our facilities to effectively treat water discharge and minimise pollution. As a Zero Liquid Discharge (ZLD) company, we are committed to recycling and treating all wastewater, thereby eliminating liquid waste discharge.</p> <p>Our waste management approach is designed to reduce both environmental and human risks. Hazardous waste is handled strictly by authorised agencies, while non-hazardous waste is recycled. For example, boiler ash is repurposed by brick manufacturers, and we compost dry vegetation and certain canteen waste on-site, significantly reducing our ecological impact.</p>	Negative

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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>Energy consumption and emissions pose a significant challenge in the textile industry. The sector's heavy reliance on fossil fuels leads to substantial greenhouse gas (GHG) emissions. With tightening environmental regulations, rising energy prices, potential carbon taxes, and growing consumer expectations for sustainability, the risk continues to escalate.</p> <p>Inefficient energy use not only increases operational expenses but also jeopardises market access, as more customers and stakeholders insist on environmentally responsible supply chains. To address these challenges, textile companies must implement effective energy and emissions management practices—such as adopting energy-efficient technologies and transitioning to renewable energy sources—to lower costs, mitigate environmental risks, and enhance their sustainability performance.</p>	<p>Our company is proactively implementing various initiatives to lower emissions and reduce reliance on non-renewable energy sources. To address greenhouse gas emissions, we have deployed rooftop solar installations, biomass-based co-generation thermal power plants, and wind turbines. These renewable energy solutions significantly help us shrink our carbon footprint.</p> <p>Alongside this, we have introduced several energy conservation measures, including converting condensing turbines, fixing compressed air leakages, modifying WCS ducts, and fine-tuning the speed of auto corner machines. Together, these efforts enhance energy efficiency, minimise our environmental impact, and reinforce our dedication to sustainable and responsible business practices.</p>	Negative

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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 prioritise human rights demonstrate their commitment to fostering sustainable and mutually respectful relationships with all stakeholders impacted by their operations—be it customers, communities, employees, or investors. This reflects genuine concern for the well-being of the people connected to their business. Likewise, organisations that depend on an on-site workforce must implement strong labor management practices. These practices should consider the scale and nature of the workforce, the quality of management-labor relations, the protection of workers' rights, and proactive efforts to engage with employees.	<p>Our company is deeply committed to upholding human and labor rights, with dedicated policies and grievance mechanisms in place to support these values. We promote a culture of transparency by encouraging employees to share their concerns openly. To maintain high standards, we conduct regular internal and external audits across all our facilities, continuously reviewing and refining our practices to ensure alignment with human and labor rights regulations.</p> <p>Furthermore, we participate in the annual Sedex-SMETA 4-Pillar Audits, which assesses our performance in labor standards, health and safety, environmental practices, and business ethics. This robust framework helps us align with international benchmarks, reduce associated risks, and foster a safe, fair, and inclusive work environment. These thorough measures reflect our unwavering commitment to responsible labor management and human rights protection.</p>	Negative

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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 presents a valuable opportunity for textile companies. Enhancing workforce skills can significantly improve productivity and operational efficiency, resulting in stronger performance and a more competitive edge. Supporting employee wellbeing helps lower absenteeism and fosters a healthier, more positive work environment, which contributes to improved job performance. Additionally, increased job satisfaction promotes employee loyalty and reduces attrition, ultimately lowering long-term costs associated with hiring and training new staff.		Positive
7.	Impact on community	Opportunity	When businesses actively support local community development, they contribute to creating a stronger and more resilient ecosystem. Such involvement can strengthen the local economy and expand the customer base, ultimately offering long-term advantages to the business itself.		Positive
8.	Customer Satisfaction	Risk	Customer satisfaction plays a vital role in a company's success. By placing strong emphasis on meeting customer needs, businesses can strengthen their brand reputation, differentiate themselves from competitors, and attract a wider customer base. This approach not only fosters greater customer loyalty but also boosts the overall brand value of textile companies.	To effectively manage customer satisfaction, we have implemented a responsive and inclusive system. Customers are given direct contact information to ensure easy access to our support team. Upon receiving a complaint, it is promptly recorded in our system, assigned to a specific team member, and thoroughly examined. Our goal is to resolve concerns quickly while keeping customers updated throughout the process to ensure transparency. Additionally, we analyze complaint trends to identify and address recurring issues, helping us continuously improve our products and services.	Negative





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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 are key to maintaining competitiveness and relevance in the ever-evolving textile industry. Adopting advanced technologies and novel materials allows textile manufacturers to tap into new market opportunities while improving efficiency and productivity. Furthermore, innovations in textile materials and production methods help minimise the industry's environmental impact, supporting broader sustainability objectives.		Positive
10.	Ethics & Business Conduct	Risk	Textile companies face significant risks related to ethics and business conduct, including fraud, executive misconduct, corruption, money laundering, and anti-trust breaches. Such issues can seriously damage a company's reputation, financial health, and long-term viability. To mitigate these risks, it is vital to maintain high ethical standards. This involves enforcing stringent codes of conduct, establishing strong monitoring mechanisms, and providing ongoing training to employees to ensure these challenges are managed effectively.	<p>To effectively manage risks related to ethics and business conduct, we have established a comprehensive ethics program anchored by a well-defined code of conduct. These principles are clearly communicated and embedded throughout all aspects of our operations. We regularly conduct training and awareness sessions to ensure our employees fully understand and uphold these standards.</p> <p>Additionally, we have implemented an anonymous reporting system to support whistleblowing, enabling concerns to be raised and resolved promptly and fairly.</p>	Negative

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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	Adhering to legal and regulatory requirements is a critical challenge for textile companies, as it involves compliance with a wide range of local and international laws related to labor rights, environmental protection, health and safety, and quality standards. Non-compliance can result in financial penalties, reputational damage, and operational setbacks. Hence, it is essential for textile companies to maintain strict compliance with all applicable regulations to effectively manage and reduce these risks.	To effectively mitigate compliance risk, we ensure a deep understanding of applicable laws and regulations, conduct regular audits, and enforce stringent internal policies. We also prioritise ongoing training and education for our employees to keep them informed about current compliance obligations. Moreover, we cultivate a strong compliance culture across the organisation, consistently reinforcing the importance of following legal and regulatory standards in every aspect of our operations.	Negative
12.	Corporate Governance	Risk	This evaluation is based on a company's performance in key governance areas, including ownership and control structures, board compensation, accounting practices, business ethics, and tax transparency. It examines how the Company's corporate governance and ethical standards affect its shareholders and broader investor community. The assessment highlights the effectiveness of the governance framework in promoting transparency, accountability, and ethical conduct, all of which play a vital role in shaping investor trust and perceptions of the Company's long-term sustainability and overall performance.	Our company is built on the core values of transparency, integrity, professionalism, and accountability. We are committed to reinforcing these principles by adopting innovative approaches that promote efficient resource utilisation and transform opportunities into accomplishments. This is made possible by empowering and inspiring our people, ensuring that every aspect of our operations remains aligned with these foundational values.	Negative

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### 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
<b>Policy and management processes:</b>										
1. a	Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No/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	<a href="https://sangamgroup.com/investors-handbook/">https://sangamgroup.com/investors-handbook/</a>								
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

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### Governance, leadership and oversight:

7	<b>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)</b>				
	<p>As the Director of our leading textile company, I am pleased to present our Business Responsibility and Sustainability Report, which highlights our ongoing commitment to Environmental, Social, and Governance (ESG) principles. At the core of our business philosophy lies a strong belief in the transformative power of sustainable practices and our responsibility to create lasting, positive change for society and the environment.</p> <p>In line with BRSR requirements, we have conducted a comprehensive materiality assessment to identify the most significant ESG-related concerns affecting our business and stakeholders. This process highlighted critical focus areas such as water stewardship, greenhouse gas (GHG) emissions reduction, energy efficiency, and the circular economy. These areas now form the foundation of our strategic sustainability initiatives across our operations.</p> <p>Our Corporate Social Responsibility (CSR) policy reflects our efforts to address key social and developmental challenges. We support initiatives aimed at eradicating hunger, poverty, and malnutrition, and are equally dedicated to enhancing access to both general and preventive healthcare. Our priorities also include environmental conservation, ecological restoration, livelihood enhancement through skill development, and vocational training.</p> <p>We continue to invest in education and empowerment, with a particular focus on children, women, the elderly, and persons with disabilities. Our programs also extend to promoting gender equality, women's empowerment, rural development, and fostering innovation through academic and technological incubators.</p> <p>To ensure sustainable progress, we are embedding a culture of accountability and environmental consciousness across our organisation. This mindset is helping us take meaningful steps toward integrating sustainable practices in all areas of our business.</p> <p>We have already implemented several energy and emissions reduction measures. These include the adoption of renewable energy sources such as rooftop solar panels, biomass-based co-generation plants, and wind energy systems. In addition, we have improved energy efficiency through technical upgrades like turbine modifications, compressed air leak detection, duct optimisation, and speed control on textile machinery.</p> <p>Ensuring the health and safety of our workforce is paramount. Our facilities are certified under ISO 45001:2018, confirming adherence to global occupational health and safety standards. Our Denim and Sareri units have earned SA 8000:2014 certification, and we regularly undergo Sedex-SMETA 4-Pillar audits, which assess compliance in labor standards, health and safety, environmental performance, and ethical practices.</p> <p>We also maintain stringent food safety and hygiene standards, supported by a canteen committee and the provision of FSSAI-certified meals. Safe water access is ensured through in-house water treatment facilities.</p> <p>Looking ahead, we have set ambitious goals to further our ESG performance. These include scaling up the use of recycled fibers, reducing plastic waste by converting it into raw materials, and promoting organic cotton usage to lower our environmental footprint, particularly GHG emissions.</p> <p>In conclusion, our company remains steadfast in its commitment to integrating ESG principles into every facet of our operations. By advancing sustainable business practices and fostering inclusive growth, we aim to contribute meaningfully to a more resilient, responsible, and equitable future.</p> <p>Mr. Anurag Soni Managing Director 03407094</p>				
8	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b> Mr. Anurag Soni, Managing Director				
9	<table border="1"> <tr> <td data-bbox="177 1868 1070 1935"> <b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).</b> </td><td data-bbox="1070 1868 1463 1935"> <b>No</b> </td></tr> <tr> <td colspan="2" data-bbox="177 1935 1070 2000">           If Yes please provide details Board of Director         </td></tr> </table>	<b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).</b>	<b>No</b>	If Yes please provide details Board of Director	
<b>Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).</b>	<b>No</b>				
If Yes please provide details Board of Director					

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### 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.	Description of other committee for performance against above policies and follow up action	Not Applicable								
c.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Committee of the Board								
d.	Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	Not Applicable								

	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	Annually								
b.	Description of other committee for performance against above policies and follow up action	Not Applicable								
c.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Annually								
d.	Description of other committee for compliance with statutory requirements of relevance to the principles and rectification	Not Applicable								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	P1	P2	P3	P4	P5	P6	P7	P8	P9
		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 Limited	LMS certification limited, Hohenstein certification Ltd., Global Recycled certification. Global organic textile std.			

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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)									

**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	2	1. Cybersecurity governance 2. ESG disclosures and ethical leadership	100%
Key Managerial Personnel	2	1. Business ethics and values 2. Human Rights and ESG training	100%
Employees other than BOD and KMPs	59	Lean Six Sigma, Power BI, Negotiation, Salesman's Management Training, Health & Safety, Social Benefits, Indirect Audits etc.	95.21%
Workers	211	Fire Safety Training, EHS training, Waste Handling Training, Chemical Handling and storage, SA 8000 Awareness Training, etc	80.17%

**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:**

<b>Monetary</b>					
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	-	-	-	-	-
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

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### 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	-	-	-	-

\* Note: There have been no non-monetary cases reported during the current reporting year.

### 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	

<b>4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)</b>	Yes
If Yes, provide details in brief.	
Our organisation upholds the highest standards of integrity and ethical behavior, guided by a strict zero-tolerance policy towards bribery and corruption. In accordance with our Code of Conduct, all directors, senior management, and employees are expressly prohibited from offering or accepting any form of gift, donations, payments, hospitality, or other benefits that could be interpreted as attempts to unduly influence business decisions or secure an unfair advantage. These measures reflect our strong commitment to transparent and responsible governance practices.	
If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place.	
<a href="https://sangamgroup.com/investors-handbook/">https://sangamgroup.com/investors-handbook/</a> .	

### 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	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2024-25		FY 2023-24	
	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	FY 2024-25	FY 2023-24
Number of days of accounts payables	75	55

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 9. Open-ness of business:

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1%	0.97%
	b. Number of trading houses where purchases are made from	36	9
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	91%	100%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	1%	1.01%
	b. Number of dealers / distributors to whom sales are made	59	77
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	58%	51.72%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2%	1.63%
	b. Sales (Sales to related parties / Total Sales)	0.44%	1.17%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments	33%	78.06%

### 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	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1	R&D	60.95%	69.68%	Invested in development of various eco-design and environmentally friendly products.
2	Capex	0.49%	0.65%	-

2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes
	b. If yes, what percentage of inputs were sourced sustainably?	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 responsibilities and is fully committed to fulfilling its obligations under the Extended Producer Responsibility (EPR) framework for plastic waste management. We are officially registered under the EPR system, demonstrating our commitment to the safe, efficient collection, recycling, and disposal of plastic waste generated through our operations.
(b)	E-waste	
(c)	Hazardous waste	
(d)	other waste	



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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 approach is closely aligned with the Extended Producer Responsibility (EPR) plan, which has been officially submitted to the Pollution Control Board. In accordance with our EPR commitments, we have successfully managed plastic waste during the reporting year. To facilitate this, we partnered with a professional waste management agency to ensure efficient collection and environmentally sound disposal of plastic waste. This collaboration underscores our dedication to sustainable practices and responsible waste management.
	c	If not, provide steps taken to address the same:	Not Applicable

### 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	1,268	972	76.66%	1,268	100%	0	0%	1,268	100%	0	0%
Female	46	15	32.61%	46	100%	46	100%	0	0%	46	100%
Total	1,314	987	75.10%	1,314	100%	46	100%	1,268	100%	46	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 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 Workers											
Male	7,510	7,510	100%	7,510	100%	0	0%	0	0%	7,510	100%
Female	1,044	1,044	100%	1,044	100%	1,044	100%	0	0%	1,044	100%
Total	8,554	8,554	100%	8,554	100%	1,044	100%	0	0%	8,554	100%
Other than permanent workers											
Male	1,000	0	0%	1,000	100%	0	0%	0	0%	0	0%
Female	151	0	0%	151	100%	0	0%	0	0%	0	0%
Total	1,151	0	0%	1,151	100%	0	0%	0	0%	0	0%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

	FY 2024-25	FY 2023-24
Cost incurred on 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	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	96.50%	98.30%	Yes	95%	96.82%	Yes
Gratuity	100%	98.00%	Yes	100%	100%	Yes
ESI	36.80%	89.70%	Yes	44%	93.41%	Yes
Others – please specify	-	-	-	-	-	-

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	No
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If not, whether any steps are being taken by the entity in this regard.

Our premises and offices are currently not fully accessible to employees and workers with disabilities, as mandated by the Rights of Persons with Disabilities Act, 2016. However, Sangam Group is dedicated to fostering inclusivity and equal opportunities for all. We actively recruit differently abled individuals and make sure they are placed in work environments that are accessible and conducive to their needs.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

Weblink: <https://sangamgroup.com/investors-handbook>

Our organisation is dedicated to upholding the principles of equal opportunity for all. We are committed to fostering an inclusive and diverse work environment where everyone has an equal opportunity to succeed, regardless of their caste, color, religion, disability, gender, national origin, sex, age, or any other attribute.

We uphold fairness, respect, dignity, and equal opportunity in all our policies and practices. These values shape everything we do, from recruitment and hiring to promotions, training, benefits, and terminations.

We consistently work towards creating a safe, inclusive, and equitable workplace where every individual feels valued, respected, and empowered. Our commitment to this vision remains steadfast and serves as the foundation of our workplace culture.

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
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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	At Sangam India Limited, we place great importance on every concern raised by our employees. To ensure all grievances are handled promptly and effectively, we have implemented a comprehensive three-tier grievance redressal system.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	<p>If an employee has a grievance, they may report it to any of the following contacts:</p> <ol style="list-style-type: none"> <li>1. Immediate Supervisor or Head of Department (HOD)</li> <li>2. Plant HR Head or Plant Head</li> <li>3. Function Head or Business Head (FH/BH)</li> </ol> <p>If the concern remains unresolved or the resolution is unsatisfactory, the employee may escalate the issue through the following grievance redressal pathway:</p> <ol style="list-style-type: none"> <li>1. Supervisor or Floor In-Charge</li> <li>2. Head of Department</li> <li>3. Worker Representative</li> <li>4. Grievance Redressal Committee</li> <li>5. Managing Director</li> </ol> <p>We are committed to ensuring that every grievance is either resolved or appropriately escalated within 7 days of being raised at any level of the three-tier mechanism. This structured approach guarantees that employee issues are managed in a timely and fair manner.</p> <p>In addition, our HR Department conducts a quarterly review of all grievances reported over the preceding three months. The goal of this review is to identify recurring concerns among employees and develop targeted action plans to address and prevent such issues in the future.</p>
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent employees</b>	<b>1,314</b>	<b>0</b>	<b>0%</b>	<b>1,431</b>	<b>0</b>	<b>0%</b>
Male	1,268	0	0%	1,396	0	0%
Female	46	0	0%	35	0	0%
<b>Total Permanent Workers</b>	<b>8,554</b>	<b>0</b>	<b>0%</b>	<b>8,741</b>	<b>0</b>	<b>0%</b>
Male	7,510	0	0%	7,862	0	0%
Female	1,044	0	0%	879	0	0%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	1,268	1,268	100%	1,268	100%	1,396	1,396	100%	1,396	100%
Female	46	46	100%	46	100%	35	35	100%	35	100%
Total	1,314	1,314	100%	1,314	100%	1,431	1,431	100%	1,431	100%
Workers										
Male	7,510	7,510	100%	7,510	100%	7,862	7,862	100%	7,862	100%
Female	1,044	1,044	100%	1,044	100%	879	879	100%	879	100%
Total	8,554	8,554	100%	8,554	100%	8,741	8,741	100%	8,741	100%

Note - Disclosure is provided for both permanent employees and workers.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
<b>Employees</b>						
Male	1,268	1,173	92.50%	1,396	1,347	96.49%
Female	46	42	91.30%	35	31	88.57%
<b>Total</b>	<b>1,314</b>	<b>1,215</b>	<b>92.50%</b>	<b>1,431</b>	<b>1,378</b>	<b>96.29%</b>
<b>Workers</b>						
Male	7,510	7,498	99.84%	7,862	6,327	80.49%
Female	1,044	1,044	100%	879	677	77.02%
<b>Total</b>	<b>8,554</b>	<b>8,542</b>	<b>99.86%</b>	<b>8,741</b>	<b>7,004</b>	<b>80.18%</b>

Note - Disclosure is provided for both permanent employees and workers.

### 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?

1. We have established policies that establish the organisation's commitment to health and safety.
2. We have conducted risk assessments within our organisation, identified risks that may arise due to vulnerabilities, and mitigated risks/hazards from work site areas.
3. Investigation and Corrective Action: - We monitor performance, investigate incidents, and implement corrective action.
4. Training and qualifications: - We ensure that employees are adequately trained and able to perform their jobs safely. and, We provided periodically health and safety training for safety awareness.
5. Emergency Preparedness: We have prepared and developed emergency response plans across our organisation.

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

We have implemented HIRA (Hazard Identification and Risk Assessment) to systematically identify work-related hazards and assess associated risks on both routine and non-routine activities carried out by the entity.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

Yes

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

Yes

\*Note: \*We have established a safety committee to report risks and hazards as per the factory act 41G. The EHS Committee, meeting quarterly, is vital in continuously evaluating and addressing work-related hazards and we provided suggestion boxes for work-related hazard & risk.

\*\* 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.
- 4-The organisation has an OHSE centre (dispensary).

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	4.86
	Workers	0.38	0
Total recordable work-related injuries	Employees	0	2
	Workers	10	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

\*Including in the contract workforce

### 12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Our organisation is committed to maintaining a safe and healthy work environment through a comprehensive Environmental Health and Safety (EHS) Policy, accessible to all employees. We actively implement Hazard Identification and Risk Assessment (HIRA) processes to identify and evaluate risks associated with both routine and non-routine operations.

To manage these risks effectively, we follow the hierarchy of controls, including Elimination, Substitution, Engineering Controls, Administrative Controls, and use of Personal Protective Equipment (PPE).

We ensure that all employees receive appropriate safety training, are equipped with necessary tools and resources, and are encouraged to proactively report hazards. These efforts are supported by our strong culture of safety, well-being, and continuous improvement.

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	30	0	-	3	0	-
Health & Safety	38	0	-	2	0	-

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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.

We conduct daily plant safety inspections to proactively identify and assess hazards and risks across our operations. Upon identification, corrective actions are implemented within stipulated timelines to prevent any escalation.

As part of our recent safety review, we identified a high fire risk in our mills. In response, we initiated a plan to install MOD-type fire sprinkler systems and a centralised fire alarm system throughout the facility. These advanced systems are designed for rapid response and effective fire suppression, significantly reducing the risk of property damage and enhancing employee safety.

### **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.

At SIL, stakeholder identification and prioritisation are foundational to our strategic planning. We employ a comprehensive, structured approach based on key criteria:

- **Impact and Influence:** We prioritise stakeholders based on their direct or indirect impact on our business and their ability to influence our operations, ensuring responsiveness to those with vested interests in our performance.
- **Business Dependency and Criticality:** Stakeholders are assessed based on their reliance on our business and their critical role in our operations, allowing us to foster relationships essential to our long-term success and sustainability.
- **Stakeholder Inclusivity:** We actively seek input from stakeholders of all scales and influence, ensuring a broad range of perspectives and expectations are incorporated into our planning.
- **Top Management Insights:** Senior leadership across departments plays a crucial role in identifying key stakeholders, leveraging their insights and experience to manage vital relationships.
- **Managing Conflicts and Risks:** Early identification of stakeholders enables us to anticipate and mitigate potential conflicts or risks, protecting our business interests.
- **Peers and Sector Engagement:** We engage with stakeholders from peer organisations and the broader industry to stay aligned with evolving trends, regulatory expectations, and best practices, ensuring our strategies are current and relevant.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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"> <li>• Clear and timely reporting.</li> <li>• Focus on enhancing market capitalisation and generating free cash flow.</li> <li>• Achieve sustainable, profitable growth.</li> </ul>
State Pollution control board	No	Face to face meeting. Emails: letters Online access to PCB portal	Continuous Basis	<ul style="list-style-type: none"> <li>• Ensuring compliance.</li> <li>• Addressing policy-related issues.</li> <li>• Managing water and wastewater.</li> <li>• Overseeing environmental management.</li> </ul>
Inspectorate of factories	No	Face-to-face meetings. ~	As & When required	<ul style="list-style-type: none"> <li>• Conducting safety audits.</li> <li>• Approving building plans.</li> <li>• Adhering to regulatory requirements.</li> </ul>
Other Government agencies	No	Face to face meeting. Emails; letters	As & When required	<ul style="list-style-type: none"> <li>• Ensuring compliance</li> <li>• Operating with responsibility and ethical standards.</li> </ul>
Employees	No	Meetings in groups Engagement sessions	Continuous basis	<ul style="list-style-type: none"> <li>• Ongoing training and development opportunities.</li> <li>• Attractive compensation packages.</li> <li>• Workplace health and safety.</li> <li>• Commitment to quality.</li> <li>• Focus on skill enhancement.</li> <li>• Efficient production processes.</li> <li>• Systematic reward and recognition programs</li> </ul>
Local community	No	Community visits and consultations; Community needs assessment	Continuous basis	<ul style="list-style-type: none"> <li>• Promoting rural development, skill enhancement, and advancing education.</li> <li>• Improving healthcare and protecting the environment.</li> </ul>
Supplier	No	One to one meeting, Supplier assessments	Continuous basis	<ul style="list-style-type: none"> <li>• Ensuring supply quality, timely delivery, and efficient payment processes.</li> <li>• Managing EHS performance and upholding human rights, labor, and welfare standards.</li> </ul>
Customer	No	On-line insights; Reviews; Emails	Spread across the year	<ul style="list-style-type: none"> <li>• Ensuring product quality and innovative design.</li> </ul>
Media	No	Press briefings; Invitation to events	As & When required	<ul style="list-style-type: none"> <li>• Successfully launching products and adopting new approaches.</li> <li>• Conducting site-specific impact assessments.</li> </ul>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1,314	1,303	99.30%	1,431	1,362	95.10%
Other than permanent	0	0	0	0	0	0%
<b>Total Employees</b>	<b>1,314</b>	<b>1,303</b>	<b>99.30%</b>	<b>1,431</b>	<b>1,362</b>	<b>95.10%</b>
<b>Workers</b>						
Permanent	8,554	8,542	99.86%	8,741	7,362	84.41%
Other than permanent	1,151	1,151	100%	1,101	487.64	44.22%
<b>Total Workers</b>	<b>9,705</b>	<b>9,693</b>	<b>99.87%</b>	<b>9,842</b>	<b>7,969</b>	<b>80.98%</b>

2. Details of minimum wages paid to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	1,268	0	0%	1,268	100%	1,396	0	0%	1,396	100%
Female	46	0	0%	46	100%	35	0	0%	35	100%
Total	1,314	0	0%	1,314	100%	1,431	0	0%	1,431	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	7,510	0	0%	7,510	100%	7,862	0	0%	7,862	100%
Female	1,044	0	0%	1,044	100%	879	0	0%	879	100%
Total	8,554	0	0%	8,554	100%	8,741	0	0%	8,741	100%
Other than Permanent										
Male	1,000	0	0%	1,000	100%	947	0	0%	947	100%
Female	151	0	0%	151	100%	154	0	0%	154	100%
Total	1,151	0	0%	1,151	100%	1,101	0	0%	1,101	100%



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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	1,73,01,500	0	0
Key Managerial Personnel	6	1,12,38,500	0	0
Employees other than BOD and KMP	1,268	3,56,706	46	2,79,858
Workers	7,498	1,49,340	1,044	1,43,712

Note:

- i. The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	7.91%	8.31%

#### 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

Yes

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

Sangam remains deeply committed to fostering a healthy and inclusive work environment where all employees can thrive free from prejudice, gender bias, sexual harassment, exploitation, or intimidation. To uphold this commitment, we have established dedicated committees and structured mechanisms.

Our Internal Complaints Committee is responsible for addressing harassment-related grievances at our plant locations, ensuring a safe, respectful, and just workplace. In addition, our Grievance Redressal Committee and Works Committee focus on resolving other concerns related to plant operations.

To ensure timely and effective resolution, our grievance process follows a clearly defined structure:

1. Grievances are first reported to the immediate Supervisor or Floor In-Charge.
2. If not resolved, the issue is escalated to the Head of the Department.
3. Worker Representatives may be engaged when necessary.
4. Ongoing concerns are taken up by the Grievance Redressal Committee.
5. If required, the matter is escalated to the Managing Director.

This systematic approach promotes transparency, fairness, and prompt action, reinforcing our commitment to protecting human rights and maintaining a respectful, equitable workplace for all.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Particulars	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	61	0	-	45	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:

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

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

Sangam is fully dedicated to fostering a supportive and empowering work environment where all employees can excel without fear of prejudice, gender discrimination, sexual harassment, exploitation, or intimidation.

To uphold this commitment, we have established an Internal Complaints Committee, also referred to as the Anti-Sexual Harassment Committee, specifically tasked with handling and resolving harassment-related grievances at our plant locations. This committee plays a vital role in maintaining a safe, respectful, and equitable workplace.

Key responsibilities of the committee include:

- Promptly receiving and acknowledging workplace sexual harassment complaints.
- Conducting unbiased and thorough investigations in accordance with established protocols to assess the validity of each complaint.
- Submitting detailed findings and actionable recommendations to guide management decisions.
- Working closely with management to implement suitable corrective or disciplinary actions based on the outcomes of investigations.
- Ensuring complete confidentiality throughout the process to protect the privacy and rights of all individuals involved.
- Submitting detailed annual reports to keep the organisation informed and to continuously strengthen workplace safety measures.

Our unwavering commitment to employee well-being and safety drives us to address all concerns swiftly and effectively, ensuring a workplace culture rooted in respect and fairness.

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

Yes

\*Note: Human rights requirement form part of our business agreement and contracts.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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%
Others – please specify	-

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

No corrective action is needed to mitigate the significant risks identified in the assessment.

### 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 Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25 (in Giga Joules)	FY 2023-24 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	71,709.91	72,618.37
Total fuel consumption (B)	94,669.69	-
Energy consumption through other sources (C.)	-	-
Total energy consumed from renewable sources (A+B+C)	1,66,379.60	72,618.37
From non-renewable sources		
Total electricity consumption (D)	10,44,241.79	10,86,591.09
Total fuel consumption (E)	17,32,602.50	21,60,408.86
Energy consumption through other sources (F)		-
Total energy consumed from non-renewable sources (D+E+F)	27,76,844.29	32,46,999.95
Total energy consumed (A+B+C+D+E+F)	29,43,223.89	33,19,618.32
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.00010352	0.00012463
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.00213883	0.00251996
Energy intensity in terms of physical output [Total energy consumed (in GJ) / <mention the physical output details>]		-
Energy intensity (optional) – the relevant metric may be selected by the entity		
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?</b>		No
<b>If yes, name of the external agency.</b>	-	

\*Sangam produces a wide variety of products such as yarn, denim, and garments. Given the diverse nature of these products, applying a standard unit of measurement is not practical. As a result, determining physical intensity— which generally depends on a uniform unit— is not feasible in this scenario.

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

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.

Not Applicable

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	6,67,826	4,83,830
(iii) Third party water	7,370	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>6,75,196</b>	<b>4,83,830</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>6,75,196</b>	<b>4,83,830</b>
<b>Water intensity per rupee of turnover</b> [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.00002375	0.00001816
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.00049066	0.00036728
<b>Water intensity in terms of physical output</b> [Total water consumption (in KL) / <mention the physical output details>]	-	-
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)</b>		No
<b>If yes, name of the external agency.</b>	-	

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

**4. Provide the following details related to water discharged:**

Parameter	FY 2024-25	FY 2023-24
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>(ii) To Groundwater</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>(iii) To Seawater</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Parameter	FY 2024-25	FY 2023-24
<b>(iv) Sent to third-parties</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>(v) Others</b>		
No treatment	-	-
With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>		
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>		No
<b>If yes, name of the external agency.</b>	-	

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

If yes, provide details of its coverage and implementation.

Yes, we have installed three Effluent Treatment Plants (ETPs) and four Sewage Treatment Plants (STPs) across our manufacturing units, all of which are maintained regularly to ensure optimal performance.

Our Spinning Unit is equipped with an ETP, a Reverse Osmosis (RO) system to further treat ETP-processed water, and a Multiple Effect Evaporator (MEE) to manage the RO reject water. We maintain comprehensive records of chemical usage, water treatment volumes, and other critical data. These records, along with the operational logs from our ETPs and STPs, are routinely reviewed by the concerned department to ensure compliance and accuracy.

Moreover, the ETPs and STPs are operated by trained and experienced personnel who oversee their efficient functioning.

It is important to highlight that, except for the Sareri plant, all our facilities adhere to the zero liquid discharge principle, reflecting our strong commitment to environmentally sustainable and responsible operations.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm <sup>3</sup>	210	220
SOx	mg/Nm <sup>3</sup>	320	325
Particulate matter (PM)	mg/Nm <sup>3</sup>	58	88.88
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>			Yes
<b>If yes, name of the external agency.</b>	RPCB conducts the periodic monitoring for the other GHG emissions.		

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

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,49,493.55	2,29,998.90
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	2,10,878.83	2,16,110.89
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> [Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e) / Revenue from operations (in rupees)]	Metric tonnes of CO <sub>2</sub> equivalent per rupees of turnover	0.00001268	0.00001675

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> [Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e) / Revenue from operations in rupees adjusted for PPP]	Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP	0.00026188	0.000338647
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b> [Total Scope 1 and Scope 2 GHG emissions (in MTCO <sub>2</sub> e) / <mention the physical output details>]		-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
<b>Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)</b>			
<b>If yes, name of the external agency.</b>			-

Note: \*Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO<sub>2</sub> Baseline Database User Guide Version 20 has been used for the purpose of GHG Emissions calculations.

We have successfully mitigated approximately 14,481.42 tonnes of CO<sub>2</sub> emissions by generating electricity from renewable energy sources & 19,386.61 tonnes of CO<sub>2</sub> emissions by Agricultural Byproducts & Wood.

### 8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

**If Yes, then provide details.**

SIL has undertaken a series of initiatives to reduce greenhouse gas (GHG) emissions:

1. **Rooftop Solar Power Plants:** We have installed 17 MW of rooftop solar power capacity across various manufacturing units in Rajasthan. These installations generate clean, renewable energy, reducing our dependence on fossil fuels and lowering GHG emissions.
2. **Biomass Co-generation Thermal Power Plant:** We are in the process of setting up a biomass-based thermal power plant that will produce both power and steam, significantly decreasing our carbon footprint.
3. **Wind Energy Turbine:** A 5 MW wind turbine has been installed to contribute to green energy generation at the national level.

In addition, SIL has implemented multiple energy efficiency measures:

- **Condensing Turbine Conversion:** A 6 MW condensing turbine was converted into a backpressure turbine, improving energy efficiency and reducing consumption.
- **Reduction of Compressed Air Leaks:** Addressing compressed air leakages has helped us reduce energy loss and enhance overall system efficiency.
- **WCS Duct Modification:** Modifications made to the WCS duct have resulted in lower power usage and increased efficiency.
- **Auto Coner Machine Speed Optimisation:** We optimised the speed of suction fan motors in auto coner machines, leading to energy savings.
- **Installation of Variable Frequency Drives (VFDs):** VFDs were installed to improve motor efficiency and regulate speed based on operational demand.
- **Transition to LED Lighting:** Traditional lighting has been replaced with energy-saving LED lights across our facilities.
- **Solar Street Lighting:** We have installed solar-powered streetlights, further utilising renewable energy for outdoor illumination.

These actions underscore our strong commitment to reducing GHG emissions and energy consumption. By leveraging renewable energy, streamlining operations, and integrating energy-efficient technologies, SIL is actively working to minimise its environmental footprint and support a more sustainable future.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Parameter	FY 2024-25	FY 2023-24
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	71.7212	333.11
E-waste (B)	1.8039	0.91
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	0.50	-
Battery waste (E)	1.32	2.46
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	14,633.82	3,006.91
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	9,320.30	11,056.61
Manufacturing waste- Yarn, Rope, cotton waste (in MT)	0.04	1596.55
Scrap (in MT)	-	-
Other waste- Rubber, Wax, Wooden waste, paper waste, etc (in MT)	1.21	383.40
Fly Ash (in MT)	9,319	9076.65
Sludge (in MT)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>24,029.46</b>	<b>14,400.00</b>
<b>Waste intensity per rupee of turnover</b> [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.00000085	0.00000054
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.00001746	0.00001093
<b>Waste intensity in terms of physical output</b> Total waste generated (in MT) / <mention the physical output details>	0.27981904	-
<b>Waste intensity (optional)</b> – the relevant metric may be selected by the entity	-	-

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

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	21.49	221.04
(ii) Re-used	-	1.32
(iii) Other recovery operations	9,386.53	11,424.16
<b>Total</b>	<b>9,408.02</b>	<b>11,646.52</b>

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

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	11,145.84	2,005.91
(ii) Landfilling	3,464.46	747.53
(iii) Other disposal operations	9.28	-
<b>Total</b>	<b>14,619.58</b>	<b>2,753.44</b>

**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.

-

Note: Closing stock of E-Waste for financial year-2024-25 is 1.8039 MT will be managed in following financial Year.

## 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.

Improper waste and effluent management can pose serious risks to both the environment and human health. At SIL, we recognise this responsibility and are committed to managing the waste and effluent generated at our facilities in a safe and sustainable manner. Our waste management approach is guided by the principles of avoidance, reduction, and recycling.

At our manufacturing units, we produce various types of hazardous waste, including ETP sludge, used oil, empty chemical containers, and MEE salt. We strictly adhere to regulatory standards for the handling and management of hazardous waste, ensuring that scientific methods and precautionary measures are applied throughout the process.

Each plant is equipped with dedicated hazardous waste storage areas that feature impermeable flooring, proper labelling, and strict storage protocols to guarantee safe handling. All our facilities hold authorisation from the respective state pollution control board for hazardous waste management and operate in full compliance with the conditions outlined in these authorisations. We maintain all necessary documentation, such as Form 3 and Form 4, and submit them to the board as required. In addition, our hazardous waste handlers receive regular training to ensure safe and compliant disposal practices.

We also manage non-hazardous waste generated at SIL locations, including dry vegetation, canteen waste, fabric scraps, corrugated boxes, stiffener boxes, and paper waste. These materials are handled with equal diligence and scientific care. For instance, boiler ash is supplied to brick manufacturers for reuse, while dry vegetation and select canteen waste are composted on-site. Other materials, like paper and remaining canteen waste, are sent to municipal composting facilities for appropriate processing.

Through our comprehensive waste management practices, we aim to minimise environmental impact and actively support sustainability. At SIL, we are fully dedicated to responsible waste handling to help protect the planet and build 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				

\*Note: Our offices and operations are not located in ecologically sensitive areas such as national parks, wildlife sanctuaries, or biodiversity hotspots.

### 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
NA					

\*Note: EIA of project not required for the entity in this financial year as per the applicable laws.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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.			

**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.

5

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ 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
5.	Mewar Chamber of Commerce & Industry, Rajasthan	State

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

Name of authority	Brief of the case	Corrective action taken
No action is necessary regarding anti-competitive conduct by the entity, as there have been no negative rulings from regulatory authorities.		

**PRINCIPLE 8** Businesses should promote inclusive growth and equitable development.

(This principle emphasises 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
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No Social Impact Assessment (SIA) was conducted for any projects undertaken by the entity during the current reporting year.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### 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 ₹)
The entity has not undertaken any rehabilitation or resettlement activities during the current reporting year.						

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

We have implemented a structured and responsive grievance redressal mechanism to effectively address concerns raised by community members. The process follows a clear and transparent sequence:

1. Each plant unit maintains a dedicated logbook to record all community grievances, enabling systematic documentation and resolution tracking.
2. Once a complaint is received, it is assessed and categorised based on its nature—such as cultural or heritage issues, land-related concerns, or health and safety matters. The relevant team or personnel is assigned to ensure expert handling of the issue.
3. After classification, we acknowledge the complaint by reaching out to the concerned individual, providing assurance on the action plan and expected resolution steps.
4. During resolution, we focus not only on addressing the immediate concern but also on identifying root causes to help prevent recurrence of similar issues in the future.
5. Once resolved to the complainant's satisfaction, the issue is formally closed by the community redressal manager or the responsible officer, confirming that appropriate action has been taken.
6. In cases where the complainant is not satisfied, further investigation is initiated by the redressal manager. If needed, an independent third party is brought in to facilitate a fair and impartial resolution.

Through this well-defined and empathetic process, we aim to respect community voices, uphold our social responsibility, and promote a positive and sustainable relationship with our surrounding communities.

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

Particular	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	24.53%	29.71%
Directly from within India	88.11%	100%

### 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:

Particular	FY 2024-25	FY 2023-24
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.)

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### Essential Indicators

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

We have robust mechanisms to manage consumer complaints and feedback, with a strong focus on customer satisfaction. We actively encourage feedback and have established dedicated communication channels, including an email address (customer@C9airwear.com) and a contact number (+91 97991 65695). These platforms enable customers to express their concerns or share their experiences, ensuring prompt resolutions and ongoing enhancement 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	FY 2024-25		Remark	FY 2023-24		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	-	8	0	-

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

Particular	Number	Reason for recall
Voluntary recalls	0	-
Forced recalls	0	-

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

Yes

If available, provide a web link of the policy

<https://sangamgroup.com/cyber-security-policy/>

#### 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.

No corrective actions were necessary in relation to advertising, delivery of essential services, cybersecurity, or data privacy.

#### 7. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	NA
c. Impact, if any, of the data breaches	Not Applicable.