



August 14, 2025

To,

BSE Limited Department of Corporate Services, P. J. Towers, Dalal Street, Mumbai – 400 001. Scrip Code: 530079	National Stock Exchange of India Limited Listing Compliance Department, Exchange Plaza, Plot No. C/ 1, G Block, Bandra Kurla Complex, Bandra (E), Mumbai – 400 051. Symbol: FAZE3Q
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Dear Sir/Ma'am,

Sub: Submission of the Business Responsibility and Sustainability Report for the Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2024-2025 on voluntary basis.

The aforesaid Business Responsibility and Sustainability Report is available on the Company's website as a part of Annual Report for the Financial Year 2024-2025.

Link: www.fazethree.com/investors/financial-results.

You are requested to kindly take the same on record.

Thanking You,

Yours Sincerely,

For Faze Three Limited

Akram Sati
Company Secretary & Compliance Officer
M. No.: A50020

Encl: a/a

Business Responsibility and Sustainability Report for FY 2024-25

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L99999DN1985PLC000197
2. **Name of the Listed Entity:** Faze Three Limited
3. **Year of incorporation:** 1985
4. **Registered office address:** Survey No. 380/1, Khanvel Silvassa Road, Village Dapada, UT of DNH & DD, 396230 India.
5. **Corporate address:** 63, 6th Floor, Wing C, Mittal Court, Nariman Point, Mumbai – 400021.
6. **E-mail:** cs@fazethree.com
7. **Telephone:** 91 (22) 43514400
8. **Website:** www.fazethree.com
9. **Financial year for which reporting is being done:** Financial year 2024–25
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital:** 24,31,90,000/-
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. Ankit Madhwani, Chief Financial Officer / Mr. Akram Sati, Company Secretary and Compliance Officer
 Telephone no.: 91 (22) 43514400
 Email id: cs@fazethree.com
13. **Reporting boundary:** This report presents disclosures on a consolidated basis for Faze Three Limited and its wholly owned subsidiary, Mats and More Limited. In sections where consolidated reporting is not feasible, data has been provided on a standalone basis, with such instances clearly marked through appropriate footnotes to ensure transparency.

 The data for FY 2023–24 has been revised, as the Business Responsibility and Sustainability Report (BRSR) for that year was originally prepared on a standalone basis. Wherever necessary and possible, consolidated figures have been incorporated to provide a more comprehensive view.

II. Products/Services

14. 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	Manufacturing	Home & Technical Textile Products	90%

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

Sr. No.	Product/Services	NIC Code	% of total Turnover contributed
1	Manufacturing of made-up textile products except apparels.	1392	90%

III. Operations

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

Location	Number of Plants	Number of offices	Total
National	8	2	10
International	-	-	-

17. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	0
International (No. of Countries)	23

b. What is the contribution of exports as a percentage of the total turnover of the entity? = 93.56%

c. A brief on types of customers

Faze Three Limited is engaged in the business of manufacturing home & technical textiles furnishing products. The Company generates over 90% of its total revenue from Exports. The Company has a diversified product line, Products range from All types of Bathmats, Ultra Luxury Bath Rugs, Washable Area Rugs, High-Performance Outdoor/Indoor rugs, Top of the Bed products, Blanket, Curtains, Patio Mats, Cushions, etc. The Company supplies to Global retail giant and caters to a wide range of vendors and wholesalers in USA/ EU/UK.

IV. Employees

18. 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)
<u>EMPLOYEES</u>						
1.	Permanent (D)	857	800	93.35	57	6.65
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	857	800	93.35	57	6.65
<u>WORKERS</u>						
4.	Permanent (F)	1,911	1,517	79.38	394	20.62
5.	Other than Permanent (G)	1,745	1,422	81.49	323	18.51
6.	Total workers (F+G)	3,656	2,939	80.39	717	19.61

b. Differently abled Employees & Workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	1	1	100	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	6	4	66.67	2	33.33
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F+G)	6	4	66.67	2	33.33

19. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel	2	0	0.00%

20. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees & Workers	16.9 %	21.37 %	17.68%	10.68%	11.73%	10.82%	14.11%	12.61%	13.36%

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

21. Name of the 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	Faze Three US LLC	Wholly Owned Foreign Subsidiary	100.00%	No
2	Mats and More Private Limited	Wholly Owned Foreign Subsidiary	100.00%	Yes

VI. CSR Details

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

(ii) Turnover (in Rs) : 6,58,90,93,140.17/-

(iii) Net worth (in Rs): 3,59,35,20,029.77/-

**Note: The CSR details are provided on Standalone Basis.*

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year			FY 2023-24 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	The Company has deployed its employees at each factory location who regularly visit the communities and interact with people to ascertain and address community concerns, if any.	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	No	NIL	NIL	NIL	NIL	NIL	NIL
Shareholders	The Company has Stakeholders Relationship Committee ("SRC") to examine and redress complaints by shareholders. SRC meets as and when required and atleast once a year to resolve shareholders grievances. Scores platform is also available for shareholders to raise any complaints (https://scores.gov.in/admin/Welcome.html)	NIL	NIL	NIL	NIL	NIL	NIL
Employees and workers	https://www.fazethree.com/investors/policies	NIL	NIL	NIL	NIL	NIL	NIL
Customers	The Company operates into B2B Model and exports manufactured products to large retailers around the world. Each customer has a dedicated key account manager for 360-degree communication.	NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners	The Company has deployed its employees at each factory location who regularly interacts with Value chain partners to ascertain and address concerns, if any.	NIL	NIL	NIL	NIL	NIL	NIL

**Note: The above details are provided on Standalone Basis.*

24. 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	Natural Resource availability	Opportunity	Natural capital is a vital component of our value creation model, guiding us toward fulfilling our business objectives by developing sustainable products and solutions that minimize impact on the natural ecosystem.	<ol style="list-style-type: none"> The Company have invested in Rooftop Solar of 3.5 MW and Clean Energy for processing (PNG). The above these initiatives are conscious efforts towards ESG goals of the company with sustainable capital paybacks 	Positive: Scope to increase reliability on renewal energy.
2	Geopolitics	Risk & opportunities	<p>Unpredictable tariff structures of US have increased the risk of higher import duties on textiles and home furnishing products from several countries, including India.</p> <p>This poses a risk to price competitiveness in the U.S. market, which is a key export destination.</p> <p>Additionally, ongoing conflicts in Ukraine and the Middle East have driven up global oil prices, resulting in higher transportation and raw material costs</p> <p>These developments pose risks to</p>	<p>Approximately 95% of the Company's exports are conducted on a Free on Board (FOB) basis, strategically mitigating risks associated with volatile global taxation policies.</p> <p>In addition, the Company continues to procure roughly 95% of its raw materials from domestic sources, thereby minimizing exposure to international supply chain disruptions and fluctuations in global commodity pricing.</p> <p>Over the past four years, the Company has made significant investments across</p>	Positive

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)
			<p>profitability but also create opportunities as global buyers seek alternatives to China, favoring Indian exporters.</p>	<p>all manufacturing locations. These efforts have focused on expanding capacity in established product lines while introducing new offerings to leverage the global shift towards the "China Plus One" strategy.</p> <p>Moreover, escalating trade tensions between China and the United States are expected to sustain tariff barriers on Chinese goods. As a result, U.S. tariffs have aligned the cost of man-made fiber (MMF) products from Indian home textile manufacturers with those from China, positioning Indian exports on a more competitive footing.</p>	
3	Climate Change	Risk	<p>As a textile manufacturing company, yarn (primarily cotton and synthetic fibers) is a critical raw material. Climate change poses a significant threat to cotton cultivation due to unpredictable weather patterns, water scarcity, and soil degradation, impacting both the quality and consistency of yarn supply.</p>	<p>The Company has implemented systems to regularly monitor raw material stock levels and maintain alternative supply sources. It offers products made from diverse yarn types such as Supima cotton, recycled fibers, and rPET to mitigate climate-related risks. Additionally, the Company is actively increasing the use of</p>	<p>Negative: Scarcity/ shortage of yarn leads to high production cost.</p> <p>Positive: Move towards sustainable cotton and use rPET and recycle/ reuse fiber</p>



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)
				sustainable inputs and eco-friendly production processes to reduce its environmental footprint and enhance long-term resilience.	
4	Water Management	Risk	Water is mainly required for processing the textiles consumes.	<p>The Company has implemented plant-wise strategies to ensure responsible water management through the adoption of alternative water sources. These include the utilization of borewells, groundwater, effluent treatment plants (ETPs), water reuse systems, rainwater harvesting infrastructure, and supplemental tanker water supply. These initiatives are aligned with the broader goal of achieving water neutrality across operations.</p> <p>In addition, the Company has institutionalized policies and practices focused on treating and reusing wastewater</p>	Negative: Scarcity/ Shortage will impact the manufacturing process.



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)
				<p>rather than discharging it. This proactive approach has led to the successful attainment of Zero Liquid Discharge (ZLD) status at multiple manufacturing sites.</p> <p>In addition, the Company has institutionalized policies and practices focused on treating and reusing wastewater rather than discharging it. This proactive approach has led to the successful attainment of Zero Liquid Discharge (ZLD) status at multiple manufacturing sites.</p>	
5.	Regulatory changes	Risk & Opportunity	<p>The Company operates under a framework of various laws, rules, and regulations. Any changes in the regulatory environment can significantly influence our operations—affecting areas such as material sourcing, emissions control, waste management, storage and handling of materials, and the quality standards of finished goods.</p>	<ol style="list-style-type: none"> 1. The Company continues to monitor all emerging regulations, incidents, developments and map it for compliance. 2. Regular training and discussion with employees is conducted to keep them updated about regulatory changes. 3. Data mapping and records are kept in organised manner. 	<p>Positive: Scope for product innovation to meet new regulatory requirements and explore new sources of raw materials.</p> <p>Negative: Increased expenses in transiting towards meeting new regulations.</p>

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.	Health and Safety risk	Risk	The Company's manufacturing operations involve the use of plant, machinery, and material handling equipment, which inherently carry a risk of injury to workers and employees. Ensuring workplace safety and minimizing these risks remains a critical operational priority.	<ol style="list-style-type: none"> 1. Training of workers and employees for operating machines, procedure, SOP etc. 2. Compliance with all applicable health and safety legislations and relevant standards. 3. Keep upgrading the health and safety standards. 	Negative: Impact on health and well-being of the workers and employees of the Company.
7.	Employee/ Worker engagement	Risk and Opportunities	Employees and workers are integral to the effective functioning of the organization. Any form of industrial action, such as a strike or labor dispute, can disrupt operations and adversely impact productivity.	<p>The Company remains committed to fostering a growth-oriented and inclusive workplace culture through the following employee-centric initiatives:</p> <ol style="list-style-type: none"> 1. Training & Development: A range of engagement programs and training modules are regularly conducted to support employees' personal and professional growth, enabling new career opportunities within the organization. 2. Employee Recognition: To acknowledge and reward long-term 	<p>Positive: The engagements lead to employee/ workers feeling part of organisations leading to better efficiency and creating leaders for tomorrow.</p> <p>Negative: Labour unavailability can impact manufacturing.</p>



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)
				<p>commitment and performance, the Company has introduced an Employee Stock Option Scheme (ESOP), reinforcing its ethos of loyalty and shared success.</p> <p>3. Knowledge Dissemination: Interactive sessions on labor laws are organized to promote awareness, legal literacy, and compliance among employees across functions.</p> <p>4. Health & Wellness: Regularly scheduled sessions focused on both physical and mental wellness aim to cultivate a healthier and more resilient workforce.</p> <p>5. Grievance Redressal Mechanism: A transparent and accessible grievance resolution framework encourages employees to voice their concerns to</p>	



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)
				<p>Reporting Managers or senior leadership. This initiative reflects the Company's dedication to open communication and conflict resolution.</p> <p>6. Prevention of Sexual Harassment (PoSH): A formal policy in accordance with legal guidelines has been established to prevent, prohibit, and address sexual harassment in the workplace. The Company has constituted an Internal Complaints Committee (ICC) to independently investigate and resolve such matters.</p>	
8.	Customer Satisfaction	Opportunity	The primary goal of any organization is to ensure that customers receive exactly what they need and expect. At Faze Three, we firmly believe that customer satisfaction is the foundation of long-term success and presents the greatest opportunities for growth and innovation.	Company has dedicated person for each customer at each location for customer feedback along with “Customer Policy” to ensure best possible business experience to customers.	Positive: Satisfied customer plays very vital role for growth and expansion of the company. It also adds to brand value of the company.



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.	Employment	Opportunity	An organization's efficiency is directly linked to the effectiveness of its employees. At Faze Three, we view employment as a strategic opportunity to attract, train, and retain a skilled workforce that grows and evolves alongside the company.	–	Positive: Skilled employees helps business to grow and develop more consistently, ensuring sustainable growth in revenue and profits.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

	Disclosure Questions	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	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
b.	Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
c.	Web Link of the Policies, if available	Note 1	Note 1	Note 1	Note 1	Note 1	Note 1	NA	Note 1	Note 1
2.	Whether the entity has translated the policy into procedures.	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners?	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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Fair Trade USA, GOTS, Oeko-Tex – standard 100, StEP (Sustainable Textile Production), MIG label (Made in Green), ISO9001:2015, SA8000:2014, SMETA;	ISO9001:2015, Fair Trade USA, Oeko-Tex – standard 100, StEP (Sustainable Textile Production), MIG label(Made in Green); intertek – Global security verification;	SMETA, SA8000:2014; Intertek –Global security verification; amfori BSCI; Intertek WCA; SLCP; Higg Index (FEM & FSLM)	SMETA; intertek – Global security verification; The Supplier Compliance Audit Network (SCAN); GOTS; Global Recycled Standard (GRS); SA8000:2014; amfori BSCI; SLCP; FCCA (Walmart)	SA8000:2014; amfori BSCI; Walmart SCS; Intertek WCA; SLCP; Higg Index (FEM & FSLM);	Fair Trade USA, GOTS, Oeko-Tex – Standard 100, MIG label(Made in Green); Intertek WCA; Higg Index (FEM & FSLM)	NA-	SA8000:2014, StEP (Sustainable Textile Production) ; Global Recycled Standard (GRS),	intertek– Global security Verification ; Oeko-Tex – standard 100; ISO 9001:2015; Walmart SCS; Higg Index (FEM & FSLM); FCCA (Walmart).



		The Supplier Compliance Audit Network (SCAN); Global Recycled Standard (GRS); amfori BSCI; Walmart SCS; Intertek WCA; FCCA (Walmart).	Standard (GRS); Recycled Claim Standard (RCS); Walmart SCS; Higg Index (FEM & FSLM); FCCA (Walmart)							
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in compliance with all applicable laws and regulations and is committed & working regularly to further improve the current standards								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors of the Company has empowered the Senior Management at each location to ensure the compliance with the principles and to review it periodically and strive to improve the current standards.								
Governance, leadership and oversight										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	At Faze Three, we have always believed in driving business with purpose. We believe Sustainability is a journey, and while we believe there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company through top management oversee the implementation of the Business Responsibility policies.								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? If yes, provide details.	No								

Principles	Applicable Policies	Link for policies
PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	Code of Conduct for Directors and Senior Management Personnel, Insider Trading Policy, Policy on dealing with and materiality of Related Party Transactions, Vigil Mechanism/ Whistle Blower Policy	https://www.fazethree.com/investors/policies
PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe	Environment, Health and Safety Policy	https://www.fazethree.com/investors/policies
PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains	Code of Conduct for Employees, HR Policy, Policy on Prevention of Sexual Harassment (POSH) of women at the workplace	https://www.fazethree.com/investors/policies

Principles	Applicable Policies	Link for policies
PRINCIPLE 4 – Businesses should respect the interests of and be responsive to all its stakeholders	Corporate Social Responsibility Policy	https://www.fazethree.com/investors/policies
PRINCIPLE 5 - Businesses should respect and promote human rights	Code of Conduct for Employees, HR Policy	https://www.fazethree.com/investors/policies
PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment	Environment, Health and Safety Policy, Corporate Social Responsibility Policy	https://www.fazethree.com/investors/policies
PRINCIPLE 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	NA	NA
PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development	Corporate Social Responsibility Policy	https://www.fazethree.com/investors/policies
PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner	Customer Policy	https://www.fazethree.com/investors/policies

***Note: The above details are provided on Standalone Basis.**

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
Performance against above policies and follow up action	Committee of the board						NA	Committee of the board	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances							NA		

Subject for review	Frequency [Annually (A)/ Half yearly (H)/ Quarterly (Q)/ Any other – please specify]								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	A	A	A	A	A	A	NA	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Q	Q	Q	Q	Q	Q	NA	Q	Q

**Note: The above details are provided on Standalone Basis.*

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

(Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

**Note: The above details are provided on Standalone Basis.*

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

Questions	P7
The entity does not consider the Principles material to its business (Yes/No)	No
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)	The Company may share its Knowledge / knowhow to assist in the formulation of public policy, but it does not directly engage in advocacy activities. The Company is committed to extend financial literacy, employment generation, equal opportunity, increasing investor awareness, among others.

**Note: The above details are provided on Standalone Basis.*

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

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year: 2024-25

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* (as part of Board Meeting)	Corporate Governance/ Companies Act/ SEBI Regulations.	82.76%
Key Managerial Personnel			100%
Employees other than BoD and KMPs	229	Fire Training, Personal Protective Equipment use, Grievance Handling Procedure, Health & Safety, Work Place Conduct and Dispute Resolution,	100%



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
		Chemical Handling (MSDS, Signage, Proper Storage/PPE), Hazardous Waste Handling Training, Chemical Spill Emergency Awareness Training, Access Restriction to chemical storage Area, GHS Symbol/MRSL Awareness Training, RSL & MRSL Awareness Training, Crisis/Disaster Management Training, Health & Safety, POSH, Referment awareness program, Recruitment Policy and procedure, IT Policy, Bribery Policy, Human Rights, Health & Safety, Performance Management, QMS Procedures and Integrity Policy.	
Workers	298	Training To Maintenance Worker/All Machine Operator, Energy Saving / Water Saving, Electrical Maintenance Program training, Environment health & safety awareness training, Emergency Drill (potential emergency situation & potential situation & potential accident/Crisis Management Planning & Drill), SA8000 Awareness Training, Code Of Conduct Training, Orientation Program, Disaster Management Awareness Training, Prevention of Sexual Harassment at Work Place refreshment Awareness Program for all workers & Staff. Crisis /Disaster Management Mock Drill for All Worker, SA-8000: 2014 Awareness training to SPT Members, Managers and Security Guards, SA-8000: 2014 An Internal Audit, Management	100%

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
		Review Meeting, Communicable, Non-Communicable & Transmissible Disease, PPE, PF Benefit, Chemical Handling.	

The above mention number of training is sum of training conducted at all of company's plants & offices during FY 2024-25.

**On Standalone Basis.*

- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website): NONE

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

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

- 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	

- Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy:

Yes, the Company has an Anti-Bribery and Anti-corruption policy. This policy applies to all persons associated with the Company and who may be acting on behalf of the Company. The policy is available on the Company's website at <https://www.fazethree.com/investors/policies>.

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

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NA	NIL	NA

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

Not Applicable.

8. Number of days of accounts payable:

	FY 2024 -25	FY 2023-24
Number of days of accounts payable	23 days	15 days

9. Open-ness of business:

Details of concentration of purchase & sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	15.15%	10%
	b. Number of trading houses where purchases are made from	347	268
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	68.09%	64.09%

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	2.11%	6.34%
	b. Sales (Sales to related parties / Total Sales)	3.76%	8.29%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	0	0

***Note: The above details are provided on Standalone Basis.**

Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year: 2024-25

Total number of awareness programmes held	Topics / principles covered under the training	%age of persons in respective category covered by the awareness programmes
The Company conducts programmes at the time of on boarding new vendor and thereafter at regular interval	Ethical Policy, Integrity, Health and Safety, Sustainability, Transparency and Accountable behaviour	100% major value chain partners covered

- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and Senior Management Personnel on compliance with the code. The Company also ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with interested entities, if any.

The policy is available on the Company's website at <https://fazethree.com/investors/policies>.

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

Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0*	0*	Kindly refer Annexure III (Report on conservation of energy, technology absorption) of the Directors' Report forming part of the Annual Report.
Capex	19.39	4.84	

*The Company has dedicated team at all locations for new product development which continuously engage with customers for new product and improvement in existing offerings

2.
 - a. Does the entity have procedures in place for sustainable sourcing?
= Yes
 - b. If yes, what percentage of inputs were sourced sustainably?
= 10%
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
 - (a) Plastics (including packaging) - The Company encourages its customers to replace Plastics Tags with FSC Paper Tag and other recyclable material.
 - (b) E-waste – All IT related disposal is done through E–waste certified supplier who ensures safe disposal with minimal environmental impact.
 - (c) Hazardous waste - The legally prescribed procedures are adopted reusing and recycling the hazardous waste and environmentally sound disposal techniques are applied for disposing hazardous waste.
 - (d) Other waste - The non–hazardous waste is sold to authorised recyclers/ government authorities/ government agents.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No).
– No.
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
– NA

Leadership Indicators

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

Given the diversity of our products, Company has not undertaken LCA. However, the Company is exploring various initiatives to assess Carbon Footprint and reduce the same.
2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Home textiles products (All types of Bathmats, Ultra Luxury Bath Rugs, Washable Area Rugs, High-Performance Outdoor/Indoor rugs, Top of the Bed products, Blanket, Curtains, Patio Mats, Cushions, etc.)	Waste Generation in the process of production.	The Company encourages its customers to place orders for products which are sustainable and manufactured with recycled and reused material.
	Oil Discharge	The Company has in place effluent treatment/ discharge facility for proper disposal of oil.
	Carbon Emission (as a result of production process and generation /use of electricity)	<ul style="list-style-type: none"> i. Expanding use of CNG, PNG, Solar Energy, Electrical Vehicles and other renewable energy source. ii. Installation of rooftop solar project for generation of renewable energy. iii. Installation of LED lamps in the vicinity of all factories powered by solar energy. iv. Installation of new sewing machines with servo motors leading to higher productivity and lower electricity cost. v. Turbo fans installed in the factories instead of electrical blowers thereby cutting energy
	Water pollution/ soil and land pollution.	The Company increasingly works with vendors who have integrated facility for effluent treatment or subscribe to a common treatment/ discharge facility.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25 (%)	FY 2023-24 (%)
Plastic bags	39.11	17.53
Yarn	6.15	7.79
Spun Poly Yarn	24.65	6.28
Fiber	100	100
Chindi	100	100
Packing Material	6.67	3.18
Reprocessing Plastic Granules	100	100

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

The Company operates into B2B Model and exports manufactured products to large retailers around the world and these products are not reclaimed by the Company.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Since the Company is engaged in B2B business model, the process with respect to the reclaimed products is not applicable to the Company.

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	800	201	25.13	800	100	NA	NA	800	100	716	89.50
Female	57	2	3.5	57	100	57	100	NA	NA	35	61.40
Total	857	203	23.69	857	100	57	100	800	100	751	87.63
Other than Permanent employees											
Male	0	0	0	0	0	NA	NA	0	0	0	0
Female	0	0	0	0	0	0	0	NA	NA	0	0
Total	0	0	0	0	0	0	0	0	0	0	0

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1,517	778	51	1,517	100	NA	NA	1,517	100	1,517	100
Female	394	90	23	394	100	394	100	NA	NA	394	100
Total	1,911	868	45	1,911	100	394	100	1,911	100	1,911	100
Other than Permanent workers											
Male	1,422	586	41	1,422	100	NA	NA	0	0	1,422	100
Female	323	49	15	323	100	0	0	NA	NA	323	100
Total	1,745	635	36	1,745	100	0	0	0	0	1,745	100

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

	FY 2024-25	FY 2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	0.092%	0.083%

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	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

* The Employees and Workers are covered as per the threshold limit as prescribed under the various applicable law.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirement of the Rights of Persons with Disabilities Act, 2016?

= Yes

If not, whether any steps are being taken by the entity in this regard.

= NA

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

Yes, the Company is fully committed to providing equal employment opportunities and maintaining a workplace free from discrimination. This commitment extends to all individuals regardless of race, religion, national origin, ethnic origin, colour, gender, age, citizenship, veteran status, marital status, or disability.

To support this commitment, the Company has implemented comprehensive policies, including the Gender Equality Policy and the Diversity, Equality & Inclusion Policy, both of which explicitly prohibit discrimination on any grounds and promote an inclusive and respectful work environment.

These policies are aligned with the provisions of the Rights of Persons with Disabilities Act, 2016.

The Gender Equality Policy and Diversity, Equality & Inclusion Policy can be accessed on our website at www.fazethree.com

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

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

*NA= No parental leaves were availed during the FY 2024-25 in said category.

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

	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	The Company aims to provide a safe, friendly and conducive work environment to all of its employees and associates. Employees are encouraged to share their concerns with their Reporting Manager or the members of the senior management. The Company has formulated whistle blower policy which allows all our employees to report any kind of suspected or actual misconduct in the organisation in an anonymous manner. In addition, Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace has been formulated and Internal Complaints Committee has also been set up to redress any such complaints received.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Benefits	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	857	0	0	707	0	0
- Male	800	0	0	653	0	0
- Female	57	0	0	54	0	0
Total Permanent Workers	1,911	0	0	1539	0	0
- Male	1,517	0	0	1201	0	0
- Female	394	0	0	338	0	0

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	800	354	44.25	0	0	653	289	44.26	139	21.29
Female	57	24	42.11	0	0	54	21	38.89	12	22.22
Total	857	378	44.11	0	0	707	310	43.85	151	21.36
Workers										
Male	1,517	1,517	100	549	36.19	1201	1201	100	250	20.82
Female	394	394	100	82	20.81	338	338	100	47	13.91
Total	1,911	1,911	100	631	33.02	1,539	1,539	100	297	19.30

*Only permanent employees and workers

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	800	800	100%	653	653	100%
Female	57	57	100%	54	54	100%
Total	857	857	100%	707	707	100%
Workers						
Male	1,517	1,517	100%	1,201	1,201	100%
Female	394	394	100%	338	338	100%
Total	1,911	1,911	100%	1,539	1,539	100%

10. Health and safety management system:

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

The Company has in place Environmental, Health and Safety Policy for protection of the employees from work related hazards. This Health and Safety Policy covers all the operating/ factory sites of Company. The health and safety management system broadly covers the following:

1. Risk assessments, safety audits and safety inspections at a prescribed frequency
2. Optimize use of natural resources i.e. energy, fuel, water and chemicals.
3. Ensure that each employee, workers and visitors comply with all safety rules and regulations framed for the operation.

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

The Company is committed to ensuring a safe and healthy working environment for all employees and workers. Regular inspections are conducted at the plant site to proactively identify and mitigate work-related hazards. In line with this commitment, the Company provides periodic training to employees and workers on the safe handling of hazardous materials and emergency response procedures.

Additionally, the Company continuously reviews and updates its health and safety standards to align with industry best practices and regulatory requirements, with the goal of preventing work-related injuries and illnesses.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

=Yes

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

=Yes

11. Details of safety related incidents:

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

*Including contract worker/ non-permanent workforce.

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

The Company has in place Health and Safety Policy which covers all the operating/ factory sites of Company. The Company has taken following measures to ensure and safety and health work place:

1. Implementation of Health and Management System
2. Systematic process in place for identification of work-related hazards.
3. Imparting trainings to the workers/ employees on dealing with hazardous goods.
4. Conducting mock drills for workers/ employees.
5. Adequate system in place to identify work related hazards and to formulate contingency plan and to eliminate or mitigate the hazards.
6. Ensures that all activities across the value chain are conducted as per the defined health and safety procedures.
7. Risk assessment is done on a periodic basis and actions are taken to maintain the risks.
8. Providing patient-centred, culturally appropriate, and individual holistic care and checkups, including sickness checkups and regular follow-ups to factory worker/ employees.
9. Conducts weekly checkups of employees working in Hazardous areas.
10. Maintenance of accurate medical records.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year:

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



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

The following safety measures are taken by the Company:

1. Thermography Scanning: Thermography scanning is conducted at all plants.
2. Installation of instruments to prevent fire injury & Emergency Exit: To prevent any injury from fire, the Company has installed various instruments as prescribed by the Department of Fire and Emergency Services at all plants and compliance with respect to emergency exit requirements is ensured. Further, the fire drills are carried out at regular intervals.
3. Masks: It is mandatory for the workers even before Covid–19 Pandemic, to wear mask at the time of processing raw cotton, in order to prevent any respiratory disorders caused due to inhalation of dust produced by raw cotton.
4. Safety Earmuffs: It is mandatory for workers, working in loud conditions, to wear appropriate hearing protection equipment.
5. Machine guards and sensors: The machine guards and sensors are installed to protect the machine operator and other employees in the work area from hazards created during the machine's normal operation.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of
 (A) Employees = Yes
 (B) Workers = Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures timely compliance with all statutory obligations. Statutory dues are paid promptly, and the Company maintains a consistent track record of fulfilling these responsibilities. Additionally, the Company actively engages with its value chain partners to encourage and monitor their compliance with applicable statutory requirements, reinforcing a culture of accountability and regulatory adherence across the supply chain.

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

Financial Year	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025	FY 2023-2024	FY 2024-2025	FY 2023-2024
Employees	0	0	0	0
Workers	0	0	0	0

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

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100% of The Major value chain partner.
Working Conditions	100% of The Major value chain partner.

- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

During the year under review, there were no major health and safety related risks.

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

Essential Indicators:

- Describe the processes for identifying key stakeholder groups of the entity.

The Company has identified its key stakeholder groups as Employees, Shareholders, Regulatory Bodies, Investors, Vendors, and Communities. Recognizing and engaging with these stakeholders is essential for effective management and strategic decision-making.

The process of stakeholder identification involves a clear understanding of the Company’s mission and objectives, mapping both internal and external stakeholders, and categorizing them based on their level of influence and relationship with the organization. This approach ensures that the Company remains aligned with stakeholder expectations and responsive to their evolving needs.

Furthermore, the stakeholder list and analysis are reviewed and updated regularly to reflect changes in the business environment, ensuring continued relevance and effectiveness in stakeholder engagement.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	As needed: Email, in person meeting, calls	At regular intervals	<ol style="list-style-type: none"> Career Management and Growth Prospects Learning opportunities Compensation structure Flexible working hours
Shareholders & Investors	No	As needed: Presentation, email advisories.	<ol style="list-style-type: none"> Quarterly: Financial statements in IndAS and Company's presentation on financial results Annual: Annual General Meeting; Annual Report 	<ol style="list-style-type: none"> Understanding shareholder expectations Addressing their concerns
Vendors	No	As needed: calls and meetings, emails, presentations, reviews.	At regular intervals	<ol style="list-style-type: none"> Quality Management Pricing of products Purchase orders Supply chain management
Communities	Yes	As needed: reviews, calls and meetings, surveys	Throughout the year.	<ol style="list-style-type: none"> Sustainable ways of doing business Community welfare Business concerns

Leadership Indicator

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company maintains active and ongoing engagement with its key stakeholders. Continuous dialogue with stakeholders enables the Company to better understand and respond to their evolving needs and expectations, thereby strengthening trust and long-term relationships.

To ensure alignment with stakeholder interests, the Board of Directors is regularly updated on key developments and stakeholder feedback. Input from the Directors is actively sought and incorporated into strategic and operational decision-making processes, reinforcing a culture of transparency and responsiveness.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics. If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is used to support the identification and management of environmental, and social topics.

Continuous engagement with stakeholders plays a vital role in aligning expectations and strengthening relationships. Through regular interactions, the Company gains valuable insights that enable it to better serve its stakeholders and fulfill its broader responsibilities.

As a result of these engagements, the Company has recognized its various responsibilities toward society and has proactively undertaken several initiatives to address them. Some of the key steps taken include:

- **Expansion of Renewable Energy Adoption** the Company is actively increasing its use of clean energy sources such as Piped Natural Gas (PNG), Compressed Natural Gas (CNG), solar energy, electric vehicles, and other renewable alternatives to reduce its environmental impact.
- **Wastewater Management through STP Systems** Sewage Treatment Plants (STPs) have been installed to minimize the volume of wastewater discharge and support responsible water use practices.
- **Inclusive Employment Growth** A formal policy is in place to increase the number of employees with disabilities by 50% annually, compared to the previous year, promoting inclusivity and equal opportunity in the workforce.
- **Environmentally Responsible Vendor Partnerships** the Company actively collaborates with vendors that maintain integrated effluent treatment facilities, ensuring environmentally compliant supply chain operations.
- **Zero Liquid Discharge Implementation** Wherever feasible, the Company is deploying Zero Liquid Discharge (ZLD) systems to recycle water fully and eliminate liquid waste discharge.

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

All the CSR initiatives of the Company are undertaken for the benefit and upliftment of disadvantaged and marginalised section of the society. Kindly refer to the Corporate Social Responsibility Report given separately in Annual Report.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

	FY 2024-25			FY 2023-24		
	Total (A)	No. employees/ workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	857	857	100	707	707	100
Other than permanent	0	0	0	0	0	0
Total Employees	857	857	100	707	707	100
Workers						
Permanent	1,911	1,911	100	1539	1539	100
Other than permanent	1,745	1,745	100	832	832	100
Total Employees	3,656	3,656	100	2371	2371	100

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

	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	800	0	0	800	100	653	0	0	653	100
Female	57	0	0	57	100	54	0	0	54	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
Workers										
Permanent										
Male	1,517	803	52.93	714	47.06	1201	664	55.28	537	44.71
Female	394	350	88.83	44	11.17	338	287	84.91	51	15.09
Other than Permanent										
Male	1,422	1363	95.85	59	4.15	656	639	97.41	17	2.59
Female	323	313	96.90	10	3.10	176	168	95.45	8	4.55

3. Details of remuneration/ salary/ wages:

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	2	4,45,900	0	Nil
Key Managerial Personnel	2	3,76,009	0	Nil
Employees other than BOD and KMP	796	30,000	57	40,006
Workers	1517	15,651	394	14892

***Note: The above details are provided on Standalone Basis.**

b. Gross wages paid to females as % of total wages paid by the entity

	FY 2024-25	FY 2023-24
Gross Wages paid to females	16.94%	26.68 %

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

=Yes

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

The Company is committed to upholding and promoting **human rights** as a core organizational value. It strives to maintain a **safe, inclusive, and respectful work environment** where every employee and worker is treated with dignity and fairness.

To ensure effective redressal of human rights-related grievances, the Company has established the following internal mechanisms:

- **Open-Door Policy:** Employees and workers are encouraged to report any concerns related to human rights violations, including harassment or discrimination, directly to their Reporting Manager or Senior Management without fear of retaliation.
- **Grievance Redressal Channels:** A structured grievance redressal mechanism is in place to address complaints promptly and confidentially. All reported issues are investigated thoroughly and resolved in a fair and timely manner.
- **Zero Tolerance Policy:** The Company strictly prohibits:
 - Sexual harassment
 - Discrimination based on race, religion, gender, nationality, age, marital status, disability, or any other protected characteristic
 - All forms of **forced labour, child labour, human trafficking, and abuse** (physical, sexual, psychological, or verbal)
- **Awareness and Training:** Regular training sessions and awareness programs are conducted to educate employees about their rights and the procedures for reporting violations.
- **Policy Framework:** The Company’s Code of Conduct and Human Rights Policy outline the standards of ethical behavior and the commitment to human rights, which are communicated to all employees.

These mechanisms reflect the Company’s dedication to fostering a workplace that respects individual rights and promotes equality, safety, and well-being.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2024-25	FY 2023-24
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees/ workers	Not Applicable	Not Applicable
Complaints on POSH upheld.	Not Applicable	Not Applicable

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

- a. Internal Complaints Committee is constituted as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to receive, investigate the complaint and to provide independent judgement.
- b. Whistle Blower Policy of the Company provides adequate safeguard against the whistle blower and no one is denied access to the Chairman of the Audit Committee or in exceptional cases to the Board of Directors for appropriate relief.

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

= Yes

10. Assessments for the year:

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

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

= Not applicable

Leadership Indicators

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

During the reporting period, no business processes were required to be modified or introduced for addressing human rights grievances/complaints.

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

The Company is firmly committed to upholding and respecting human rights, including taking appropriate remedial actions in the event of any rights violations.

To support this commitment, the Company has established an Internal Complaints Committee in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, to receive and investigate complaints related to sexual harassment at the workplace.

Additionally, the Company has implemented a robust Whistle Blower/Vigil Mechanism Policy, which ensures adequate safeguards for whistleblowers. The policy guarantees that no individual is denied direct access to the Chairman of the Audit Committee, or in exceptional cases, to the Board of Directors, for appropriate redressal.

As an equal opportunity employer, the Company maintains a zero-tolerance policy towards discrimination on the basis of race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation, or disability status.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

=Yes

4. Details on assessment of value chain partners

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

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

= Not applicable.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameters	FY 2024-25 (MJ)	FY 2023-24 (MJ)
From renewable sources		
Total electricity consumption (A)	88,95,034.84	57,89,807.94
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	88,95,034.84	57,89,807.94
From non-renewable sources		
Total electricity consumption (D)	6,03,59,245.74	5,56,79,273.20
Total fuel consumption (E)	11,69,69,005.85	13,72,94,968.5
Energy consumption through other sources (F)	-	2,85,991.2
Total energy consumed from non - renewable sources (D+E+F)	17,73,28,251.59	19,32,60,232.90
Total energy consumed (A+B+C+D+E+F)	18,62,23,286.42	19,90,50,040.84
Energy intensity per rupee of turnover (Total Energy (MJ)/Revenue from operation)	0.026991364353	0.035260042516
Energy intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total Energy/Revenue from operation adjusted for PPP)	NA*	NA*
Energy intensity in terms of physical output (MJ/MT)	8,470.33	19,371.83

*Not Applicable as company earns more than 90% of its revenue from exports i.e. in US \$.

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

=No

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

=No

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

Parameters	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,08,965	3,16,602
(ii) Groundwater	2,70,488.01	2,76,351
(iii) Third party water	7,556	5,650
(iv) Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,87,009.01	5,98,603

Parameters	FY 2024-25	FY 2023-24
Total volume of water consumption (in kilolitres)	5,87,009.01	5,98,603
Water intensity per rupee of turnover (Water consumed / turnover)	0.000085081594099074	0.00010603749258808
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / Revenue from operation adjusted for PPP)	NA*	NA*
Water intensity in terms of physical output (KL/MT)	26,699.986	58,256.895

*Not Applicable as company earns more than 90% of its revenue from exports i.e. in US \$.

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

=No

4. Provide the following details related to water discharged:

Parameters	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify the treatment	2,70,738 ETP Treatment	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify the treatment	2,44,074 ETP Treatment	2,20,090 ETP Treatment
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify the treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify the treatment	-	3,16,602 Biological Treatment
(v) Others		
- No treatment	-	-
- With treatment – please specify the treatment	6,100 STP Treatment	-
Total water discharged (in kilolitres)	2,50,174	5,36,692

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

=No

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

Yes, recognizing the critical importance of water as a natural resource, the Company has implemented several initiatives aimed at optimizing water consumption and minimizing wastewater generation.

Through our reuse and recycling programs, wastewater generated during operations is treated and recovered for secondary uses such as process reintegration, gardening, and sanitation. These efforts not only contribute to resource conservation but also support our broader commitment to environmental sustainability.

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 ³	174.54	115.71
SOx	mg/Nm ³	155.72	101.45
Particulate matter (PM)	mg/Nm ³	342.38	293.13
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-

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

Parameter	Units	FY 2024-25	FY 2023-24
Total Scope 1 emissions	MT of CO ₂ equivalent	6,736.67	14,793.75
Total Scope 2 emissions	MT of CO ₂ equivalent	13,748.50	8,539
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT of CO ₂ / per rupee of turnover.	0.000002969138274	0.000004133200644
Total Scope 1 and Scope 2 emissions 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)		NA	NA
Total Scope 1 and Scope 2 emissions intensity in terms of physical output	MT of CO ₂ / MT pf production	0.931763799303780	2.270776420576470

#Not Applicable as company earns more than 90% of its revenue from exports i.e. in US \$.

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

=No

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

The Company, in line with its commitment to reducing greenhouse gas emissions, has undertaken several initiatives to lessen its reliance on emission-generating energy sources and to promote the use of alternative, clean energy solutions.

To advance its ESG objectives and minimize its carbon footprint, the Company has invested in a 3.5 MW rooftop solar installation and transitioned to clean energy for processing operations, utilizing piped natural gas (PNG).

Additionally, the Company has begun adopting more sustainable equipment by investing in lithium-ion battery powered material handling equipment (MHE) such as warehouse trucks and forklifts, replacing conventional machinery.

These measures have significantly contributed to enhanced operational sustainability and energy efficiency across the organization.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	0.617	0.454
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. (G)	44.848	44.17
Other Non-Hazardous waste. (H)		-
Total (A+B + C + D + E + F + G+H)	45.465	44.624
Waste intensity per rupee of turnover (Total waste generated (KG) / Revenue from operations)	0.0000065897 Kg per rupee	0.0000079048 Kg per rupee
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	NA	NA
Waste intensity in terms of physical output (Total waste generated in MT / Total Production in MT)	0.02198536798 MT	0.00434287116 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	110.48	68.41
(ii) Re-used	20	5
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	25.01	23.67
(iii) Other disposal operations	0	0
Total	25.01	23.67

*Not Applicable as company earns more than 90% of its revenue from exports i.e. in US \$.

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

=No

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:

Waste generation is an inevitable aspect of the manufacturing process; however, the Company is committed to creating value from waste through sustainable practices.

With the objective of diverting a significant volume of waste from landfills, the Company has implemented systems and procedures that enable the repurposing of used materials and the reintroduction of excess materials into the production cycle.

For hazardous waste, the Company strictly adheres to legally prescribed procedures and employs environmentally sound disposal techniques. In the case of non-hazardous waste, materials are responsibly disposed of through authorized recyclers, government authorities, or designated government agents.

Safety and environmental sustainability are embedded in the Company’s product development processes, reinforcing its commitment to responsible manufacturing and circular economy principles.

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 operation/ offices	Types 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.
1	0	Not Applicable	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	Relevant Web link
Not Applicable					

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

=Yes

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

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

Leadership Indicator

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

(i) Name of the area	N.A.	
(ii) Nature of operations	N.A.	
(iii) Water withdrawal, consumption and discharge		
Parameter	FY 2024-25	FY 2023-24
	-	-
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify the treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify the treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify the treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify the treatment	-	-
Total water discharged (in kilolitres)	-	-

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

=No

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

Parameter	Units	FY 2024-25	FY 2023-24
Total Scope 3 emissions	Metric tonnes of CO2 equivalent		
Total Scope 3 emissions per rupee of turnover			

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

=No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

=NotApplicable

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:

Kindly refer Annexure III (Report on conservation of energy, technology absorption) of the Directors' Report forming part of the Annual Report.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
Yes, the entity has a comprehensive Business Continuity and Disaster Management Plan in place. This plan is designed to ensure the continuity of critical operations during and after any disruptive events. It is structured to address a wide range of potential emergencies and includes the following key components:

- Hazard Identification and Risk Assessment: A detailed analysis of all probable hazards, including their location, potential impact, and the extent of damage they may cause. The plan outlines specific emergency responses for each identified hazard scenario.
- On-Site Emergency Response Team: A dedicated team is established, comprising a Site Main Controller, Incident Controller, Firefighting Team, First Aiders, Communications Team, and Power & Utility Teams, all trained to respond swiftly and effectively.
- Defined Roles and Responsibilities: Clear responsibilities and functions are assigned to each key member of the Emergency Response Team, along with designated alternates to ensure continuity in leadership during emergencies.
- Emergency Control Center: A fully equipped Emergency Control Center is maintained, with the minimum required infrastructure to coordinate response efforts and manage communications during a crisis.
- Regulatory and Medical Contact Lists: The plan includes an up-to-date list of relevant regulatory agencies, along with names and contact numbers, as well as emergency contact numbers for local hospitals and medical facilities.

This plan is aligned with industry best practices and complies with all applicable regulatory requirements, ensuring the protection of personnel, assets, data, and stakeholder interests.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

During year, there was no significant adverse impact to the environment arising from the value chain of the entity.

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

= 100% of Major value chain partner.

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. = 08

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Cotton Textiles Export Promotion Council	National
2	Synthetic & Rayon Textiles Export Promotion Council (SRTEPC)	National
3	Handloom Export Promotion Council	National
4	Carpet Export Promotion Council	National
5	Textiles Committee, Ministry of Textiles Government of India	National
6	ASMECHEM – Chamber of Commerce and Industry of India	National
7	Coir Board	National
8	Export Inspection Agency	National

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory
= Not Applicable

Leadership Indicator

1. Details of public policy positions advocated by the entity:
= Not applicable.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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 INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community
 The Company has deployed its factory employees who regularly visit the communities and interact with people to ascertain and address community concerns, if any. Based on these interactions, we have not encountered any specific grievances from the community at present.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	15.73%	15.62%
Directly from within India.	99%	99%

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

Location	FY 2024-25	FY 2023-24
Rural	21.03%	35.15%
Semi-urban	30.23%	43.55%
Urban	41.76%	11.06%
Metropolitan	6.97%	10.24%

(Place are categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicator

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

= Not applicable

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

Sr. No.	State	Aspirational District	Amount spent (in INR)
-	-	-	-

*Company has made CSR contribution of Rs 1,20,00,000/- to (i) Jan Jagrati Sevarth Sansthan; and (ii) Maatr Care Foundation.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

= Yes, the Company is committed to empowering marginalized and vulnerable groups as part of its inclusive growth strategy. It actively engages with communities residing in the surrounding areas of its factory, as well as with small-scale producers, based on their quality standards, operational efficiency, and design capabilities.

To promote economic independence and social inclusion, the Company delegates various handmade tasks to local household women, enabling them to earn a livelihood from the comfort of their homes. This initiative not only supports women’s empowerment but also strengthens the local economy by fostering sustainable, community-based production models.

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

= Widows/ Women Workers/ Tribal Community.

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

= The constant efforts are made to engage the rural and household women.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:
= Not applicable
5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.
= Not applicable
6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
-	-	-	100%*

*Company has made CSR contribution to (i) Jan Jagrati Sevarth Sansthan and (ii) Maatr Care Foundation. Through this contribution company was able to address and play its part in

- Promotion and preservation of cultural heritage
- Provision of medical and educational assistance to underprivileged children
- Donation and distribution of clothing and food to communities in need

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The Company has business-to-business (B2B) model. The Company sell its products to vendors which ultimately sell the products to the end consumers. The Company has in place a mechanism for each consumer, where they can raise complaint and provide feedback to the Merchandiser.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters product 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:

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



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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

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.

Yes, the Company has Cyber Security Policy and same can be accessed on the website of the Company at <https://fazethree.com/investors/policies>.

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

= Not applicable

7. Provide the following information related to data breaches:

- a. Number of instances of data breaches = Nil.
- b. Percentage of data breaches involving personally identifiable information of customers = 0%.
- c. Impact, if any, of the data breaches = Not Applicable.

Leadership Indicators

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

Information relating to all the products provided by the Company are available on the Company's website at <https://fazethree.com/>

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

Labels on safe and responsible usage are printed on the products along with product guide, if applicable as well as various initiatives are undertaken by the retailer to educate the ultimate customer.

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

= Not applicable

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

= No

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

= Not applicable since the Company operates through business-to-business (B2B) model.