

August 26, 2025

To,
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001.

National Stock Exchange of India Limited
Exchange Plaza, Plot No. C/1, G – Block,
BKC, Bandra (East),
Mumbai – 400 051.

Scrip Code: 532641

Scrip Symbol: NDL

Subject: Business Responsibility and Sustainability Report for Financial Year 2024-25

Dear Sir/ Madam,

Pursuant to Regulations 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 (“Listing Regulations”), we are submitting herewith the Business Responsibility and Sustainability Report, which forms part of the Annual Report of Nandan Denim Limited for Financial Year 2024-25.

This is for your information and records.

Yours faithfully,

For, NANDAN DENIM LIMITED

Rinku Patel
Company Secretary & Compliance Officer

Encl : As above

Nandan Denim Limited
(CIN: L51909GJ1994PLC022719)

Registered Office

Survey No. 198/1, 203/2, Sajipur-Gopalpur, Pirana Road, Piplai, Ahmedabad-382 405
Ph.:+919879200199 Website:www.nandandenim.com Email:nandan@chiripalgroup.com

Corporate office

Chiripal House, Shivranjani Cross Road, Satellite, Ahmedabad -380 015
Ph.: 079-69660000 Fax: 079-26768656

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

| | | |
|-----|---|--|
| 1. | Corporate Identity Number (CIN) of the Listed Entity | L51909GJ1994PLC022719 |
| 2. | Name of the Listed Entity | Nandan Denim Limited |
| 3. | Year of incorporation | 09/08/1994 |
| 4. | Registered office address | Survey No 198/1 203/2 Saijpur Gopalpur Pirana Road, Piplej, Ahmedabad – 382405, Gujarat |
| 5. | Corporate address | Chiripal House, Shivaranjani Cross Road, Satellite Ahmedabad – 380015, Gujarat |
| 6. | E-mail | cs.ndl@chiripalgroup.com |
| 7. | Telephone | 079-69660000 |
| 8. | Website | www.nandandenim.com |
| 9. | Financial year for which reporting is being done | 01/04/2024 to 31/03/2025 |
| 10. | Name of the Stock Exchange(s) where shares are listed | BSE Limited and National Stock Exchange of India Limited |
| 11. | Paid-up Capital | ₹ 1441471680 |
| 12. | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Ms. Rinku Patel (Mobile No -: 6357310846, Email ID: cs.ndl@chiripalgroup.com) |
| 13. | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis | Standalone Basis |
| 14. | Name of assurance provider | Not Applicable |
| 15. | Type of assurance obtained | Not Applicable |

II. Products/services

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

| Sr. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|---------|------------------------------|---------------------------------------|-----------------------------|
| 1. | Manufacturing | Textile, leather and apparel products | 100% |

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

| Sr. No. | Product/Service | NIC Code | % of total Turnover contributed |
|---------|---------------------------------|----------|---------------------------------|
| 1. | Manufacture of textile products | 131 | 100% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 2 | 3 | 5 |
| International | 0 | 0 | 0 |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 12 |
| International (No. of Countries) | 10 |

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

⇒ 0.80 % of Total Turnover

c. A brief on types of customers

⇒ Nandan Denim Limited has redefined the world's love for denim in truly remarkable ways. The company manufactures Denim, Shirting materials, Yarn and various types of fabrics. The business model of our company is B2B (Business to business) which mainly includes Fabric Re-seller, Garment Converter, Distributors, Wholesalers, Dealers, Brand Owners and Exporters.

IV. Employees

The Total number of Employees and Workers includes Corporate office, Piplej plant and Bareja plant's Employees and Workers for Current Financial Year and Previous Financial Year.

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|-----------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 463 | 448 | 96.76 | 15 | 3.24 |
| 2. | Other than Permanent (E) | Nil | Nil | Nil | Nil | Nil |
| 3. | Total employees (D + E) | 463 | 448 | 96.76 | 15 | 3.24 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 1663 | 1494 | 89.84 | 169 | 10.16 |
| 5. | Other than Permanent (G) | Nil | Nil | Nil | Nil | Nil |
| 6. | Total workers (F + G) | 1663 | 1494 | 89.84 | 169 | 10.16 |

b. Differently abled Employees and workers:

| Sr. No. | Particulars | Total (A) | Male | | Female | |
|-----------|--|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 0 | 0 | 0 | 0 | 0 |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total differentlyabled employees (D + E) | 0 | 0 | 0 | 0 | 0 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 5. | Other than permanent (G) | 0 | 0 | 0 | 0 | 0 |
| 6. | Total differentlyabled workers (F + G) | 0 | 0 | 0 | 0 | 0 |

21. Participation/Inclusion/Representation of women

| Particular | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 6 | 1 | 16.67 |
| Key Management Personnel | 5* | 1 | 20.00 |

* Includes Managing Director & Whole time Director who are also covered in the number of Board of Directors.

22. Turnover rate for permanent employees and workers

| Particular | FY :- 2024-25 (Turnover rate in current FY) | | | FY :- 2023-24 (Turnover rate in previous FY) | | | FY:- 2022-23 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|--|--------|-------|---|--------|-------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 1.09% | Nil | 1.09% | 1.23% | Nil | 1.23% | 1.25% | Nil | 1.25% |
| Permanent Workers | 1.08% | 0.8 | 1.88% | 2.08% | 0.06% | 2.14% | 2.07% | Nil | 2.07% |

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

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

The Company does not have any holding, subsidiary, associate or joint venture company.

VI. CSR Details

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

(ii) Turnover (in ₹) – 35,46,67,56,000

(iii) Net worth (in ₹) – 6,18,82,10,000

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (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 | Yes, the Company has in place internal mechanism to address grievance on case to case basis | Nil | Nil | Nil | Nil | Nil | Nil |
| Investors (other than shareholders) | Yes, the company has in place internal mechanism to address grievance on case to case basis | Nil | Nil | Nil | Nil | Nil | Nil |
| Shareholders | Yes | 2 | 0 | Resolved | Nil | Nil | Nil |
| Employees and workers | Yes | Nil | Nil | Nil | Nil | Nil | Nil |
| Customers | Yes | 176 | 0 | Resolved | 192 | 0 | Resolved |
| Value Chain Partners | NA | Nil | Nil | Nil | Nil | Nil | Nil |
| Other (please specify) | NA | Nil | Nil | Nil | Nil | Nil | Nil |

Web-links for grievance redressal policies

| Stakeholder group from whom complaint is received | Web Link for Grievance Policy |
|---|---|
| Communities | https://nandandenim.com/contact-us |
| Investors & Shareholders | https://nandandenim.com/investor/policescode/Grievance-Redressal-Policy-for-Investors.pdf.pdf |
| Employees and workers | https://nandandenim.com/investor/policescode/Grievance-Redressal-Policy-for-Employees.pdf |
| Customers | https://nandandenim.com/contact-us |
| Value Chain Partners | https://nandandenim.com/contact-us |

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

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

| 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 | Chemical Management | Risk and Opportunity | <p>Risk: Shifting consumer preference towards safe & sustainable products. Additionally, the regulatory environment is getting more stringent on the sustainability aspects of chemicals and its associated impacts.</p> <p>Opportunity: To become a globally preferred denim brand in manufacturing safe, sustainable products while adhering to all regulatory compliances</p> | We are engaged with our vendors and suppliers for the elimination of hazardous chemicals and to implement safer sustainable products | <p>Positive: Reputational benefit resulting in increased demand for goods. Increased revenue due to better competitive position to reflect shifting consumer preferences.</p> <p>Negative: Reduced revenue from decreased demand of goods</p> |
| 2 | People | Risk and Opportunity | <p>Risk: Reputational risk if we fail to ensure fair labour practices, protection of human rights, health and safety of our employee & workers.</p> <p>Opportunity: By addressing the above risks, we are securing our social license to operate and representing ourselves</p> | Promoting inclusiveness, leadership qualities, retaining talent, creating friendly work arrangements | <p>Positive: While ensuring our people's prosperity in consideration, we seek to improve employee satisfaction, better retention and lowering cost of management.</p> <p>Negative: Reduced revenue due to negative impact on workforce.</p> |
| 3 | Energy Management | Risk and Opportunity | <p>Risk: While energy contributes to the growth of textile and apparel industry, resulting emissions are a dampener for environmental health. Increasing demand of textile and apparels in the world, followed by increased production is the cause of higher GHG emissions.</p> <p>Opportunity: Improving upon the energy efficiency and increasing renewable usage will support us in cutting down the energy expenses and achievement of pertinent emission reduction commitments.</p> | We have implemented 2 MW Wind Mill Power Project and 1 MW Solar rooftop system for captive electricity consumption | <p>Positive: Wind Mill Project installation and 1 MW Solar rooftop system for captive consumption shall result in reduction in energy cost and reduction in fuel consumption</p> <p>Negative: Due to increase in price of fuel and energy, the cost of production increases</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) |
|---------|---------------------------|--|---|---|--|
| 4 | Innovation | Opportunity | Investing in innovation and technology to accelerate the journey ahead across product development, manufacturing, supply chain, waste management and consumer engagement | NA | Positive: Partnering with innovative summit, product innovation, digital transformation, Sewage Treatment plant. |
| 5 | Cotton | Risk | Cotton is our main raw material and being an agricultural product it is dependent on weather/ environment. Unpredictable rainfall & weather results in lower production of cotton and in turn result high price of cotton | Preparation of advance strategic plan for purchase of cotton to mitigate any shortage in raw material. | Negative Increase in cost of raw materials which in turn results in increase in product cost. |
| 6 | Natural fiber | Opportunity | Due to increasing green revolution and environment sustainability, the use of natural fiber is increasing due to increase in demand by customers. | NA | Positive Implications Increase in revenue due to increase in demand of sustainable products |
| 7 | Water | Risk | Water is one of the essential requirement for our operation, even for cultivation of cotton and due to its scarcity, efficient management of water is highly essential for our operations | We recycle and reuse water by establishing an Effluent Treatment Plant (ETP) and a Reverse Osmosis Plant (RO) within our facility. We also treat wastewater with our Sewage Treatment Plant (STP) and reuse the treated water for gardening. In order to utilize backwash water, we have also installed a pipeline from the power plant to the fabric division. So, we can conserve the water by minimizing the extraction of water | May increase production and operations cost |
| 8 | Climate Change | Risk | Due to inadequate climate conditions and unseasonal rain, the production of cotton and other essential raw materials are effected which results in scarcity of available raw materials | The company prepares a strategic plan for mitigating the risk in line with production | Negative implication Non Availability of raw materials at reasonable price, which results in sourcing of materials at higher price. |

| 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 | Carbon generated from use of non-renewable energy | Opportunity | Company's business is highly energy intensive. Higher fossil fuel consumption has a severe impact on environment. Adoption and use of renewable energy will help address this risk | Installation of solar plants/rooftops Installation of wind power Energy saving initiatives | Long term financial benefits due to saving in fuel cost |

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/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available | https://nandandenim.com/policies-codes | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| 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. | The Company has following certifications: OEKO-TEX Standard 100 Global Organic Textile Standard (GOTS) Global Recycled Standard (GRS) Organic Content Standard (OCS) Recycled Claim Standard (RCS) Better Cotton Initiative (BCI) | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | NDL is aiming at carbon neutral company. The company has set goals and targets considering the ESG parameters which includes the following: <ol style="list-style-type: none"> Reduction in water usage and water discharge by 5% i.e. 50KL/Day Use of energy which shall be generated from renewable sources of Wind mill and Solar of about 5840000 units. Energy saving drive to save energy of about 50,000 units by installed inverters, heat recovery etc. Plantation of our own greenbelt with over 5,000 trees. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | <ol style="list-style-type: none"> Reduced the water usage and water discharge about 37% per rupee of turnover during the year. 54,63,390 units generated from wind mill projects and Solar system during the year Plantation of 5000 trees Performance on goals and targets are reviewed periodically by Plant head of the Company. | | | | | | | | |

Governance, leadership and oversight

- 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

At Nandan Denim Limited, we recognize our responsibility as a socially and environmentally conscious organization. Guided by strong business ethics and sustainability principles, we continue to strengthen our journey towards a more responsible future. Over the past year, we have expanded our initiatives across renewable energy adoption, employee well-being, and community engagement.

In our operations, we take meaningful steps to reduce waste generation and consistently promote ethical denim for a better tomorrow. We are committed to minimizing the use of harmful chemicals and comply with stringent environmental standards. Our manufacturing facilities are certified under Oeko-Tex Standard 100, GOTS 7.0 and BCI, reflecting our adherence to global benchmarks.

We are also developing a sustainable product portfolio, incorporating eco-friendly fiber blends such as Tencel, Rayon, and Excel, while expanding the application of Indigo dyes to include ethnic and formal wear.

As part of our commitment to becoming a carbon-neutral company, we have begun implementing energy and water conservation measures, such as condensate recovery systems and continuous efforts to reduce our energy footprint.

The health and safety of our people remain our highest priority. During the year, we organized various employee engagement programs aimed at fostering a motivated and empowered workforce. Looking ahead, we have set ambitious sustainability targets across all key performance areas and have embraced transparent reporting as a core pillar of our governance.
- 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Suresh Maheshwari
The President (Finance & ESG) and CFO
Contact No.: +91 9825225582
Email ID: sureshmaheshwari@chiripalgroup.com
- 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes.
The Board of Directors are responsible for decision making on sustainability related issues
- 10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | | |
|--|--|----|----|----|-----|----|----|----|----|--|----|----|----|----|-----------|----|----|----|--|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | |
| Performance against above policies and follow up action | | | | | Yes | | | | | | | | | | Annually | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | | | | | Yes | | | | | | | | | | Quarterly | | | | |

| | | | | | | | | | |
|--|----|----|----|----|----|----|----|----|----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|----|----|----|----|----|----|----|----|----|

- 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.

No

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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----------------|
| The entity does not consider the Principles material to its business (Yes/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) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | Not Applicable |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

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

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

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|---|---|
| Board of Directors | 2 | Business Model of the Company and Strategic Planning for smooth running of Business Code of Conduct for Prevention of Insider Trading | 100 |
| Key Managerial Personnel | 2 | Code of Conduct for Prevention of Insider Trading Code of Business Conduct and Ethics | 100 |
| Employees other than BOD and KMPs | 124 | - Health & Safety Awareness - Firefighting practical - Electrical Safety - Use of PPE's - Chemical Safety - Accident Prevention - Quality Training, GOTS Training - Environmental Awareness - Code of Business Conduct and Ethics | 97 |
| Workers | 124 | - Fire & Safety Awareness - Firefighting practical - Electrical Safety - Use of PPE's - Chemical Safety - Accident Prevention - Environment - First Aid | 97 |

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

a. Monetary

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

b. Non-Monetary

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

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|----------------|---|
| Not Applicable | |

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

⇒ Yes, NDL has an anti-bribery policy that outlines our responsibility to comply with laws, acts, and enactments prohibiting all forms of bribery and corruption. This policy is well complemented by our Code of Ethics and Conduct. We encourage every personnel to report any concerns regarding bribery issues, suspicion of malpractice, any case of corrupt practice, any breach of this policy, or applicable laws at the earliest possible stage. Suspected violations will be reviewed and investigated appropriately and may lead to disciplinary action as per company rules and, in severe cases, termination of employment.

⇒ Anti-Bribery Policy Link: <https://nandandenim.com/investor/policescode/Anti-Bribery-Policy.pdf>

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

| Particular | FY 2024-25 (Current Financial Year) | | FY 2023-24 (Previous Financial Year) | |
|------------|--|---------|---|---------|
| | Number | Remarks | Number | Remarks |
| Directors | Nil | | Nil | |
| KMPs | Nil | | Nil | |
| Employees | Nil | | Nil | |
| Workers | Nil | | Nil | |

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

| Case Details | FY 2024-25 (Current Financial Year) | | FY 2023-24 (Previous Financial Year) | |
|--|--|---------|---|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | NIL | - | NIL | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | NIL | - | NIL | - |

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

– Not Applicable

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

| Particular | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|-------------------------------------|--------------------------------------|---------------------------------------|
| Number of days of accounts payables | 37 | 43 |

9. **Open-ness of business**

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

| Parameter | Metrics | FY 2024-25 (Current Financial Year) | FY 2023-24 (Previous Financial Year) |
|----------------------------|---|--|---|
| Concentration of Purchases | Purchases from trading houses as % of total purchases | - | - |
| | Number of trading houses where purchases are made from | - | - |
| | Purchases from top 10 trading houses as % of total purchases from trading houses | - | - |
| Concentration of Sales* | Sales to dealers / distributors as % of total sales | - | - |
| | Number of dealers / distributors to whom sales are made | - | - |
| | Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | - | - |
| Share of RPTs in | Purchases (Purchases with related parties / Total Purchases) | 1.17% | 3.97% |
| | Sales (Sales to related parties / Total Sales) | 13.40% | 15.35% |
| | Loans & advances (Loans & advances given to related parties / Total loans & advances) | - | - |
| | Investments (Investments in related parties / Total Investments made)# | 36.88% | 23.61% |

* The Company does not have any dealers / distributors, the Company sales the products to Customers, Traders, Brands and exports.

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

Essential Indicators

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

| Particular | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year | Details of improvements in environmental and social impacts |
|------------|--------------------------------------|---------------------------------------|---|
| R&D | - | - | |
| Capex * | 4.68 | 35.48 | As below mentioned Note |

* Investment in technologies to improve environment impact is 4.68% in Current year and in Renewable is 35.48 % of total assets Capitalized during the previous year period.

Note: NDL has made direct investments in solar (in FY 2023-24) and wind mill (in FY 2022-23) to reduce dependence on grid electricity and transition towards low-carbon operations. In FY 2024–25, the company sourced 5.46 million kWh of clean energy from these assets, contributing 15% of total electricity consumption — a significant improvement from 11% in the previous year. This shift has helped reduce Scope 2 GHG emissions in alignment with the company’s sustainability goals.

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

=> Yes

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

We procure organic cotton, fair trade cotton, BCI Certified Cotton and recycled Polyester. During the Financial Year 2024-25, we have sourced about 0-1 % sustainable yarn from sustainable sources. We also procure all the chemicals which are GOTS certified.

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.

We have devised an internal process that focusses on classification of waste followed by segregation and storage in separated areas. After storage, periodically the waste is collected and responsibly disposed in accordance with the regulatory norms defined by the Gujarat Pollution Control Board (CPCB).

Plastic and E-waste is sold to registered recyclers buyers approved by Gujarat Pollution Control Board.

Hazardous waste includes ETP sludge and Fly Ash; ETP sludge is safely disposed at the TSDF site and Fly Ash is disposed by selling to cement Industry or Brick Manufacturer.

Waste water is treated and recycled back into process water by establishing an Effluent Treatment Plant (ETP) and a Reverse Osmosis Plant (RO) within our facility. We also treat wastewater with our Sewage Treatment Plant (STP) and reuse the treated water for gardening.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

=> No

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 | 448 | 0 | 0 | 67 | 15 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 15 | 0 | 0 | 3 | 20 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 463 | 0 | 0 | 70 | 15.12 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent employees | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | Not Applicable | | | | | | | | | | |
| Total | | | | | | | | | | | |

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

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|----------|--------------------|------------|--------------------|----------|--------------------|----------|---------------------|----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| Male | 1494 | 0 | 0 | 1494 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 169 | 0 | 0 | 169 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 1663 | 0 | 0 | 1663 | 100 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent employees | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | Not Applicable | | | | | | | | | | |
| Total | | | | | | | | | | | |

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

| Particular | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| Cost incurred on well-being measures as a % of total revenue of the Company | 0.010 | 0.016 |

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

| Benefits | FY 2024-25 Current Financial Year | | | FY2023-24 Previous Financial Year | | |
|-------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100 | 100 | Yes | 100 | 100 | Yes |
| Gratuity | 100 | 100 | Yes | 100 | 100 | Yes |
| ESI | 100 | 100 | Yes | 100 | 100 | Yes |
| Others – please specify | NA | NA | NA | NA | NA | NA |

3. Accessibility of workplaces

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

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

We are proud to be an equal opportunity employer, and this principle is not only reflected on our website but also ingrained in our ways of working as governed by our Code of Ethics & Conduct. Our Human Rights Policy and Equal Opportunity Policy clearly outlines that at NDL, all employees are evaluated solely on their performance, regardless of their race, religion, caste, gender, sexual orientation, age or disability. This approach ensures that there is no discrimination in recruitment, remuneration, and promotion processes.

Equal Opportunity Policy Link: <https://nandandenim.com/investor/policescode/Equal-Opportunity-policy.pdf>

Human Rights Policy Link: <https://nandandenim.com/investor/policescode/Human-Rights-Policy.pdf>

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

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

Note: There was no such instances occurred during the year.

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

| Category | Yes |
|--------------------------------|--|
| Permanent Workers | |
| Other than Permanent Workers | Company has grievances redressal policy, whistle blower policy, sexual harassment to receive and address grievances from employees and workers |
| Permanent Employees | |
| Other than Permanent Employees | Not Applicable |

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

| Category | FY 2024-25 Current Financial Year | | | FY 2023-24 Previous Financial Year | | |
|----------------------------------|--|--|---------|--|--|---------|
| | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | NA | NA | NA | NA | NA | NA |
| - Male | | | | | | |
| - Female | | | | | | |
| Total Permanent Workers | NA | NA | NA | NA | NA | NA |
| - Male | | | | | | |
| - Female | | | | | | |

8. Details of training given to employees and workers:

| Category | FY 2024-25 Current Financial Year | | | | | FY 2023-24 Previous Financial Year | | | | |
|------------------|--------------------------------------|-------------------------------|------------|----------------------|------------|---------------------------------------|-------------------------------|------------|----------------------|------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No.(E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Male | 448 | 448 | 100 | 448 | 100 | 513 | 513 | 100 | 513 | 100 |
| Female | 15 | 15 | 100 | 15 | 100 | 15 | 15 | 100 | 15 | 100 |
| Total | 463 | 463 | 100 | 463 | 100 | 528 | 528 | 100 | 528 | 100 |
| Workers | | | | | | | | | | |
| Male | 1494 | 1494 | 100 | 1494 | 100 | 1378 | 1378 | 100 | 1378 | 100 |
| Female | 169 | 169 | 100 | 169 | 100 | 172 | 172 | 100 | 172 | 100 |
| Total | 1663 | 1663 | 100 | 1663 | 100 | 1550 | 1550 | 100 | 1550 | 100 |

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

| Category | FY 2024-25 Current Financial Year | | | FY 2023-24 Previous Financial Year | | |
|------------------|--------------------------------------|-------------|------------|---------------------------------------|-------------|------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 448 | 448 | 100 | 513 | 513 | 100 |
| Female | 15 | 15 | 100 | 15 | 15 | 100 |
| Total | 463 | 463 | 100 | 528 | 528 | 100 |
| Workers | | | | | | |
| Male | 1494 | 1494 | 100 | 1378 | 1378 | 100 |
| Female | 169 | 169 | 100 | 172 | 172 | 100 |
| Total | 1663 | 1663 | 100 | 1550 | 1550 | 100 |

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?

Yes, for creating safe and healthy working environment at our operations, company is conducting Safety Audit and Fire Safety Audit. In addition, Company has also done Environment Management System Audit by a recognized agency with GPCB. Internal SOP is also kept in place for Occupational health and safety management system.

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

Yes, as per the internal process at operation site routine visit and checks are made to find out any risk or work related hazards by respective department heads. Further safety audit and environment audit are also carried out on regularly basis by external agencies. The company is also carrying out Training programmes on routine basis for industrial safety and new process implemented for product development.

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

Yes, the company has placed internal mechanism for reporting any work related hazards to respective heads and steps to be taken to mitigate such risks.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

- No

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

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

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

To ensure safe and healthy working environment, NDL has assigned the responsibility at different levels to ensure safety of the workers and employees at work place. Fixing the responsibility of the contractors, sub-contractors, transporters and other agencies entering the premises. Relevant techniques and methods (such as safety audits and risk assessment) for periodical assessment at least once in every two years on the status of health, safety and environment and taking all the remedial measures by external competent authority. Regular training and awareness programmes has been organized at operation site for workers and employees. Medical camps and fire safety training are conducted at operations site on regular basis. To mitigate fire related incidents, we have installed fire safety machinery and instruments to ensure safety of workers and employees. Mock drills, training and programmes are organized to bring awareness among health and safety management.

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

| Particular | FY 2024-25 | | | FY 2023-24 | | |
|--------------------|------------------------|---------------------------------------|---------|-------------------------|---------------------------------------|---------|
| | Current Financial Year | | | Previous Financial Year | | |
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | Nil | Nil | NA | Nil | Nil | NA |
| Health & Safety | Nil | Nil | NA | Nil | Nil | NA |

14. Assessments for the year:

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

* Third party Safety Audit has been conducted by Gujarat Industrial Safety & Health Services (DISH approved), Ahmedabad. Working conditions were internally assessed by the Company.

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.

- Corrective and preventive actions register maintained to record/control fire, injury and near miss incidence.

However, to maintain a safe working environment, we undertake stringent measures, including but not limited to safety-related training, access to first aid, mandatory use of PPEs in our operations, standard hygiene protocols, free access to doctors and psychologists for employees, and webinars.

Periodic mock drills are conducted across manufacturing operations. For any modifications, routine maintenance, electrical installations, erection, and commissioning of machines, work permits are issued as per the defined safety guidelines of the organization.

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

Essential Indicators

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

⇒ The company has identified its internal as well as external stakeholders to deepen its insights into their needs and expectations and to develop sustainable strategies for the short term, medium and long term. Key stakeholders are Suppliers, Customers, Employees, Investors/Bankers and Shareholders.

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

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|--|--|---|---|
| Suppliers | No | Email, SMS, Meeting, Calling | Regularly | Quality of Products, New order, Price, Improvement Scope |
| Customers | No | Email, WhatsApp message, Meeting, plant visit, market visit, exhibition | Regularly | Quality of Products, After sales Service, New order, Improvement Scope |
| Employees | No | Email, internal training programs, seminars | Regularly | Employee Benefits and Employee Engagement |
| Banker/ Investors | No | Email, Physical Visit, Publication of Annual reports, Website | Event Based | Annual Performance Report, Annual Report, Quarterly result |
| Shareholders | No | Email, SMS, Newspaper, Letter, Meetings, Public Disclosure, Website | Quarterly | Grievance handling, meeting-agenda approval and services related to shareholders requirement |

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

| Category | FY 2024-25 Current Financial Year | | | FY 2023-24 Previous Financial Year | | |
|------------------------|--------------------------------------|---------------------------------------|------------|---------------------------------------|---------------------------------------|------------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 463 | 463 | 100 | 528 | 528 | 100 |
| Other permanent than | NA | NA | NA | NA | NA | NA |
| Total Employees | 463 | 463 | 100 | 528 | 528 | 100 |

| Category | FY 2024-25 Current Financial Year | | | FY 2023-24 Previous Financial Year | | |
|----------------------|--------------------------------------|--|---------|---------------------------------------|--|---------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Workers | | | | | | |
| Permanent | 1663 | 1663 | 100 | 1550 | 1550 | 100 |
| Other permanent than | NA | NA | NA | NA | NA | NA |
| Total Workers | 1663 | 1663 | 100 | 1550 | 1550 | 100 |

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

| Category | FY 2024-25 Current Financial Year | | | | | FY 2023-24 Previous Financial Year | | | | |
|-----------------------------|--------------------------------------|-----------------------|---------|------------------------|---------|---------------------------------------|-----------------------|---------|------------------------|---------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 448 | 0 | 0 | 448 | 100 | 513 | 0 | 0 | 513 | 100 |
| Female | 15 | 0 | 0 | 15 | 100 | 15 | 0 | 0 | 15 | 100 |
| Other Permanent than | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Workers | | | | | | | | | | |
| Permanent | | | | | | | | | | |
| Male | 1494 | 57 | 3.82 | 1437 | 96.18 | 1378 | 0 | 0 | 1378 | 100 |
| Female | 169 | 0 | 0 | 169 | 100 | 172 | 0 | 0 | 172 | 100 |
| Other Permanent than | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

Note: Numbers for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

| Particular | Male | | Female | |
|---------------------------------|--------|--|--------|---|
| | Number | Median remuneration/ salary/wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors(BoD) * | 5 | 2,50,000 | 1 | 2,50,000 |
| Key ManagerialPersonnel # | 4 | 22,56,000 | 1 | 6,50,304 |
| Employees otherthan BoD and KMP | 598 | 3,97,722 | 47 | 5,64,276 |
| Workers | 1807 | 1,43,832 | 223 | 1,14,816 |

* includes sitting fees payment made to independent directors.

Mr. Shaktidan Gadhavi is Whole Time Director, whose details mentioned in Board of Directors as well as Key Managerial Personnel.

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

| Particular | FY (2024-25) Current Financial Year | PY (2023-24) Previous Financial Year |
|---|--|---|
| Gross wages paid to females as % of total wages | 9.18 | 9.88 |

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the company has internal mechanism for addressing human rights impacts.

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

Grievances related to Human Rights issues at NDL are addressed as per the policy depending upon the nature of matter. The internal mechanism for handling the grievances is in line with the Human Rights policy.

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

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

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

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

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

NDL's POSH policy safeguards complainants from any adverse consequences from reporting incidents of discrimination or harassment. The policy ensures comprehensive protection against retaliation, including termination, demotion or harassment, ensuring a secure and supportive environment for all employees.

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

→ Yes

10. Assessments for the year:

| Name of the Assessment | % of your plants and offices that were assessed (by entity or statutory authorities or third parties)* |
|-----------------------------|---|
| Child labour | Nil |
| Forced/involuntary labour | Nil |
| Sexual harassment | Nil |
| Discrimination at workplace | Nil |
| Wages | Nil |
| Others – please specify | Nil |

* The Company have various policies as per the norms/laws and regulations of various statutory/ regulatory authorities and the Company obliged to follow the same norms.

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

→ Nil

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

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

| Parameter | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| From Renewable Sources | | |
| Total electricity consumption (A) (TJ) | 19.67 | 17.47 |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) (TJ) | 19.67 | 17.47 |
| From Non- Renewable Sources | | |
| Total electricity consumption (D) (TJ) | 109.84 | 135.00 |
| Total fuel consumption (E) (TJ) | 2,122.59 | 1,484.67 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from Non-renewable Sources (D+E+F) (TJ) | 2232.43 | 1,619.67 |
| Total Energy Consumed (A+B+C+D+E+F) (TJ) | 2252.10 | 1,637.14 |
| Energy intensity per rupee of turnover (Total energy consumption/ Crore rupee of turnover) | 0.63 | 0.81 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Crore rupee of turnover adjusted for PPP) | 13.12 | 16.64 |
| Energy intensity in terms of physical Output | - | - |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |

Note: Yes, M/s. Futurebeyond Business Consulting Services Pvt. Ltd.

*The assessment led to restatement of our previous disclosures and reflected in table above.

For energy conversion we have used IPCC and BEE India publications.

For India, PPP conversion factor is 20.66 and 20.43 for the years 2025 and 2024 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

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:

| Parameter | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Water withdrawal by source (in kiloliters) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | 3,57,340 | 3,21,770 |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others (Corporate Office) | 315 | 315 |
| Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v) | 3,57,655 | 3,22,085 |
| Total volume of water consumption (in kiloliters) | 3,57,655 | 3,22,085 |
| Water intensity per rupee of turnover (Water consumed / Crore Rupee of turnover) | 100.84 | 160.23 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Crore Rupee of turnover adjusted for PPP) | 2083.40 | 3273.59 |
| Water intensity in terms of physical Output | - | - |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |

Note: Yes, Independent Assessment was conducted by an external agency i.e. M/s. Entech Laboratories in the current financial year and M/s. Vardhman Environmental Consultancy Services in Previous Financial Year which covers the above scope.

4. Provide the following details related to water discharged:

| Parameter | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|--|---|---------------------------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (ii) To Groundwater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iii) To Seawater | | |
| - No treatment | | |
| - With treatment – please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment – please specify level of treatment * | | |
| Primary– Chemical Treatment | | |
| Secondary– Biological Treatment | | |
| Tertiary -Sand-carbon filter Treatment | 3,06,178 | 2,48,756 |
| v) Others | | |
| - No treatment | | |
| - With treatment # – Through ASP based STP Plant complying Pollution control board norms – Using Sewage treated water for Gardening Purpose only | -ETP RECYCLE- 11,723 KL/YEAR FOR PROCESS & STP RECYCLE-87,213 KL/ YEAR FOR PROCESS & GARDENING | |
| Total water discharged (in kilolitres) | 3,06,178 | 2,48,756 |

Note: Yes, Independent Assessment was conducted by an external agency i.e. M/s. Entech Laboratories in the current financial year and M/s. Vardhman Environmental Consultancy Services in Previous Financial Year which covers the above scope

* The waste water after all level of treatment in ETP, sent to third party i.e. NAROL TEXTILES INFRASTRUCTURE & ENVIRO MANAGEMENT

The corporate office does not operate an on-site sewage treatment plant. However, it is connected to the municipal sewage network, and all domestic wastewater is discharged (284 KL) into the public sewer system for centralized treatment. Accordingly, no water is considered as discharged without treatment.

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

No, but the Company takes the entire issue of water management with utmost seriousness and realize that we owe a lot to the environment. And that is why we reuse and recycle water by employing Effluent Treatment Plant (ETP) and Reverse Osmosis (RO) Plant. We also ensure we treat wastewater with responsibility through Sewage Treatment Plant (STP) and reuse the same for gardening purpose and rest of treated effluent as per the prescribed parameters goes to Common Effluent treatment plant.

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 Current Financial Year | FY 2023-24 Previous Financial Year |
|-------------------------------------|---------------------|--------------------------------------|---------------------------------------|
| NOx | PPM | 18.0 | 10.4 |
| SOx | PPM | 36.0 | 32.6 |
| Particulate matter (PM) | MILIGRAM/ NM3 | 165.0 | 87.30 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – please specify | - | - | - |

Note: Yes, Independent Assessment was conducted by an external agency i.e. M/s. Entech Laboratories in the current financial year and M/s. Vardhman Environmental Consultancy Services in Previous Financial Year which covers the above scope.

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

| Parameter | Unit | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|--|---|--------------------------------------|---------------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 2,06,679 | 1,42,828 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 21,181 | 26,849 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | MT CO ₂ / Crore Rupee of turnover | 64.53 | 84.41 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | MT CO ₂ / Crore Rupee of turnover adjusted for PPP | 1,333.28 | 1,724.73 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | - | - | - |
| Total Scope 1 and Scope 2 emission intensity (optional) | - | - | - |

Note: Yes, M/s. Futurebeyond Business Consulting Services Pvt. Ltd.

*The assessment led to restatement of our previous disclosures and reflected in table above. Emissions on account of refrigerant leak (R22 & R32) and fugitive emissions (CO₂ based Fire Extinguishers) included in Scope1.

For GHG estimation, IPCC, Defra and CEA recent publication has been used.

For India, PPP conversion factor is 20.66 and 20.43 for the years 2025 and 2024 respectively as per Implied PPP conversion rate available at <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>

8. Does the entity have any project related to reducing Green House Gas emission?

Yes. Nandan Denim Limited (NDL) has undertaken multiple initiatives that contribute directly or indirectly to reducing GHG emissions across operations, product development, and community engagement.

Community-Scale Afforestation (Green Yodha Program):

As part of its environmental stewardship, Chiripal group organized the Chiripal Green Yodha initiative in collaboration with Radio Mirchi and the Ahmedabad Municipal Corporation. Under this program, over **50,000 trees were planted** across Ahmedabad in FY 25. The Nandan is one of the group Company of Chiripal group.

Investment in Renewable Energy Assets:

NDL has made direct investments in **solar and wind energy assets** to reduce dependence on grid electricity and transition towards low-carbon operations. In FY 2024–25, the company sourced **5.45 million kWh** of clean energy from these assets, contributing **15% of total electricity consumption** — a significant improvement from 11% in the previous year. This shift has helped reduce Scope 2 GHG emissions in alignment with the company's sustainability goals.

Energy Efficiency Projects:

NDL has implemented several internal energy conservation and efficiency projects:

- Installed VFD in DM water transfer pump
- Installed VFD in Condesate extraction pump
- Installed VFD in boiler feed water pump
- Installed VFD in SPG phase-1 open end H plant

Product Innovation for Carbon Reduction:

NDL's R&D team is actively developing low-impact denim using:

- Sustainable fibres,
- Low-dye processes and water-saving dye routes,
- Reduced chemical treatments through new finishes and low twist yarns.

These innovations reduce the environmental footprint of NDL's products and support a broader transition to sustainable fashion.

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

| Parameter | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste* (A) | 14.86 | 14.80 |
| E-waste (B) | - | - |
| Bio-medical waste (C) | - | - |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | - | - |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) | 4179.9 | 1739.6 |
| - ETP Sludge | 51.9 | 50.6 |
| - Fly Ash | 4128 | 1689 |
| Other Non-hazardous waste generated (H). Please specify, if any. | - | - |
| Total (A + B + C + D + E + F + G + H) | 4194.76 | 1754.4 |
| Waste intensity per rupee of turnover (Total waste generated/ Crore Rupee of turnover) | 1.183 | 0.873 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Crore Rupee of turnover adjusted for PPP) | 24.435 | 17.831 |
| Waste intensity in terms of physical output | - | - |
| Waste intensity in terms of physical output (Total waste generated /Number of Transformers manufactured) | - | - |
| 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 | - | - |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| Total | - | - |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | - | - |
| (ii) Landfilling | 21.75 | 36.57 |
| (iii) Other disposal operations | - | - |
| Total | 21.75 | 36.57 |

*Plastic Waste are mainly plastic carboys, average weight of carboys are taken in MT due to different sizes (50 Litres carboy weight is 2.5 kg and 100 litres carboy weight is 5.8 kg)

Note: Yes, Independent Assessment as per GPCB norms was conducted by an external agency i.e. M/s. Entech Laboratories in current financial year and M/s. Vardhman Environmental Consultancy Services in previous financial year which covers above scope of activities.

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.

The company has laid down an internal waste management process that focuses on classification of waste followed by segregation and storage in separated areas. After storage, periodically the waste is collected and responsibly disposed in accordance with the regulatory norms define by Gujarat Pollution Control Board. Further, the company also recognize the significance of an efficient water management system and therefore, promote the reuse and recycling of water by establishing an Effluent Treatment Plant (ETP) and a Reverse Osmosis Plant (RO) within our facility. We also treat waste water with our Sewage Treatment Plant (STP) and reuse the treated water for gardening. In order to utilise backwash water, we have also installed a pipeline from the power plant to the fabric division.

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

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

Not Applicable as there no operations nearby above mentioned zones

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

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

No such project requiring EIA has been undertaken in the current reporting year

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, the Company is compliant with the applicable environmental laws/ regulations/ guidelines in India.

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

Essential Indicators

- a. Number of affiliations with trade and industry chambers/ associations: 8
- 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 | BETTER COTTON INITIATIVE | National |
| 2 | DENIM MANUFACTURERS ASSOCIATION | National |
| 3 | FEDERATION OF INDIAN EXPORT ORGANISATIONS | National |
| 4 | GUJARAT CHAMBER OF COMMERCE & INDUSTRY | State |
| 5 | MASKATI CLOTH MARKET ASSOCIATION | State |
| 6 | NAROL TEXTILE INFRASTRUCTURE & ENVIRO MANAGEMENT | State |
| 7 | YPO GUJARAT | State |
| 8 | ZVC INDIA PRIVATE LIMITED | National |

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development Essential Indicators

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

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

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity,

⇒ We do not have any R&R projects as communities have not been displaced by us.

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

The unit HR heads work closely with the communities. These individuals interact with the community members, village elders and local opinion leaders on time to time basis to assess their specific needs and concerns; address their queries and grievances, if any. We haven't received any complaints from the communities we operate in.

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

| Particular | FY 2024-25 Current Financial Year | FY 2023-24 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Directly sourced from MSMEs/ small producers | 9.38 | 10.64 |
| Directly from within India | 99.95 | 99.91 |

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 Current Financial Year | FY 2023-24 Previous Financial Year |
|--------------|--------------------------------------|---------------------------------------|
| Rural | - | - |
| Semi-Urban | 18.82 | 26.02 |
| Urban | - | - |
| Metropolitan | 81.18 | 73.98 |

Note: Numbers (%) for FY 2023-24 have been updated to align with the correct calculation methodology used in FY 2024-25.

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 laid down internal procedure to receive and address consumer's complaints and feedback. A designated team has been established for receiving, addressing and communicating the response to any consumer complaint or feedback.

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

| Particular | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product * | 100% |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | 20% |

* all our facilities are certified under GOTS, GRS, OCS, RCS, BCI and Oeko tax

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

| Particular | FY 2024-25 Current Financial Year | | | FY 2023-24 Previous Financial Year | | |
|--------------------------------|--------------------------------------|-----------------------------------|---------|---------------------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | Nil | NA | NA | Nil | NA | NA |
| Advertising | NA | NA | NA | NA | NA | NA |
| Cyber-security | Nil | NA | NA | Nil | NA | NA |
| Delivery of essential Services | Nil | NA | NA | Nil | NA | NA |
| Restrictive Trade Practices | Nil | NA | NA | Nil | NA | NA |
| Unfair Trade Practices | Nil | NA | NA | Nil | NA | NA |
| Other | Nil | NA | NA | Nil | NA | NA |

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

| Particular | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | NIL | NIL |
| Forced recalls | NIL | NIL |

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

IT Security Policy Link: <https://nandandenim.com/investor/policescode/IT-Security-Policy.pdf>

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.

There were no such incident related to the mentioned topics reported.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - NIL
- b. Percentage of data breaches involving personally identifiable information of customers - NIL
- c. Impact, if any, of the data breaches - NA