RAJ RAYON INDUSTRIES LIMITED

CIN NO.: L17120DN1993PLC000368

REGD. OFFICE & FACTORY : SURVEY NO. 177/1/3 & 177/1/4, VILLAGE : SURANGI, SILVASSA - 396 230 (U. T. OF DADRA & NAGAR HAVELI & DAMAN & DIU)
Contact : +91 98795 04195, 99988 20661• E-mail .: admin.surangi@rajrayon.com

PAN AAACR7820E **GSTIN 26AAACR7820E1ZL**

Date: 6/9/2024

To,

The Secretary **BSE LIMITED** P J Towers Dalal Street, Fort, Mumbai 400 001	**NATIONAL STOCK EXCHANGE OF INDIA LIMITED** Listing Department Exchange Plaza, 5th Floor, Bandra-kurla Complex, Bandra (East), Mumbai – 400 051.
Company Code No. : 530699	**Company Code : RAJRILTD**

Dear Sir/Madam,

Sub: Business Responsibility & Sustainability Report (BRSR) for the financial year 2023-24 pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

With reference to aforesaid subject, please find enclosed herewith Business Responsibility & Sustainability Report (BRSR) for the financial year 2023-24 pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Kindly place the same in your records.

Thanking you,

FOR RAJ RAYON INDUSTRIES LIMITED

RAJKUMAR SATYANARAYAN AGARWAL
MANAGING DIRECTOR
DIN: 00395370

Encl.: A/a

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT

The Directors present the Business Responsibility and Sustainability Reporting for the financial year ended on 31st March, 2024.

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L17120DN1993PLC000368
2	Name of the Listed Entity	RAJ RAYON INDUSTRIES LIMITED
3	Year of incorporation	1993
4	Registered office address	SURVEY NO 177/1/3, VILLAGE SURANGI SILVASSA DN 396230 IN
5	Corporate address	A/13 Agarwal Golden Chambers,3rd Floor, Veera Desai Road, Off New Link Road, Andheri(W) Mumbai MH 400053 IN
6	E-mail	investors@rajrayon.com
7	Telephone	022-42509700
8	Website	www.rajrayon.com
9	Financial year for which reporting is being done	1st April, 2023 to 31st March, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	Rs.806,082,495/- divided into Rs.55,60,82,495/- Equity shares of Re.1/- each listed on BSE and NSE and Rs.25,00,00,000/- Compulsory Convertible Preference Shares (CCPS) CLASS B) of Rs.100/- each convertible into 25,00,00,000 equity shares of Re.1/- each to Promoter on a preferential basis.
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. SANDIIP SATYANARAYAN AGARWWAL Email: sandiip.agarwwal@svgindia.com Contact No.: 9820511388
13	Reporting boundary – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

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	Manufacturing Chips, Partially Oriented Yarn(POY) & Polyester Texturised Yarn(PTY)	100%

15. 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	Manufacturing of Chips	131	24%
2	Manufacturing of Partially Oriented Yarn(P.O.Y.)	131	52%
3	Manufacturing of Polyester Texturised Yarn(P.T.Y.)	131	24%

*NIC Code – 2008

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	1	1	0
International	0	0	0

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	13 States of India
International (No. of Countries)	N.A.

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

c. A brief on types of customers:

Raj Rayon We cater to customers across various geographies and socio-economic statuses, serving a wide range of segments including MSMEs, individuals, institutions and other diverse customer groups

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)
EMPLOYEES						
1.	Permanent (D)	181	172	95.03%	9	4.97%
2.	Other than Permanent (E)					
3.	Total employees (D + E)	181	172	95.03%	9	4.97%
WORKERS						
4.	Permanent (F)	136	136	100%	-	
5.	Other than Permanent (G)					
6.	Total workers (F + G)	136	136	100%	-	

b. Differently abled Employees and workers: **Not Applicable**

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

19. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	(A)	No.	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	1	0	0

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	20.50	-	20.50	10.00	-	10.00	-	-	-
Permanent Workers	55.25	-	55.25	54.55	-	54.55	-	-	-

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	SVG Fashions Private Limited	Holding Company	84.88	Yes

VI. CSR Details :
Not Applicable

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No) :**
No
(ii) Turnover (in Rs.) 7,45,09,74,038/- FY 2023-24
(iii) Net worth (in Rs.) 1,08,20,08,855 /- FY 2023-24

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Policies which are required by the law is available on the website of the Company i.e. https://www.rajrayon.com/page.php?id=69	0	0	NA	0	0	NA
Investors (other than shareholde		0	0	NA	0	0	NA
Shareholders		0	0	NA	4	0	NA
Employees and workers		0	0	NA	0	0	NA
Consumers		0	0	NA	0	0	NA
Value Chain		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Waste Management	Risk & Opportunity	Better waste segregation and collection Positive Management processes to improve the efficiency of the process, Raj Rayon has a robust collection process, intended to		Positive

			reduce use plastic, paper and other Consumption. The Company has maintained in-house Waste Management at Factory level.		
2.	Human Rights	Risk	Changing regulations around human rights pose as a challenge parameters on human rights such as fair working environment equal opportunities, remuneration, freedom of association without ethnic discrimination will impact the performance of the company on the social front from the employee's perspective	Raj Rayon putting its efforts to ensure that no human right violations are ensured in the entire line of our business. The Company has adopted various policies namely code of conduct, Policy on Sexual Harassment, Whistleblower Policy to protect the Human Rights Issues of the Employees. The Policies are available on the website of the Company.	Negative
3	Employee Engagement , safety and Well being	Opportunity	Employees are our biggest assets. Robust employee engagement, being drives enhanced productivity for the safety, and well Company. This material aspect is therefore an opportunity to integrate employees' views in the core functioning of the Company, while ensuring employee satisfaction and safety in each process.		Positive
4	Product Quality and safety	Opportunity	To distinguish ourselves as market Positive and safety leaders and to be the most preferred Consumer brand in Polyester Chips & Yarn products. Raj Rayon has established strong market connects and build legacy brands that ensure consumer satisfaction.		Positive

5	Supply Chain Management	Opportunity	Our supply chain has also ensured us to have competitive pricing and pass on its Benefit to our consumers without any business disruptions. Our management has identified all foreseeable risks in our supply chain with measures already underway to address risk if any.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	All polices which are required to be disclosed under various governing regulations have been placed on the website https://www.rajrayon.com/page.php?id=69 https://www.rajrayon.com/page.php?id=69								
Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
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.	Our Products are BIS Certified (POY Yarn)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company's policies outlines its commitments towards sustainability and responsible business								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of the Company is described in the Directors' Report and its Annexures forming part of this Annual Report.								

Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (*listed entity has flexibility regarding the placement of this disclosure)*	The Company is committed to integrating ESG principles into its businesses which is central to improving the quality of life of the communities it serves. Ray Rayon follows a holistic approach towards Environmental, Social and Governance matters and values the trust reposed by its stakeholders including customers, the communities in which it operates and society at large and has strived hard to protect and preserve their interests.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN.: 00395348 Name : MR. SANDIIP SATYANARAYAN AGARWWAL Designation : WTD & CFO Telephone: 022-42509700 Further our Board has overview on the Business Responsibility Policies. Respective Business Heads are responsible for implementing and driving the policies within their respective scope.
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 has constituted Risk Management Committee *(hereinafter refer as RMC)* during the financial year on 27th May, 2023. The Committee has formulated the risk management policy. The Board is yet to adopt the process of implementation of various measures/systems for sustainability and takes appropriate decisions. Further, the respective business heads are also be responsible for implementation and monitoring of ESG parameters within their scope.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	As a sustainable practice, our Board reviews the policies on need basis and sustainability initiatives on an annual basis. During review, the effectiveness of the policies is assessed and any necessary changes to policies and procedures are adopted. Department and Business Heads also review our policies and their effectiveness periodically and any update or change is timely presented to the Board for approval, if required.									Our Board/RMC reviews the policies on need basis and sustainability initiatives on an annual basis and as per statutory requirements.								

Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	We are compliant with the applicable statutory requirements and there have been no instances of non-compliances.

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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
Board of Directors	1	Recent Amendments in the SEBI Regulations, update programme on the plant operations	100
Key Managerial Personnel	1	Sexual Harassment of Women at Workplace (POSH) Act 2013, Values & Culture	100
Employees other than BoD and KMPs	1	POSH, Values, Health & Safety, Human Rights & Culture, Skill Enhancement	82
Workers	1	Topics / principles covered under the training and its impact: Health & Safety, Skill Enhancement, Quality & Manufacturing Circle Awareness	82

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):

3.

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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. It is a part of our Code of Conduct. We ensure all our systems are operated ethically.
Link: https://www.rajrayon.com/Pdf/Code-of-conduct-for-board-of-directors.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:

Particulars	FY 2023-24	FY 2022-23
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2023-24		FY 2022-23	
	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				

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.

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.

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	Not Available*	Not Available*	Our R&D department is not only focused on upgrading our technology but also focused on making our products more sustainable. To reduce the environment and social impact of our products the department works on projects considering optimal use of oil in operations, improvising safety features and operational efficiency.
Capex	Not Available*	Not Available*	

*We are in the process of capturing the specific Research and Development expenditure made to improvise our products in their environmental and social impacts.

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

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

Yes, the Company has formulated an operating procedure to approve vendors. Materials are procured from approved vendors. The quality assurance team of the Company conducts periodic audit of the vendors, especially those who supply key materials and there is very specific focus towards the conservation of energy, water & environment at their end.

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.

Being in textile product and industries at the end of its life cycle, our products don't generate any plastic/e-waste, hazardous or any other waste.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not applicable.

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: *

% of employees covered											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Employees and Other than Permanent Employees											
Male	NA							-	-	-	-
Female	NA							-	-	-	-
Total	NA							-	-	-	-

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

% of workers covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number	%	Number	%	Number	%	Number	%	Number	%
Permanent Workers and Other than Permanent Workers											
Male	NA										
Female	NA										
Total	NA										

* The Management of Company has started productions in this financial year after initiated the factory unit in previous financial year. Management will look out for suitable measures for the well-being of employees and it is in the process for doing the same.

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

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	90.06	97.06	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	NA	NA	N	NA	NA	N
Others- Please	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.

Yes, the Company is fully committed to promoting inclusivity and diversity within its workforce. Our office and manufacturing unit are accessible to differently abled employees and workers.

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 emphasize on treating every individual with dignity and respect inside our organization and also within our supply chain. We also ensure that Human Rights Policy is strictly adhered in our premises and also encourage our supply chain partners to comply with our policy.

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	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

None of the employees were on maternal leave in the last 3 financial years (including FY 23-24).

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes*, we are having a grievance redressal mechanism which is elaborated in our Code of conduct through which employees & workers can raise their concerns and which are addressed at the
Other than Permanent Employees	
Permanent Workers	

Other than Permanent Workers	earliest. Employees & Workers can promptly report to the management about any actual or possible violation of the Code of Conduct, or any event he or she becomes aware of that could affect the business or reputation of any unit of our Company to the appropriate person(s) as defined in the policy.

*Detailed redressal mechanism can be viewed in specific policies

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:
Not Applicable

	FY 2023-24			FY 2022-23		
Category	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s	% (D / C)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (A)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E /	No. (F)	% (F /
Employee										
Male	NA									
Female	NA									
Total	NA									
Workers*										
Male	NA									
Female	NA									
Total	NA									

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	172	172	100			

Female	9	9	100			
Total	181	181	100			
Workers*						
Male	136	136	100		-	-
Female	0	0	0		-	-
Total	136	136	100		-	-

* Only employees joining before the cut-off date are eligible for performance review.

The Management of Company has just initiated the factory unit and started productions. Management will do training and career development reviews of the workers and employee after the unit will start working in full swing in near span of time. The aforesaid details presented for performance reviews of employees and workers in FY 2023-24.

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 of such a system?

Yes, at Raj Rayon, we consider safety as a core value rather than a priority. To control safety events and raise awareness of the value of healthy lives, we employ proactive and preventive actions. We have implemented several safeguards, including safety audits, emergency preparedness action plans, fire safety measures, emergency training and other focused initiatives. We are committed to preventing injuries and occupational illness and we drive the same through our organization by promoting the requirements as per ISO 45001: 2018 and other similar guidelines.

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

To find and eliminate any risks in our offices and manufacturing facility, we have put in place a systematic risk management procedure. Engineers, production-in-charge personnel, and Environment Health & Safety (EHS) team members are key stakeholders who are involved in risk assessments and the risk management process.

Documentation, approval and dissemination to all pertinent parties participating in the activity are necessary for all identified risks and risk mitigation plans. Accordingly, we have incorporated safety observations, rectification plans & procedures in all our operations which includes Hazard Identification & Risk Assessment for all manufacturing as well as administrative activities, contractor safety management, external audits, etc.

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

Yes, we have a mechanism in place for employees to identify and report workplace dangers and make improvement suggestions. All personnel receive the necessary training to identify hazards and problems. At regular intervals, management representatives and workers on the shop floor conduct joint inspections, and appropriate corrective and preventive actions are performed to mitigate the identified risks. Employee participation and open discussion of safety-related topics are encouraged in order to foster an open and transparent safety culture throughout our organization.

As a practice, we impart training for work-related hazards in all our operations. Any hazards or hazardous conditions can immediately be reported to the operational head, safety head as well as supervisor.

The actions taken are discussed with workers in our quarterly safety committee meetings.

Further, awareness sessions and documented procedures are implemented to prevent the recurrence of the hazard.

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

No, as the management has started the production during the last FY 22-23, the health insurance coverage are yet to be provided to all the employees and workers but management are in process of procuring the suitable insurance coverage to insure the workers , Employees and their dependent family member to have access to external multispecialty reputed hospital which is in our proximity with all latest facilities, infrastructure for non-occupational medical and health care services, awareness programs are conducted by experts on different topics including: good health habits, blood disorders, varicose veins, cancer, etc.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.1	-
	Workers	0.1	-
Total recordable work-related injuries	Employees	2	-
	Workers	2	-
No. of fatalities	Employees	0	-
	Workers	0	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	-
	Workers	0	-

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

To control safety concerns and raise awareness of the value of healthy lives, we employ proactive and preventive actions. We have implemented several safeguards, including various audits, emergency preparedness action plans, fire safety measures, emergency training and other focused initiatives. Kaizens are made and implemented across the Company.

Safety hazards pertaining to all the activities carried out inside our manufacturing plants are timely identified, and the risk levels are attempted to bring to an acceptable level. Moreover, controls pertaining to safety hazards are periodically reviewed. We check and review our procedures to ensure a safe and healthy workplace are adhered to and any deviation is reported and acted upon timely to prevent repetition.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	-	-	NA
Health & Safety	0	0	0	-	-	NA

We conduct yearly safety meeting that include all relevant stakeholders. Suggestions are taken from employees and workers proactively. The committee investigates the suggestion and implements it wherever relevant from time to time thus preventing any mishaps.

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* By entity
Working Conditions	100* By entity

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.
Our actions are addressed based on recommendations received by assessments in order to mitigate the risk & concerns arising at working locations proactively with horizontal deployment.

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.
Through our Stakeholder Engagement and Materiality Assessment process, we have identified important internal and external groups of stakeholders. These stakeholders play an important role in activities related to Raj Rayon and can help our company shape a sustainable future.
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	No	Direct engagement	As and when required	To have an overview on the implementation and success of the projects
Shareholders/Investors	No	Email, SMS, Newspaper advertisement, website	Annually/ Half yearly/ Quarterly	Annual Financial statements and other related information, awareness programme on requirement for dematerialization of shares
Suppliers & Contractors	No	Regular supplier and contractor meets	As and when required	To resolve supplier and contractor concerns and encourage suppliers to adhere to Elecon's policies

Employees	No	Meetings, Email, SMS, Intranet, Posters, Slogans	Monthly/Quarterly meetings and continuous communications	Occupational Health & Safety and other Department updates
Regulatory Bodies	No	Direct engagement	As and when required	To comply with applicable regulations
Customers	No	Direct engagement, Customer satisfaction survey, Customer feedback	As and when required	To ensure product quality and safety, high customer satisfaction

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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	181	10	5.52	NA		
Other than Permanent						
Total Employee						
Workers						
Permanent	136	5	3.67	NA		
Other than Permanent						
Total Workers				NA		

*We are in the process of implementing training and awareness using an online platform which will increase the scale and scope of trainings and trainees in the Company.

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum		More than Minimum Wage\	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees (Permanent and Other than Permanent)										

Male	172	-	0%	172	100%	29	0	0%	29	100%
Female	9	-	0%	9	100%	6	0	0%	6	100%
Workers (Permanent and Other than Permanent)										
Male	136	-	0%	136	100%	226	0	0%	226	100%
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages, in the following format: FIG IN Rs. Lacs

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	NA	2	NA
Key Managerial Personnel	1	NA	NA	NA
Employees other than BoD and KMP	172	3.67	9	5.76
Workers	136	2.99	-	-

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 HR Department and respective Business Heads are responsible for addressing human rights-related issues.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
Yes. The HR Department is the focal point of contact for any human rights issue. After identifying and resolving the issue, a report is prepared, and in case of any severe human rights issues, the Board is presented with the report findings and further action to avoid repetition.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/ Involuntary	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related	-	-	NA	-	-	NA

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
We are dedicated towards preventing harassment in the workplace, particularly sexual harassment, and have zero tolerance for such behavior. We support reporting any concerns about harassment and take complaints about it or any unpleasant or uncomfortable behavior seriously. Committee have been established to investigate complaints of sexual harassment

and to suggest appropriate action where necessary.
We have a Prevention of Sexual Harassment (POSH) Policy and Human Rights Policy that defines the mechanism of resolving any discrimination and harassment case, which has set guidelines for members of the grievance redressal mechanism.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
Yes, we encourage our suppliers to adhere with our Supplier Code of Conduct and other policies.

9. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. Our HR team takes a survey by randomly selecting employees and contractors for evaluation. Regulatory inspectors also verify the processes being followed in our manufacturing plants.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

There were no significant risks / concerns arising from the human rights assessments.

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

We recognize that the climate change is not just an environment concern but business risk also and it is aware of its responsibility towards the environment. We have consistently invested in technology up gradation by means of our in-house research and development department to develop the products which are more efficient and continuous measures are being adapted for energy conservation.

We have taken various steps to protect and restore the environment through the installation of solar panels, rainwater harvesting systems, water recycling, and using treated wastewater for plantation activities, and installation of LED fitting aids in reducing carbon emissions.

Essential Indicators

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

(in Giga Joules)

Parameter	FY 2023-24	FY 2022-23
Total electricity consumption (A)	218740	49947
Total fuel consumption (B)	805	NA
Energy consumption through other sources (Renewable Energy) (C)	NA	NA
Total energy consumption (A+B+C)	219545	49947
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) – GJ/lakh INR	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No Such assessment or evaluation has been carried out during the year.

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.
Not Applicable, as we do not have any recognized sites/facilities as a Designated Consumer (DC) under Perform, Achieve
& Trade scheme.

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

Paramete	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	9125000	84000
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9125000	84000
Total volume of water consumption (in kilolitres)	9125000	84000
Water intensity per rupee of turnover (Water consumed / turnover) – KL/INR	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the
external agency.
No such assessment or evaluation has been carried
out during the year.

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

Yes. Our approach to water stewardship focuses on minimizing our water intake through effective water use. We recycle all our used water after treatment to maintain and develop our green belt. We have also installed rainwater harvesting systems throughout our sizable industrial facility which is collected in our rainwater pit to replenish our groundwater level.

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

Paramete	Units	FY 2023-24	FY 2022-23
NO2#	mg/Nm3	22	Not Available
SO2#	mg/Nm3	18	Not Available
Particulate matter (PM)*#	mg/Nm3	43	Not Available
Persistent organic pollutants (POP)	mg/Nm3	NA	Not Available
Volatile organic compounds (VOC)	mg/Nm3	NA	Not Available
Hazardous air pollutants (HAP)	mg/Nm3	NA	Not Available
Others – please specify	mg/Nm3	NA	Not Available

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

If yes, the name of the external agency.

Precitech Laboratories Pvt. Ltd.

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 emissions (Break-up of the GHG into	MtCO2e	NA	NA
Total Scope 2 emissions (Break-up of the GHG into	MtCO2e	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover	MtCO2e/ INR Lakh	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

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 such independent assessment has been carried out during the year ended March 2024.

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

Energy conservation tasks and activities are taken up each year at our units to reduce energy consumption. This includes replacing old high electricity-consuming light fixtures with low electricity-consuming led-light fixtures and automating their switching action to avoid human error. We regularly maintain and replace our equipment to achieve high energy efficiency. We are continuously increasing efforts to replace our fuel consuming equipment with the electricity-based equipment in order to reduce GHG emissions and to conserve energy uses

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

Parameter	FY 2023-24		FY 2022-23	
Total Waste generated (in metric tonnes)				
Plastic waste (A)	32		NA	
E Waste (B)	NA		NA	
Bio medical waste (C)	NA		NA	
Construction and Demolition Waste (D)	40		NA	
Battery Waste (E)	NA		NA	
Radio-active waste (F)	NA		-	
Hazardous waste. Please specify, if any. (G)	Waste	Weight (Mt)	Waste	Weight (Mt)
	Used Oil	5	Used Oil	NA
	Discarded containers, barrels,	573 Nos	Discarded containers, barrels,	NA
	Paint	NA	Paint	NA
Non-hazardous waste generated (Glass, Metal, Paper, etc. (H) (Break-up by composition i.e. by materials relevant to the sector)	Waste	Weight (Mt)	Waste	Weight (Mt)
	Wooden Waste	5	Wooden Waste	NA
	MS Scrap	65	MS Scrap	NA
	CI Scrap	NA	CI Scrap	NA

	Paper Scrap	35	Paper Scrap	NA
	Aluminum	NA	Aluminum	NA
	Foundry Slag	NA	Foundry Slag	NA
	Burnt Sand	NA	Burnt Sand	NA
Total (A to H) (MT)				

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

Paramete	FY 2023-24	FY 2022-23
Category of waste		
(i) Recycled*	NA	NA
(ii) Re-used*	NA	NA
(iii) Other recovery operations	NA	NA
Total	NA	NA

*Waste recovery is done internally as well as through authorized recyclers.

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

Paramete	FY 2023-24	FY 2022-23
Category of waste		
(i) Incineration	NA	NA
(ii) Landfilling	47.06	NA
(iii) Other recovery operations	NA	NA
Total		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.
No.

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

We are manufacturing Polyester Yarn through the Chemical reaction Process ,we are using Petrochemical products to manufacture the Yarn but we are in zero waste producing category all the water generated In the Process as byproduct is recycled back for usage .

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

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

Not Applicable, as our plants/ offices are not situated in ecological sensitive areas where environmental approval/clearance is required.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency	Results communicated in public domain (Yes/No)	Relevant Web link
Environmental impact assessments are not applicable to us, and we have not performed the same during the financial year ended March 2024.					

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

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, as we have not violated any ruled mentioned in the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act for the year ended March 2024.				

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.

We are not associated with any trade and Industry chambers/Associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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
1.	NA	

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

Name of Authority	Brief of the Case	Corrective Action Taken
Not applicable, as no such adverse order is received from any authority for which corrective action must be taken by our Company for the year ended March 2024.		

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, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	No. of Project Affected Families (PAFs)	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

We have grievance redressal mechanism in our Human Rights Policy.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	7.52	8.16
Sourced directly from within the district and neighboring districts	92.48	91.84

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

Essential Indicators

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

We have divided our operational geography amongst zone. Each zone head is responsible for customers in their respective zone. We have deployed service personnel in each of our zone.

Our customers can raise issues or complaints in the respective zone office or online in our central Customer Resolution Management System. These details are made available in our handbook to every customer. After lodging of a complaint, we deploy our competent personnel to resolve the complaint. After resolution, the service personnel shall inform the customer of the preventive action to be taken to avoid further complaints and safe operations of our equipment.

Complaints are reported to all concern HOD's/CEO/Vice President on quarterly basis and a Management Review Meeting (M.R.M.) is carried out every year.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

	FY 2023-24	FY 2022-23

S. No.	Received during the year	Pending resolution at end of	Remarks	Received during the year	Pending resolution at end of	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential	-	-	-	-	-	-
Restrictive Trade	-	-	-	-	-	-
Unfair Trade	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	NIL	
Forced recalls		

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, we secure our digital data and maintain privacy through various mechanisms. We have our own internal IT policy which is adhered to.

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 Consumers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Nil

For Raj Rayon Industries Limited

RAJKUMAR SATYANARAYAN AGARWAL
MANAGING DIRECTOR
00395370

SANDIIP SATYANARAYAN AGARWWAL
Whole Time Director and CFO
00395348

Place: Silvassa
Date: 28/05/2024