



17th July 2023

To,

BSE Limited,
Phiroze Jeejeebhoy Towers
Dalal Street, Mumbai 400001

National Stock Exchange of India Limited,
Exchange Plaza, Plot no.C/1,
G-Block, Bandra Kurla Complex,
Bandra (East), Mumbai 400051

Scrip Code: 523025

Scrip Code: SAFARI

Subject: Business Responsibility and Sustainability Report for FY2022-23

Dear Sir/Madam,

Regulation 34(1) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, enclosed herewith is the Business Responsibility and Sustainability Report for the financial year 2022-23.

Kindly take the same on record.

Thanking you.

For **SAFARI INDUSTRIES (INDIA) LIMITED**

RAMEEZ
ABDUL HAMID
SHAIKH
Digitally signed by
RAMEEZ ABDUL HAMID
SHAIKH
Date: 2023.07.17
17:40:16 +05'30'

Rameez Shaikh
Company Secretary

Encl: As above.

ANNEXURES TO THE DIRECTORS' REPORT (contd..)**Annexure I****BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT****SECTION A: GENERAL DISCLOSURE**

This section provides a general overview of the business operations, workforce, key material risks & opportunities.

SDGs:

I. Details of the Listed Entity						
1	Corporate Identity Number (CIN)	L25200MH1980PLC022812				
2	Name of the Listed Entity	Safari Industriess (India) Limited				
3	Year of incorporation	1980				
4	Registered office address	302-303, A wing, The Qube, CTS No. 1498, A/2, M.V. Road, Marol, Andheri (E), Mumbai, Maharashtra - 400 059.				
5	Corporate address	302-303, A wing, The Qube, CTS No. 1498, A/2, M.V. Road, Marol, Andheri (E), Mumbai, Maharashtra - 400 059.				
6	Email	investor@safari.in				
7	Telephone	022 40381888				
8	Website	www.safaribags.com				
9	Financial year for which reporting is being done	2022-2023				
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. National Stock Exchange of India Limited				
11	Paid-up Capital	₹ 4,74,22,580				
12	Contact Person					
	Name of the Person	Rameez Shaikh				
	Telephone	022 40381888				
	Email address	investor@safari.in				
13	Reporting Boundary Type of Reporting- Select from the Drop-Down List	Standalone				
II. Product/Services						
14	Details of business activities (accounting for 90% of the turnover):	Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity	
		1	Manufacturing	Textile, leather and other apparel products	38%	
		2	Trade	Retail Trading	62%	
15	Products/Services sold by the entity (accounting for 90% of the entity's Turnover):	S.No.	Product/Service	NIC Code	% Of Total Turnover contributed	
		1	Hard Luggage Case	22205	54%	
		2	Soft Luggage and Backpacks	15121	46%	
III. Operations						
16	Number of locations where plants and/or operations/offices of the entity are situated:	Location	Number of plants	No. of Offices & Warehouses	Total	
		National	1	30	31	
		International	-	1	1	
17	Market served by the entity a. No. of Locations	Locations			Numbers	
		National (No. of States)			All States & Union Territories	
		International (No. of Countries)			10	

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

b. What is the contribution of exports as a percentage of the total turnover of the entity?	0.47%
c. A brief on types of customers	• General Trade - standalone stores selling luggage, backpacks and other types of bags exclusively • Modern Trade - large format stores offering a wide variety of merchandise including luggage and bags • Ecommerce Resellers - companies selling luggage on Ecommerce marketplaces like Amazon, Flipkart, etc • Canteen Stores - A department with the armed forces running canteens for soldiers. They sell various merchandise including luggage and bags at special rates • B2B - various organisations doing one-off bulk purchases for employees or their own customers • D2C - consumers directly buying from the Company's websites

IV. Employees

18.	Details as at the end of Financial Year:					
S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a.	Employees and workers (including differently abled)					
	Employees					
1	Permanent Employees (A)	901	848	94%	53	6%
2	Other than Permanent Employees (B)	2,124	1,878	88%	246	12%
3	Total Employees (A+B)	3,025	2,726	90%	299	10%
	Workers					
4	Permanent (C)	62	62	100%	0	0%
5	Other than Permanent (D)	561	455	81%	106	19%
6	Total Workers (C+D)	623	517	83%	106	17%
b.	Differently abled employees and workers					
	Employees					
1	Permanent Employees (E)	0	0	0%	0	0%
2	Other than Permanent Employees (F)	0	0	0%	0	0%
3	Total Employees (E+F)	0	0	0%	0	0%
	Workers					
4	Permanent (G)	1	1	100%	0	0%
5	Other than Permanent (H)	2	2	100%	0	0%
6	Total Differently Abled Employees (G+H)	3	3	100%	0	0%

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

19.	Participation/Inclusion/Representation of women										
	S.No.	Category			Total (A)	No. and % of females					
						No. (B)			% (B/A)		
	1	Board of Directors			8	1			12.5%		
	2	Key Management Personnel*			2	0			0%		
*KMP includes Chief Financial Officer and Company Secretary. Managing director has been considered as a part of Board of Directors.											
20.	Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)										
	Category		FY 2022-23 (Current Financial Year)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees		18%	19%	19%	18%	33%	25%	31%	40%	36%
	Permanent Workers		23%	0%	23%	16%	0%	16%	13%	0%	13%

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

21.	(a) Names of holding / subsidiary / associate companies / joint ventures									
	S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)			Holding/ Subsidiary/ Associate/ Joint Venture		% of shares held		Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)	
	1	Safari Lifestyle Limited			Subsidiary		100%		No	
	2	Safari Manufacturing Limited			Subsidiary		100%		No	

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

22.	Whether CSR is applicable as per section 135 of Companies Act, 2013:								Yes
	Turnover (in ₹)								1,21,062.49 Lakh
	Net worth (in ₹)								41,963.22 Lakh

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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 grievance redress policy	FY 2022-23		FY 2021-22		Remarks	Remarks
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year		
	Communities	Yes	The Company's Stakeholder Engagement Policy outlines grievance of all the stakeholders. Additionally, the Company's Whistle Blower Policy also outlines mechanism to report grievances and wrongful conduct. Weblink: https://safaribags.com/pages/investor-relations#policies	-	-	-	-	-	-
	Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA	NA
	Shareholders	Yes	The Company's Stakeholder Engagement Policy outlines grievance of all the stakeholders. Additionally, the Company's Whistle Blower Policy also outlines mechanism to report grievances and wrongful conduct. Weblink: https://safaribags.com/pages/investor-relations#policies The Company's website also features a dedicated investor relations page. Weblink: https://safaribags.com/pages/investor-relations#aboutus	1	-	6	-	-	-
	Employees and workers	Yes	The Company's Stakeholder Engagement Policy outlines grievance of all the stakeholders. Additionally, the Company's Whistle Blower Policy and Prevention of Sexual Harassment Policy also outlines mechanism to report grievances and wrongful conduct. Weblink: https://safaribags.com/pages/investor-relations#policies	-	-	-	-	-	-

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

	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 2022-23		FY 2021-22	
				Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year
	Customers	Yes	The Company's Stakeholder Engagement Policy outlines grievance of all the stakeholders. Additionally, the Company's Whistle Blower Policy also outlines mechanism to report grievances and wrongful conduct. Weblink:https://safaribags.com/pages/investor-relations#policies	51,936	542	43,712	735
							These complaints refer to consumer complaints for warranty claim or product queries. The Company has attended all the pending complaints in FY22-23.
	Value Chain Partners	Yes	The Company's Stakeholder Engagement Policy outlines grievance of all the stakeholders. Additionally, the Company's Whistle Blower Policy also outlines mechanism to report grievances and wrongful conduct. Weblink:https://safaribags.com/pages/investor-relations#policies	-	-	-	-
	Other (please specify)	NA	NA	NA	NA	NA	NA

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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	Resource efficiency- Water, waste, energy	Opportunity	Implementing resource-efficient practices can help a business save costs by reducing waste, increasing productivity, and improving energy efficiency. Resource efficiency can also help businesses optimize their supply chains, resulting in reduced costs and improved performance.	N A	Positive
	2	Climate Strategy & Emission Management	Opportunity	Managing & reducing greenhouse gas emissions is essential for mitigating the effects human induced warming of the climate and associated long-term implications for the business. Comprehensive Climate Strategy can help in identification of risks, reduce operational cost, identifying new business opportunities, prepare for changing market, consumer expectations and regulatory landscape.	N A	Positive
	3	Employee engagement	Opportunity	Active employee engagement, focus on development, safety, and overall well-being can drive enhanced productivity, reduced turnover, boost customer satisfaction and positively impact the financial and non-financial performance of the Company.	N A	Positive
	4	Occupational Health & Safety	Risk	Poor occupational health and safety practices can lead to workplace accidents and injuries, which can result in lost productivity and downtime. Also, non-compliance with occupational health and safety regulations can result in fines, penalties, and legal action.	Our Company has internal safety management system, supported by policies and the Standard Operating Procedures displayed internally in multiple languages to increase the awareness on the health & safety among our workforce. The Company also conduct regular training, mock drills, awareness programs etc. related various health & safety topics.	Negative

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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)
5	Human Rights	Risk	Ensuring adherence to the Human Rights practices across the value chain can be a significant risk for the Company. Failure to do so can damage its reputation and brand image, leading to a loss of customer trust and loyalty. This can negatively impact sales and long-term profitability.	Employees and workers have been provided training on human rights issues and policy. The Company also respond to the SEDEX survey related to the Human Rights compliance at the request of its key customers.	Negative
6	Corporate Governance	Opportunity	The Company has formulated policies to form a strong corporate governance and keep its governance practices under continuous review. It also believe that Board independence is essential to bring objectivity and transparency in the management and in the dealing of the Company.	N A	Positive
7	Sustainable Supply Chain	Opportunity	A sustainable supply chain can help a Company mitigate risks associated with environmental, social, and governance (ESG) factors. By adopting sustainable practices and working with responsible suppliers, a Company can reduce the risk of supply chain disruptions, regulatory non-compliance, and reputational damage.	N A	Positive
8	Customer Relationship Management	Opportunity	A customer centric approach is at the core of Company's operations. Along with focus on customer experience, Company also strive to ensure transparency in its operations and communication. The Company focuses on the deeper the satisfaction of a customer, resulting in the lower the churn rate, and the higher the brand loyalty.	N A	Positive
9	Compliance & Risk Management	Risk	The Company's operations and supply chain is subjected to a dynamic regulatory environment and stakeholder expectations. Non-compliance can lead to disruptions in raw material supply, transportation delays, labour issues, loss of stakeholder confidence etc. Effective compliance and risk management can help mitigate these risks and ensure continuity of business.	Company has a Risk Management Committee ensure that appropriate methodology, processes and systems are in place to monitor and evaluate risks associated with the business of the Company. The Company follows the Enterprise Risk Management (ERM) framework to manage and mitigate such risks which is primarily based on the integrated framework for enterprise risk management and internal controls developed by the Company.	Negative

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Integrating the principles of the National Guidelines for Responsible Business Conduct into the structures, policies and processes ensure that stakeholder interests are integrated into the business fabric. Creating adequate governance enables businesses to contribute towards wider development goals.

SDGs:



NGRBC Principles

Principle 1: Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable.

Principle 2: Businesses should provide goods and service in a manner that is sustainable and safe.

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

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

Principle 5: Businesses should respect and promote human rights.

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

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

Principle 8: Businesses should promote inclusive growth and equitable development.

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

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	The mandatory Policies are available at Company's website. Weblink: https://safaribags.com/pages/investor-relations#aboutus All other Policies which are of internal nature are available on the Human Resource ('HR') Portal of the Company.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Supplier Ethical Data Exchange (SEDEX) Certification: As per the need based requirement, the Company conducts a SEDEX audit. The audit entailed four pillars: Labour Standards, Health and Safety, Environmental Assessment and Business Ethics.								

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company has embark on the ESG journey from FY 2022-23 and is in the process to formulate Company's ESG goals and targets.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								
Governance, Leadership and Oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements: I am proud to announce that we are embarking on a sustainability journey. We recognize the importance of environmental, social, and governance factors in today's business world, and we are committed to making sustainability a top priority. Our workforce and processes are adapting to the growing issue of climate change, and we are diligently creating effective mitigation and adaptation strategies. Company has constantly proven its devotion to being an ethical corporate entity. Our mission is to deliver our customers a exceptional travel and lifestyle services while also making a positive impact in the communities we operate.									
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Sudhir Jatia, Chairman and Managing Director								
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 Mr. Sudhir Jatia, Chairman and Managing Director								
10	Details of Review of NGRBCs by the Company:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee.									
	Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)										
	Performance against above policies and follow up action	Annually								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Annually								
		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).	No								
	If yes, provide name of the agency.	-								

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.

SDGs:

**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	8	1. ESG 2. Corporate Governance 3. Corporate Social Responsibility	100%
Key Management Personnel	4	1. Corporate Governance 2. Artificial Intelligence 3. ESG 4. Labour Laws 5. POSH Training	100%
Employees other than BODs and KMPs	42	1. E commerce Outbound Learning 2. Sales Champions Program 3. Safety Training 4. Safari RISE - Promoter Engagement Program 5. POSH Training	100%
Workers	5	1. POSH Training 2. Fire Fighting & Mock Drills 3. First-Aid	100%

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NA	NA	NA	NA
Settlement	Nil	NA	NA	NA	NA
Compounding fee	Nil	NA	NA	NA	NA

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	NA	NA	NA
Punishment	Nil	NA	NA	NA

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: 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, Company has Anti-Bribery Policy.
 - This Policy reflects Company's business practices and principles of conduct, which underpin our commitment to a zero-tolerance approach towards acts of bribery and corruption.
 - Weblink: It is uploaded on internal HR Portal (Workline HR).
5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Topic	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of 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, as there were no cases on corruption and conflicts of interest.

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

LEADERSHIP INDICATORS

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:
 - Nil
- Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.
 - Yes, the Company has a dedicated 'Code of Conduct for Board Members and Employees including Senior Management', explaining the circumstances to avoid that may likely lead to conflict of interest.

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

SDGs:



ESSENTIAL INDICATORS

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

Type	FY 2022-23	FY 2021-22	Details of improvement in social and environmental aspects
Research & Development (R&D)	-	-	Not applicable
Capital Expenditure (CAPEX)	-	-	Not applicable

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
 - Yes, the Company has Sustainable Sourcing Policy and procedures in place.
 - If yes, what percentage of inputs were sourced sustainably?
 - Company has formulated out Sustainable Sourcing Policy in FY22-23 and will disclose its performance from subsequent financial year.
- 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.
 - Company's products in themselves are durable products meant for long-term usage, hence, they do not require disposal mechanism.
- 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.
 - Yes, the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

PRINCIPLE 3: Businesses should respect and promote the wellbeing of all employees, including those in their value chains

SDGs:



ESSENTIAL INDICATORS

1. a. Details of measures for the wellbeing of employees:

Category		% of employees covered by									
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	848	848	100%	848	100%	-	-	848	100%	848	100%
Female	53	53	100%	53	100%	53	100%	-	-	53	100%
Total	901	901	100%	901	100%	53	6%	848	94%	901	100%
Other than Permanent Employees											
Male	1,878	1,878	100%	1,878	100%	-	-	-	-	-	-
Female	246	246	100%	246	100%	246	100%	-	-	-	-
Total	2,124	2,124	100%	2,124	100%	246	12%	-	-	-	-

Note:

100% of our permanent employees are covered under Term Life Insurance.

92% of our non-permanent employees are registered under ESIC scheme.

Health and Accident Insurance includes employees covered under ESIC.

b. Details of measures for the wellbeing of workers:

Category		% of workers covered by									
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	62	62	100%	62	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	62	62	100%	62	100%	-	-	-	-	-	-
Other than Permanent Workers											
Male	455	455	100%	455	100%	-	-	-	-	-	-
Female	106	106	100%	106	100%	106	100%	-	-	-	-
Total	561	561	100%	561	100%	106	19%	-	-	-	-

Note:

100% of our permanent workers are covered under Term Life Insurance.

100% of our contractual workers are registered under ESIC scheme.

Health and Accident Insurance includes employees covered under ESIC.

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

Sr. No.	Benefits	FY 2022-23			FY 2021-22		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	96%	100%	Yes	94%	100%	Yes
2	Gratuity	96%	100%	Yes	94%	100%	Yes
3	ESI	75%	90%	Yes	72%	86%	Yes
4	Others - Please Specify	NA	NA	NA	NA	NA	NA

Note: Trainees are excluded from PF and Gratuity benefits of employees.

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's premises / offices are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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, as per the equal opportunity clause in our Recruitment Policy, Company ensures equal employment opportunity and decent work conditions for all including persons with disabilities in compliance with the Rights of Persons with Disabilities Act, 2016.
- Weblink: Policy is available on Company's internal network.

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	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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.

Category	Yes / No	Details of the mechanism in brief
Permanent Workers	Yes	The Company's Whistle Blowers Policy, Stakeholder Engagement Policy and Prevention of Sexual Harassment Policy outlines mechanism to report grievances and wrongful conduct.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	At manufacturing site, Employees and Workers issues are addressed through a Grievance Redressal Mechanism or otherwise through direct communication with departmental heads.
Other than Permanent Employees	Yes	

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

Category	FY 2022-23			FY 2021-22		
	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)
Permanent Employees						
Male	848	-	0%	873	-	0%
Female	53	-	0%	54	-	0%
Total	901	-	0%	927	-	0%
Permanent Workers						
Male	62	62	100%	77	77	100%
Female	-	-	0%	-	-	0%
Total	62	62	100%	77	77	100%

8. Details of training given to employees and workers:

On Skill Upgradation

Category	FY 2022-23			FY 2021-22		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who received Skill Training (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who received Skill Training (D)	% (D/C)
Employees						
Male	2,726	2,726	100%	2,253	2,253	100%
Female	299	299	100%	204	204	100%
Total	3,025	3,025	100%	2,457	2,457	100%
Workers						
Male	517	517	100%	498	498	100%
Female	106	106	100%	52	52	100%
Total	623	623	100%	550	550	100%

On Health and Safety Measures

Category	FY 2022-23			FY 2021-22		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who received training on Health and Safety (D)	% (D/C)
Employees						
Male	2,726	126	5%	2,253	90	4%
Female	299	28	9%	204	1	0%
Total	3,025	154	5%	2,457	91	4%
Workers						
Male	517	517	100%	498	498	100%
Female	106	106	100%	52	52	100%
Total	623	623	100%	550	550	100%

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

Category	FY 2022-23			FY 2021-22		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who had a career review (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	2,726	1,446	53%	2,253	366	16%
Female	299	118	39%	204	17	8%
Total	3,025	1,564	52%	2,457	383	16%
Workers						
Male	517	517	100%	498	498	100%
Female	106	106	100%	52	52	100%
Total	623	623	100%	550	550	100%

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, the Company has an internal safety management system which is driven with Standard operating procedures. The Company also has a Occupational Health and Safety Policy which applies to all business operations of the Company.
If yes, what is the coverage of such system?	The OHS policy and associated SOPs applies to all business operations of the Company, including employees, contractors, suppliers and business partners.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Hazard Identification and Risk Assessment (HIRA) for each and every activity.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes, Nearmiss reporting & Verbal reporting during daily training.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
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	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

- Safety audit and workplace/shopfloor inspection.
- Nearmiss reporting.
- Various training modules.
- Safety committee meeting.

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

Topic	FY 2022-23			FY 2021-22		
	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	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

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

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

- No risks were identified by the internal auditors.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).
 - a. Employees (Yes/No): Yes
 - b. Workers (Yes/No): Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
 - The Company is compliant with deduction of statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time. Value chain partners (vendors) are equally responsible to comply as per the contract signed with the Company.
3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	NA	NA	NA	NA
Workers	NA	NA	NA	NA

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No).
 - The Company does not have a formal program on transition assistance. However, support is provided on a case-to-case merit basis.
5. Details on assessment of value chain partners:
 - In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However, no formal examination of value chain partners has been conducted but the Company intends to do it in subsequent year.
6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
 - Not Applicable, as no formal examination of value chain partners has been conducted but the Company intends to do it in subsequent year.

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

SDGs:



ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:
 - Any individual or group of individuals or institution that adds value to the business chain of the Company is identified as a core stakeholder. Company has recognised both, internal stakeholder which includes employees and workers, and external stakeholder which includes external channels such as Customers, suppliers, regulators, investors/shareholders, and community.
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
Customers	No	Website, social media, Advertisement, SMS, Newspaper, Pamphlets, Customer's feed back	Regular basis	- Product Warranty - Product features - Complaints - Feedbacks on product and services
Employees	No	Email, Internal HR portal (Workline), meeting	Regular basis	- Job satisfaction - Career Growth - Training and Development - Performance review - Motivation and job satisfaction - Reward and Recognition
Supplier	No	Email, Website, meetings	Regular basis	- Quality, cost and delivery improvement - Minimal fluctuations in delivery schedules - On-time payment - Growth in Business avenues

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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
Shareholders and Investors	No	Email, Investor section on Website, Annual Reports, meetings, AGM, News paper	Regular basis at least quarterly	• Developments in the Company • Growth in revenues and profits • Quaterly and annual results
Government and Regulators	No	Letter, E-mails and E-filing / online filing	Need based	• Adherence to applicable laws and regulations
Local Communities	No	Monitoring of CSR contribution with NGOs and implementing agencies	Regular basis	• Education • Health • Social responsibility
Media, journalists and special interest groups	No	Interview	When approached	➤ Business outlook

PRINCIPLE 5: Businesses should respect and promote human rights.**SDGs:****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 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	901	901	100%	927	927	100%
Other than permanent	2,124	2,124	100%	1,530	1,530	100%
Total Employees	3,025	3,025	100%	2,457	2,457	100%
Workers						
Permanent	62	62	100%	77	77	100%
Other than permanent	561	561	100%	473	473	100%
Total Workers	623	623	100%	550	550	100%

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

Category	FY 2022-23					FY 2021-22				
	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	848	28	3%	820	97%	873	46	5%	827	95%
Female	53	3	6%	50	94%	54	7	13%	47	87%
Other than Permanent										
Male	1,878	229	12%	1649	88%	1,380	253	18%	1,127	82%
Female	246	44	18%	202	82%	150	21	14%	129	86%
Workers										
Permanent										
Male	62	0	0%	62	100%	77	0	0%	77	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	455	455	100%	0	0%	421	0	0%	421	100%
Female	106	106	100%	0	0%	52	0	0%	52	100%

3. Details of remuneration/ salary/ wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	8,85,000	1	10,60,000
Key Managerial Personnel*	2	76,43,491	0	NA
Employees other than BoD and KMP	845	4,06,958	53	5,27,666
Workers	62	3,30,821	0	NA

*KMP includes Chief Financial Officer and Company Secretary. Managing director has been considered as a part of Board of Directors.

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
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
➤ The Company has a dedicated policy on Human Rights, which provides access to remedy by resolving grievances in a timely and culturally appropriate manner.

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

	FY 2022-23			FY 2021-22		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

- The Company has a dedicated Human Right Policy and Prevention of Sexual Harrasement Policy, for minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

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

- Yes

9. Assessments for the year:

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

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

- Not Applicable

LEADERSHIP INDICATORS

- Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.
 - Not applicable
- Details of the scope and coverage of any Human rights due-diligence conducted.
 - No
- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?
 - Yes, the Company's premises / offices are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

4. Details on assessment of value chain partners:

- In all of our dealings, the Company expects its value chain partners to uphold the same values, beliefs, and business ethics as the Company. However, no formal examination of value chain partners has been conducted but the Company intends to do it in subsequent year.

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

Not applicable as no formal examination of value chain partners has been conducted but the Company intends to do it in subsequent year.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**SDGs:****ESSENTIAL INDICATORS**

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (GJ)	35,006	24,288
Total fuel consumption (B) (GJ)	526	392
Energy consumption through other sources (C) (GJ)	0	0
Total energy consumption (A+B+C) (GJ)	35,532	24,680
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/₹ million)	2.935	3.501

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 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	7,574	7,527
(iv) Seawater / desalinated water	0	0
(v) Others (Produced water* + Tanker water)	0	0
Total volume of water withdrawal (in kL) (i + ii + iii + iv + v)	7,574	7,527
Total volume of water consumption (in kilolitres)	7,574	7,527
Water intensity per rupee of turnover (Water consumed / turnover) (kL/INR)	0.625	1.067

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

- Yes. At the manufacturing plant the waste water is treated in the Sewage Treatment Plant (STP) and the treated water is further used for gardening activities within the premises.

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Tonnes	Nil	Nil
SOx		Nil	Nil
Particulate matter (PM)		Nil	Nil
Persistent organic pollutants (POP)		Nil	Nil
Volatile organic compounds (VOC)		Nil	Nil
Hazardous air pollutants (HAP)		Nil	Nil

Note: The Company's operations doesn't have any stack emissions.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions	tCO2e	30	22
Total Scope 2 emissions	tCO2e	6,953	4,723
Total Scope 1+2 emissions	tCO2e	6,982	4,745
Total Scope 1 and Scope 2 emissions per turnover	tCO2e/INR million	0.576	0.673

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

- Company has undertaken the following initiatives/improvements in operational mechanisms to reduce GHG emission by improving energy efficiency and reducing energy consumption:
 - Two Barrels (Main and Sub) Hot fumes suction / removal process was done with two numbers of pumps installed in machine, which is now being done by one pump with necessary changes made in system installation. This stoppage of one pump has given significant saving in power consumption of Extruder.
 - Replacing existing conventional air compressor and installed a variable frequency drive air compressor to reduce energy consumption
 - Installed a two stage forming machines, by using two stage forming machines, which has resulted in saving of electricity per luggage and increase in extruder capacity.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	10.51	9.44
E-waste (B)	0	0.042
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0.2
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	230.16	168.59
Total (A+B + C + D + E + F + G+ H)	240.67	178.27

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

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

Parameter	FY 2022-23	FY 2021-22
Category of waste		
(i) Recycled	0	0.242
(ii) Re-used	0	0
(iii) Other recovery operations	240.67	178.03
Total	240.67	178.27

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

Parameter	FY 2022-23	FY 2021-22
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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 do have internal SOP for waste management system. All of the plastic waste is reused or recycles at the plant level and the remaining waste is collected by third party waste collectors who recycle that waste.
 - There are no toxic chemicals used in the plant premises.
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:
 - Not Applicable. No operations/offices in/around ecologically sensitive areas.
11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:
 - Not Applicable
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:
 - Yes

ANNEXURES TO THE DIRECTORS' REPORT (contd..)**LEADERSHIP INDICATORS**

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water - No treatment - With treatment - please specify level of Treatment	0	0
(ii) To Groundwater - No treatment - With treatment - please specify level of Treatment	0	0
(iii) To Seawater - No treatment - With treatment - please specify level of Treatment	0	0
(iv) Sent to third-parties - No treatment - With treatment - please specify level of Treatment	0	0
(v) Others - No treatment - With treatment - please specify level of Treatment	0	0
Total water discharged (in kilolitres)	0	0

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.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Integration of LED lights	Conventional lights replaced with LEDs in entire Factory.	LED lights consume much less energy than conventional lights and has longer longer lifespan, leading to lower energy consumption and associated emissions.
2	Process optimizations / process improvement	Auto-level controller of water for RO drinking water plant. Usage of STP and RO waste water for gardening purpose in place of pumping system.	These Process optimizations / Process improvement has given significant energy units saving.
3	Technology Installation	Existing Air Compressor is conventional type, installed variable frequency drive to reduce energy consumption. Installation of temperature controller in cooling tower (100TR) unit to stop idle running of Fan.	Installation of these technologies have reduced energy consumption and its associated emissions.
4	Technology Improvement	We have replaced our three stage forming machines with two stage forming machines.	By using two stage forming machines we have reduced the sheet size and offcut generation, which has resulted in saving of electricity per luggage, reducing waste generation and increase in extruder capacity.
5	STP Plant	At the manufacturing plant the wastewater is treated in the Sewage Treatment Plant (STP) and the treated water is further used for gardening activities within the premises.	This has resulted in reduced use of freshwater.

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
- Our Disaster Recovery arrangement guarantee that we will continue to run our business effectively, secure our assets, and comply with requirements of all other stakeholders. In the event of any unanticipated disruptive events, the Disaster recovery arrangements define the specific processes required to recover and restore critical IT systems. Appropriate measures are consistently updated and recorded in the Disaster recovery arrangements in accordance with risk factors, industry standards (RPO and RTO) governmental directives, and occasionally released alerts.

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

SDGs:



ESSENTIAL INDICATORS

- a) Number of affiliations with trade and industry chambers/ associations.
 - 3
- 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	IMC Chamber of Commerce and Industry	National
2	Association for Development of Luggage and Accessories	National
3	Federation of Gujarat Industries	State

- 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.
 - No adverse orders from regulatory authorities were issued related to anti-competitive conduct.

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

SDGs:



ESSENTIAL INDICATORS

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
 - No Social Impact Assessments (SIA) required by any Law.
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:
 - Not applicable

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

3. Describe the mechanisms to receive and redress grievances of the community
- The Company's Stakeholder Engagement Policy outlines grievance of all the stakeholders. Additionally, The Company's Whistle Blower Policy also outlines mechanism to report grievances and wrongful conduct. Weblink: <https://safaribags.com/pages/investor-relations#policies>
4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ Small producers	41%	42%
Sourced directly from within the district and neighboring districts	59%	58%

LEADERSHIP INDICATORS

6. Details of beneficiaries of CSR Projects.

Sr. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Promoting health care including preventive health care and sanitation	8,246	100%
2	Eradicating hunger, poverty and malnutrition	815	100%
3	Promoting education, including special education and employment enhancing vocation skills	141	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner**SDGs:****ESSENTIAL INDICATORS**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
- All Company's products carry contact information (email ID, phone number and website address) where consumers can reach us in case of any complaint or feedback.
 - Contact information:
 - Website URL - <https://safaribags.com/pages/contact>
 - Phone Number - 9819547085
 - email ID - customercare@safari.in
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information.

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

ANNEXURES TO THE DIRECTORS' REPORT (contd..)

3. Number of consumer complaints

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	51,936	542	These complaints refer to consumer complaints for warranty claim or product queries. The Company is in process to resolve the unattended cases in subsequent financial year. Major pending complaints are on account of insufficient documents.	43,718	735	These complaints refer to consumer complaints for warranty claim or product queries. The Company has attended all the pending complaints in FY22-23

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

	Number	Reason 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
- Weblink: IT policy is available on the Company's internal network

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

- No such actions required

ANNEXURES TO THE DIRECTORS' REPORT (contd..)**LEADERSHIP INDICATORS**

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).
 - Website, ecommerce websites
 - Weblink:
 - www.safaribags.com
 - www.genietravel.com
 - www.urbanjungle.shop
 - Other E-commerce websites
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
 - Not Applicable
3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.
 - Not Applicable
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)
 - Yes, the product information displayed our products are over and above what is mandated as per local law.
5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact: Nil
 - b. Percentage of data breaches involving personally identifiable information of customers: 0%

**ON BEHALF OF THE BOARD OF DIRECTORS
For SAFARI INDUSTRIES (INDIA) LIMITED**

Place: Mumbai
Date: 16th May 2023

SUDHIR JATIA
Chairman & Managing Director
DIN: 00031969