

SSML/SE/2023-2024

11th July, 2023

To,

BSE Limited, Phiroze Jijibhoy Tower, Dalal Street, Mumbai – 400 001 Scrip Code: 503811	National Stock Exchange of India Ltd. Exchange Plaza, 5th Floor, Plot No. C/1, G Block, BKC, Bandra (East), Mumbai – 400 051 Company Symbol: SIYSIL
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Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report of Siyaram Silk Mills Limited for the financial year 2022-23.

Please take the same on record.

Thanking you.

Yours faithfully,
For Siyaram Silk Mills Limited

WILLIAM
VINCENT
FERNANDES
William Fernandes
Company Secretary

Digitally signed by WILLIAM VINCENT FERNANDES
DN: cn=WILLIAM VINCENT FERNANDES, o=SIYARAM SILK MILLS LIMITED, ou=SIYARAM SILK MILLS LIMITED, email=william.vincent.fernandes@siyaramsilk.com, serial=10000000000000000000, c=IN
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Encl: a/a.

cc:

Central Depository Services (India) Ltd. 25 th Floor, A Wing, Marathon Futurex, Mafatlal Mills Compound, NM Joshi Marg, Lower Parel (E), Mumbai -13.	National Securities Depository Ltd. Trade World, 4 th Floor Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai-13	TSR Consultants Private Ltd. C-101, 1 st Floor, 247 Park, Lal Bahadur Shastri Marg, Vikhorli (West), Mumbai - 400083.
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Business Responsibility & Sustainability Reporting

ANNEXURE - V

SECTION A: GENERAL DISCLOSURES

1. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17116MH1978PLC020451
2.	Name of the Listed Entity	SIYARAM SILK MILLS LIMITED
3.	Year of incorporation	1978
4.	Registered office address	H-3/2, MIDC, A-Road, Tarapur, Boisar, Palghar, Maharashtra-401506, India
5.	Corporate address	B-5, Trade World, Kamala City, Senapati Bapat Marg, Lower Parel, Mumbai, Maharashtra-400013, India
6.	E-mail	sharedept@siyaram.com
7.	Telephone	022-30400500
8.	Website	www.siyaram.com
9.	Financial year for which reporting is being done	2022-2023
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	93740000
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Surendra S. Shetty Contact No.: 022-30400500 Email ID: surendra.shetty@siyaram.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone

2. Products/services

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

S. No.	Description of the main activity	Description of business activity	% of the turnover of the entity
1	Manufacturing	Weaving, Processing, Dyeing and Garmenting	100

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	Fabrics	13121	80
2	Readymade Garments	14101	15
3	Dyed Yarn	13134	5

3. 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	12	2	14
International	0	1	1

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

Locations	Number
National (No. of States)	36 (28 states and 8 Union Territories)
International (No. of Countries)	30

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

Exports contribute to 12.8% to the total turnover

c. A brief on types of customers

In the domestic market the Company has a strong and well-established pan-India wide network and distribution channels to cater to its customers. The Company also operates a chain of franchise operated retail shops, which sell menswear, fashion fabrics and apparel, and accessories.

Further in the export market, the Company sells to converters, major retail chains in United Kingdom, Middle East and the United States of America.

4. Employees**18. Details as at the end of the Financial Year:****a. Employees and workers (including differently-abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	1261	1175	93%	86	7%
2.	Other than Permanent (E)	8	7	88%	1	12%
3.	Total employees (D + E)	1269	1182	93%	87	7%
WORKERS						
4.	Permanent (F)	2038	1648	81%	390	19%
5.	Other than Permanent (G)	2677	2188	82%	489	18%
6.	Total workers (F + G)	4715	3836	81%	879	19%

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10
Key Management Personnel	2	0	0

20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	2.9%	3.8%	3.0%	19.5%	33.8%	20.4%	21.0%	37.7%	22.2%
Permanent Workers	29.4%	37.1%	31.0%	44.5%	87.9%	53.6%	63.6%	92.2%	71.1%

5. 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)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Cadini S.R.L., Italy	Subsidiary	100	No

6. CSR Details

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

(ii) Turnover (in ₹): 2,229.31 Cr

(iii) Net worth (in ₹): 1,140.91 Cr

7. 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 (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 the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	The Company has a grievance redressal policy which has outlined the process and procedure for capturing and addressing grievances of all the various stakeholders. The policy can be found on our website, on the below weblink: https://www.siyaram.com/investor-relations/policy.php	0	0	No complaints were received	0	0	The Company has a mechanism to interact with the members of the Community and / or Community leaders in and around the area of its plants/area of operations to understand and address their concerns, if any.
Investors (other than shareholders)		0	0	No complaints were received	0	0	Same as the process for shareholders.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (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 the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Shareholders		5	0	There were no investors complaints pending for resolution at the end of the year	2	0	The Company's RTA redresses shareholders' grievances and provides share transfer related services to shareholders and investors. The Company has formed a Board level Committee i.e. Stakeholders Grievance Committee which monitors/oversees redressal of investors complaints, reviews the redressal process and the adherence to service standard adopted by the Company in respect of the share registration activities by its RTA. There is a dedicated email id for receiving investor complaints: sharedept@siyaram.com . Details of investors complaints received are filed on a quarterly basis with the Stock Exchanges where the shares of the Company are listed.
Employees and workers		3	0	There were no complaints pending for resolution at the end of the year	0	0	The Company has framed Whistle Blower Policy and Code of Conduct, and ensures all employees abide by these.
Customers		312	0	There were no complaints pending for resolution at the end of the year	360	0	The Company has a dedicated email ID i.e. support@siyaram.com for Customers to raise their grievance or complaints, if any.
Value Chain Partners		0	0	No complaints were received	0	0	The Company has a dedicated email ID i.e. support@siyaram.com for vendors to raise their grievance or complaints, if any.

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.

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
1	Product design & lifecycle management	Opportunity	Given the fact that textile is a resource intensive industry, manufacturing of sustainable products becomes very important from an environment and societal point of view. Textile lifecycle assessment and design sustainability are important to ascertain and reduce the negative environmental impacts throughout the textile life cycle. A transition to circular economy is the need of the hour, to reduce use of resources and waste and better capture the value of underutilized and landfilled or incinerated clothes.	The Company manufactures products which by their nature are environment friendly. We have an in-house R & D Department which carries out activities such as product and quality improvement, development of new designs, new products, cost control and energy conservation. All these initiatives help us to attain sustainability in the products we manufacture.	Positive:- Increase in revenues due to increasing demand for more sustainable products - R&D and innovation leading to launch of new blends and designs
2	Customer centricity	Opportunity	Customers being the key pillars of any company, it is important to keep customer-centricity at the core of the business and ensure that it is followed both in thinking and practice.	At Siyaram, all our initiatives, strategies, and plans are framed with the ideology of having a satisfied and happy customer. We work rigorously to translate customer feedback into our portfolio. This involves producing high-demand products and launching modern designs that suits the taste and preferences of our customer's wardrobes. We continue to be squarely focused on providing the best clothing experience to the customer.	Positive: - Satisfied customers can lead to repeat purchase, thereby increasing revenues - New product development as per customer demands - Increase in brand reputation
3	Sustainable sourcing	Risk/ Opportunity	Integration of social, ethical and environmental performance factors into the process of selecting suppliers is critical for a textile manufacturing company.	The Company endeavours to focus on protection of environment, stakeholders interest and cost effectiveness while procuring any raw material or goods. We are consistently trying to incorporate sustainability in our raw material procurement. For example, Siyaram is one of the leading players in Polyviscose within India.	Positive: - Cost efficiencies due to usage of lesser raw materials, recycled input materials, and flexible production

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
				While most competitors use cotton as a primary raw material, Siyaram uses Polyviscose as a substitute raw material, which is less expensive and more durable than cotton. Alternative materials also help mitigate risks arising from rising commodity prices and shortage of conventional raw materials like cotton. We also encourage local procurement of goods and services around our plants proximity and region. Several community development and training initiatives are regularly conducted by the Individual plant's HR team in order to educate the local vendors, improve their capability, enhance their skills, raise their scope for employment and their standard of living.	- Increase in revenues due to increasing demand from customers for more sustainable products Negative: - Short-term business disruptions on account of shift from conventional to sustainable raw materials
4	Energy management	Risk/ Opportunity	The textile industry is one of the major energy consuming industries. The need of energy management has assumed paramount importance due to the rapid growth of process industries causing substantial energy consumptions in textile operations. Therefore, process optimizations and replacing conventional technology with the latest methods will lead to considerable savings in terms of time, money and energy efficiency.	The Company is committed to environmental sustainability and working towards reduction and optimal utilization of energy by incorporating new techniques and innovative ideas. Various green energy and greening initiatives like installing Solar Energy project at Tarapur, Silvassa and Daman and tree plantations have been undertaken across locations along with other initiatives like waste heat recovery, VFDs on various machines, replacement of tube light with LED and high efficiency motor.	Positive: Energy efficiency and cost savings in the longer run, leading to more profitability Negative: Cost of transition to newer technologies in the short term

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
5	Water and wastewater management	Risk	The textile industry has a huge dependency on water, right from cotton cultivation to dyeing and finishing processes. The produced wastewater has to be cleaned from, fat, oil, colour and other chemicals, which are used during the several production steps. Therefore, planning, developing, distributing and managing the optimum use of water is especially important for a textile manufacturing company.	The Company on a continuous basis takes several measures to conserve water. We have installed RO systems for reuse of effluent water. All the chemical and dyes dispensing systems are automated. We have also installed CETPs in some plant locations for proper discharge of effluents.	Negative: - Business disruption due to non-availability of requisite quality of water - Cost implications due to rising water prices - Reputational implications due to improper treatment and discharge of waste water - Fines and penalties on account of non-adherence to water pollution regulations
6	Climate change strategy	Risk	Climate change is increasingly being recognized as an universal issue, with broad implications on any company's business and its ability to create value for its stakeholders. Due to its complex supply chain and energy-intensive production, the textile industry generates nearly 10% of world GHG emissions. Therefore, a large-scale systemic change is needed for the industry to limit global warming to 1.5 °C above pre-Industrial Revolution levels. Hence, we consider climate risk as one of the important material issue.	We are taking concerted efforts in anticipating the adverse effects of climate change to our business & operations and taking appropriate actions to mitigate the different implications of climate change and other ESG-related factors across all our business operations.	Negative: - Costs of transition to a lower-carbon economy - Business disruption due to extreme weather events, such as cyclones, hurricanes, heat or cold waves, or floods and resultant revenue impact

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity
7	Supply chain management	Risk/ Opportunity	The Textile Industry is characterized by a complex production network which spans many businesses and crosses national and international boundaries. Therefore, management of ESG risks within a company's supply chain and addressing issues associated with environmental and social externalities created by suppliers through their operational activities is important for supply chain sustainability.	We evaluate our suppliers and vendors on environmental responsibility, human rights, labour practices, and ethics and corruption, along with the required quality standards to ensure the highest standards in material procurement. This proactive approach strengthens supply chain resilience, promotes responsible supplier relationship and mitigates any adverse impacts on the environment and society.	Positive: ESG-compliant suppliers to drive resource efficiencies across the value chain Negative: - Short-term business disruptions on account of non-compliant suppliers - Cost implications
Z	Employee Health & Safety	Risk	As the textile industry is a labour-oriented industry, unsafe practices can affect the well-being of workers and their families. Therefore it is important to lay down and scrupulously comply with the safety procedures and protocols to prevent any potential hazards.	We have implemented an occupational health and safety management system and framed a Safety, Health & Environment (SHE) policy which lays down clear safety protocols and instructions to be followed across all plants, by all employees. We also provide regular safety trainings for employees and conduct safety assessments of plants.	Negative: An unsafe and unhealthy work environment impact the physical and mental health of employees/ workers, consequently impacting productivity, which in turn affects the company's ability to fulfil demand, cater to customer requirements and grow revenues.
9	Digitalization	Opportunity	Digitalisation helps to automate and streamline business process by reducing errors and therefore improves efficiency and accuracy. The Company can understand and meet the needs of customers in a better way by leveraging customer data and insights, personalise their offerings and improve customer experience.	As part of our digitalisation initiative we have implemented a customer collection system, which enable customer view their outstanding invoices in real time and allow instant payment through the system itself. This facilitates auto posting in Siyaram SAP system thereby enabling us to eliminate the manual reconciliation process.	Positive Cost efficiency due to automation and elimination of manual efforts.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates 9 principles referred as P1 - P9 as given below:

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 services 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

MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.siyaram.com/investor-relations/policy.php								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards adopted by your entity and mapped to each principle.	NGRBC	ISO 9001:2008, OEKO-TEX, Higg Index, SEDEX	ISO 45001	NGRBC	C-TPAT	ISO 14001, GOTS, GRS, SVCOC, ZDHC	NGRBC	NGRBC	NGRBC
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	• Zero case of fines / penalties / punishment from any regulatory/enforcing agency in reporting year.	• Increase sustainable sourcing. • Commence Lifecycle Assessments of products as relevant.	• Zero fatalities • Ensure 100% assessment of plants and offices on health and safety, and working conditions every year	• 100% adherence to concerns raised by stakeholders	• Zero complaints on human right related issues	• Increase electricity consumption from RE sources • Explore ZLD systems in more plants • Aspire to become net zero and water positive.	• Zero adverse orders from regulatory authorities for anti-competitive conduct	• Target 10% overall preferential procurement year-on-year • Increase in number of beneficiaries by CSR activities year by year	• Reduction in number of customer complaints year-on-year • Zero data privacy breach of customers

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	60% employees and 70% workers were provided trainings on NGRBC principles in the current FY - There were no cases of fines & penalties on any account in the reporting year.	40% sustainable sourcing in the current FY	- No fatalities in FY 2022-2023 100% of plants and offices were assessed on health & safety and working conditions in the reporting year	We captured all stakeholder feedbacks and ensured 100% grievance redresser of all stakeholders	No complaints were received on any human rights issue in the reporting year	0.4% RE consumption in FY23 - Currently only Amravati plant has ZLD systems. We are exploring ZLD system in Tarapur as well. 18% decrease in water consumption from previous year	No adverse orders from regulatory authorities received in the reporting year	8% procurement from MSMEs in FY23 3066 beneficiaries of CSR activities in FY 2022-2023	13% reduction in customer complaints from previous year - No data privacy breach of customers reported in the current year.

Governance, leadership, and oversight

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

The textile industry continues to be one of the biggest contributors to carbon emissions and biodiversity loss among all industrial sectors. In FY2023, the global economic headwinds in terms of marketplace unpredictability, global volatility in commodities, surging prices for crude, and a challenging logistics environment caused a great deal of uncertainty to the integrated supply chain affecting most of the commodities and especially metals, plastics and paper for the company. While Covid-19 and related disruptions in the last few years brought to fore the importance of a skilled workforce, shortage of skilled labour and managing our relationship with the workforce emerged as key social dimensions of ESG for the company, along with continued focus on customer satisfaction and community relations.

The Company has for more than 4 decades been conducting its business activities in a responsible manner. Our values, ethics, and governance have always paramount to us, and profitability is the by-product of it. In FY2023, we commenced our journey to integrate Environmental, Social and Governance (ESG) principles into its business and took steps to strengthen our commitments towards sustainability as our contribution, we complied with our designated corporate social responsibility, ensured business sustainability, and kept our business ethical and transparent. We undertook a baseline assessment of our greenhouse gas (GHG) emissions and set internal targets of reducing the same through several measures, including changes to our infrastructure and implementing new technologies such as increasing our renewable energy consumption through more solar rooftop installations. We also conducted an ESG materiality assessment to identify topics material to the company and sector to help us outline our priorities for the future and devise a roadmap to achieve the targets set.

Going forward, the company plans to take further strides on its journey towards a more sustainable business by continuing to undertake various initiatives like integrating ESG risks into our Enterprise Risk Management (ERM) framework, building aspirational goals of becoming carbon neutral and water positive for our operations, investing in products and processes that are energy efficient, promoting products and services that help in lowering environmental impact, partnering with waste recyclers and supporting communities. The Company and its employees and workers will further their commitment to improving the quality of life of the communities they serve, to adhere to the principle of providing quality products, and to enhance the health, safety and environmental impacts of the products and services throughout their life cycles. The Company has for the purpose framed policies for climate change, Safety, Health and Environment (SHE) and will continue to ensure proper implementation across all its plants and employees. The Company strives to provide employees and business associates a congenial working environment and will remain committed to continue its fair business practices to its labour, human capital and to the customers and the community.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri. Ashok Jalan Senior President cum Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details	Yes Sustainability / ESG committee reviews the company's performance on safety and ESG issues. There is also a Board level CSR committee that monitor CSR expenditures and implementation of project based on annual action plans.								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Any other Committee (BRSR Committee)									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The company complies with all the statutory requirements as applicable																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No

* An internal assessment of the working of the BRSR policies has been conducted. In due course, the Company shall have an external assurance on the same as well.

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	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)									
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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness Programmes
Board of Directors	3	During the year, the Board of Directors of the Company (including the Committees) has invested time on various matters relating to an array of issues viz, business, regulations, economy, environment social and governance parameters along with awareness on the 9 NGRBC principles and human rights.	100%
Key Managerial Personnel	4	During the quarterly review of performance, KMPs were informed about a series of topics including sustainable sourcing, vendors assessment, risk responsibility, insider trading, Green energy procurement, NGRBC principles, human rights, anti-corruption and anti-bribery etc.	100%
Employees other than BoD and KMPs	9	Our employees received training on Prevention of Sexual Harassment (POSH), leadership skills, and other topics including employee well – being, health & safety, product sustainability, 9 NGRBC principles, anti-corruption and anti-bribery etc.	57%
Workers	4	Workshops on 9 NGRBC principles, awareness programs on Environment, Health & Safety, Human Rights, trainings on anti-corruption and anti-bribery topics	65%

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:

NIL

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

NIL

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.

The Company has an Anti Bribery and Anti-Corruption Policy. The Company has also adopted a Whistle Blower Policy and Code of Conduct to provide a mechanism to Directors, Employees and other external stakeholders to report their concerns about unethical behaviour, actual or suspected fraud or violation of the company's Code of Conduct. The Policies provide for adequate safeguard against victimisation of those who avail of the mechanism. The Policies are available on our website at <https://www.siyaram.com/investor-relations/policy.php>

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

NIL

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

NIL

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

Since no complaints were received, no corrective actions were taken.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	NBRBC principles, Human rights	31%

2. 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.

Every Director of the Company is required to disclose their concern or interest in the Company or companies, bodies corporate(s), firm(s) or other association of individuals and any change therein, annually or upon any change, including their shareholding which is placed before the Board and taken on record. In the Board Meetings, the Directors abstain from participating on the items of business in which they are concerned or interested.

A declaration from the Directors is also taken annually affirming compliance with the Company's Code of Conduct. The Directors/ Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large.

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 products and processes to total R&D and CAPEX investments made by the entity, respectively.

	Current Financial Year Previous Financial Year	Current Financial Year Previous Financial Year	Details of improvements in environmental and social impacts
R&D	10.5%	9.97%	We have increasingly focused production of materials without any hazardous material, consuming less resources and achieving energy efficiency in operations
Capex	19.11%	10.71%	We have invested in solar rooftops to increase our renewable energy consumption and thereby reduce GHG emissions: 999 kWhp solar project is under installation in H3/1, 175 kWhp solar project installed at Saily plant and 698 kWhp solar project at H3/2. We are also regularly carrying out replacements of existing old equipment with modern and energy efficient equipment resulting in power and water savings in processing of fabrics.

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

Yes. The company has formulated a sustainable sourcing policy recently, defining our approach to sourcing and procurement, in line with our commitments to promote fair dealing, ensure health and safety, and manage impact on climate and environment in our supply chain. We expect all our suppliers to operate in accordance with the principles as outlined in this Policy and comply with the necessary social, business integrity, and environmental sustainability standards, ensuring adherence to all applicable laws and regulations.

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

During the year approximately 40% of inputs are sourced sustainably.

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.

Our products are sold in business to business (B2B) and business to customer (B2C) sector. In B2B, the material used in packaging is reused by the channel partner but in B2C sector we do not reclaim products for reusing, recycling and disposing of them at the end of their life.

However, in our own operations, we ensure proper waste management through processes of segregation by type of waste (dry and wet waste, hazardous and non-hazardous, etc), storage and handling as appropriate by each waste type and collection. All waste is collected and responsibly disposed off in accordance with the applicable regulatory norms.

We ensure sale of all plastic packaging to authorized plastic waste processors for re-cycling and utilization in manufacture of new packaging material. E-wastes from our operations comprising of electronic devices, their components and IT assets which are discarded after their useful life or due to obsolescence, is disposed only to authorized re-cyclers. We also ensure safe disposal of specific hazardous wastes as mandated in operating consent / authorizations, through Government authorized Treatment Storage and Disposal Facilities. Other wastes like chemical drum, coal ash, paper waste, wooden scrap etc are given to authorised vendor to reuse the same.

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.

Yes, Extended Producer Responsibility (EPR) is applicable. We are in the process of implementing EPR and align our waste collection plan as per regulatory requirements.

Leadership Indicators

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

We have not conducted any lifecycle assessments for our products in this financial year. However, we recognize the importance of LCA in evaluating the environmental performance of our products and plan to start conducting LCA for relevant products. We are confident this will enable us to identify areas where improvements can be made to minimize the environmental footprint of our products and enhance their sustainability.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Paper Board, Box & HM Bags	1.82%	1.79%
Yarn	5.36%	3.51%

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

Presently the company does not have a process in place to reclaim sold products and packaging, therefore we do not capture the below data. However, we remain committed to promoting responsible waste management practices, environmental sustainability and textile stewardship.

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)^	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other waste*	0	0	0	0	0	0

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
-	-

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1175	1106	94%	1175	100%	0	0%	0	0%	0	0%
Female	86	79	92%	86	100%	86	100%	0	0%	49	57%
Total	1261	1185	94%	1261	100%	86	7%	0	0%	49	4%
Other than Permanent employees											
Male	7	7	100%	7	100%	0	0%	0	0%	0	0%
Female	1	1	100%	1	100%	1	100%	0	0%	0	0%
Total	8	8	100%	8	100%	1	13%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	1648	1648	100%	1648	100%	0	0%	0	0%	0	0%
Female	390	390	100%	390	100%	390	100%	0	0%	390	100%
Total	2038	2038	100%	2038	100%	390	19%	0	0%	390	19%
Other than Permanent workers											
Male	2188	2188	100%	2188	100%	0	0%	0	0%	0	0%
Female	489	489	100%	489	100%	489	100%	0	0%	489	100%
Total	2677	2677	100%	2677	100%	489	18%	0	0%	489	18%

2. Details of retirement benefits.

Benefits	FY 2022-23			FY 2021-22		
	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.)
Provident Fund	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	100	100	Yes	100	100	Yes

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. In all our plants, we maintain a commitment to accessibility and ensure that work floors are predominantly situated at the ground level, allowing for easy access for everyone. In locations where we have building blocks with multiple floors, ramps and elevators are available to enable smooth navigation for individuals with disabilities. At all of our commercial locations where we own property, we are equipped with elevators and ramps to accommodate individuals with mobility challenges. We strive towards providing an inclusive infrastructure and all our locations are equipped with wheelchairs as well to ensure easy navigation of premises by any differently abled individual.

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

<https://www.siyaram.com/investor-relations/policy.php>

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	-	-	-	-
Female	0%	0%	-	-
Total	0%	0%	-	-

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

	Yes/No	If yes, then give details of the mechanism in brief
Permanent Workers	Yes	The Company has a grievance redressal procedure for all employees and workers. Any aggrieved employee shall approach his immediate superior with his grievance and if the grievance is not addressed, there is defined hierarchy for escalation, including a Grievance Committee. All the steps are coordinated by the HR department and it is ensured that all grievances are resolved within a reasonable time period. The Company also has a Whistle Blower mechanism, which is governed by the Whistle Blower Policy. There is a governance mechanism in place to ensure confidentiality and protection of whistle blower from any harassment or victimization like retaliation, threat or intimidation of termination/suspension of service.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees						
Male	1175	-	-	1102	-	-
Female	86	-	-	66	-	-
Total	1261	-	-	1168	-	-
Total Permanent Workers						
Male	1648	21	2%	1418	27	2%
Female	390	0	0%	259	0	0%
Total	2038	21	1%	1677	27	2%

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	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. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Male	1175	1175	100%	1175	100%	1122	1122	100%	1117	99.6%
Female	86	86	100%	86	100%	72	72	100%	72	100%
Total	1261	1261	100%	1261	100%	1194	1194	100%	1189	99.6%
Workers										
Male	1648	1648	100%	1493	100%	1762	1762	100%	1762	100%
Female	390	390	100%	362	100%	438	438	100%	438	100%
Total	2038	1855	100%	1855	100%	2200	2200	100%	2200	100%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	1175	1175	100%	1122	1122	100%
Female	86	86	100%	72	72	100%
Total	1261	1261	100%	1194	1194	100%
Workers						
Male	1648	1648	100%	1762	1762	100%
Female	390	390	100%	438	438	100%
Total	2038	2038	100%	2200	2200	100%

10. Health and safety management system:
a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage such system

Yes, we have formulated an organisation-wide Safety, Health & Environment (SHE) policy to create a safe and healthy working environment at all our plants and offices. Clear instructions and safety protocols are laid down for all employees and workers to follow and avoid damage to life and property.

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

We have a systematic framework in place for work-related hazard identification and risk assessment. Through this framework, potential safety risks are identified across processes, existing safeguards evaluated and control measures to reduce these risks are developed. There is department-wise daily checklist as well as a toolkit in place across all plants to create awareness among workers to report a risk/hazard. We regularly provide health and safety trainings to educate workers on all aspects of workplace hazards and their mitigation.

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

Yes, we have processes in place for workers to report work-related hazards and it is included in the SHE Manual. These documented procedures allow workers to remove themselves from the situations they believe could cause injury or ill health, with the comfort that doing so will not result in any negative consequences to their employment. Additionally, we conduct safety trainings, mock drills, etc for raising awareness of the workers on a routine basis.

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

Yes, employees / workers have access to non-occupational medical and healthcare services.

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) per one million-person hours worked)	Employees	0	0.35
	Workers	0	0
Total recordable work-related injuries	Employees	0	1
	Workers	0	0
No. of fatalities	Employees	0	1
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company has instituted various measures to ensure a safe and healthy working environment for all employees and workers. Some of these measures include, but are not limited to:

- 1) Department wise checklist is formed to identify work related hazard and assess the risk on routine /non routine basis.
- 2) There is a Department wise tool box for employees and workers to create awareness to report any risk or hazard.
- 3) On-site emergency plan has been developed to deal with emergency incidents which occur within the premises of M/S SIYARAM SILK MILLS LIMITED and around the areas of operation. Emergencies are classified by the level of response that will be required upon occurrence, as below:

LEVEL-I (LOCALIZED EMERGENCY)

A localized emergency is one which is of minor consequence to life and property and which can be dealt with locally e.g. at the factory by available staff as required with or without ad hoc assistance. Such an emergency does not normally influence operations in other parts of the factory.

Fire involving limited area within administrative building, control room; fire involving limited area in utility building are some examples of a localized emergency.

LEVEL-II (PLANT EMERGENCY)

A Plant Emergency is one of a more complex or larger size/scope that requires the On-site emergency plan to come into effect. It affects operations in the whole unit, immediately or potentially and of areas in the vicinity.

Escalated fire in administrative building, jeopardizing control room; escalated fire in utility building jeopardizing goods stored; escalated fire in main substation jeopardizing power supply; escalated spillage fire in pump stations jeopardizing equipment are some examples of a plant emergency.

LEVEL-III (MAJOR OR CATASTROPHIC EMERGENCY)

A major emergency is an emergency escalated to such size and scope that it becomes of a great and serious consequence to life and property at the unit as a whole and the areas outside the unit.

The company has implemented a rigorous approach to identifying, understanding, controlling and managing risks associated with workplace hazards such as man-machine interaction, process safety and fire hazards. We regularly identify areas for improvement and take corrective action to prevent their recurrence with the goal of creating a safe working environment.

We provide frequent training programs on standard safety measures and best practices are communicated to all plant locations. Employee contribution in incident reporting, safety observations and near-miss reporting is a top priority for us. We present corrective steps taken during incident investigations at quarterly meetings and ensure their effective implementation through appropriate actions.

Through the above outlined measures and emergency categorisation, the Company aims to create a secure and healthy work environment that prioritizes the well-being and safety of all individuals associated with the organization.

13. 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
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

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

No significant risks or concerns were highlighted in the assessment of health & safety practices and working conditions. Health and safety is a primary facet of operations of the organisation and we continuously strive to maintain the best standards of safety for our employees and workers through regular process safety measures, risk identification and management, adequate trainings, incident reporting and investigation and effective implementation of employee and managerial feedbacks.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (B) Workers.**

	(Y/N)
Employees	Y
Workers	Y

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

At our Company, we have a reliable system in place for overseeing the contractual employees and value chain partners, and ensuring that they are deducting and depositing the necessary statutory dues each month. We prioritize the deduction and deposit of statutory dues including ESIC and PF each month to maintain compliance with regulations.

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:**

	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	Nil	1	Nil	1
Workers	Nil	Nil	Nil	Nil

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

Yes.

We offer support programs to assist our retired employees in their transition and frequently hire them as consultants on short term as needed, basis their interest.

5. **Details on assessment of value chain partners:**

Presently we do not assess health and safety practices of our value chain partners. However, we have formulated a sustainable sourcing policy recently under the purview of which we will be evaluating suppliers on their environment and social factors compliance.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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.**

Presently we do not assess health and safety practices of our value chain partners. However, we intend to implement an assessment process to evaluate our value chain partners in these areas, to help us to consider and address any potential risks or concerns related to health and safety practices and working conditions throughout our value chain.

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.**

Internal and external stakeholders have been identified that have a direct impact on the operations and working of company. The Company recognizes that active cooperation of stakeholders is essential for a strong and sustainable business performance. We have formulated a Stakeholder Engagement policy, on the principles of transparency and equitable treatment that favours a consultative and collaborative engagement with all stakeholders, using effective and responsive communication that makes it possible to forge relationships based on ongoing trust.

This policy provides guiding principles to manage the way in which the Company interacts with defined key stakeholders and clearly outlines the principles of stakeholder engagement, stakeholder identification, prioritization and the overall framework.

The policy link can be found on our website <https://www.siyaram.com/investor-relations/policy.php>

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
Internal stakeholders- Employees, Workers, KMPs, BoDs	No	- Regular, direct communication between managers, teams and individuals. - Digital and broadcast communications that include emails and intranet communications - Culture and engagement surveys - Monthly newsletters - Town hall meetings - Cluster and group recognition functions - Familiarisation programmes for Board members	Others- need based	We regularly engage with employees to discuss various topics like innovation, operational efficiencies, areas which need improvement, long-term strategy plans, training and awareness, health and safety initiatives
Customers	No	- Customer events - Face to face meetings - Customer satisfaction surveys - Marketing and advertising activities	Others- Need-based/ Quarterly	The Company needs to update the Customers on a regular basis on new brands/ product launches, product quality and availability. We also periodically assess customer satisfaction through surveys and also to understand the grievances of customers and take their feedback on our products and services. The Company regularly conducts Dealers conferences to promote its products as well as to obtain market feedback on the acceptability for the products.
Vendors and Suppliers	Yes	- One-on-one negotiations and meetings for finalization follow up, and after sales service. - Trainings and related education - Surveys	Others- Need-based/Quarterly	The company conducts regular interactions with vendors and suppliers to discuss payment terms, loading and unloading infrastructure, hygiene and sanitation infrastructure, safety system and performance and payment of statutory dues.

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
Investors and shareholders	No	- Annual General Meetings - Earnings calls - Email broadcasts and intimation - Individual meetings with financial media, shareholders and analysts	Others- Need-based/Quarterly	The company needs to engage with investors and shareowners to update on the performance in terms of growth, profitability, dividends, financial analysis/ stability, market risk, future plans, etc.
Local Communities	Yes	- Surveys - Project based discussions - Face to face interactions - CSR activities	Others- Need based/ Annually	To meet its social responsibility towards the local community, the company through its CSR initiatives and other activities promotes education to the needy children including girl child, promotes healthcare including preventive healthcare, improves sanitation and develops infrastructure facilities. We also engage with the community to reduce social and economic inequalities, educate on environmental impacts as well as impact of our operations.
Regulatory authorities	No	- Various industry and regulatory forums, meetings between regulators, and our board and management. - Need-based one-on-one discussions with executive officials at prudential meetings as well as onsite meetings.	Others- Need based	We engage with regulatory bodies to discuss rules, regulations and policies affecting the textile industry and sharing our point of view.
Non-governmental organisations (NGOs)	No	Company website, annual report, Group's social media handles, press releases and media statements.	Others- Need based	The company engages with NGOs on social and environmental matters affecting relevant parties

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
Media	No	- Written and telephonic interactions for business related media enquiries as and when required by both parties - New product launches- events, press conferences & interviews - Regular interactions to share information and respond to media requests for commentary about the Company	Others- Need based	Engagement with media is done to address business-related queries, share updates about the company, new product/brand announcements, views on industry landscape, etc

Leadership Indicators

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

The feedback received from consultations with the identified stakeholders through the formally outlined Stakeholder engagement framework is presented by the various departments to the Stakeholder Relationship Committee of the Board. The Board is updated on compliance status on a quarterly basis and Board suggestions are implemented.

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

We believe in the importance of stakeholder consultation to identify and manage environmental and social issues. We engage with our stakeholders through various means, such as meetings, consultation sessions, and digital communication, to gain insights into economic, environmental, and societal issues. Regular engagement with both internal and external stakeholders, including the government, regulatory authorities, distributors, suppliers and the local community increases transparency, responsiveness, compliance, organizational learning, quality management, accountability, and sustainability.

Our stakeholder engagement involves identifying key environmental, social and governance concerns through various engagement modes. The valuable insights and feedback received through these consultations and engagements are incorporated to formulate company policies, to effectively address key environmental and social issues relevant to our operations, and drive business sustainability in general.

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

The company has identified local communities and vendors/suppliers as marginalised stakeholders. The Company engages with local communities primarily through CSR activities. We have from time to time provided assistance to needy and poor students around its areas of operation, provided free medical assistance and free medical check-up for needy and poor people through NGOs. We have also contributed for providing medical equipment required to provide quality care and treatment to cancer patients. For our marginalised suppliers and vendors, we conduct various skill-based trainings and awareness programs for their upliftment and education.

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:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (A)	No. of employees / workers covered (B)	% (B/A)
Employees						
Permanent	1261	1261	100.00%	1194	1194	100.00%
Other than permanent	8	8	100.00%	7	7	100.00%
Total	1269	1269	100.00%	1201	1201	100.00%
Workers						
Permanent	2038	2038	100.00%	2200	2200	100.00%
Other than permanent	2677	2677	100.00%	2679	2679	100.00%
Total	4715	4715	100.00%	4879	4441	91.02%

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (A)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
Employees										
Permanent										
Male	1175	-	-	1175	100%	1122	-	-	1122	100%
Female	86	-	-	86	100%	72	-	-	72	100%
Other than Permanent										
Male	7	-	-	7	100%	7	-	-	7	100%
Female	1	-	-	1	100%	-	-	-	-	-
Workers										
Permanent										
Male	1648	-	-	1648	100%	1762	-	-	1762	100%
Female	390	-	-	390	100%	438	-	-	438	100%
Other than Permanent										
Male	2188	-	-	2188	100%	2199	2199	100%	-	-
Female	489	-	-	489	100%	480	480	100%	-	-

3. Details of remuneration/salary/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	76,60,000	1	8,40,000
Key Managerial Personnel	2	36,21,621	0	0
Employees other than BoD and KMP	1169	4,53,913	51	2,08,319
Workers	1647	1,36,439	425	1,31,261

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. All grievances, including human rights related grievances, are addressed through the formal procedure laid down in the Grievance redressal policy. The policy can be found on our website <https://www.siyaram.com/investor-relations/policy.php>

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

The Company remains committed to respect and protect human rights. The Company's Code of Business Conduct and Ethics and the general human resource practices cover human rights aspects and compliance. We have framed and implemented Human Rights Policy, Anti Sexual Harassment Policy, Whistle Blower Policy and other social policies to protect human rights of all stakeholders and also to redress grievances.

The mechanisms for grievance redressal have been charted out in the Stakeholder Grievance redressal policy. Stakeholders can register their grievances via email, phone or in writing to the designated Stakeholder contact officers. For effective and efficient grievance management, the Company has dedicated E-mail ID sharedept@siyaram.com. The Company Secretary has been designated as Compliance Officer who is the authority responsible for the implementation, monitoring and review of the grievance redressal policy.

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	Nil	Nil	None	Nil	Nil	None
Discrimination at workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Human Rights Issues	Nil	Nil	None	Nil	Nil	None

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

The Whistle-blower policy of the company states that the whistle-blower and/or the person processing the protected disclosure shall not be victimized for doing so and complete confidentiality shall be ensured. Moreover, we have formed necessary Board Level Committees and other statutory Committees to protect, prevent and redress complaints received to these matters.

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

Yes, we include human rights requirements in certain international/ export contracts.

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	-

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

No significant risks or concerns were highlighted in any of our assessments of human rights.

Leadership Indicators

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

We have implemented a robust process in place that effectively addresses various concerns and issues. As a testament to its effectiveness, no grievances or complaints related to human rights have been received. Consequently, no modifications or changes were required in the business processes to address such matters.

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

We recognize the valuable role that business can play in the longer-term protection of human rights. We are committed to respecting the human rights of our workforce and those affected by our operations wherever we do business (including our contractors and suppliers).

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Our due diligence process comprises of the following broad steps:

- 1) Identification and assessment of actual and potential human rights risks
- 2) Outline risk prevention and risk mitigation measures of adverse human rights impacts
- 3) Monitoring the effectiveness of implemented measures and assessing progress
- 4) Effective communication to all stakeholders about the entire process and efforts

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

Yes. Work floors in all our plants are predominantly situated at the ground level, allowing for easy access for everyone-employees, workers and visitors. Ramps and elevators are available in locations where we have building blocks with multiple floors to enable smooth navigation for all individuals with disabilities. All our commercial locations are equipped with elevators, ramps and wheelchairs to accommodate individuals with mobility challenges.

4. Details on assessment of value chain partners:

We are in process of formulating an assessment mechanism under the purview of our sustainable sourcing policy, to evaluate our value chain partners on various human rights issues such as sexual harassment, discrimination at workplace, child labour, forced labour/involuntary labour and wages etc. Going forward, we intend to disclose the required information.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%

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

Presently we have not conducted assessments of our value chain partners. However, we plan to conduct such assessments to identify and address any significant risks or concerns that may arise from these assessments, and help us take appropriate corrective actions to mitigate any risks or concerns identified.

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (Gigajoules) and energy intensity:**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	2,14,111	2,08,741
Total fuel consumption (B)	4,87,722	5,49,915
Energy consumption through other sources (C)	858	
Total energy consumption (A+B+C)	7,02,691	7,58,656
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (GJ/INR)	0.0000315	0.0000399
Energy intensity (GJ/MT of production)	-	-

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

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? 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, none of our sites are covered under PAT scheme.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	25690	22500
(iii) Third party water	601185	584753
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	626875	607253
Total volume of water consumption (in kilolitres)	331640	292558
Water intensity per rupee of turnover (Water consumed / turnover) (KL/INR)	0.000015	0.000015
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?

No

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

At present we have Zero Liquid Discharge system at our Amravati Plant. We have installed wastewater purification systems at other fabric processing units and ensure that the quality of wastewater generated is within permissible limits as prescribed by the MPCB. We fully understand the impacts of untreated wastewater on the environment and have thus taken measures to minimize its impact on our surroundings. We have been constantly working on reutilization of treated wastewater. We are also planning to install ZLD system at our fabric processing unit at Tarapur by 2025.

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

Parameter	Please specify unit	FY 2022-23*	FY 2021-22*
NOx	Tonnes	0.20	1.13
SOx	Tonnes	7.95	10.59
Particulate matter (PM)	Tonnes	1.82	5.83
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

*Air emission calculations have been done for plants with boiler stack and DG sets- H3/1, G4/1, E125, G1/1 for FY2021-22. Plants E125 and G1/1 were closed down in FY2021-22.

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

No

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	4,71,219	-
Co2	Metric tonnes of CO2	46,505	-
CH4	Metric tonnes of CO2 equivalent	134	-
N2O	Metric tonnes of CO2 equivalent	191	-
HFCs	Metric tonnes of CO2 equivalent	400	-
Total Scope 2 emissions (Co2)	Metric tonnes of CO2 equivalent	39,579	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO2 equivalent / INR of turnover	0.0000039	-
Total Scope 1 and Scope 2 emission 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?

No

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

We have undertaken various energy efficiency and emission reduction initiatives as outlined below:

- Increasing Solar capacity: We have installed a 175kWhp solar project at Saily plant and a 698 kWhp solar project at H3/2 plant. A 999 kWhp solar project is under installation in plant H3/1.
- Utilizing alternate energy efficient sources like LED tube lights and high efficiency motors
- Replacement of existing equipment by modern and energy efficient equipment
- Other initiatives like waste heat recovery, VFDs on various machines

8. Provide details related to waste management by the entity:

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	372.09	217.62
E-waste (B)	16.69	17.14
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	20	192
Radioactive waste (F)	0	0
Other Hazardous waste- ETP Sludge. (G)	719.69	688.25
Non-hazardous waste generated (H):		
MS & SS scrap	410.60	225.24
Fabric/Chindi	386.48	179.96
Coal Ash	456.00	425.03
Yarn Waste	930.75	484.84
Paper waste	1033.43	676.04
Wooden scrap	20.32	1.95
Other waste	2979.79	2783.03
Total (A+B + C + D + E + F + G + H)	7345.84	5791.09
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations (Sold to authorised recyclers)	7345.84	5791.09
Total	7345.84	5791.09

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an 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 have a documented Standard Operating Procedure for waste management which includes the following steps:

- The wastes generated are broadly classified as Hazardous & Non-hazardous wastes. Plant authorized personnel maintains the record as a legal requirement
- Individual section In charge maintains the list of wastes generated in his section (both process and non-process), storage location, and disposal action etc. as per guideline format
- Some of these hazardous wastes are sold to the approved vendors.
- Other hazardous wastes, which cannot be sold, are disposed off through register vendors as per guidelines given by CPCB / EP Act / HWM Rules.
- Hazardous wastes (ETP Sludge) are packaged, in a manner suitable for handling, storage and transport and is able to withstand physical conditions and climatic factors.

- Non-hazardous process and non-process wastes, like wooden scrap, metal scraps like irreparable valves, equipment, parts etc., decontaminated drums and carboys - metallic and non-metallic non-ferrous scrap, decontaminated empty Bottles and glass-ware, cartridges, electrical scraps including cables, light fittings etc, pencil / torch cell, plastic sheets, corrugation sheets, etc. are also disposed off by selling to the vendors.
- Plant Head is responsible for implementing the waste management practice, designated personnel are responsible for the classifying waste as hazardous or non-hazardous as per HWM rules, stores in-charge are responsible for sale of scrap

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:

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. Siyaram does not have any 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:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable. Siyaram has not undertaken any projects that require an Environmental Impact Assessment (EIA).					

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. If not, provide details of all such non-compliances:

The company is compliant with all the environmental rules and regulations

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

Leadership Indicators

1. Provide break-up of the total energy consumed (in GJ) from renewable and non-renewable sources:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A)	1,971	
Total fuel consumption (B)		
Energy consumption through other sources (C)	858	
Total energy consumed from renewable sources (A+B+C)	2,830	-
From non-renewable sources		
Total electricity consumption (D)	2,12,140	2,08,741
Total fuel consumption (E)	4,87,722	5,49,915
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	6,99,862	7,58,656

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

No

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	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – primary, secondary and tertiary	2,95,235	3,14,695
Total water discharged (in kilolitres)	2,95,235	3,14,695

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

No

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information:

We do not have any operations in water stress areas

- (i) Name of the area:
- (ii) Nature of operations:
- (iii) Water withdrawal, consumption, and discharge:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2022-23	FY 2021-22
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

4. Please provide details of total Scope 3 emissions & its intensity:

We do not measure Scope 3 emissions yet

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission 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

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable, since we do not have any operations in ecologically sensitive areas.

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:

Sr. No	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	Water, power & steam saving	We have replaced 33 higher liquor long jets dyeing machines with lower liquor ratio U jet dyeing in H3/1	Improvement in resource efficiency
2	Renewable energy generation and consumption- Solar rooftop installation	We are installing 999 KWp rooftop solar system in plant H3/1	Reduction in GHG emissions
3	Energy and power saving	We have replaced 25 400 watt high bay Metal Halide lamps with 150 watt High bay LED lamps in plant H3/1.	250*40=1 kWh saving per hour
4	Steam and power saving	We have done insulation on shell body of U jets machines (04 nos.) to avoid heat loss resulting in steam saving in H3/1. Remaining U-Jet machines insulation work planned in FY2023-2024.	Improvement in resource efficiency

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, we have a detailed emergency preparedness plan which can be found on the company website at <https://www.siyaram.com/investor-relations/policy.php>

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

The company recognizes that identifying key environmental issues that can have a significant adverse impact throughout our value chain, including raw material, chemicals, water and soil, is important. While we have currently not undertaken assessment of environmental impacts of our value chain, as part of our sustainability commitment, we plan to shortly conduct an assessment to identify these key issues.

This assessment will involve a comprehensive review of our value chain, from the sourcing of raw materials to the manufacturing process, distribution, use, and disposal. We will evaluate various aspects such as energy consumption and efficiency, greenhouse gas emissions, air pollution, water use and waste management throughout our value chain, based upon which we can develop targeted strategies and initiatives to mitigate the adverse environmental impacts throughout our value chain.

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

While we have currently not undertaken assessment of environmental impacts of our value chain, as part of our sustainability commitment, we plan to shortly conduct an assessment to identify such key impacts and formulate a strategy to reduce the impacts based on the findings.

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.**

6

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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bombay Chamber of Commerce and Industry	State
2	Confederation of Indian Industries	National
3	Federation of Textile Manufacturers Association	State
4	Federation of Indian Export Organisation	National
5	Chamber of Textile Trade and Industry	National
6	Clothing Manufacturers Association of India	State

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

Company has not received any adverse order from the regulatory authority.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators**1. Details of public policy positions advocated by the entity**

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
-	-	-	-	-	-

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

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

The company has not conducted any Social Impact Assessments (SIA) in compliance with laws such as the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013. However, we recognize the importance of social impact assessments in understanding and addressing the potential social implications of our business activities.

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					

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:**

Our operations and expansion projects have not resulted in the displacement of any population or their livelihoods. As a result, we have not undertaken any Rehabilitation and Resettlement (R&R) activities.

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

- Describe the mechanisms to receive and redress grievances of the community.**

The Company has a mechanism to interact with the members of the Community and /or Community leaders in and around the area of its plants/area of operations to understand and address their concerns, if any. All grievances are addressed through the formal procedure laid down in the Grievance redressal policy. The policy can be found on our website <https://www.siyaram.com/investor-relations/policy.php>

- Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	8.11%	6.08%
Sourced directly from within the district and neighbouring districts	18.34%	17.50%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent (In INR)
No CSR projects were undertaken in aspirational districts			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

Yes

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

We try to apply preference to enterprises run by/ promote employment of women, people with disabilities, LGBTQ owned, SC/ST owned enterprises. Depending on the feasibility, we also give preference to suppliers who are based locally or from neighboring districts in the areas of operation of the company and also give emphasis to micro, small and medium enterprises (MSMEs) in the procurement activities.

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

0%.

While we did not undertake preferential procurement in the current year, under the guidelines of the newly formulated preferential procurement policy, the company will aim to fulfil 10% of its annual total procurement year-on-year by applying preference to enterprises run by/ promote employment of women, people with disabilities, LGBTQ owned and SC/ST owned enterprises.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

We have not engaged with any entity during the reporting period for deriving or sharing any benefits from the intellectual properties owned and acquired by us.

S. NO.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education - Shree Ramrikhdas Poddar Balika Vidyamandir Fatehpur School and Manav Seva Charitable Trust Rajasthan School	250	100%
2	Education- Tarapur Vidya Mandir	11	100%
3	Shree Vidhyaguru Foundation	1820	55%
4	Narayan Reiki Satsang Parivar Trust	780	60%
5	World Renewal Spiritual Trust	200	50%
6	Federation of Ind. Assn., Silvassa	5	0%

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

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

The Company has a dedicated email ID viz. support@siyaram.com and helpline number 1802094006 to enable customers to raise complaints. There is an online portal as well for logging complaints. Customers can also reach out to the Stakeholder contact officer as designated under the Grievance redressal policy to lodge their grievances.

Complaints are escalated and resolved within a time bound period depending on the nature of the complaint. Consumer complaint mechanism is outlined in brief below:

- 1) Complaint is received through letter/email/phone.
- 2) Sales person visits the customer and verifies the complaint.
- 3) After verification, the company either replaces the material or gives compensation.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remark
Data privacy	0	0	None	0	0	None
Advertising	6	0	Hoarding placed in wrong location	9	0	hoarding placed in wrong location
Cyber-security	0	0		0	0	
Delivery of essential services	120	0	Delay in delivery of product	156	0	Delay in delivery of product
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	186	0	Product related complaints	195	0	Product related complaints

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

	Number	Reasons for recall
Voluntary recalls	Nil	None
Forced recalls	Nil	None

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

<https://www.siyaram.com/investor-relations/policy.php>

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 cases were raised for FY 2023 for the mentioned categories and hence no corrective actions were taken.

Leadership Indicators

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

The information can be accessed through our website <https://www.siyaram.com/>

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

We engage with our consumers through one-on-one interactions, emails, newsletters etc. as well as through our website to inform about the safe and responsible usage of our fabrics and garments. We also provide care instructions on the product and packaging, wherever applicable.

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

The company engages with customers through various modes of communication like text and email updates, social media, and through our website. Through these communication channels, we ensure that our customers have access to the latest information regarding our products, including any new launches or changes to our services or any other business development.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? 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 company strives to provide all the necessary information regarding fabric specification, chemical composition, usage instructions, safety precautions, wherever relevant, on the product labels and packaging to enable responsible usage and disposal of all kinds of fabrics and garments.

Yes. The company regularly engages with customers as well as retailers and channel partners to garner information about evolving customer needs and their feedback about our products and services. We try to maintain regular connect with customers through various engagement channels and endeavor to address their queries and concerns in a timely manner. We actively seek feedback through customer satisfaction surveys and encourage open communication channels to ensure continuous improvement and customer satisfaction.

5. **Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches along-with impact**

No instances of data breach were reported or observed for FY 2023.

- b. **Percentage of data breaches involving personally identifiable information of customers**

No instances of data breach were reported or observed for FY 2023. Data privacy and protection to ensure the trust and confidence of our customers and stakeholders is our utmost priority. We have implemented robust data security measures and protocols to safeguard the confidentiality, integrity, and availability of sensitive information and have a dedicated team in place to continuously monitor and evaluate our systems to identify and address any potential vulnerabilities or threats.