



SSML/SE/2025-2026

12th July, 2025

To

BSE Limited, Phiroze Jijibhoy Tower, Dalal Street, Mumbai – 400 001 Scrip Code: 503811	National Stock Exchange of India Ltd. Exchange Plaza, 5 th 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 2024-25.

Dear Sir,

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 2024-25, which forms an integral part of the Annual Report of Siyaram Silk Mills Limited for the Financial Year 2024-25.

Please take the same on record.

Thanking you,

Yours faithfully,
For Siyaram Silk Mills Limited

William Fernandes
Company Secretary

Encl: a/a

ANNEXURE- V

Business Responsibility & Sustainability Reporting

SECTION A: GENERAL DISCLOSURES

I. 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- 400013
6.	E-mail	sharedept@siyaram.com
7.	Telephone	022-30400500
8.	Website	www.siyaram.com
9.	Financial year for which reporting is being done	FY 2024-25 (April 1, 2024 to March 31, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 90740176
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
14.	Name of assurance or assessment provider	Not Applicable
15.	Type of assurance or assessment obtained	Not Applicable

II. Products/services

16. 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 and marketing of Fabric, Readymade Garments and Indigo Yarn.	Weaving, Processing, Dyeing and Garmenting	100

17. 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	81
2	Readymade Garments	14101	13
3	Dyed Yarn	13134	6

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11	2	13

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	29

*Including 8 Union Territories

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

The contribution of exports as a percentage of the total turnover of the entity is 9.67%.

c. A brief on types of customers

The company has a robust presence in the domestic market, with a widespread network and distribution channels that effectively serve its customers across India. Additionally, it runs a chain of retail stores through franchise partnerships, offering a range of products including menswear, fabrics, apparel, and accessories. Internationally, the company exports its products to key markets such as the UK, Middle East, and USA, supplying to prominent distributors and converters.

IV. Employees**20. 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)	1309	1209	92.36%	100	7.64%
2.	Other than Permanent (E)	120	81	67.50%	39	32.5%
3.	Total employees (D + E)	1429	1290	90.27%	139	9.73%
WORKERS						
4.	Permanent (F)	843	604	71.65%	239	28.35%
5.	Other than Permanent (G)	1831	1445	78.92%	386	21.08%
6.	Total workers (F + G)	2674	2049	76.63%	625	23.37%

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)	0	0	0%	0	0%
5.	Other than Permanent (G)	2	2	100%	0	0%
6.	Total differently abled workers (F + G)	2	2	100%	0	0%

21. 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%

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.00%	26.26%	16.78%	14.30%	23.90%	15.00%	2.90%	3.80%	3.00%
Permanent Workers	64.69%	15.77%	53.65%	71.50%	89.70%	75.00%	29.40%	37.10%	31.00%

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

23. (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 holding 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

VI. CSR Details

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

(ii) Turnover (in ₹ Lakhs): ₹ 2,22,032/-

(iii) Net worth (in ₹ Lakhs): ₹ 1,28,852/-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (If yes, then provide web link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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 outlining the process and procedure for capturing and addressing grievances of all the various stakeholders. The policy can be found on our website, on the weblink below:	0	0	No complaints were received	0	0	No complaints were received
Investors (other than shareholders)	https://www.siyaram.com/investor-relations/policy.php	0	0	No complaints were received	0	0	No complaints were received
Shareholders		7	0	There were no complaints pending for resolution at the end of the year	9	0	There were no investors complaints pending for resolution at the end of the year
Employees and workers		0	0	No complaints were received	0	0	No complaints were received
Customers		1397	0	There were no complaints pending for resolution at the end of the year	1463	306	The pending complaints were from the end of the financial year in March 2024, and they will be subsequently resolved during the course of the following year.
Value Chain Partners		0	0	No complaints were received	0	0	No complaints were received

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

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

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 (Indicate positive or negative implications)
1	Product design & lifecycle management	Opportunity	The textile industry's significant environmental footprint necessitates a shift towards sustainable manufacturing. Assessing a product's lifecycle and design sustainability is crucial to minimise ecological harm. Adopting a circular economy model is key to reducing resource consumption, waste, and unlocking the value of underutilised textiles. By prioritising sustainability, the industry can mitigate its negative impacts, conserve resources, and promote a more environmentally conscious future, ultimately benefiting both the planet and society as a whole	-	Positive: <ol style="list-style-type: none"> 1. Rising demand for sustainable products drives revenue growth. 2. R&D efforts lead to new blends and designs, broadening the company's product offerings.
2	Customer centricity	Opportunity	At Siyaram, customers are the top priority. Every initiative, strategy, and plan is designed with a customer-centric approach, focusing on delivering satisfaction and happiness. By putting customers at the core of the business, the company ensures their needs are met, fostering loyalty and driving long-term success.	-	Positive: <ol style="list-style-type: none"> 1. Satisfied customers drive repeat purchases and revenue growth. 2. Customer-driven new product development enhances market competitiveness. 3. Customer satisfaction boosts brand reputation, loyalty, and market position.

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 (Indicate positive or negative implications)
3	Sustainable sourcing	Risk & Opportunity	<p>Risk : Sustainable sourcing poses a risk for Siyaram due to dependency on raw materials like cotton and viscose, which are vulnerable to climate change, water scarcity, and ethical sourcing challenges. Inconsistent supplier practices, regulatory shifts, and rising consumer expectations further heighten reputational, operational, and compliance risks across the textile supply chain.</p>	<p>Siyaram prioritises sustainability in its raw material sourcing, leveraging Polyviscose as a cost-effective and durable alternative to cotton. This strategic move mitigates risks associated with commodity price volatility and shortages. Additionally, the company promotes local procurement and community development, empowering local vendors through training and upskilling initiatives, fostering economic growth and social responsibility.</p>	<p>Positive:</p> <ol style="list-style-type: none"> 1. Increase in procurement of recycled raw material leading to increase in sustainable procurement 2. Increase in revenues due to increasing demand from customers for more sustainable products
			<p>Opportunity: Sustainable sourcing is an opportunity for Siyaram to strengthen supply chain resilience, reduce environmental impact, and meet growing consumer demand for eco-friendly textiles. By investing in certified materials and ethical sourcing, Siyaram can enhance brand reputation, access premium markets, and align with global sustainability trends, driving long-term business growth.</p>	<p>Negative:</p> <ol style="list-style-type: none"> 1. Short-term business disruptions during the shift from conventional to sustainable raw materials. 	

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 (Indicate positive or negative implications)
4	Energy management	Risk & Opportunity	The textile industry's high energy consumption necessitates proactive energy management. As a significant energy-intensive sector, optimising processes and adopting cutting-edge energy-efficient technologies is crucial. By leveraging innovative solutions, Siyaram can reduce its carbon footprint, minimise energy waste, and lower operational costs. This strategic approach enables the company to mitigate environmental impact, enhance sustainability, and maintain a competitive edge in the industry, while contributing to a more energy-efficient and responsible textile manufacturing landscape.	At Siyaram, we're committed to environmental sustainability, driving energy efficiency through innovative solutions. We've implemented solar energy projects, waste heat recovery systems, and energy-efficient technologies to reduce our carbon footprint. By adopting high-efficiency motors and optimising energy consumption, we minimise waste and enhance operational efficiency. Our commitment to eco-friendly manufacturing practices benefits the environment, reduces costs, and contributes to a greener future, underscoring our dedication to responsible and sustainable manufacturing.	<p>Positive:</p> <ol style="list-style-type: none"> Energy efficiency and cost savings in the longer run, leading to more profitability <p>Negative:</p> <ol style="list-style-type: none"> Cost of transition to newer, more energy-efficient technologies in the short term
5	Water and wastewater management	Risk	Water is a critical resource in textile manufacturing, processing & finishing. Effective water management is essential to minimise wastewater and remove contaminants. Siyaram prioritises water conservation, implementing efficient systems to optimise usage, treat wastewater, and reduce environmental impact. By doing so, the company ensures a sustainable and responsible approach to water management, mitigating risks and promoting eco-friendly practices throughout its operations.	Siyaram prioritises water conservation, implementing cutting-edge technologies to minimise waste and maximise reuse. The company utilises Reverse Osmosis and Multiple Effect Evaporation systems to recycle effluent water and has automated chemical and dye dispensing systems. Additionally, Common Effluent Treatment Plants ensure responsible effluent discharge, demonstrating Siyaram's commitment to sustainable water management and environmental stewardship.	<p>Negative:</p> <ol style="list-style-type: none"> Business disruption due to water scarcity or poor quality Increased costs from rising water prices Reputational damage from improper wastewater treatment and discharge Regulatory penalties and fines for non-compliance with water pollution laws

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 (Indicate positive or negative implications)
6	Climate change strategy	Risk	Climate change poses a significant risk to Siyaram's operations and profitability. Rising temperatures and extreme weather events can disrupt supplies, damage facilities, and impact production. Regulatory pressures to reduce emissions may require significant investments, straining resources. Proactive climate risk management is essential to ensure Siyaram's long-term sustainability and mitigate potential financial, operational, and reputational impacts.	Siyaram is proactively addressing climate change risks, prioritising resilience and sustainability across its operations. The company is taking deliberate steps to mitigate the impacts of climate change, from supply chain disruptions to regulatory pressures, and is integrating environmental, social, and governance (ESG) considerations into its business strategy to ensure long-term viability and minimise risks, while capitalising on opportunities for growth and innovation.	<p>Negative:</p> <ol style="list-style-type: none"> 1. Costs of transition to a lower-carbon economy 2. Business disruption due to extreme weather events, such as cyclones, hurricanes, heat or cold waves, or floods and resultant revenue impact
7	Supply chain management	Opportunity	Sustainable supply chain management offers Siyaram a strategic opportunity to enhance its brand reputation, reduce risks, and improve profitability. By prioritising environmentally and socially responsible practices, the company can strengthen relationships with suppliers, ensure compliance with regulations, and capitalise on growing consumer demand for sustainable products, ultimately driving business growth, improving efficiency, and increasing competitiveness in the global market.	-	<p>Positive:</p> <ol style="list-style-type: none"> 1. ESG-compliant suppliers driving resource efficiencies across the value chain, leading to cost savings and improved profitability <p>Negative:</p> <ol style="list-style-type: none"> 1. Short-term business disruptions on account of non-compliant suppliers 2. Cost implications associated with transitioning to and maintaining ESG-compliant suppliers

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 (Indicate positive or negative implications)
8	Employee Health & Safety	Risk	Employee health and safety is a critical risk for Siyaram, as workplace accidents and illnesses can lead to lost productivity, increased costs, and reputational damage. Non-compliance with safety regulations can result in fines and penalties, while a poor safety record can also impact employee morale, retention, and recruitment, ultimately affecting business operations and profitability, making a robust health and safety management system essential.	Siyaram prioritises employee well-being and safety, with a robust Occupational Health and Safety Management System in place. The company's Safety, Health & Environment (SHE) policy outlines strict protocols and guidelines for all employees across its plants. Regular safety training and assessments ensure a proactive approach to risk management, fostering a culture of safety and responsibility. By investing in employee safety, Siyaram minimises risks, boosts morale, and promotes a healthy work environment, ultimately driving business sustainability and success.	<p>Negative:</p> <ol style="list-style-type: none"> Employee health issues can decrease productivity, hindering the Company's ability to meet demand, satisfy customers, and increase revenue, ultimately impacting business growth and success. Increased liability and legal costs associated with workplace accidents or illnesses Reputational damage and loss of customer trust due to safety-related incidents
9	Digitalisation	Opportunity	Digitalisation presents a significant opportunity for Siyaram to enhance operational efficiency, improve customer engagement, and drive business growth. By leveraging technologies like AI, IoT, and data analytics, the company can optimise supply chains, streamline processes, and gain valuable insights to inform strategic decisions. Digitalisation also enables Siyaram to expand its online presence, reach new customers, and stay competitive in a rapidly evolving market, driving innovation and revenue growth.	-	<p>Positive</p> <ol style="list-style-type: none"> Cost efficiency due to automation and the elimination of manual efforts, leading to improved profitability Streamlines the company's internal processes and also enhances the customer experience, fostering stronger relationships and potentially increasing customer loyalty and retention

SECTION B: 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 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.	1. ISO 9001:2015 2. ISO 14001:2015 3. ISO 45001:2018 4. Higg FEM 5. Higg FSLM 6. SMETA 7. Oeko-Tex 8. Oeko-Tex Recycle 9. GRS 10. SRCCS 11. GOTS 12. ZDHC 13. StZ 14. C-TPAT								

<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>1) Zero case of fines / penalties / punishment from any regulatory/enforcing agency in reporting year.</p> <p>1) 60% sustainable sourcing out of total procurement by year 2025</p> <p>1) Zero fatalities</p> <p>2) Ensure 100% assessment of plants and offices on health and safety, and working conditions every year</p> <p>100% adherence to concerns raised by stakeholders</p> <p>1) Zero complaints on human right related issues</p> <p>1) 15% electricity consumption from RE sources by 2026</p> <p>2) Reduce water consumption by 10% by 2027</p> <p>1) Zero adverse orders from regulatory authorities for anti-competitive conduct</p> <p>1) 30% procurement from MSMEs by year 2025</p> <p>2) Target 4000 number of beneficiaries by CSR activities by 2026</p> <p>3) Zero data privacy breach of customers</p> <p>1) Reduction in number of customer complaints</p> <p>2) Zero product recalls</p>
<p>6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.</p>	<p>1. Zero penalties/ fines levied during the year</p> <p>1. The Company has achieved 41.45% sustainable procurement during the year and shall try to scale it up to 60% in the forthcoming years</p> <p>1. No fatalities in FY 2024-25</p> <p>2. 100% of plant and offices were assessed on health and safety and working conditions</p> <p>1. All stakeholder concerns were recorded and addressed during the reporting period</p> <p>1. Zero complaints on Human Rights were filed during the reporting period</p> <p>1. 9% electricity consumption achieved from RE sources</p> <p>2. Water consumption reduced by 20% in FY 2025</p> <p>1. No adverse orders from regulatory authority received during the reporting period</p> <p>1. 35.8% procurement done from MSME</p> <p>2. 2880 beneficiaries identified as a part of CSR Activities in 2025</p> <p>3. No data breaches occurred during the reporting period</p> <p>1. Reduction in customer complaints by 5% Y-o-Y</p> <p>2. No products were recalled during the reporting period</p> <p>3. No data breaches occurred during the reporting period</p>

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG -related challenges, targets, and achievements Over the last four decades, our company has built a strong foundation of ethical business practices, operational excellence, and stakeholder trust. As we evolve in a world facing complex environmental and social challenges, we recognise the need to embed sustainability at the core of our business strategy. This year marks a pivotal moment as we formally embark on integrating Environmental, Social, and Governance (ESG) principles across all facets of our operations.

The company's ESG journey is guided by a deep sense of responsibility towards people, the planet, and long-term value creation. We are addressing ESG-related challenges proactively by aligning our operations with globally recognised sustainability standards. One of our key initiatives this year has been the integration of ESG risk parameters into our Enterprise Risk Management framework. This enables us to identify, assess, and respond to ESG risks with the same rigour as traditional business risks.

We have set aspirational targets to become carbon neutral and water positive in the long term. To this end, we are investing in energy-efficient technologies, optimising resource usage, and transitioning towards more sustainable production methods. Across our facilities, we are focusing on reducing emissions, improving water management practices, and minimising waste through responsible disposal and recycling. Our collaboration with certified waste recyclers reinforces our commitment to the circular economy and sustainable resource use.

The company is also innovating in its product and service portfolio to minimise environmental impact. We are developing solutions that help customers lower their carbon footprint, consume less energy, and adopt environmentally conscious lifestyles. Sustainability is being embedded across the product life cycle—from design and sourcing to manufacturing, usage, and end-of-life disposal—ensuring we remain accountable for the long-term impacts of our offerings.

On the social front, we continue to champion the wellbeing of the communities we serve. Our community development programmes focus on health, education, and livelihood enhancement, with a vision to create inclusive and resilient communities. Our policies on Safety, Health, and Environment (SHE), implemented across all plants and workplaces, reflect our unwavering commitment to ensuring the safety and welfare of our employees and other stakeholders.

Internally, we are fostering a work culture that values diversity, inclusion, and fairness. Employees and business associates are provided with a supportive and collaborative working environment that encourages innovation, respect, and growth. We uphold human rights and fair labour practices in all our operations, with strict compliance to national regulations and global best practices.

As we move forward, we acknowledge that the road to sustainability is dynamic and demanding. Yet, we remain resolute in our commitment to continuous improvement. By setting clear goals, measuring our progress, and engaging with stakeholders transparently, we aim to create shared value for all.

We are proud of the strides we have made and are confident that our ESG roadmap will position us for long-term success, resilience, and positive impact. Through collective effort and unwavering commitment, we are building a future that is not only profitable but also sustainable.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Shri. Ashok Jalan Senior President cum Director</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability-related issues? If yes, provide details</p>	<p>Yes Ashok Jalan, Senior President cum Director, is responsible for decision-making on sustainability-related issues.</p>

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										BRSR Committee	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances										BRSR Committee	Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)	No	No	No	No	No	No	No	No	No			No	No	No	No	No	No	No	No
If yes, provide name of the agency.	NA	NA	NA	NA	NA	NA	NA	NA	NA			NA	NA	NA	NA	NA	NA	NA	NA

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)									
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)									NA
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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



Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	The Board of Directors and its Committees invested significant time in overseeing business, operations, and sales, while also undergoing external training on Business Responsibility and Sustainability Report (BRSR) compliance to enhance their knowledge and ensure adherence to regulatory requirements.	100
Key Managerial Personnel	3	Key Management Personnel (KMPs) dedicated time to business, operations, and sales, and underwent external training on Business Responsibility and Sustainability Report (BRSR) to enhance their expertise and ensure compliance with regulatory requirements.	100
Employees other than BoD and KMPs	4	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.	100
Workers	3	Workshops on 9 NGRBC principles, awareness programmes on Environment, Health & Safety, Human Rights, trainings on anti-corruption and anti-bribery topics	100

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	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.

Our company is dedicated to upholding the highest standards of ethics and integrity. To ensure a corruption-free and transparent business environment, we have established a robust Anti-Bribery and Anti-Corruption Policy. Additionally, we have implemented a Whistle Blower Policy and Code of Conduct that empowers our Directors, Employees, and external stakeholders to report any concerns or suspicions of unethical behaviour, fraud, or non-compliance with our Code of Conduct. These policies not only provide a safe and confidential reporting mechanism but also safeguard against retaliation or victimisation of those who report concerns. Our policies are publicly available on our website at <https://www.siyaram.com/investor-relations/policy.php>, demonstrating our commitment to transparency and accountability

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Since no complaints were received, no corrective actions were taken.	0	Since no complaints were received, no corrective actions were taken.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Since no complaints were received, no corrective actions were taken.	0	Since no complaints were received, no corrective actions were taken.

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.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	58.90	60.36

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	0%	0%

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	a. Sales to dealer/ distributors as % of total sales	95.99%	95.40%
	b. Number of dealers / distributors to whom sales are made	5731	5524
	c. Sales to top 10 dealer/ distributors as % of total sales to dealer/distributors	9.03%	8.86%
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases)	4.41%	4.03%
	b. Sales (Sales to related parties / Total Sales)	0.46%	0.44%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	4.48%	4.26%
	d. Investments (Investments in related parties/Total Investments made)	5.03%	68.63%

Leadership Indicators

- 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	Human Rights, Labour Laws, Health & Safety, Working Condition & Sexual Harassment	53%

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

Yes.

The Company’s Directors are mandated to disclose their personal interests, shareholdings, and affiliations with other entities, and to update this information annually or whenever there are changes. To maintain transparency and avoid conflicts of interest, Directors recuse themselves from discussions and decision-making on matters in which they have a personal stake. Additionally, the Directors and Senior Management provide annual declarations confirming their adherence to the Company’s Code of Conduct and affirm that they have not engaged in any financial or commercial transactions that could potentially conflict with the Company’s interests.

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



Essential Indicators

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

	Amount	Percentage	Details of improvements in environmental and social impacts
R&D (in INR Crore)	-	-	
Capex (in INR Crore)	68.54	44%	We are dedicated to advancing sustainability through strategic investments in renewable energy and eco-efficient technologies. Our 5,392-kWh rooftop solar capacity enhances clean energy use and cuts GHG emissions. We’ve installed a sewage treatment plant and RO system and are upgrading to energy-efficient air jet looms. Additional investments include air compressors, a zero-shrinkage machine for superior fabric quality, and the SmarS Sludge Dryer, which reduces coal use by 1,500 kg/day—together lowering our environmental impact significantly.

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

Yes. We uphold a rigorous Sustainable Sourcing Policy, guiding our procurement practices to prioritise fair dealing, health and safety, and environmental stewardship throughout our supply chain. Our suppliers are expected to adhere to this policy, upholding the highest standards of social responsibility, business integrity, and environmental sustainability, while complying with all applicable laws and regulations.

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

41.45%

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.

As a responsible corporate entity, we have established comprehensive processes to ensure the safe reclamation, recycling, and disposal of our products at the end of their life cycle.

Type of waste	Mechanism
Plastics (including packaging)	Ensure safe disposal of all plastic packaging through sale to authorised plastic waste processors for recycling and utilisation in manufacture of new packaging material.
E-waste	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 authorised re-cyclers.
Hazardous waste	We also ensure safe disposal of specific hazardous wastes as mandated in operating Consent / Authorisations, through Government authorised Treatment Storage and Disposal Facilities.
Other waste	Other waste like chemical-drum, Coal Ash, Paper waste, wooden scrap etc given to authorised vendor to reuse the same.

Throughout, we maintain a comprehensive waste management system, emphasising segregation, storage, and engagement of authorised vendors for disposal and recycling. This integrated approach ensures the responsible management of our products at the end of their life cycle.

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 adhere to Extended Producer Responsibility (EPR) principles, prioritising sustainable end-of-life management for our products. We have established a waste collection plan and programme for responsible packaging disposal, and are actively implementing EPR initiatives to align with regulatory requirements and minimise our environmental footprint.

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:

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective /Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	-	-	-	-	-

While we haven't conducted Life Cycle Assessments (LCAs) for our products this year, we acknowledge their importance in evaluating environmental performance. We plan to initiate LCAs for relevant products, enabling us to identify areas for improvement, minimise environmental impact, and enhance product 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 2024-25	FY 2023-24
Packaging Material (Paper Board, Box, HM Bags, etc)	65.62%	66.39%
Yarn	11.95%	5.38%

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

We are committed to environmental sustainability and responsible waste management and are proactively exploring opportunities to develop a circular approach to our products and packaging. While we don't yet have a formal reclaiming process in place, we are dedicated to textile stewardship and are taking steps towards a more sustainable future, with plans to implement a structured recovery programme in the near future.

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	14.66 MT	0	0	19.00 MT
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
	NIL

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)	Number (C)	% (B / A)	Number (D)	% (C / A)	Number (E)	% (D / A)	Number (F)	% (E / A)	Number (G)
Permanent employees											
Male	1209	1209	100%	1209	100%	0	0%	0	0%	0	0%
Female	100	100	100%	100	100%	4	4%	0	0%	0	0%
Total	1309	1309	100%	1309	100%	4	0.31%	0	0%	0	0%
Other than Permanent employees											
Male	81	81	100%	81	100%	0	0%	0	0%	0	0%
Female	39	39	100%	39	100%	0	0%	0	0%	0	0%
Total	120	120	100%	120	100%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E/ A)	Number (F)	% (F / A)
Permanent workers											
Male	604	604	100%	604	100%	0	0%	0	0%	0	0%
Female	239	239	100%	239	100%	0	0%	0	0%	0	0%
Total	843	843	100%	843	100%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male	1445	1445	100%	1445	100%	0	0%	0	0%	0	0%
Female	386	386	100%	386	100%	0	0%	0	0%	0	0%
Total	1831	1831	100%	1831	100%	0	0%	0	0%	0	0%

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

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.21%	0.23%

2. Details of retirement benefits.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	3.74%	85.17%	Yes	4.73%	54.22%	Yes
Superannuation	1.45%	-	Yes	1.40%	-	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. We prioritise accessibility and inclusivity across all our facilities, designing our workspaces to be easily navigable for everyone. With predominantly ground-level work floors, ramps, elevators, and wheelchair availability, we ensure seamless access for individuals with disabilities, fostering an inclusive environment that enables equal participation and opportunities for all.

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	100%	100%	0%	0%
Total	100%	100%	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	We have a robust grievance redressal system in place, ensuring that all employees and workers have a clear and confidential channel to report concerns. Our HR department coordinates a fair and timely resolution process, with a defined escalation hierarchy and a Grievance Committee. Additionally, our Whistle Blower Policy protects employees who report unethical behavior, guaranteeing confidentiality and safeguarding against retaliation, with a governance mechanism to prevent harassment or victimisation.
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 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	1209	0	0%	1191	0	0%
Female	100	0	0%	98	0	0%
Total	1309	0	0%	1289	0	0%
Total Permanent Workers						
Male	604	14	2.31%	1180	21	1.78%
Female	239	0	0%	281	0	0%
Total	843	14	1.66%	1461	21	1.44%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
	No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)	
Employees										
Male	1209	1209	100%	1209	100%	1191	1191	100%	1191	100%
Female	100	100	100%	100	100%	98	98	100%	98	100%
Total	1309	1309	100%	1309	100%	1289	1289	100%	1289	100%
Workers										
Male	604	604	100%	604	100%	1180	1180	100%	1180	100%
Female	239	239	100%	239	100%	281	281	100%	281	100%
Total	843	843	100%	843	100%	1461	1461	100%	1461	100%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1209	1209	100%	1191	1191	100%
Female	100	100	100%	98	98	100%
Total	1309	1309	100%	1289	1289	100%
Workers						
Male	604	604	100%	1180	1180	100%
Female	239	239	100%	281	281	100%
Total	843	843	100%	1461	1461	100%

10. Health and safety management system:

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

Yes, our entire operations are covered by the OHS system.

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

We prioritise workplace safety through a proactive approach, identifying and mitigating risks associated with man-machine interaction, process safety, and fire hazards. Our robust risk management framework enables us to detect areas for improvement and implement corrective actions, fostering a safe and healthy work environment for all employees.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)

Yes, we empower our workers to prioritise their safety through established reporting procedures, outlined in our SHE Manual, allowing them to identify and address potential hazards without fear of reprisal. Our proactive approach includes regular safety training, mock drills, and awareness programmes, ensuring that workers can confidently remove themselves from potentially hazardous situations, safeguarding their well-being and promoting a culture of safety.

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

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

11. Details of safety related incidents:

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

*Including in the contract workforce

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

We have a comprehensive risk management system in place, which includes:

- Department-specific checklists to identify and assess work-related hazards on a regular and non-routine basis
- Regular toolbox talks to educate workers on recognising and reporting risks and hazards

In the event of an emergency, we have a tiered response plan in place, categorised into three levels:

Level I: Localized Emergency - Minor incidents that can be managed locally, such as small fires in administrative or utility buildings

Level II: Plant Emergency - More complex incidents that require a coordinated response, such as escalated fires or spills that impact operations

Level III: Major or Catastrophic Emergency - Large-scale incidents with severe consequences for life and property, requiring a full-scale emergency response

Our emergency response plan ensures that we are prepared to respond effectively and efficiently to any situation, minimising risk and protecting our people, assets, and the environment

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	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.

Ensuring a safe working environment is our top priority. We proactively identify and mitigate workplace hazards, including man-machine interaction, process safety, and fire risks, through a robust risk management framework. By regularly assessing and addressing potential threats, we take corrective action to prevent incidents and create a culture of safety excellence, where our employees can work with confidence and without risk of harm

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

	(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.

We uphold our responsibility as a corporate entity by ensuring that our contractual employees and value chain partners comply with all statutory requirements. We prioritise the timely deduction and deposit of statutory dues, including ESIC and PF, on a monthly basis, and rigorously monitor this process to guarantee full regulatory adherence, demonstrating our commitment to transparency, accountability, and the well-being of our workforce.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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

While we do not have any formal transition assistance programmes in place, we offer support programmes to assist our retired employees during their transition and frequently hire them as consultants on a short-term basis as necessary, basis their interest.

5. Details on assessment of value chain partners:

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

While we currently don't assess the health and safety practices of our value chain partners, we're taking a proactive step towards responsible sourcing. We've developed a comprehensive sustainable sourcing policy, which will enable us to evaluate and monitor our suppliers' environmental and social compliance, ensuring that our entire value chain adheres to stringent standards, promoting a safer and more sustainable supply chain ecosystem.

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.

We're committed to enhancing our value chain's health and safety standards. Although we currently don't assess our partners' practices, we're developing a comprehensive evaluation process to identify and address potential risks and concerns. This proactive approach will enable us to promote safer working conditions and responsible practices throughout our entire value chain, ensuring a more sustainable and responsible business ecosystem.

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.

We recognise that our success is intertwined with the interests of our stakeholders. To foster a culture of collaboration and trust, we have established a Stakeholder Engagement policy, built on the foundations of transparency, equity, and open communication. This policy guides our interactions with key stakeholders, ensuring that we engage with them in a consultative and responsive manner, prioritise their needs, and nurture relationships rooted in mutual trust and respect, ultimately driving sustainable business performance and long-term value creation.

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 & Marginalised 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	<ul style="list-style-type: none"> 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 	Need Based	We regularly engage with employees to discuss assorted topics like innovation, operational efficiencies, areas which need improvement, long-term strategy plans, training and awareness, health, and safety initiatives

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ul style="list-style-type: none"> Customer events Face to face meetings Customer satisfaction surveys Marketing and advertising activities 	Need Based	<p>The Company updates the Customers on a regular basis on new brands/ product launches, product quality and availability. We also periodically assess customer satisfaction through surveys and understand the grievances of customers and take their feedback on our products and services.</p> <p>The Company regularly conducts Dealers conferences to promote its products and obtain market feedback on the acceptability for them.</p>
Vendors and Suppliers	Yes	<ul style="list-style-type: none"> One-on-one negotiations and meetings for finalisation follow up, and after sales service. Trainings and related education Surveys 	Need-based	<p>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.</p>
Investors and shareholders	No	<ul style="list-style-type: none"> Annual General Meetings Earnings calls Email broadcasts and intimation Individual meetings with financial media, shareholders, and analysts 	Need-based / Quarterly	<p>The company engages with investors and shareowners to update on the performance in terms of growth, profitability, dividends, financial analysis/ stability, market risk, future plans, etc.</p>
Local Communities	Yes	<ul style="list-style-type: none"> Surveys Project based discussions Face to face interactions CSR activities 	Need based	<p>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.</p>
Regulatory authorities	No	<ul style="list-style-type: none"> 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. 	Need based / Annually	<p>We actively participate in shaping textile industry regulations and policies, sharing our perspective to ensure our voice is heard.</p>

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
Non-governmental organisations (NGOs)	No	<ul style="list-style-type: none"> 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
Media	No	<ul style="list-style-type: none"> 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 	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.

We have a robust stakeholder engagement framework in place, which enables us to systematically gather feedback from key stakeholder groups. This feedback is channelled through our departments to the Stakeholder Relationship Committee, which reviews and analyses the inputs, tracks compliance, and provides quarterly recommendations to the Board. The Board, in turn, drives the implementation of stakeholder-driven suggestions, ensuring that their voices are heard and valued, and that their concerns are addressed in a timely and effective manner.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, Stakeholder engagement is at the heart of our approach to environmental and social responsibility. Through ongoing dialogue with a diverse range of stakeholders, including government, regulatory bodies, distributors, suppliers, and local communities, we foster transparency, responsiveness, and collaboration. Our multi-channel engagement approach, spanning formal meetings, consultation sessions, and digital platforms, ensures that we stay attuned to the concerns and expectations of our stakeholders. By systematically identifying and addressing key environmental, social, and governance issues, we integrate stakeholder feedback into our policy-making and decision-making processes, driving long-term business sustainability and responsible growth.

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

We prioritise the needs of our most vulnerable stakeholders, including local communities and our vendor/supplier network, through targeted engagement and support initiatives. To empower local communities, we invest in education, healthcare, and social welfare programmes, such as scholarships, medical aid, and cancer treatment facilities. For our suppliers and vendors, we provide skill-building training and awareness sessions to enhance their capabilities and promote socioeconomic growth. By addressing the unique needs of these marginalised groups, we strive to create a positive and lasting impact, fostering a more equitable and sustainable future for all.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total C	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1309	1309	100%	1289	1289	100%
Other than permanent	120	120	100%	8	8	100%
Total	1429	1429	100%	1297	1297	100%
Workers						
Permanent	843	843	100%	1461	1461	100%
Other than permanent	1831	1831	100%	2010	2010	100%
Total	2674	2674	100%	3471	3471	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. C	% (C / A)		No. E	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	1209	-	-	1209	100%	1191	-	-	1191	100%
Female	100	-	-	100	100%	98	-	-	98	100%
Other than Permanent										
Male	81	-	-	81	100%	7	-	-	7	100%
Female	39	-	-	39	100%	1	-	-	1	100%
Workers										
Permanent										
Male	604	-	-	604	100%	1181	-	-	1181	100%
Female	239	-	-	239	100%	280	-	-	280	100%
Other than Permanent										
Male	1445	-	-	1445	100%	1689	-	-	1689	100%
Female	386	-	-	386	100%	321	-	-	321	100%

3. Details of remuneration/salary/wages:

a. Median remuneration/wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	9	8622000	1	950000
Key Managerial Personnel	2	4880000	0	0
Employees other than BoD and KMP	1202	490641	100	340840
Workers	604	150360	239	112527

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages paid by the entity	21.09%	11.70%

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 is firmly committed to upholding and protecting human rights across all its operations. Our Code of Business Conduct and Ethics, along with our HR practices, embed human rights principles and ensure compliance with applicable standards. To further strengthen our approach, we have implemented key policies such as the Human Rights Policy, Anti-Sexual Harassment Policy, Whistle Blower Policy, and other social welfare policies. These frameworks are designed to safeguard the rights of all stakeholders and enable transparent and accessible grievance redressal.

Our Stakeholder Grievance Redressal Policy outlines clear procedures for registering and addressing concerns. Grievances can be submitted via email, phone, or in writing to designated Stakeholder Contact Officers. A dedicated email ID – sharedept@siyaram.com – is available for streamlined communication. The Company Secretary, designated as the Compliance Officer, oversees the implementation, monitoring, and regular review of the grievance redressal mechanism. This institutional framework reflects our ongoing commitment to human rights and ensures timely, fair, and transparent resolution of stakeholder issues.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/ Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Human Rights Issues	0	0	None	0	0	None

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

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

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

We are committed to fostering a culture of transparency and accountability, and our Whistleblower Policy reflects this commitment. We guarantee the confidentiality and protection of whistleblowers who report concerns or wrongdoing in good faith, ensuring that they are not subjected to retaliation or victimisation. To further reinforce this commitment, we have established Board-level committees and other statutory bodies that oversee the receipt, investigation, and resolution of complaints, providing a safe and secure channel for reporting and addressing concerns, and upholding the highest standards of integrity and ethics within our organisation.

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

Yes, we include human rights requirements in certain contracts.

10. Assessments for the year:

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

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

The Company maintains a strict policy of non-discrimination and adheres to the highest standards of labour practices, ensuring that it does not engage in child labour, forced labour, or involuntary labour of any kind. Furthermore, the Company promotes a workplace free from harassment, with no instances of sexual harassment reported during the year, fostering an inclusive and respectful environment for all employees

Leadership Indicators

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

No such grievances were reported on Human Rights violations.

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

No, the Company has not undertaken HRDD. However we understand the significance of human rights in operations and shall look to take up the same in the forthcoming years.

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, our manufacturing facilities and commercial locations are designed with a strong focus on accessibility and inclusion.

4. Details on assessment of value chain partners:

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

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

The company did not conduct formal assessments of significant risks or concerns in the current financial year. However, we are committed to addressing this gap and will implement our sustainable supply chain and preferential procurement policy to assess and screen our value chain partners going forward.

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

1. Details of total energy consumption (GJ) and energy intensity:

Parameter	FY 2024-25	FY 2023-24
From renewable sources		
Total electricity consumption (A)	18063	1,037
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	18063	1,037
From non-renewable sources		
Total electricity consumption (D)	1,92,503	2,02,498
Total fuel consumption (E)	8,74,556	5,49,976
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	10,67,059	7,52,474
Total energy consumed (A+B+C+D+E+F)	10,85,122	7,53,511
Energy intensity per rupee of turnover (GJ/ ₹ Cr) (Total energy consumed / Revenue from operations)	488.72	361.02
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (GJ/Million US\$) (Total energy consumed / Revenue from operations adjusted for PPP)	1,009.71	826.01
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity		

*Note: PPP Conversion factor is taken as 20.66 as per IMF PPP 2025 data

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 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	10,162	10,045
(iii) Third party water	6,54,827	7,41,990
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,64,989	7,52,035
Total volume of water consumption (in kilolitres)	2,97,892	3,73,983

Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of turnover (KL/₹ Cr) (Total water consumption / Revenue from operations)	134.16	179.18
Water intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (KL/Million US\$) (Total water consumption / Revenue from operations adjusted for PPP)	277.19	409.96
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity		

*Note: PPP Conversion factor is taken as 20.66 as per IMF PPP 2025 data

During the reporting period, the Company has successfully harvested 3,665 kiloliters (KL) of water through the rainwater harvesting systems. This initiative reflects on the organisation's commitment to sustainable water resource management and reducing reliance on external freshwater sources.

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment	3,67,097	3,78,052
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	3,67,097	3,78,052

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

No

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

As we continue to prioritise environmental sustainability, we're proud to say that our manufacturing facilities are equipped with cutting-edge Effluent Treatment Plants (ETPs) that ensure the highest standards of wastewater management. While we currently don't have a Zero Liquid Discharge (ZLD) system in place, we recognise the importance of adopting this innovative technology to further minimise our ecological footprint. To that end, we're actively exploring the feasibility of implementing ZLD systems at our manufacturing locations, with the goal of achieving a closed-loop system that eliminates liquid waste entirely.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	Tonnes	2.07	0.87
Sox	Tonnes	65.22	48.98
Particulate matter (PM)	Tonnes	21.01	17.21
Persistent organic pollutants (POP)	-		
Volatile organic compounds (VOC)	-		
Hazardous air pollutants (HAP)	-		
Others – Carbon monoxide (CO)	Tonnes	1.39	0.85

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

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

Parameter	Unit	FY 2024-25		FY 2023-24	
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	50,927		53,127	
		CO ₂	Metric Tonnes of CO ₂ 50520.91	CO ₂	Metric Tonnes of CO ₂ 52,425
		CH ₄	Metric Tonnes of CO ₂ equivalent 142.80	CH ₄	Metric Tonnes of CO ₂ equivalent 151
		N ₂ O	Metric Tonnes of CO ₂ equivalent 207.97	N ₂ O	Metric Tonnes of CO ₂ equivalent 216
		HFCs	Metric Tonnes of CO ₂ equivalent 51.39	HFCs	Metric Tonnes of CO ₂ equivalent 335
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric Tonnes of CO ₂ equivalent	38,875		40,275	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO ₂ equivalent / INR Cr of turnover	40.45		44.75	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric Tonnes of CO ₂ equivalent / Million US\$	83.56		102.389	
Total Scope 1 and Scope 2 emission intensity in terms of physical output					
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-		-	

*Note: PPP Conversion factor is taken as 20.66 as per IMF PPP 2025

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

No

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

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

- Increased our renewable energy capacity consumption to 50,17,363 kWh thereby reducing Scope 2 GHG Emissions by 4.06%
- Further reduced our coal consumption by approx. 5317 Tonnes

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric Tonnes)		
Plastic waste (A)	100.14	380.938
E-waste (B)	0.15	0
Bio-medical waste (C)		
Construction and demolition waste (D)		
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)		
Non-hazardous waste generated (H):		
MS & SS scrap	134.24	145.85
Fabric/Chindi	1,193.50	1,129.23
Coal Ash	2,666.52	2,290.00
Yarn Waste	190.70	0
Paper waste	1,039.27	530.16
Wooden scrap	23.82	15.32
Other waste	87.73	1,296.22
Sludge	70.36	708.24
Used oil	1.16	2.52
Total (A+B + C + D + E + F + G + H)	5,507.59	6,498.47
Waste intensity per rupee of turnover (MT/INR Crore) (Total waste generated / Revenue from operations)	2.48	3.11
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity *(PPP) (MT/ US\$ Million)* (Total waste generated / Revenue from operations adjusted for PPP)	5.12	7.12
Waste intensity (optional) – the relevant metric may be selected by the entity		
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	0	0
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	5,507.59	6,498.47
Total	5,507.59	6,498.47

*Note: The waste data for Battery waste and Used Oil for FY 2023-24 has been restated basis improved data tracking

PPP Conversion factor is taken as 20.66 as per IMF PPP 2025

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

No

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

We have established a rigorous and documented Standard Operating Procedure (SOP) for managing waste across our operations, ensuring a systematic and responsible approach to waste disposal. Our comprehensive framework includes:

- **Classification:** We categorise waste into hazardous and non-hazardous types, with section in-charges maintaining meticulous records in compliance with regulatory requirements.
- **Hazardous Waste Disposal:** We dispose of hazardous waste through authorised vendors, selling what can be salvaged and responsibly packaging and disposing of the remainder, such as ETP sludge, in accordance with regulatory guidelines.
- **Non-Hazardous Waste Disposal:** We sell non-hazardous process and non-process waste, including recyclable materials like wooden scrap, metal scrap, and decontaminated drums, to authorised vendors for further processing or recycling.
- **Accountability:** Our Plant Head oversees the implementation of waste management practices, while designated personnel classify waste and stores in-charge manage the sale of scrap materials, ensuring a clear chain of responsibility and adherence to our waste management protocols

Further, as part of our sustainable waste management initiatives, we utilize sludge generated from our Effluent Treatment Plant (ETP) as a supplementary fuel in our Thermic Fluid Heater and boiler systems, in line with CPCB guidelines under Rule 9 of the Hazardous and Other Wastes Rules, 2016. This process reduces reliance on conventional fuels like coal. We have obtained the necessary authorization (Ref: BO/2404000004 dated 10/04/2024) and consent from the MPCB (Ref: RED/L.S.I (R40)/MPCBCONSENT_AMMENDMENT0000011335/CO/2403000011 dated 01/03/2024), valid up to 31/01/2027, ensuring full regulatory compliance

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

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.			

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

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

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

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. **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:
- Name of the area:
 - Nature of operations:
 - Water withdrawal, consumption, and discharge:

We do not have any operations in water stress areas.

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
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		
(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.

No

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

Parameter	Unit	FY 2024-25	FY 2023-24
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			

Presently, the Company does not track these details. However, we look forward to monitoring the same in the future.

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

No

3. With respect to the ecologically sensitive areas reported at Question 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.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Water, power & steam saving	Installation of STP at Tarapur Units, Amravati and Saily, Silvassa Unit. RO at Tarapur Unit-H-3/1	The installation of a Sewage Treatment Plant (STP) and Reverse Osmosis (RO) unit at one of the facilities has enhanced water sustainability by enabling wastewater recycling and reducing freshwater dependency. This initiative supports efficient water management, lowers operational costs, and aligns with the Company's environmental goals, contributing to long-term resource conservation and improved environmental compliance.
2	Renewable energy generation and consumption- Solar rooftop installation	The Company has installed total solar capacity of 5392 KWhp across its plants	The installation of renewable energy systems across various units has significantly reduced reliance on conventional energy sources, lowering greenhouse gas emissions and operational energy costs. This shift supports the company's commitment to clean energy, enhances energy efficiency, and contributes to its broader sustainability and climate action goals.

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

Details of the plan: In the unlikely event of an emergency, a continuous alarm will sound, signalling the need for immediate action. To ensure a swift and safe evacuation, it's essential to follow the clear instructions provided by our trained team leaders. Prior to any emergency, we encourage all employees to familiarise themselves with our comprehensive evacuation plan and the location of emergency exits on each floor. When the alarm sounds, please proceed quickly and calmly to the designated Assembly Point, where our trained rescue team will escort you to safety. Meanwhile, our firefighting team and first aid responders will be on standby, ready to provide expert assistance and support to ensure the well-being and safety of everyone on site. Our priority is the safety and security of all employees, and we are committed to providing a secure and supportive environment in the event of an emergency.

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

We acknowledge the critical role that environmental stewardship plays in our business and are committed to understanding and addressing the key environmental issues that arise across our value chain. As part of our sustainability journey, we are planning to conduct a comprehensive assessment to identify areas of impact and opportunity. This thorough review will examine every stage of our value chain, from sourcing raw materials to manufacturing, distribution, use, and disposal, with a focus on energy consumption, emissions, water usage, and waste management practices. By gaining a deeper understanding of our environmental footprint, we will be able to develop targeted strategies and initiatives to mitigate adverse impacts and drive positive change. This proactive approach will not only enhance our sustainability performance but also promote responsible practices throughout our operations and value chain, ultimately contributing to a more environmentally conscious and resilient business model.

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

Not yet assessed

8. How many Green Credits have been generated or procured:

a. By the listed entity: None

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: None

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.
8
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

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
7	Hindustan chamber of commerce	State
8	The Bombay Yarn Merchant of Association of exchange	State

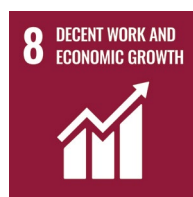
2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities
Company has not received any adverse order from the regulatory authority.

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**

1. 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 recognise 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
-	-	-	-	-

2. 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					

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

The company has established mechanisms to interact with the members of the local community and/or community leaders in and around the areas of its plants and operations. This helps the company understand and address any concerns or grievances the community may have.

All grievances received from the community are addressed through the formal procedure laid down in the company's Grievance Redressal Policy. The details of this policy can be found on the company's website at <https://www.siyaram.com/investor-relations/policy.php>.

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

Location	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	35.80%	20.00%
Directly from within India	90.00%	91.55%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2024-25	FY 2023-24
Rural	0	0
Semi-urban	37	30
Urban	0	0
Metropolitan	63	70

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

2. 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)
1	Rajasthan	Sikar	1,42,00,000
2	Gujarat	Amreli	21,00,000
3	Maharashtra	Mumbai	26,50,000

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

Yes

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

We are committed to fostering a culture of diversity, equity, and inclusion in our procurement practices, recognising the value that diverse suppliers bring to our business and the communities we serve. As part of our inclusive sourcing strategy, we actively seek to partner with enterprises that are owned by or employ underrepresented groups, including women, people with disabilities, LGBTQ individuals, and those from Scheduled Caste/Scheduled Tribe communities. By doing so, we aim to promote economic empowerment and social inclusion.

Furthermore, we prioritise local and regional suppliers, giving preference to those based in or near our areas of operation, to stimulate local economic growth and development. Our procurement practices also emphasise engagement with micro, small, and medium enterprises (MSMEs), recognising the critical role they play in driving innovation, job creation, and community development. By embracing diversity and inclusion in our supply chain, we strive to create a more vibrant, resilient, and sustainable business ecosystem that benefits both our company and the communities we touch.

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

2.36%

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

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 marginalised groups
1	Education	880	100%
2	Food Distribution	2000	100%

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.**

We value our customers' feedback and concerns, providing multiple channels for them to reach us, including email, helpline, and online portal. Our dedicated Stakeholder Contact Officer ensures prompt attention to grievances. Our three-step complaint resolution process is designed to be efficient and customer-centric: accepting complaints through various channels, conducting on-site verification, and resolving issues through replacement or compensation. We prioritise timely and satisfactory resolution, demonstrating our commitment to exceptional customer experience and building trust with our customers.

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 2024-25			FY 2023-24		
	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	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	174	0	The pending complaints were from the end of the financial year in March 2024, and they will be subsequently resolved during the course of the following year.
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	1397	0	-	1289	306	The pending complaints were from the end of the financial year in March 2024, and they will be subsequently resolved during the course of the following year.

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.
Yes, the details of this policy can be found on the company's website at <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 2024-25 for the mentioned categories and hence no corrective actions were taken.
7. Provide the following information relating to data breaches:
- a. Number of instances of data breaches
None
 - b. Percentage of data breaches involving personally identifiable information of customers
None
 - c. Impact, if any, of the data breaches
None

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 proactively educate consumers on the safe and responsible use of our fabrics and garments through multiple channels, including personal interactions, emails, newsletters, and our website. Clear care instructions are also provided on product labels and packaging, empowering consumers to handle and maintain our products with confidence. By prioritising consumer education and awareness, we promote the safe and responsible use of our products, enhancing the overall consumer experience and fostering a culture of sustainability and responsibility.
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.
not applicable
4. Does the entity display product information on the product over and above what is mandated as per local laws? 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, our company prioritises transparency and customer well-being by providing detailed product information, exceeding regulatory requirements. We empower customers with comprehensive labelling and packaging and actively seek feedback through regular engagement and open communication channels. This customer-centric approach enables us to gain valuable insights, improve our products and services, and enhance the overall customer experience. By fostering a culture of transparency and customer-centricity, we build trust and loyalty with our customers, ultimately driving long-term growth and success.