SUTLEJ TEXTILES AND INDUSTRIES LIMITED
Lotus Corporate Park, 'E' Wing, 5th/6th Floor,
185/A, Graham Firth Compound, Near Jay Coach,
Goregaon (East), Mumbai 400 063, INDIA.
Phone : (022) 4219 8800/6122 8989 Fax (022) 42198830
E-mail : info@sutlejtextiles.com Website: www.sutlejtextiles.com
CIN. : L17124RJ2005PLC020927

02nd July, 2026

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai 400 001. **Scrip Code: 532782**	**National Stock Exchange of India Ltd.** Exchange Plaza, 5th Floor, Plot No. C/1, G-Block, Bandra-Kurla Complex, Bandra (E), Mumbai 400 051. **Scrip Code: SUTLEJTEX**

Dear Sirs / Madam,

Sub: Business Responsibility and Sustainability Report

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are submitting herewith the Business Responsibility and Sustainability Report for the financial year 2025-26, which also forms part of the Company's Annual Report for the financial year 2025-26.

The same is also available on the Company's website at www.sutlejtextiles.com

Thanking you

Yours faithfully
For **Sutlej Textiles and Industries Limited**

MANOJ VINOD CONTRACTOR
Digitally signed by MANOJ VINOD CONTRACTOR
Date: 2026.07.02 20:00:04 +05'30'

Manoj Contractor
Company Secretary and Compliance Officer

SUTLEJ TEXTILES AND INDUSTRIES LTD. Bhawanimandi (RAJ.)

sutlej
textiles and industries limited

Business Responsibility and Sustainability Report 2025-26

Annexure - V

Business Responsibility and Sustainability Report

SECTION A- GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the listed entity -** L17124RJ2005PLC020927
2. **Name of the listed entity -** SUTLEJ TEXTILES AND INDUSTRIES LIMITED
3. **Year of incorporation -** 2005
4. **Registered office address** - Pachpahar Road, Bhawanimandi, Jhalawar, Rajasthan - 326 502
5. **Corporate address -** E-601, Lotus Corporate Park, 185/A, Graham Firth Compound, Goregaon East, Mumbai 400 063.
6. **E-mail -** hoffice@sutlejtextiles.com
7. **Telephone -** 07433-222052/082
8. **Website -** www.sutlejtextiles.com
9. **Financial year for which reporting is being done -** 2025-26
10. **Name of the Stock Exchange(s) where shares are listed -** BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital -** Rs. 16,38,28,620/-
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report -**

    Name: Shrishti Gadia, Sustainability Lead

    Telephone No.: 022-4219 8800

    Email ID: shrishtigadia@sutlejtextiles.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 Basis
14. **Name of assurance provider -** N. A.
15. **Type of assurance obtained -** N. A.

II. Products / Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Cotton; Cotton melange; Synthetic and Synthetic Blended yarns	Manufacturer & Trading	76.4
2	Recycled Polyester Staple Fibre	Manufacturer	13.02
3	Weaving Fabrics - Home Textiles	Manufacturer	5.44
4	Knitted Fabrics - Cotton & Synthetics	Manufacturer	0.53

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Preparation and spinning of man-made fibre including blended man-made fibre	13114	63.24
2	Preparation and spinning of cotton fibre including blended cotton	13111	22.03
3	Recycled Polyester Staple Fibre	20302	14.72

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	5	8	13
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	11
International (No. of Countries)	63

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

35%

c. A brief on types of customers

The Company is present in two major yarn segments i.e. Cotton Melange and Synthetic Dyed Yarn. Cotton Melange Yarn is mostly marketed and sold to garment exporters for end use in knitting fabric, while the PV-dyed yarn is used for manufacturing suiting fabric. 100% Poly Dyed Yarn is used for sweater making and PA Dyed Yarn is used for dress material and saree manufacturing. Home Textile products i.e. upholstery and curtains are sold in the B2B and B2C segments..

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1	Permanent (D)	1,397	1,327	94.98%	70	5.02%
2	Other than Permanent (E)	84	75	89.28%	9	10.72%
3	Total employees (D + E)	1,481	1,402	94.66%	79	5.34%
	Workers					
1	Permanent (F)	11,315	9,038	79.87%	2,277	20.13%
2	Other than Permanent (G)	2,695	2,059	76.40%	636	23.60%
3	Total Workers (F + G)	14,010	11,097	79.20%	2,913	20.80%

b. Differently abled Employees and workers:

Sr. 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					
1	Permanent (F)	41	40	97.6%	1	2.4%
2	Other than Permanent (G)	0	0	0%	0	0%
3	Total Workers (F + G)	41	40	97.6%	1	2.4%

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	3	0	0.00%

22. Turnover rate for permanent employees and workers:

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.05	19.11	21.91	26.87	20.69	26.62	22.60	24.00	22.65
Permanent Workers	36.69	36.44	36.65	47.29	39.91	45.94	43.69	19.33	39.48

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sutlej Holdings, Inc.	Subsidiary	100	No
2	American Silk Mills, LLC	Step down subsidiary	100	No

VI. CSR Details

24. Provide the following CSR details

i) Whether CSR is applicable as per section 135 of Companies Act, 2013 - Yes

ii) Turnover (in Rs.) -Rs. 25,656,819,772 /-

iii) Net worth (in Rs.) -Rs. 8,199,869,152 /-

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The link can be accessed at: https://www.sutlejtextiles.com/pdf/Policies%20&%20Codes/GrievanceRedressalPolicy.pdf	0	0	Nil	6	0	All complaints have been resolved satisfactorily
Investors (other than shareholders)		0	0	Nil	0	0	Nil
Shareholders		2	0	All complaints have been attended to and resolved satisfactorily	0	0	Nil
Employees and workers		0	0	Nil	0	0	Nil
Customers		339	0	All complaints have been attended to and resolved satisfactorily	488	0	All complaints have been attended to and resolved satisfactorily
Value Chain partners		0	0	Nil	0	0	Nil

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, as per the following format

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Greenhouse Gas Emissions & Energy Management	Risk	Textile manufacturing is energy intensive and dependent on fossil-based energy. Increasing climate regulations, carbon pricing mechanisms, energy cost volatility and stakeholder expectations may impact operational costs and competitiveness.	We are continuously expanding our renewable energy portfolio through rooftop solar and captive/open access procurement. We have annual energy conservation plans, we undertake energy audits, optimize processes, undertake continuous equipment modernization and fuel substitution initiatives at all our units. We regularly monitor emissions and energy performance across all our units. We continue to focus on efficient energy utilization through process and machinery optimization, adoption of advanced technologies, regular energy audits, waste heat recovery systems and timely maintenance practices. During FY 2025-26, several energy conservation initiatives including installation of VFDs, energy-efficient motors, FRP fans, compressor replacement and automation systems were implemented. Electricity consumption per tonne of yarn reduced from 3,007 units in FY 2024-25 to 2,926 units in FY 2025-26 and coal consumption per tonne of yarn reduced from 0.373 tonnes to 0.327 tonnes.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		Opportunity	The Company has embraced reducing its environmental footprint and improving energy efficiency as part of its sustainability strategy. Continuous investment in energy-efficient technologies reduces energy consumption, greenhouse gas emissions and operating costs. During FY 2025-26, purchased electricity consumption reduced from 4,510.45 lakh units to 4,398.49 lakh units and diesel-based power generation reduced from 4.72 lakh units to 1.62 lakh units. These initiatives enhance operational efficiency and cost competitiveness.	-	Positive
2	Water Management	Risk	Water is a key part of the textile business, with every step in the manufacturing process being water intensive. Thus water scarcity is a risk that can significantly affect business continuity and profits.	We mitigate this risk by conducting awareness programmes and installing efficient technologies. We aim to recycle as much waste water as possible. We currently have two fully operational Zero Liquid Discharge Plants, which have 90% water recovery. We have rain water harvesting facilities at all our plant locations. Process optimization, steam recovery systems, wastewater recycling and groundwater recharge initiatives further strengthen water security and operational resilience. At our DGHT facility, we plan to optimize VDR machines by controlling condensate water temperature which is expected to result in savings of 1,825 MT steam and of Rs. 23.70 lakhs per annum.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Management	Risk	Textile manufacturing generates hazardous and non-hazardous waste which, if not managed appropriately, can have environmental, regulatory and reputational implications.	The Company follows a waste management framework based on circular economy principles with emphasis on reduction, reuse, recycling and recovery. It has a waste management policy based on the 5 R's, and SOPs that are adhered to at all of its locations. Waste segregation practices are implemented across locations with an emphasis on reclamation rather than disposal and most waste streams are channelled for reuse and recycling. We ensure that the dyes and chemicals in dye house are Azo free, NPEO and APEO phenyls, formaldehyde free (Oeko-Tex and GOTS certified).	Negative
		Opportunity	Resource recovery and recycling initiatives help reduce disposal costs, improve resource efficiency and support the Company's circular economy objectives.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Sustainable Raw Material Sourcing	Risk	Availability and pricing of cotton and other natural fibres may be impacted by climate variability, water stress and supply chain disruptions. Additionally, increasing customer expectations around sustainable sourcing and traceability present evolving risks.	The Company maintains a diversified raw material portfolio comprising cotton, recycled fibres and polyester-based products. Backward integration through the Sutlej Green Fibre business, which recycles post-consumer PET bottles into recycled polyester staple fibre, enhances supply security and reduces dependence on virgin raw materials. Our manufacturing unit in Baddi dedicated to manufacturing green fibre has a capacity of 120 MT / day.	Negative
5	Diversity, Equity & Inclusion (DEI)	Opportunity	The Company is committed to promoting diversity and inclusion in the workplace to create a harmonious workplace for all employees. Promoting DEI in the workplace leads to better employee engagement which not only enhances productivity and reduces attrition, but also allows the Company to access a wider talent pool.	-	Positive
6	Employee Well Being	Opportunity	One of the top HR priorities at Sutlej is to protect the well-being of its employees as well as their families. The Company conducts several health and wellness programmes for its employees on a periodic basis.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Training & Development	Opportunity	Providing training and development opportunities to our workforce increases employee engagement, creates a richer workplace, and empowers employees to take on initiatives to strengthen the business. Sutlej has been investing in formal, informal as well as on the job training for its employees, which has led to increased efficiency and retention as well.	-	Positive
8	Occupational Health & Safety	Risk	Manufacturing operations involve operational and workplace hazards that may result in injuries, disruptions and regulatory consequences if not managed effectively.	The Company maintains robust occupational health and safety management systems supported by ISO 45001 certification. Regular safety audits, employee training, occupational health assessments, preventive maintenance programmes and emergency preparedness measures are implemented across facilities.	Negative
9	Community Relations & Engagement	Opportunity	Sutlej is committed to being a socially responsible Company, and CSR is a core part of our business strategy. Our aim is to create a sustainable way of life for everyone, and provide holistic development opportunities for the communities where we work. We support several projects in the domain of education, health and sanitation, rural development, animal welfare, sports, etc.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Product Safety, Quality and Customer Satisfaction	Opportunity	Product quality, innovation and customer satisfaction are critical drivers of business success. The Company operates advanced testing laboratories equipped with technologies such as Uster Evenness Testers, Quantum Systems, AFIS and other modern testing equipment to ensure high quality standards. Continuous product innovation and quality enhancement strengthen customer confidence and market competitiveness.	-	Positive
11	Supply Chain Management	Risk	Textile companies often have complex and fragmented supply chains which can often be prone to disruptions. In addition, not following ethical and sustainable practices can lead to reputational risks as well as financial loss.	We have robust and transparent supply chain management practices where we conduct proper due diligence to identify risks and vulnerabilities. In addition, we are strongly focused on sustainable and ethical procurement, and are accredited with international standards to ensure that our supply chain management practices are in line with global standards.	Negative

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes								
	b. Has the policy been approved by the Board? (Yes/No)	Yes								
	c. Web Link of the Policies, if available	http://sutlejtextiles.com/pdf/Policies%20&%20Codes/Business-Responsibility-Policy.pdf								
2.	Whether the entity has translated the policy into procedures. (Yes/ No)	Yes								
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	We are committed to maintaining the highest standards of ethics, transparency and accountability. The Company has established robust governance, quality and social accountability systems supported by	Sustainability is embedded within our products and manufacturing processes. Our manufacturing units holds globally recognised certifications including Global Organic Textile Standard (GOTS), Organic Content Standard (OCS), Global Recycled Standard (GRS), Recycled Claim Standard (RCS),	Employee welfare, workplace safety and social accountability are integral to our operations. Our facilities are certified under SA8000:2014 and ISO 45001:2018 Occupational Health and Safety Management Systems. Additional independent evaluations through SMETA	-	Respect for human rights is embedded within our policies and management systems. The Company's approach is supported through SA8000:2014, ISO 45001:2018, SMETA, HIGG FSLM Verification, and customer social compliance	Environmental stewardship is a key pillar of Sutlej's sustainability strategy. Our manufacturing locations hold certifications including ISO 14001:2015 Environmental Management Systems, ISO 50001:2018 Energy Management Systems, GOTS,	The Company actively participates in industry forums and trade associations including FICCI, CITI, TEXPROCIL, FIEO, MATEXIL, and IMC Chamber of Commerce and Industry, which provide platforms for responsible	Sutlej's community development initiatives are implemented in accordance with the provisions of Section 135 of the Companies Act, 2013. Certifications such as SA8000:2014 and Fairtrade further reinforce our commitment	The Company is committed to delivering high-quality, safe and sustainable products to its customers. This commitment is supported through ISO 9001:2015, OEKO-TEX® Standard 100, GOTS, OCS, GRS, RCS, IS 17265:2023, Egyptian

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
		certifications including ISO 9001:2015 for Quality Management Systems and SA8000:2014 for Social Accountability Management Systems. In addition, our facilities undergo independent assessments through SMETA, HIGG FSLM Verification, and customer-specific social compliance audits, including assessments conducted by global brands.	OEKO-TEX® Standard 100, OEKO-TEX® Organic Cotton, Responsible Wool Standard (RWS), Sustainable Regenerated Cellulosics Content Standard (SRCCS), Fairtrade, Better Cotton (BCI), Egyptian Cotton Trademark Certification, and IS 17265:2023. These certifications support responsible sourcing, product traceability, recycled content verification and consumer safety.	and HIGG FSLM Verification reinforce our commitment to fair labour practices, worker well-being and responsible workplace management.		audits, which collectively promote ethical employment practices, worker rights, non-discrimination, freedom of association and safe working conditions.	GRS, RCS, OCS, Better Cotton (BCI), Fairtrade, Regenagri Content Standard, Forest Stewardship Council (FSC), Responsible Wool Standard (RWS) and SRCCS. These certifications support responsible resource management, sustainable agriculture, circular economy practices, renewable raw materials and environmental protection.	engagement on industry development, sustainability, trade and policy matters.	to social responsibility, community welfare, ethical sourcing and inclusive development.	Cotton Trademark Certification and other product-specific certifications that ensure quality, safety, traceability and responsible manufacturing practices.
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have established a structured sustainability roadmap aligned with our long-term vision of responsible growth, climate resilience, resource efficiency and stakeholder value creation. We have identified measurable Environmental, Social and Governance (ESG) targets with defined timelines to guide our sustainability journey.								

Pillar	Focus Area	Commitment / Target	Timeline
Environment	Renewable Energy	Achieve ≥40% renewable energy share, ≥25% by FY 28	FY 2029-30
	Biofuel Transition	100% biofuel-based boiler	FY 2029-30
	Water Stewardship	≥25% fresh water reduction	FY 2029-30
	Chemical Management	Achieve 100% compliance with ZDHC MRSL requirements	FY 2028-29
	Waste to Landfill	Achieve zero hazardous waste sent to landfill through recycling, co-processing and waste-to-energy initiatives	FY 2029-30
	Sustainable Cotton / Sustainable Raw Materials	≥50% certified cotton / ≥70% Sustainable RM mix	FY 2029-30

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9

Pillar	Focus Area	Commitment / Target	Timeline
Climate Action	Scope 1 & 2 Emissions	Reduce Scope 1 and Scope 2 greenhouse gas emission intensity by ≥30% from FY 2024-25 baseline	FY 2029-30
	Scope 3 Emissions	Complete Scope 3 emissions inventory and establish reduction roadmap	Inventory by FY 2026-27; ≥15% reduction by FY 31
	Science Based Targets	Submit Science Based Targets initiative (SBTi) commitment and pursue target validation	Commitment: FY 2026-27; Validation: FY 2028-29
Social	Gender Diversity	Increase women's representation in the workforce to ≥30%, including supervisory and managerial roles	FY 2029-30
	Occupational Health & Safety	Maintain zero fatalities and achieve LTIFR of ≤0.5	FY 2027-28
	Training	Achieve a minimum of four training hours per employee per month covering technical, safety, leadership and ESG topics	FY 2028-29
	Community / CSR	Continue to meet or exceed statutory CSR obligations while enhancing measurable impact in education, healthcare and livelihood development	Ongoing; Measurable impact KPIs by FY 30
Governance & Responsible Business	Supply Chain Transparency	Complete ESG-based mapping and risk assessment of ≥90% Tier-1 suppliers and ≥50% Tier-2 suppliers	FY 2027-28
	Responsible Sourcing	Conduct annual ESG assessments of 100% critical suppliers	FY 2028-29
	Supplier Governance	Develop and implement a Supplier Code of Conduct	FY 2026-27
	Digital Twin Deployment	≥ 2 units by FY 28; all major units by FY 31	FY 2030-31

The Company periodically reviews these commitments through its governance and sustainability oversight mechanisms and may refine targets based on technological advancements, stakeholder expectations, regulatory developments and business requirements.

6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	FY 2024-25 has been established as the baseline year for the Company's environmental, social and governance (ESG) commitments, goals and targets. Based on the baseline performance, the Company has defined sustainability objectives across key material topics including climate action, energy efficiency, water stewardship, waste management, sustainable sourcing, employee well-being, diversity and governance. To ensure effective implementation, the Company is instituting a structured ESG performance management framework comprising defined key performance indicators (KPIs), periodic reviews, and clear accountability mechanisms across business units and functions. Progress against the approved targets will be monitored at regular intervals and reviewed by senior management to ensure alignment with the Company's sustainability strategy and long-term business objectives. Performance of individual manufacturing locations and functions will be assessed against the targets established using FY 2024-25 as the baseline. Where progress is below the planned trajectory, the Company will undertake root-cause assessments and implement corrective action plans to address gaps and accelerate improvement.

	Governance, leadership and oversight	P1	P2	P3	P4	P5	P6	P7	P8	P9
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Dear Stakeholders, The textile industry stands at a defining moment. As global expectations around climate action, responsible sourcing, transparency and social accountability continue to evolve, businesses are expected to create value that extends beyond financial performance. At Sutlej, we view these expectations not as challenges alone, but as opportunities to build a more resilient, responsible and future-ready organisation. During FY 2025-26, we continued to strengthen our sustainability foundations while navigating a dynamic operating environment characterised by climate-related uncertainties, evolving customer expectations, resource constraints and increasing regulatory requirements. Simultaneously, ensuring employee well-being, fostering inclusive growth and maintaining the highest standards of governance continue to be critical priorities. Our response to these challenges is guided by a simple belief - that sustainable growth can only be achieved when environmental stewardship, social responsibility and business performance advance together. During the year, we made meaningful progress across our ESG agenda. We strengthened our circularity efforts through our backward-integrated Green Fibre facility, which operated at full capacity utilisation and recycled millions of PET bottles each day into value-added products. Our water stewardship initiatives continued to focus on reducing freshwater dependence through Zero Liquid Discharge systems, rainwater harvesting and water recycling. We advanced energy efficiency through Kaizen-led improvements, process optimisation and investments in cleaner technologies, while continuing our transition towards renewable energy and alternative fuels. Equally important has been our investment in people. Through structured training and capability-building programs, occupational health and safety initiatives, employee welfare measures and community development projects, we have continued to create opportunities for growth both within and beyond our factory gates. Our commitment to ethical business conduct, responsible sourcing and transparent governance remains unwavering and is supported by a comprehensive framework of policies, management systems and Board oversight. Recognising the urgency of climate action and sustainable development, we have established a set of ambitious sustainability goals for 2030. These include increasing renewable energy adoption, transitioning to biofuels, reducing freshwater withdrawal, eliminating hazardous waste to landfill, expanding sustainable cotton sourcing, improving gender diversity, enhancing supply chain transparency and reducing greenhouse gas emission intensity. We also intend to strengthen our climate governance by progressing towards Science Based Targets (SBTi) alignment and expanding our understanding of Scope 3 emissions across the value chain. While we are proud of the progress made, we recognise that sustainability is a journey of continuous improvement. The challenges ahead require collaboration across our entire ecosystem - employees, customers, suppliers, financial institutions, investors, communities and policymakers. We remain committed to engaging openly with all stakeholders and integrating their perspectives into our decision-making processes. As we move forward, our focus will remain on building long-term resilience, accelerating innovation and creating shared value. Guided by our values and strengthened by the trust of our stakeholders, we will continue to advance our sustainability journey with purpose and accountability. For over seven decades, the trust of our people, customers, partners and communities has been the foundation of our success. As we look ahead, we remain committed to honouring that trust. Ashish Kumar, Wholetime Director & CEO								

Governance, leadership and oversight		P1	P2	P3	P4	P5	P6	P7	P8	P9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Corporate Social Responsibility Committee of the Board. 1. Ms. Deepa Kapoor, Chairperson (DIN 06828033) 2. Shri Rohit Dhoot, Member (DIN 00016856); and 3. Shri Sameer Kaji, Member (DIN 00172458).								
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Corporate Social Responsibility Committee of the Board.								

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

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	Management Team updates the Wholetime Director									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Corporate Social Responsibility Committee									Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

Sr. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)					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

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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	4	The Board was sensitised on key sustainability and governance developments including principles of the National Guidelines on Responsible Business Conduct (NGRBC), climate-related risks and opportunities, ESG regulations and disclosures, stakeholder expectations, responsible supply chains, climate transition planning, biodiversity and water stewardship and the Company's Sustainability Roadmap 2030. These programmes enhanced the Board's ability to provide strategic oversight on sustainability risks, opportunities and long-term value creation.	100%
Key Managerial Personnel	7	Training programmes covered NGRBC principles, ESG reporting and disclosure requirements, BRSR and emerging regulatory developments, climate action and decarbonisation strategies, occupational health and safety, water stewardship, circular economy practices, sustainable sourcing, supply chain due diligence, enterprise risk management, internal controls, ethical business conduct and policy updates. The programmes strengthened leadership capabilities to integrate sustainability considerations into business planning, operational decision-making and risk management processes.	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	270	Training programmes covered ethical business conduct, workplace ethics, NGRBC principles, Performance Management System (PMS), quality management systems (ISO 9001, GRS, GOTS and other management standards), environmental management, energy and water conservation, waste management, biodiversity, occupational health and safety, first aid, fire safety, emergency preparedness, personal protective equipment (PPE), POSH, stress management, communication and leadership skills, team building, workplace discipline, process improvement, machine operations, cybersecurity and security awareness. These programmes enhanced employees' technical and behavioural competencies, strengthened compliance with statutory and management system requirements, improved operational efficiency and quality, promoted a safe and healthy workplace, and reinforced responsible environmental and ethical business practices across the organisation.	65.22%
Workers	1104	Training programmes focused on workplace health and safety, fire prevention and emergency response, first aid, PPE usage, machine and equipment safety, standard operating procedures (SOPs), electrical and mechanical safety, chemical handling, environmental protection, waste management, energy and water conservation, quality and management system awareness (ISO, GRS, GOTS, SA 8000 and BSCI), process-specific operational skills, responsible workplace behaviour, POSH awareness, health and hygiene, and substance abuse awareness. The programmes strengthened workers' safety culture, improved operational discipline and productivity, enhanced compliance with quality, environmental and social standards, reduced operational risks, and promoted responsible resource utilisation and continuous improvement across manufacturing operations.	85.14%

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

Category	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	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary

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

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

Sr. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	-	-

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, Sutlej Textiles has a zero-tolerance policy for bribery and corruption in any form at all levels and dealings. We believe in conducting our business with integrity, responsibility, transparency and honesty. Anti-bribery and Anti-corruption policies are part of our Code of Conduct which inter alia provides guidance on ethical conduct and fair dealing in our business practices. The Code of Conduct can be accessed through the weblink:

https://www.sutlejtextiles.com/pdf/Policies%20&%20Codes/Code%20of%20Conduct.pdf

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

Category	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable, as we do not have any instances of corruption / conflicts of interest against Directors and KMPs.

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	29	26

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	FY2025-26	FY2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	8.48%	16.14%
	b. Number of trading houses where purchases are made from	231	202
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	60.20%	64.47%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	35%	-
	b. Number of dealers / distributors to whom sales are made	325	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	80%	-
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0.12%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	99%*	100%

Remarks: The comparative figures for the previous financial year relating to purchases from trading houses have been restated in the current reporting period to align the classification and definition of "trading house" with the BRSR Industry Standards Note. Accordingly, the previous year's figures have been reclassified wherever necessary to ensure consistency, comparability and alignment with the prescribed reporting framework. Such restatement has no impact on the Company's total purchases or financial results.

*(Gross Investment before impairment) (refer note 5 (C) of Financial statement)

Leadership Indicators

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

Yes

The Company has established governance mechanisms and policies to identify, disclose, and manage actual or potential conflicts of interest involving members of the Board. These processes are designed to support ethical conduct, transparency, and accountability in Board decision-making.

Key processes include:

Code of Conduct

Directors are required to adhere to the Company's Code of Conduct, which includes provisions relating to ethical behavior, integrity, and avoidance of conflicts of interest.

Disclosure requirements

Board members are required to disclose their interests, including directorships, shareholdings, and relationships that may give rise to a conflict. Such disclosures are reviewed and updated periodically in accordance with applicable laws and regulations.

Recusal from deliberations

Where a conflict or potential conflict exists, the concerned Director abstains from participating in discussions and voting on the relevant matter to ensure independent and unbiased decision-making.

Board and Committee oversight

The Board and its Committees oversee compliance with governance policies and review related-party transactions and other matters that may involve potential conflicts of interest.

Compliance with NFRA Guidelines

The Company has implemented appropriate processes in line with the National Financial Reporting Authority (NFRA) Circular on "Guidelines for the Audit Committees and Auditors for Compliance with NFRA Responsibilities", including obtaining periodic declarations from Directors and Key Managerial Personnel, strengthening oversight over related party transactions, and ensuring that potential conflicts of interest are identified, evaluated, and appropriately managed through the Audit Committee and the Board.

Regulatory compliance

The Company complies with the requirements of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, applicable Secretarial Standards, and relevant guidance issued by NFRA and other regulatory authorities relating to conflict-of-interest management.

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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

15 LIFE ON LAND

Essential Indicators

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

Category	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	6%	0%	The Company's R&D expenditure (as a percentage of total capex) during FY 2025-26 was primarily directed towards product development, quality enhancement, process optimization, testing infrastructure and technology upgradation.
Capex	15%	12.32%	During FY 2025-26, the Company continued to invest in energy-efficient technologies and process optimization initiatives aimed at reducing energy consumption, improving resource efficiency and lowering greenhouse gas emissions across its manufacturing operations. Key initiatives included installation of Variable Frequency Drives (VFDs), energy-efficient IE3 motors, E-FRP fans, compressor replacements, pressure-based automation systems, steam and condensate recovery projects, fan and blower optimization, and replacement of conventional equipment with high-efficiency alternatives. In the Home Textiles division, investments were made in energy-efficient compressors, IE4 motors and automated water management systems. Collectively, these projects resulted in estimated energy savings of approximately 11,023 kWh/day and annual cost savings of about Rs. 1.35 crore p.a. The initiatives have contributed to reduced electricity consumption, improved thermal efficiency, lower carbon emissions, enhanced resource productivity and strengthened environmental performance across operations. The energy conservation initiatives implemented during FY 2025-26 resulted in estimated annual electricity savings of 3.67 million kWh p.a. Based on the Central Electricity Authority (CEA) grid emission factor of 0.82 kg CO_2 per kWh, these initiatives are expected to avoid approximately 3,010 tonnes of CO_2 equivalent emissions annually, contributing significantly towards the Company's decarbonization journey, improved energy efficiency, and climate action commitments.

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

Yes

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

32.49%.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life for the following:**

Category	Description
(a) Plastics (including packaging)	As a yarn and textile manufacturer, we do not have processes in place to reclaim our products for reusing, recycling, and disposing at the end of life. However, we have robust waste management processes which are aimed at maximum recovery of generated waste. These processes are further detailed in Principle 6.
(b) E-waste	
(c) Hazardous waste	
(d) Other waste	

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

No, this does not apply to us. However, our Sutlej Green Fibre Unit in Himachal Pradesh is registered on CPCB's PWP portal as recyclers, wherein they sell EPR credits to PIBOs.

Leadership Indicators

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

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.
13111	Yarn Manufacturing	76.4	Gate to Gate	Yes	NA
13121	Weaving Fabrics-Home Textiles	5.44	Gate to Gate	Yes	NA

Remarks: The Company has undertaken gate-to-gate Life Cycle Assessments (LCAs) for 75 representative products across its Yarn and Home Textiles product categories through an independent external agency. The percentage of turnover disclosed above represents the overall contribution of the respective product categories to the Company's total turnover and should not be construed as the turnover covered by the LCAs. The LCAs have been conducted for selected products within these categories and, therefore, do not encompass the entire turnover attributable to the respective product categories.

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).**

Sr. No.	Indicate input material	Indicate input material Recycled or re-used input material to total material	
		FY2025-26	FY2024-25
1	PSF Recycle	33%	26.66%
2	Cotton Recycle	2%	0.31%
3	Other sustainable fibres	1%	0.00%

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	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1,327	177	13.33%	1,194	89.97%	0	0%	660	49.73%	234	17.63%
Female	70	6	6.66%	61	67.77%	70	100%	0	0%	25	35.71%
Total	**1,397**	**183**	**13.09%**	**1,255**	**89.84%**	**70**	**5.0%**	**660**	**47.24%**	**259**	**18.54%**
Other than permanent Employees											
Male	75	64	85.33%	73	97.33%	0	0.00%	0	0.00%	0	0.00%
Female	9	4	44.44%	5	55.56%	5	55.56%	0	0.00%	5	55.56%
Total	**84**	**68**	**80.95%**	**78**	**92.86%**	**5**	**5.95%**	**0**	**0.00%**	**5**	**5.95%**

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

Category	Total (A)	% of workers covered by									
		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	9,038	5,762	63.75%	7,293	80.69%	0	0.00%	308	3.41%	1,541	17.05%
Female	2,277	1,147	50.37%	2,037	89.46%	2,037	89.46%	0	0.00%	1,107	48.62%
Total	**11,316**	**6,909**	**61.06%**	**9,330**	**82.46%**	**2,037**	**18.00%**	**308**	**2.72%**	**2,648**	**23.40%**
Other than permanent Workers											
Male	2,059	1,037	50.36%	1,758	85.38%	0	0.00%	222	10.78%	121	5.88%
Female	636	342	53.77%	568	89.31%	568	89.31%	0	0.00%	285	44.81%
Total	**2,695**	**1,379**	**51.17%**	**2,326**	**86.31%**	**568**	**21.08%**	**222**	**8.24%**	**406**	**15.06%**

Remarks: Maternity benefits, paternity benefits and day care facilities are extended to all eligible employees and workers in accordance with the Company's policy and applicable laws. As these benefits are available only to eligible (married) employees and workers, the percentages disclosed are computed against the total workforce as required under the BRSR format and do not reflect the actual coverage of the eligible population. The Company provides 100% coverage to all eligible employees and workers for these benefits.

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.10%	0.04%

Remarks: The figures have been aligned with the revised definition of "well-being measures" as per the Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core released in December 2024.

2. **Details of retirement benefits, for current and previous financial year.**

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees.	No. of workers covered as a % of total workers.	Deducted and deposited with the authority (Y/N/N.A.).	No. of employees covered as a % of total employees.	No. of workers covered as a % of total workers.	Deducted and deposited with the authority (Y/N/N.A.).
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	No	100%	100%	No
ESI	100%	100%	Yes	100%	100%	Yes

Remarks: For PF and Gratuity, the reporting has been done for our Permanent Employees and Workers. For ESI, 100% of eligible employees and workers are covered. The Company has Gratuity trusts that manage the obligations under Payment of Gratuity Act.

3. **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. Sutlej believes in safe and secure working environment for all individuals. The entity's premises are accessible as per the requirements of the Rights of Persons with Disabilities Act, 2016, and are equipped with lifts, ramps and adequate slopes to enable easy movement to differently-abled persons.

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. The Policy can be accessed through the web link: https://www.sutlejtextiles.com/pdf/Policies%20&%20Codes/EqualOpportunityPolicy.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A	N.A	N.A	N.A
Female	100%	50%	62.5%	40.75%
Total	100%	50%	62.5%	40.75%

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.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes - Grievance Redressal Committee has been constituted. In addition, procedures are in place for redressal of grievances which include discussions with IR officers, redressal committees, etc.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY2025-26			FY2024-25		
	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	1,397	0	0.00%	1,412	0	0.00%
Male	1,327	0	0.00%	1,351	0	0.00%
Female	70	0	0.00%	61	0	0.00%
Total Permanent Workers	11,315	7,897	69.79	10,898	8,726	80.07%
Male	9,038	6,150	68.05	8,922	6,952	77.92%
Female	2,277	1,747	76.72	1,976	1,774	89.78%

8. Details of training given to employees and workers:

Category	FY2025-26					FY2024-25				
	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	1,327	521	39.26%	425	32.02%	1451	978	67.40%	801	55.20%
Female	70	42	60%	55	78.57%	64	38	59.38%	40	62.50%
Total	**1,397**	**563**	**40.30%**	**480**	**34.35%**	**1,515**	**1,016**	**67.06%**	**841**	**55.51%**
Workers										
Male	11,097	4,734	42.66%	6,531	58.85%	11,073	8,446	76.28%	6,342	57.27%
Female	2,913	1,090	37.42%	1,029	35.32%	2,578	2,017	78.24%	1,401	54.34%
Total	**14,010**	**5,824**	**41.57%**	**7,560**	**53.96%**	**13,651**	**10,463**	**76.65%**	**7,743**	**56.72%**

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,327	1,047	78.89%	1,451	1,250	86.15%
Female	70	59	84.28%	64	51	79.69%
Total	**1,397**	**1,106**	**79.16%**	**1,515**	**1,301**	**85.87%**
Workers						
Male	11,097	9,421	84.90%	11,073	9,232	83.37%
Female	2,913	2,072	71.10%	2,578	1,970	76.42%
Total	**14,010**	**11,493**	**82.03%**	**13,651**	**11,202**	**82.06%**

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

Yes, an Occupational Health and Safety Management System has been implemented, and the same extends to the entire organization. Three of our units also have ISO 45001:2018 (OHSAS) certifications.

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

Sutlej employs several structured processes to identify work-related hazards and assess risks on both routine and non-routine basis. These include:

1. Hazard Identification and Risk Assessment (HIRA): A system established to assess hazardous and risky tasks, carried out at both work and floor levels. It involves periodic evaluations of operations to determine risk levels associated with identified hazards and recommend control measures.
2. Job Safety Analysis (JSA) / Job Hazard Analysis (JHA): Conducted before initiating any task, especially non-routine or high-risk activities, to identify potential hazards and implement control measures.
3. Daily Safety Inspections and HSE Patrols: Regular inspections to identify unsafe conditions or practices in the workplace.
4. Permit to Work (PTW) System: Required for non-routine tasks such as hot work, confined space entry, and work at height. This system ensures thorough hazard identification and risk control measures are in place before work begins.
5. Employee Reporting and Near Miss Analysis: Encourages workers to report hazards and near misses, which are then analyzed to prevent future incidents.
6. Change Management Process: Any change in equipment, process, or layout undergoes review to assess new risks before implementation.
7. Training and Awareness Programs: Regular safety training sessions help workers identify hazards and take preventive actions effectively.

Additionally, the installation of SOP boards helps prevent hazardous tasks, supplemented by the use of personal protective equipment as per the respective tasks. These processes collectively ensure our organization's thorough approach to managing work-related hazards and risks effectively.

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

Yes, to ensure that all potential hazards are promptly addressed, we have well-established procedures for workers to report any work-related concerns they may encounter. This reporting process is designed to be accessible and straightforward, encouraging open communication about safety issues. These include Safety Committee meetings on a quarterly basis with the sharing of subsequent reports and recording formal minutes of meetings, conducting Health and Safety Internal Audits, along with near misses, unsafe conditions, unsafe work, and safety suggestion reporting system for workers. In addition, the Daily Inspection Report is shared on WhatsApp groups that have been formed in each unit for safety. Workers also form a part of our Safety Committees.

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

Yes.

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

Safety Incident/Number	Category	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.30
	Workers	1.32	1.05
Total recordable work-related injuries	Employees	0	1
	Workers	25	25
No. of fatalities	Employees	0	0
	Workers	0	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0
Number of Permanent Disabilities	Employees	0	0
	Workers	0	0

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

The Company employs a wide variety of measures to establish a safe and healthy workplace. Routine health and safety trainings are conducted, and new employees go through an induction training program to learn basic safety guidelines.

1. Essential facilities such as a canteen and restrooms have been set up for employee use, in addition to a first aid treatment dispensary and 24/7 ambulance service. Safety measures against fires include on-site fire-fighting equipment, emergency exits, and sprinkler systems.
2. Key steps have been taken towards preventing occupational hazards and improving overall workplace safety, including formations of health and safety committees, regular internal safety audits, and implementation of work permit systems for particularly risky operations.
3. The Company has placed strong emphasis on emergency preparedness through regular checks of emergency equipment and pathways, and the establishment of designated assembly points for employees during emergencies. Daily equipment checks are conducted, with special focus given to machine guarding and electrical panels to ensure they are functioning properly and pose no threat to employee safety.
4. Regular meetings with department heads are conducted to discuss and remedy potential safety risks identified within the workplace.
5. The Company also has standardized safe work systems such as the "Permit to Work" and "Log Out Tag Out" systems, alongside material safety data sheets and checklists. Regular health and safety audits, fire drills, and training programs are conducted, along with the inspection of machinery to identify and swiftly address potential safety hazards. Occupational Medical Health tests are given to monitor potential occupational hazards, alongside the provision of Personal Protection Equipment (PPE) to employees and awareness initiatives regarding their usage.
6. The Company also maintains a strict system of reporting and investigating incidents to ensure that similar events can be avoided in the future.

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

Category	FY2025-26			FY2024-25		
	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	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessments for the year:

Category	% 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.**

Internal and external assessments on different parameters help the Company streamline its processes wherever required. All recordable incidents are investigated to identify the root causes and corrective measures are implemented to avoid repeat incidents. We ensure closure of all gaps identified during internal and external audits / assessments in a timely manner. Various corrective actions have been taken such as installing machine safety devices, safety interlocking systems, Zero RPM Machine Door Locking, fixed and removable machine safety guards, provision of toe guards, eye showers, relocation of machines and material lines for better fire safety, installation of sensors, anti-skid tapes, emergency stop switches, performing hazard identification and preventive measures, trainings, safety instruction boards and providing health check-ups for workers.

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

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

11 SUSTAINABLE CITIES AND COMMUNITIES

Essential Indicators

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

Sutlej continuously engages with its internal and external stakeholders through various processes and identifies the key stakeholder groups on the basis of importance, dependency and ability to influence the business.

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

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Customers	No	Newsletters, meetings.	Quarterly and continuous	Feedback, product launches, information on products, timely delivery, service level.
2	Our People	No	Townhalls with leadership team, in-house magazines, training, induction programmes and performance appraisal.	Continuous	Update on developments within the Company and industry, career development, health and safety, skill upgradation, learning and development and grievance redressal.

S. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
3	Investors / shareholders	No	Conference calls, meetings, stock exchange updates, notices and intimations, Annual Report, website, etc.	Quarterly and continuous	Investors engage with the management of the Company through earnings calls every quarter wherein they are briefed on the performance and business strategy. Dedicated email IDs facilitates engagement of the shareholders with the Investor Relations department. Shareholders communicate directly with the Board of Directors and the Management at the Annual General Meetings.
4	Suppliers / Contractors	No	Phone, email, meetings, etc.	Continuous	Supply chain management and addressing concerns, if any.
5	Community	Yes	CSR initiatives at all locations	Continuous	Addressing community needs, access to quality education and healthcare requirements.
6	Government and regulators	No	Need basis participation in industry level consultation groups, participation in forums	Continuous	Compliance, sustainable practices, inclusive growth.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,397	1,046	74.87%	1,412	1,245	88.17%
Other than permanent	84	2	2.38%	103	81	78.64%
Total Employees	**1,481**	**1,048**	**70.76%**	**1,515**	**1,326**	**87.52%**
Workers						
Permanent	11,315	7,838	69.27%	10,898	9,739	89.37%
Other than permanent	2,695	1,662	61.66%	2,753	2,212	80.35%
Total Workers	**14,010**	**9,500**	**67.80%**	**13,651**	**11,951**	**87.55%**

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

Category	FY2025-26					FY2024-25				
	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	1,397	0	0.00%	1,397	100.00%	1,412	0	0.00%	1,412	100.00%
Male	1,327	0	0.00%	1,327	100.00%	1,351	0	0.00%	1,351	100.00%
Female	70	0	0.00%	70	100.00%	61	0	0.00%	61	100.00%
Other than Permanent	84	0	0.00%	84	100.00%	103	0	0.00%	103	100.00%
Male	75	0	0.00%	75	100.00%	100	0	0.00%	100	100.00%
Female	9	0	0.00%	9	100.00%	3	0	0.00%	3	100.00%
Workers										
Permanent	11,315	61	0.54%	11,254	99.46%	10,898	1,684	15.45%	9,214	84.55%
Male	9,038	34	0.37%	9,004	99.62%	8,922	1,460	16.36%	7,462	83.64%
Female	2,277	27	1.18%	2,250	98.81%	1,976	224	11.34%	1,752	88.66%
Other than Permanent	2,695	1,577	58.52%	1,118	41.48%	2,753	1,603	58.23%	1,150	41.77%
Male	2,059	1,180	57.30%	876	42.54%	2,151	1,284	59.69%	867	40.31%
Female	636	397	62.42%	242	38.05%	602	319	52.99%	283	47.01%

3. a. Details of remuneration/salary/wages, in the following format: 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)	6	10,00,000	1	10,00,000
Key Managerial Personnel (KMP)	1	91,94,700	0	0
Employees other than BoD and KMP	1,225	4,55,300	55	4,95,471
Workers	6,992	2,11,254	1,653	1,32,709

Note: The figures have been aligned with the revised definition of "wages" as per the Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core released in December 2024.

For the purposes of calculation of median remuneration of BoD, sitting fees has not been considered as a part of remuneration.

For the purposes of calculation of median remuneration of KMP, as one of the KMP is a director too, his remuneration has been included in BoD for the purposes of calculation of median remuneration.

For the purposes of calculation of median remuneration, only those employees and workers have been considered who have worked in the Company for entire financial year 2025-26.

3. b. Provide information on Gross wages paid to females by the entity, in the following format:

Particulars	FY2025-26	FY2024-25
Gross wages paid to females as % of total wages	10.83%	10.34%

Note:

For the purposes of calculation of gross wages paid to females as % of total wages, only those employees and workers have been considered who have worked in the Company for entire FY 2025-26 and FY 2024-25 respectively. Accordingly, the figure of previous year has been restated.

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

   Yes. All units are committed towards protection of such rights by creating a safe and healthy working environment for all their employees and workers. There are designated committees at the unit level to address human rights impacts and issues related to the business operations.

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

   We are committed to providing an inclusive environment, where people are treated with dignity and respect with documented Grievance Redressal Policy and Human Rights Policy. Grievance Redressal Committee addresses any human rights grievances in a fair, timely and consistent manner. Works and ICC / SPT Committees are organized periodically to address any issues. Regular meetings with employees and workers are held to discuss any grievances they may have, and the importance of statutory mechanisms to redress them is also highlighted.

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

	FY 2025-26			FY2024-25		
	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	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY2025-26	FY2024-25
Total Complaints reported under Sexual Harassment 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.**

   The Company believes in providing a safe, non-hostile and harassment-free work environment at all its workplaces. There are several mechanisms in place to ensure the protection of the complainant in discrimination and harassment cases. These include privacy protection, independent investigations, access to support services, and interim measures. The aim of these mechanisms is to ensure that the complainant does not face any form of retaliation, punishment, or emotional distress. Additionally, alternative dispute resolution, training and awareness, and legal protections also play an important role. Our policies provide a work environment that ensures every person at the workplace is treated with respect and dignity and is accorded equal treatment. We have formulated and implemented a Whistle-blower Policy, Prevention of Sexual Harassment (POSH) Policy, and Human Rights Policy to effectively prevent adverse consequences in discrimination and harassment cases. All of these are designed to provide a safe environment to all employees and workers.

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

   Yes

10. Assessments for the year:

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

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

No corrective actions have been taken as no significant risks or concerns have arisen from the assessments.

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

Essential Indicators

1. Details of total energy consumption in GigaJoules (GJ), in the following format:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	13,476.08	13,903.20
Total fuel consumption (B)	72,998.62	1,245.46
Energy consumption through other sources (C)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	86,474.7	15,148.66
From non-renewable sources		
Total electricity consumption (D)	15,82,793.47	16,23,762.00
Total fuel consumption (E)	13,84,595.373	12,58,193.795
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F)	29,67,388.843	28,81,955.79
Total energy consumed (A+B+C+D+E+F)	30,53,863.54	28,97,104.45
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	**1,181.84 GJ / Crore**	**1,096.40 GJ / Crore**
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	**24,109.45 GJ / $ Crore**	**22,651.72 GJ / $ Crore**
Energy intensity in terms of physical output	**20.61 GJ / Tonnes**	**29.20 GJ / Tonnes**

Remark: The reduction in energy intensity in terms of physical output (TCO_2e per metric tonne of production) during FY 2025 - 26 is not directly comparable with the previous year. In FY 2024 - 25, production data for the fabric manufacturing business was not considered while computing the denominator (total physical output in metric tonnes). During FY 2025 - 26, the methodology was refined to include fabric production (in metric tonnes) along with other product categories, resulting in a higher production base and, consequently, a lower emission intensity per metric tonne.

Indicate if any independent assessment/evaluation/assurance for energy has been conducted by an external agency. If Yes, provide the name of the agency:

Yes. Independent assessments and energy audits were undertaken across various manufacturing locations during FY 2025-26. At SGF, environmental monitoring activities were conducted by Shivalik Solid Waste Management. At CTM, energy assessments were undertaken by SEA Energy, while at BTM, energy assessment was undertaken by Voltas. In addition, periodic energy audits and efficiency reviews were carried out across the Company's manufacturing facilities to identify opportunities for energy conservation, process optimization and reduction in greenhouse gas emissions. These assessments support the Company's commitment towards continual improvement in energy performance and resource efficiency.

2 **Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

Yes. The Company has manufacturing facilities that are covered under the Bureau of Energy Efficiency's (BEE) regulatory framework for energy efficiency and decarbonization. Four manufacturing facilities, namely Chenab Textile Mills (Kathua), Rajasthan Textile Mills (Bhawanimandi), Birla Textile Mills (Baddi) and Damanganga Home Textiles (Daheli), have been notified as Obligated Entities under the Carbon Credit Trading Scheme (CCTS) and are required to achieve prescribed Greenhouse Gas Emission Intensity (GEI) reduction targets.

The notified GEI targets for the units are as follows:

Unit	Baseline GEI FY 2023-24 (tCO_2e/Tonne)	Target FY 2025-26 (tCO_2e/Tonne)	Target FY 2026-27 (tCO_2e/Tonne)
Chenab Textile Mills, Kathua	3.2559	3.2359	3.1156
Rajasthan Textile Mills, Bhawanimandi	3.4309	3.4087	3.2727
Birla Textile Mills, Baddi	3.7914	3.7643	3.5980
Damanganga Home Textiles, Daheli	3.7187	-	3.5604

The Company has established unit-specific decarbonization roadmaps and energy management action plans to achieve the notified targets.

The performance assessment against the notified FY 2025-26 targets is currently under verification as per the prescribed regulatory process. The Company remains committed to achieving its GEI reduction obligations and, where applicable, will participate in the Carbon Credit Trading Scheme through generation, banking or procurement of Carbon Credit Certificates (CCCs) in accordance with the applicable regulations.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	65,286	4,00,889.00
(ii) Groundwater	23,63,727.65	24,99,835.12
(iii) Third party water	3,36,668.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**27,65,681.65**	**29,00,724.12**
Total volume of water consumption (in kilolitres)	**14,31,942.65**	**14,56,484.12**
Water intensity per rupee of turnover (Water consumed / turnover)	**554.02 KL / Crore**	**551.20KL / Crore**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	**11,098.00 KL / $ Crore**	**11,387.88 KL / $ Crore**
Water intensity in terms of physical output (Production in tonnes)	**9.66 KL / Tonnes**	**14.68 KL / Tonnes**

Remark: For the purpose of this disclosure, recycled/reused water includes treated water from Sewage Treatment Plants (STPs), Effluent Treatment Plants (ETPs) and Zero Liquid Discharge (ZLD) systems that is either reused within the Company's operations or transferred to a Common Effluent Treatment Plant (CETP) for further treatment and reuse. The recycled water metrics are provided separately below:

Total Recycled Water in FY 24-25: 13,82,421.70 KL

Total Recycled Water in FY 25-26: 18,53,188 KL

The reduction in water intensity in terms of physical output (TCO_2e per metric tonne of production) during FY 2025-26 is not directly comparable with the previous year. In FY 2024–25, production data for the fabric manufacturing business was not considered while computing the denominator (total physical output in metric tonnes). During FY 2025 - 26, the methodology was refined to include fabric production (in metric tonnes) along with other product categories, resulting in a higher production base and, consequently, a lower emission intensity per metric tonne.

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

Yes. At the Kathua unit, the audit was conducted by SIMA Labs Pvt. Ltd., while Eco Paryavaran Labs Pvt. Ltd. carried out the audit for BTM at our Baddi units. Shivalik Solid Waste Management assessed the SGF unit, and M/s Hare Krishna Environment conducted the audit at Daman Ganga.

4. **Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)**

Parameter	FY2025-26	FY2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater		
- No treatment	0	0
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater		
- No treatment	0	0
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties		
- No treatment	0	0
With treatment – please specify level of treatment	15,96,665.00 Primary and Secondary Treatment. The water is treated by the STPs and ETPs that are there in the units, and then sent to third parties.	14,44,240.00 Primary and Secondary Treatment. The water is treated by the STPs and ETPs that are there in the units, and then sent to third parties
(v) Others		
- No treatment	0	0
With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	**15,96,665.00**	**14,44,240.00**

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

Yes. At the Kathua unit, the audit was conducted by SIMA Labs Pvt. Ltd., while Eco Paryavaran Labs Pvt. Ltd. carried out the audit for BTM at our Baddi units. Shivalik Solid Waste Management assessed the SGF unit, and M/s. Hare Krishna Environment conducted the audit at Daman Ganga.

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

Yes. In all of our units, there are initiatives to reuse water to the maximum extent possible in the manufacturing process as well as in other areas on site (such as for gardening, etc.). We have three fully operational ZLDs, with capacities of 1,150 KLD, 1,370 KLD, and 3,000 KLD. In addition, we also have Effluent Treatment Plants and Sewage Treatment Plants with varying capacities, in order to treat wastewater. Our Kathua unit has a STP working on MBR technology. In some units, the sewage water is also recycled and the treated water is used in process houses in boilers, humidification plants, wash lines, flushing of toilets, gardening, etc.

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

Parameter	Unit	FY 2025-2026	FY 2024-2025
Nox	mg/NM3	37.52	76.84
Sox	mg/NM3	44.66	21.00
Particulate matter (PM)	mg/NM3	68.44	76.45
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)	mg/NM3	-	100.46
Others	-	-	-

Indicate if any independent assessment/evaluation/assurance for Air emissions has been conducted by an external agency. If Yes, provide the name of the agency:

Yes. Independent monitoring and assessment of air emissions were conducted by accredited external agencies. Assessment at the SGF was undertaken by RB Enviro Laboratories Pvt. Ltd., while at CTM it was undertaken by SIMA Labs Pvt. Ltd. Damanganga unit engaged M/s. Hare Krishna Environment, Ankleshwar and at BTM assessment was conducted by Eco Paryavaran Labs Pvt. Ltd. The assessments covered stack emissions, ambient air quality and workplace air quality parameters to ensure compliance with applicable environmental standards.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2) in MTCO2e, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO_2e	1,10,731.1028	1,22,042.49
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	TCO_2e	3,12,162.04	3,22,948.22
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	**TCO_2e / rupee of turnover**	**163.61 TCO_2e / Crore**	**168.41 TCO_2e / Crore**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	**TCO_2e / $-Crore of revenue from operations**	**3,327.98 TCO_2e / $ Crore**	**3,479.27 TCO_2e / $ Crore**
Total Scope 1 and Scope 2 emission intensity in terms of physical output	**TCO_2e / Metric Tonnes of Production**	**2.85 TCO_2e / Tonnes**	**4.49 TCO_2e / Tonnes**

Remark: The reduction in greenhouse gas emission intensity in terms of physical output (TCO_2e per metric tonne of production) during FY 2025–26 is not directly comparable with the previous year. In FY 2024–25, production data for the fabric manufacturing business was not considered while computing the denominator (total physical output in metric tonnes). During FY 2025–26, the methodology was refined to include fabric production (in metric tonnes) along with other product categories, resulting in a higher production base and, consequently, a lower emission intensity per metric tonne.

Indicate if any independent assessment/evaluation/assurance for GHG Emissions (Scope 1 and 2) has been conducted by an external agency. If Yes, provide the name of the agency: -

The Company's greenhouse gas (GHG) emissions (Scope 1 and Scope 2) were evaluated internally using GovEva, a third-party ESG reporting and carbon accounting software platform. The software was used for data compilation, emissions calculation and reporting in accordance with the applicable BRSR reporting framework. No independent external assurance of the GHG emissions data was undertaken during the reporting period. The Company continues to strengthen its carbon accounting processes and enhance monitoring mechanisms to support its climate action and decarbonization strategy.

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

Sutlej is committed to reducing the emissions that it produces during its manufacturing process, and utilizing renewable energy as well as undertaking energy efficiency initiatives to achieve this.

The Company has implemented and continues to pursue several initiatives aimed at reducing greenhouse gas emissions and improving environmental performance. Key initiatives undertaken during FY 2025-26 include:

- Installation and expansion of renewable energy integration, including rooftop solar systems to increase renewable energy consumption.
- Installation of advanced air pollution control systems, including double venturi wet scrubbers, to reduce air emissions.
- Reduction of sludge generation through installation of sludge drying systems.
- Adoption of energy-efficient technologies such as heat pumps, high-efficiency motors and Variable Voltage and Frequency Drives (VVFDs).
- Continuous optimization of manufacturing processes to reduce electricity and fuel consumption.

These initiatives contribute towards lowering Scope 1 and Scope 2 emissions and support the Company's long-term sustainability objectives.

In addition, all units conduct technology upgrades, replacing older, less efficient equipment with equipment that is more energy efficient. Initiatives are also being taken to improve the efficiency of the boilers, as well as to reduce the energy losses occurring during the manufacturing process. All units have developed energy-saving targets to reduce the fuel and electricity consumption that form the bulk of Sutlej's Scope 1 and 2 emissions.

9 Provide details related to waste management by the entity for the Current Financial Year:

Parameter	FY2025-26	FY2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,654.00	6,435.73
E-waste(B)	0.75	3.74
Bio-medical waste (C)	0.80	1.05
Construction and demolition waste (D)	20.00	24.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	734.80	739.17
Other Non-hazardous waste generated (H). Please specify, if any.	12,790.00	12,470.24
Total (A + B + C + D + E + F + G + H)	18,200.35	19,673.93
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	**7.04 MT / Crore**	**7.44 MT / Crore**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	**143.69 MT / $-Crore**	**153.82 MT / $-Crore**

Parameter	FY2025-26	FY2024-25
Waste intensity in terms of physical output (production in tonnes)	**0.123 MT / Tonnes**	**0.1983 MT / Tonnes**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste – Plastic		
(i) Recycled	274.25	379.83
(ii) Re-used	782.18	1083.304
(iii) Other recovery operations	3597.58	4982.6
Total Plastic Waste Recycled, Re-used and other recovery operations	**4654.01**	**6445.734**
Category of waste - E-Waste		
(i) Recycled	0.75	3.74
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total E-Waste Recycled, Re-used and other recovery operations	**0.75**	**3.74**
Category of waste - Bio-medical waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total Bio-medical Waste Recycled, Re-used and other recovery operations	**0**	**0**
Category of waste - Construction and demolition waste		
(i) Recycled	0.00	0.00
(ii) Re-used	20.00	24.00
(iii) Other recovery operations	0.00	0.00
Total Construction Waste Recycled, Re-used and other recovery operations	**20.00**	**24.00**
Category of waste - Battery waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total Battery Waste Recycled, Re-used and other recovery operations	**0**	**0**
Category of waste - Radioactive waste		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total Radioactive Waste Recycled, Re-used and other recovery operations	**0**	**0**
Category of waste - Other Hazardous waste		
(i) Recycled	100.98	32.01
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	120.75
Total Other Hazardous Waste Recycled, Re-used and other recovery operations	**100.98**	**152.76**
Category of waste - Other Non-Hazardous waste		
(i) Recycled	384.41	380.842
(ii) Re-used	137.27	136
(iii) Other recovery operations	11353.32	11248.01
Total Other Non-hazardous Waste Recycled, Re-used and other recovery operations	**11875.00**	**11764.85**
Total	**16650.74**	**18391.087**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste – Plastic		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total Plastic Waste Incineration, Landfilling and other disposal operations	**0**	**0**

Parameter	FY2025-26	FY2024-25
Category of waste - E-Waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.25
Total E-waste Waste Incineration, Landfilling and other disposal operations	**0.00**	**0.25**
Category of waste - Bio-medical Waste		
(i) Incineration	0.80	1.054
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total Bio-medical Waste Incineration, Landfilling and other disposal operations	**0.80**	**1.054**
Category of waste - Construction and demolition waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total Construction Waste Incineration, Landfilling and other disposal operations	**0**	**0**
Category of waste – Battery		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total Battery Waste Incineration, Landfilling and Other disposal operations	**0**	**0**
Category of waste – Radioactive		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total Radioactive Waste Incineration, Landfilling and Other disposal operations	**0**	**0**
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	0.00	0.00
(ii) Landfilling	238.14	88.85
(iii) Other disposal operations	366.64	499.14
Total Other Hazardous Waste Incineration, Landfilling and Other disposal operations	**604.78**	**587.99**
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total Other Non-hazardous Waste Incineration, Landfilling and Other disposal operations	0.00	**0.00**
Total	**605.58**	**589.045**

Remarks:

The reduction in waste intensity in terms of physical output (TCO_2e per metric tonne of production) during FY 2025–26 is not directly comparable with the previous year. In FY 2024–25, production data for the fabric manufacturing business was not considered while computing the denominator (total physical output in metric tonnes). During FY 2025–26, the methodology was refined to include fabric production (in metric tonnes) along with other product categories, resulting in a higher production base and, consequently, a lower emission intensity per metric tonne.

The increase in hazardous waste disposed through landfilling during FY 2025–26 is primarily attributable to the processing of lower-quality post-consumer PET bottles containing a higher proportion of soil, mud and other inert contaminants. To maintain the required quality standards of recycled polyester fibre, these PET bottles underwent more intensive washing and cleaning, resulting in higher generation of ETP sludge during the reporting period.

Subsequent to the reporting period, the Company commissioned an independent technical evaluation by Shriram Institute for Industrial Research, which concluded that the soil-based material/ETP sludge generated from the PET bottle recycling process is non-hazardous and suitable for beneficial utilization, including brick manufacturing, landfilling and other value-added applications, subject to applicable regulatory approvals. Accordingly, the Company has initiated the necessary regulatory approval process, and upon receipt of the requisite approvals, this waste stream will be reclassified and reported as non-hazardous waste in future reporting periods.

Indicate if any independent assessment/evaluation/assurance for Waste has been conducted by an external agency. If Yes, provide the name of the agency:

Yes. At the Kathua unit, assessment was conducted by SIMA Labs Pvt. Ltd. for ETP Sludge testing and Intertek for ZDHC, while the Damanganga unit was assessed by M/s Hare Krishna Environment, Ankleshwar. Additionally, our Baddi unit (BTM) was assessed by Eco Monecule Technology & Solution for ETP Sludge testing.

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.**

At Sutlej, we have a documented Waste Management Policy, and each unit has SOPs in place for proper segregation, reuse, recovery, and disposal of waste.

We are constantly trying to optimize our processes to reduce the amount of waste generated. Some of the practices are outlined below:

1. As much as possible, our waste, including plastic waste, packaging, hazardous waste, and e-waste, is sold to authorized vendors for safe reuse, recycling, or disposal.
2. For non-hazardous waste such as process waste (fibres, yarn residuals), old cables, bearings, pallis, other scraps, etc., are sold in the market for reuse and recycling. The process waste generated by Sutlej becomes raw material for making carpets.
3. For ETP Sludge, we are taking active measures to utilize volute dewatering press, driers, and chemicals to reduce the volume of sludge generated. In our Kathua unit, the ETP sludge is sold off for co-processing in the cement industry. Our other units send the ETP sludge to authorized agencies for further disposal. The same is done for other hazardous waste.
4. 60-100% boiler ash is recycled.
5. Sewage water is recycled and the treated water is used in process houses like boilers, humidification plants, flushing of toilets, gardening, etc. We have ZLDs and ETPs.
6. Chemical dispensers have been installed to reduce wastage.
7. To reduce the amount of e-waste, we are procuring equipment with longer battery life.
8. PPE is used for handling of chemicals.
9. Sedimentation processes are utilized to reduce TSS.
10. In our Baddi Unit, high temperature effluents are collected in a collection tank, taking out its heat by passing through a heat recovery plant. This effluent is then taken out for treatment and while the treated water is sent to the CETP, the solid waste generated is sent to the TSDF.
11. Development of waste-related targets in the units. In order to reduce the usage of hazardous and toxic chemicals in our processes and products, we have documented SOPs to reduce hazardous and toxic chemicals.

All units utilize azo-free dyes in the dyeing process. In addition, our units are also undertaking activities such as replacement of sodium hydrosulphite with less hazardous chemicals and replacing quantities of caustic soda with other chemicals. We continuously optimize chemical doses and conduct trials of eco-friendly chemicals and other alternatives to hazardous chemicals.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Not Applicable		

Remarks: The Company does not have operations or offices in and 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:**

Sr. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	No EIAs were conducted during the period of reporting.					

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

Sr. 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
	NA	NA	NA	NA

Remarks: Yes, we are complying with all 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

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.**

7

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National/International)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Textile Industry (CITI)	
3	The Cotton Textiles Export Promotion Council (TEXPROCIL)	
4	Federation of Indian Export Organisations (FIEO)	
5	Manmade and Technical Textiles Export Promotion Council (MATEXIL)	
6	International Textile Manufacturers Federation (ITMF)	
7	IMC Chamber of Commerce and Industry	

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.**

Sr. No.	Name of authority	Brief of the case	Corrective action taken
	NA		

Remarks: During the year, there were no adverse orders from regulatory authorities relating to anti-competitive conduct.

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.**

Sr. No.	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
	NA					

Remarks: During FY 2025-26, we have not undertaken any projects that require Social Impact Assessments (SIA).

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

Sr. 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 Financial Year (In INR)
	NA					

Remarks: During FY 2025-26, we have not undertaken any projects that require Rehabilitation and Resettlement (R&R).

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

We are committed to developing and supporting the communities around our manufacturing facilities by effectively receiving and redressing their grievances. Our engagement strategies include regular interactions between our staff and the local community through personal visits, participation in religious functions, and community surveys to understand and address their concerns actively. We have established a robust grievance mechanism to ensure complaints are duly investigated and acted upon by the respective departments. Furthermore, our involvement extends to being an active part of local committees constituted by the panchayat, where grievances are addressed quarterly, and collaborative efforts are made to resolve issues. Our commitment to social responsibility is demonstrated through various initiatives including CSR activities highlighting our dedication to the community's overall well-being and infrastructure development.

4. **Percentage of input material sourced from suppliers (by value):**

Category	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	29.11%	21.19%
Sourced directly from within India	97.83%	99.15%

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. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)**

Location	FY 2025-26	FY 2024-25
Rural	7.75%	7.21%
Semi-urban	83.24%	83.03%
Urban	0.17%	0.10%
Metropolitan	8.88%	9.66%

Note: The figures reported have been aligned with the revised definition of "wages" as per the Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core released in December 2024.

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.**

Consumer complaints and feedback are managed through multiple mechanisms designed to ensure effective resolution and continuous improvement. Customers can submit their complaints and feedback via the Sutlej website, email, and online feedback forms and surveys. Complaints received are sent to the plant by the marketing team through email and SAP. Once a complaint is received, it is analyzed by the Quality Control (QC) department, which conducts a root cause analysis and devises corrective and preventive actions. The response from the QC department is communicated back to the customer through the marketing team. In order to handle grievances, a formalized complaint resolution process is followed. This includes documenting complaints, assigning them to relevant departments, and conducting follow-ups to ensure satisfactory resolution. Real-time resolution and personalized interaction are emphasized, and insights gathered from customer interactions are used to improve service quality and product development. Furthermore, the Sutlej customer service team conducts periodic surveys to gather additional feedback and take necessary actions for improving products and services. Regular training sessions for customer service representatives focus on empathy, efficiency, and solution-oriented communication, fostering a consumer-centric approach. All complaints and feedback are documented and reviewed to facilitate continuous improvement.

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

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

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

Particulars	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

Category	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

Remarks: No products of the Company were recalled on account of safety issues.

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 policy can be accessed at https://www.sutlejtextiles.com/pdf/Policies%20&%20Codes/Sutlej_IT_Policy.pdf

6. Provide details of any corrective actions taken or underway on issues relating to any of the following: i. Advertising; ii. Delivery of essential services; iii. Cyber security and data privacy of customers; iv. Re-occurrence of instances of product recalls v. penalty / action taken by regulatory authorities on safety of products / services.

There have been no instances of corrective actions taken or underway on issues related to advertising or delivery of essential services, cyber security and data privacy of customers, re-occurrence of product recalls, or any penalties or actions taken by regulatory authorities on the safety of products or services.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches - 0

b. Percentage of data breaches involving personally identifiable information of customers - 0

c. Impact, if any, of the data breaches - Not applicable as we did not have any data breaches.