

Business Responsibility and Sustainability Report

[Regulation 34 (2) (f)] of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Company	L17124MH1986PLC166615
2.	Name of the Company	Indo Rama Synthetics (India) Limited
3.	Year of Incorporation	1986
4.	Registered Office Address	A-31, MIDC Industrial Area, Butibori, Nagpur-441122, Maharashtra, India
5.	Corporate Address	Delhi Press Building, Plot No. 53 and 54, Phase-IV, Udyog Vihar, Gurugram-122015, Haryana, India
6.	E-Mail	pawank.thakur@indorama-ind.com
7.	Telephone	+91-124-4997000
8.	Website	www.indoramaindia.com
9.	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	i) National Stock Exchange of India Limited; and ii) BSE Limited
11.	Paid-up Capital	₹261.11 Crores
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: Mr. Hemant Balkrishna Bal Designation: Whole-time Director E-mail: hemant.bal@indorama-ind.com Telephone: +91-7104 663 000 / 01
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)	The Financial Disclosures made in this report are standalone basis, and are excerpted from the Company's Report and Accounts 2023. The data related to social performance is on a standalone basis. The environmental disclosures are based on performance of Company's business.

II. Products/ Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturer of Polyester Staple Fibre, Partially Oriented Yarn, Draw Texturised Yarn, Fully Drawn Yarn, and Polyester Chips	96.26

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1.	Polyester Staple Fibre	20302	51.68
2.	Partially Oriented Yarn	13999	10.80
3.	Draw Texturised Yarn	13999	30.39

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	One	Six	Seven
International	None	None	NA

17. Markets served by the Entity:

a. Number of Locations

Locations	Number
National (No. of States)	20*
International (No. of Countries)	34

*Includes 17 States and 3 UTs

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

17.46% of Total Turnover

c. A brief on types of customers.

The Company's business is manufacturing Polyester Staple Fibre, Partially Oriented Yarn, Draw Texturised Yarn, Fully Drawn Yarn, and Polyester Chips. Its major clients include Yarn Spinners, Fabric Weavers and Knitters, Non-woven Fabric Manufacturers as well.

IV. Employees

18. Details as at the end of the Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	893	877	98%	16	2%
2.	Other than Permanent (E)	16	15	94%	1	6%
3.	Total Employees (D + E)	909	892	98%	17	2%
WORKERS						
4.	Permanent (F)	608	608	100%	0	6%
5.	Other than Permanent (G)	2,184	2,099	96%	85	6%
6.	Total Workers (F + G)	2,792	2,707	97%	85	3%

b. Differently abled Employees and Workers:

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

19. Participation/ Inclusion/ Representation of Women (including differently abled):

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Management Personnel*	4	Nil	Nil

* Key Managerial Personnel are Whole-time Director, Chief Executive Officer, Chief Commercial and Financial Officer and Company Secretary.

20. Turnover rate for permanent employees and workers for past 3 years:

Category	FY 2022-23 (Turnover rate in Current FY)			FY 2021-22 (Turnover rate in Previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.35%	0%	9.35%	7.67%	0%	7.67%	7.70%	0.13%	7.83%
Permanent Workers	3.28%	0%	3.28%	1.43%	0%	1.43%	4.26%	0%	4.26%

V. Holding, Subsidiary and Associate Companies (including Joint Ventures)

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

S. No.	Name of the holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate whether holding/ Subsidiary/ Associate Companies/ Joint Ventures	% 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.	Indorama Yarns Private Limited	Subsidiary	100%	No
2.	Indorama Ventures Yarns Private Limited	Subsidiary	100%	No
3.	Indorama Sustainable Polymers (India) Private Limited	Subsidiary	100%	No
4.	Indorama Sustainable Polyester Yarns Private Limited	Subsidiary	100%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes
- (ii) Turnover (in ₹) 3,906.37 Crores
- (iii) Net worth (in ₹) 576.92 Crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If yes, then provide web-link for grievance redress policy)#	FY 2022-23 Current Financial Year			Remarks	FY 2021-22 Previous Financial Year			Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year			Number of complaints filed during the year	Number of complaints pending resolution at close of the year		
Communities	Nil	Nil	Nil	-		Nil	Nil		NA
Investors (other than shareholders)	Nil	Nil	Nil	-		Nil	Nil		-
Shareholders	Yes	6	Nil	Resolved by the Management		2	Nil	Resolved by the Management	
Employees and workers	NIL	Nil	Nil	-		Nil	Nil		-
Customers	NIL	Nil	Nil	-		Nil	Nil		-
Value Chain Partners	NIL	Nil	Nil	-		Nil	Nil		-
Other (please specify) Anonymous email/letters	NIL	Nil	Nil	-		Nil	Nil		-

The policies guiding Indo Rama conduct with all its stakeholders including grievance mechanism are available on the Company's website. The link to Policies: <https://www.indoramaindia.com/policies.php>

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

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

S. No.	Material issue identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, an approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Customer Experience and Satisfaction	O	-	-	Positive
2	Corporate Governance	R	-	Policy revision/upgradation/Board review (Refer to Principle-1)	Negative
3	Business ethics	R	-	Whistle blower policy and its deployment. The Company has a whistle blower policy for its employees, vendors and channel partners for further , please refer to Principle- 1	Negative
4	Employee and Workforce Engagement, wellbeing	O	-	-	Positive
5	Health and safety	R	-	Training/awareness/technological updation/ review at senior level and Board Committee. Indo Rama is committee to its Zero Harm to life. For more details refer to Principle-3	Negative
6	Human Rights and Labour Conditions	R	-	Indo Rama has always been committed to foster a culture of caring and trust. This is embedded in its various corporate policies like Environment, Health and safety (EHS) Policy, Whistle blower policy, protection of Women's Rights at Workplace Policy and the code of conduct.	Negative
7	Diversity, inclusion and Equal Opportunity	O	-	-	Positive
8	Date Security, Privacy and Cyber Security	R	Most companies today are conducting business using public Internet. Even though B2B may be relatively secure considering limited exposure, yet it still requires opening up of doors to enable such transactions. While all attempts are made to secure systems, yet with the advent of new technologies, the adversaries are seeking new means to bypass the security measures and enter the system. It is no more related to technical controls and with people being the weakest link, attempts to break the barriers through social engineering is on the rise.	The organisation has onboarded one of the Big-4 consulting firms to manage the infrastructure and business applications. While several technical controls were in place that worked in isolation, a SIEM tool is being implemented to integrate the alerts from various systems and enable better insights to the operating environment. End user cyber security training program is being rolled out to ensure staff are well informed of the risks and means to curb or directions for subsequent actions in case of a security incident.	Negative
9	Social engagement and Impact	O	-	-	Positive
10	Ethics and compliance	O	An organisation like ours, focusing on ethics and compliance creates a cordial business environment that helps in employee loyalty, thereby reducing attrition and assisting in attracting talent.	NA	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

- P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P2 Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4 Businesses should respect the interests of and be responsive to all its stakeholders.
- P5 Businesses should respect and promote human rights.
- P6 Businesses should respect and make efforts to protect and restore the environment.
- P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 Businesses should promote inclusive growth and equitable development.
- P9 Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and Management Processes										
1.	a.	Whether your entity’s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y
	b.	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y
	c.	Web Link of the Policies, if available	https://www.indoramaindia.com/policies.php							
2.		Whether the entity has translated the policy into procedures. (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y
3.		Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y
4.		Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9001, 14001, 45000, BIS, OEKOTEX							
5.		Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have identified key performance indicators (KPI) for the material issues finalised through the stakeholders engagements and materiality assessment. The goals and targets against these KPIs are currently under development.							
6.		Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by various committees led by the Management and Board of Directors.							
Governance, leadership, and oversight										
7.		Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure).	At Indo Rama Synthetics (India) Ltd., we have always believed in driving business with purpose. Through reporting, we would like to communicate to our stakeholders our progress on environment, Social and Corporate Governance performance. Sustainability enables business to thrive in dynamically changing environments. Innovation and adaptation will be key to overcoming challenges and building resilience, especially in the ever- changing environments around us. We believe Sustainability is a journey, and while we belief there is more work to be done, we are also poised to take up challenges and improvements through transforming our ways of doing business. We aim to build resilience in our business and among our stakeholders, and we monitor our activities and their environment and social impacts to ensure that we create value for all stakeholders.							
8.		Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy(ies).	DIN: 00206807 Name: Mr. Om Prakash Lohia Designation: Chairman and Managing Director Telephone No.: 91-124-4997000 E-Mail ID: omprakash.lohia@indorama-ind.com							
9.		Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes/No). If yes, provide details.	Yes. The Company’s Business Responsibility and Sustainability Reporting Committee is responsible for sustainability related issues							

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by the Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against the above policies and follow-up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	All the policies are reviewed periodically or on a need basis by departments heads, business heads, senior management personnel/ respective communities and placed before BoD as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Company complies with the extant regulations as applicable. In case of any non- compliance, the Company investigates and rectifies the issues.								

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

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)									
The 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)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

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

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in a respective category covered by the awareness programmes
Board of Directors and Board Committees	10 manhours	Business, Strategy, risk and update of laws	100%
Key Managerial Personnel	30 manhours	Business, Strategy, risk and update of laws Related Party Transaction	100%
Employees other than BoD and KMPs	01	Leadership Program	92%

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	%age of persons in a respective category covered by the awareness programmes
Workers	127	Covid Awareness Program Stress Management Program Introduction of lean Project LSS White Belt, Yellow Belt, Green Belt and Purple Belt Program Success Factor Training Program SMED Training Program Work Ethics and Attitudinal change program Training Program on SAP HANA Fire and Safety Training Program 1S and 2S Awareness Training Program ISO QMS, OHMS, EMS Awareness Training Program IVL Leadership Program Fun and Work Suggestions and Kaizens Felicitations Session on action learning Industrial Safety and Ergonomics POSH Training PF Grievances Training Program Program on lung disease Communication skill and Interpersonal Skill 5S Concept Training Program Training On Human Rights Testing Process and Quality Control FGD (Focus on Group Discussion) Work ethics and Transaction Analysis	100%

2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

There are no monetary and non-monetary actions on the Company or its Directors/KMPs with regulators/law enforcement agencies/Judicial Institutions in the financial year 2022-23.

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

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the Policy.:

Yes, the Company has Zero tolerance of any practice that may be classified as corruption, bribery or giving or receipt of bribes and the same has been mentioned in the Anti- Corruption Policy. The objective of this policy is to serve as a guide for all directors, executives, employees and associated persons for ensuring compliance with applicable anti-bribery laws, rules and regulations. This policy is applicable to all individuals

working at all levels and grades, including Board Members and Senior Management Personnel, other employees, consultants, interns, contractors, agents or any other person associated with the Company and such person acting on behalf of the Company.

Weblink to the Policy is : <https://indoramaindia.com/pdf/Anti-Corruption-Policy-IRSL.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:

There have been no cases involving disciplinary action taken by any law enforcement agency on charges of bribery/corruption against directors/KMPs/employees/workers that have been brought to the Company's attention.

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

None

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

LEADERSHIP INDICATORS

- Awareness programmes conducted for value chain partners on any of the principles during the financial year:**
Nil

- Does the entity have processes in place to avoid/ manage conflicts of interest involving members of the Board? (Yes/No) If yes, provide details of the same:**

Yes, we have processes in place to avoid and manage conflict of interests involving members of the Board. The Company has "Code of Conduct for Board of Directors" that follows the full process as prescribed under SEBI LODR and Companies Act, 2013. The Code of conduct requires all the directors, senior management, and employee to avoid situations in which their personal interest could conflict with interest of the Company. The guiding principle is that any conflict or potential conflict must be disclosed to higher management for guidance and appropriate action. Although it is impossible to provide comprehensive guidance in this area, the Company is committed to identifying and managing conflicts of interest to ensure the highest level of ethical standards.

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

ESSENTIAL INDICATORS

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

Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
Nil	Nil	Nil
2.95%	34.89%	- GHC saving (Electric)- t Co2e 1746.80 (previous year t Co2e 4958.54) and GHC Saving (coal) t Co2e 12150.21 (previous year t Co2e 12035.77) - Energy saving (electrical) GJ 9075.60 (previous year GJ 24584.40) and Energy saving Coal GJ 126432.98 (previous year GJ)

- Does the entity have procedures in place for sustainable sourcing?**
We are in the process of developing a framework for sustainable sourcing across the portfolio.
 - If yes, what percentage of inputs were sourced sustainably?**
Not Applicable
- Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**
The Company does not have any specific product to reclaim at the end of life. However, at the plant sites, there are system in place to recycle, reuse and dispose in line with regulatory requirement for the above waste being generated during course of manufacturing.
- 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.**
EPR is applicable to the Company with respect to its plastic packing requirements for its DTY products. Company is following all the guidelines as per ERP.

LEADERSHIP INDICATORS

- Has the entity conducted Life Cycle Perspective/ Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the service industry)? If yes, provide details in the following format:**
No Life Cycle Assessment carried out for any product of the Company.
- If there are any significant social or environmental concerns and/or risks arising from the production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**
Not Applicable
- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Packing Material	24%	20%

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	866.69MT	Nil	Nil	875.35MT
E-waste	Nil	Nil	4.60MT	Nil	Nil	10.11MT
Hazardous waste	Nil	Nil	81.88MT	Nil	Nil	34.92MT
Other waste	Nil	Nil	5061.45MT	Nil	Nil	4602.11MT

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

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

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

ESSENTIAL INDICATORS

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

Status of Insurance for the firm being employed											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	893	893	98%	893	98%	-	-	NA	-	893	98%
Female	16	16	2%	16	2%	16	100%	NA	-	16	2%
Total	909	909		909		16		NA	-	909	
Other than Permanent employees											
Male	NA	15	94%	-	-	-	-	-	-	15	94%
Female	NA	1	6%	-	-	-	-	-	-	1	6%
Total	NA	16	-	-	-	-	-	-	-	16	

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	609	609	100%	609	100%	NA	-	NA	-	609	100%
Female	0	0	0%	0	0%	NA	-	NA	-	0	0%
Total	609	609	100%	609	100%	-	-	-	-	609	100%
Other than Permanent employees											
Male		NA	-	2,099	96%	NA	-	NA	-	2,099	96%
Female		NA	-	85	4%	NA	-	NA	-	85	4%
Total		NA	-	2,184	100%	NA	-	NA	-	2,184	100%

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

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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/NA)	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/NA)
PF	893	609	12%	834	629	12%
Gratuity	893	609	Provision as per Gratuity Act	834	629	Provision as per Gratuity Act
ESI	78	0	0.75% Employee 3.25% Employer	111	0	Employee 3.25% Employer
Others – please specify						

3. Accessibility of workplaces

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company is in the process of equipped with the necessary accessibility provisions at workplace.

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.

The Company is in process of drafting an equal opportunity policy as per the Right of Persons with Disabilities Act, 2016. The Code of Conduct also recognises the importance of treating everyone with fairness, respect and dignity. It expects everyone to act in a way that is consistent with our sense of fairness and equal opportunity.

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	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil
Total	Nil	Nil	Nil	Nil

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	
Other than Permanent Workers	Yes	The mechanism to receive and redress grievances are POSH, Internal Committee, Business HRs and CHRO.
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

We recognise our employees' right to assemble communicate and join association of their choice in matter related to their employment within the perview of our policies and procedures.

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (B)	% (B/A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (D)	% (C/D)
Total Permanent Employees						
Male	893	NIL	0%	834	NIL	0%
Female	16	NIL	0%	14	NIL	0%
Total Permanent Workers						
Male	609	609	100%	629	629	100%
Female	NIL	NIL		NIL	NIL	NIL

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	893	605	68%	893	100%	834	653	78%	834	100%
Female	16	16	100%	7	44%	14	1	7%	5	36%
Total	909	607	67%	900	99%	848	654	77%	848	100%
Workers										
Male	609	609	100%	609	100%	629	629	100%	240	38%
Female	0	0	0	0	0	0	0	0	0	0
Total	609	609	100%	609	100%	629	629	100%	240	38%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	Number (B)	% (B/A)	Total (C)	Number (D)	% (D/C)
Employees						
Male	893	710	80%	781	720	92%
Female	16	15	94%	14	14	100%
Total	909	725	80%	795	734	92%
Workers						
Male	609	609	100%	629	629	100%
Female	-	-	-	-	-	-
Total	609	609	100%	629	629	100%

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

Yes. Occupational health and safety management system has been implemented by the entity. Indo Rama is ISO 45001:2018 accredited for Occupational Health and Safety (OH&S) Management and has designed and maintained an OH&S system as well as developed its own 'Occupational Health and Safety Policy' to meet the standards.

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

The Company provides periodic training to its employees and contractual workers on Health and Safety for identifying and reporting unsafe practices and areas. A robust framework is in place to identify and report unsafe practices and areas, to ensure safe working conditions. Inspection of the workspace, and evaluations of the equipment, tools, and machinery help to ensure workplace safety.

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

Yes, the Company has processes for workers to report work related hazards and to remove themselves from such risk.

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

Yes. Indo Rama's plant in Butibori features a full-fledged health centre with highly trained doctors and nurses, as well as an ambulance and other medical services, which give medical help to employees, their families, contractors, and the public 24 hours a day, seven days a week. Employee health checks on a regular basis, as well as advice on health, diets, and exercise, are some of the health centre's other essential tasks.

New first aid boxes have been provided at all, plant areas. A periodic medical examination of all at the site has been done. Health awareness lectures have been conducted from time to time.

The following additional efforts were made during the year towards COVID:

- Arranged oxygen concentrators for timely help to the needy.
- Booked beds in reputed hospitals in the city for immediate help to the affected employees.

- Organised on-site and off-site vaccination camps to vaccinate all employees, contract workers, and their family members. With this, Covid is effectively controlled at the site.
- Free PPE kits were distributed to government and private hospitals in the area.

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

Safety Incident/ Number	Category	FY 2022-23	FY 2021-22
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0.33	0
	Workers	0.17	0.17
Total recordable work-related injuries	Employees	1	0
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

- Hazard identification, Risk Assessment and Management is done in accordance with Hazard Identification and Risk Assessment (HIRA) Procedure and Job Safety Analysis (JSA) Procedure.
- Hierarchy of controls is followed for application of risk control measures, Control Plans commensurate to risk are deployed before execution of job. No job is executed until risks are brought to acceptable range.
- Safety Committees are in place at various levels to review the adequacy of resources for safety and to provide support for safety management system deployment.
- Deployment of Safe and Healthy system of work is assured through periodic safety audits and inspections across sites

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Health and Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

The corrective actions include amendments in risk assessment, competency building program for employees and contract employees, actions on areas of improvements, consequence management and reward and recognition.

LEADERSHIP INDICATORS
1. Does the entity extend any life insurance or any compensatory package in the event of the death of:

- (A) Employees (B) Workers

The Company extends life insurance coverage for work related death of its employees and workers.

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

The Company periodically audits value chain partners to ensure timely deduction and deposit of statutory dues.

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

	Total no. of affected employees/ workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

There are no transition assistance programs to facilitate continued employability and management of career endings resulting from retirement or termination of employment.

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

There are no significant risk/concerns arising from the assessment.

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

ESSENTIAL INDICATORS

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

Indo Rama's business is manufacture of Polyester Staple Fibre, Partially Oriented Yarn, Draw Texturised Yarn, Fully Drawn Yarn, and Polyester Chips, hence in line with its business models, the Company has identified the following as Key Stakeholders groups:

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

Stakeholder Group	Whether identified as a Vulnerable and Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Press release, dedicated email ID for investor grievance, Quarterly results, Annual Reports, AGM (Shareholders interaction), Stock Exchange fillings and corporate website	As and when required	To understand their need and expectation which are material to the Company's financial performance, ESG performance etc
Employees and Workers	No	Employee engagement survey Circular and messages from Corporate and line management Welfare initiative for employee and their families	As and when required	Employees' growth and benefits, their expectation, career growth, professional development and skill training
Customers	No	Business interactions, client satisfaction surveys	Regular	Customer satisfaction and feedback, timeline, challenges that are faced during execution
Suppliers/ contractors	No	Regular supplier meet	As and when required	Need and expectation, schedule, supply chain issue, need for awareness and other training.
Government	No	Press release, quarterly results, Annual Reports, sustainability/ stock exchange fillings, issue specific fillings, representations	As and when required	Reporting requirement, Statutory Compliance, support from authority and resolution of issues
Community	Yes	Engagement for improving health awareness and participation in various social/religious events.	As and when required	Harmonious relationship
Media	No	Press release, Quarterly results, Annual Reports, AGM (Shareholders interaction), Stock Exchange fillings and corporate website	As and when required	Performance reporting

LEADERSHIP INDICATORS

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

We communicate with our stakeholders mainly through the annual report, websites and the annual general meeting (AGM), we engage with our investors directly through our investor relations department and have a constant dialogue with them throughout the year on key environment, social and governance (ESG) related issues.

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

Yes, Stakeholders input are obtained as part of our Stakeholders Engagement Materiality Assessment, which serves as the foundation of developing material topics. Thereafter, a roadmap and goals are developed using the identified material topics.

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

Nil

PRINCIPLE 5 Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	909	542	60%	1463	671	46%
Other than permanent	16	0	0%	14	0	0%
Total Employees	925	542	59%	1477	671	45%
Workers						
Permanent	609	609	100%	629	620	99%
Other than permanent	2184	1685	77%	2249	1822	81%
Total Workers	2793	2294	82%	2294	2442	106%

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

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	893	0	0%	893	100%	834	0	0%	834	100%
Female	16	0	0%	16	100%	14	0	0%	14	100%
Other than Permanent										
Male	15	0	0%	15	100%	14	0	0%	14	100%
Female	1	0	0%	1	100%	0	0		0	
Workers										
Permanent										
Male	609	0	0%	609	100%	629	0	0%	609	97%
Female	0	0		0		0	0		0	
Other than Permanent										
Male	3437	2788	81%	561	16%	4069	3190	79%	787	19%
Female	88	88	3%	0	0	92	92	2%	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of the respective category
Board of Directors (BoD)* (Chairman and Managing Director, Whole-time Director)	3	2.81	-	-
Key Managerial Personnel	4	1.25	NIL	NIL
Employees other than BoD and KMP	871	0.0490	16	0.0535
Workers	608	0.0486	NIL	NIL

*Non-Executive Independent Director receive a fee for attending the meeting and Non-Executive Non- Independent Director do not receive any remuneration, thus not included above.

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)

The Company does not have a single focal point for addressing human rights issues. However, the HR head of the Company is responsible for handling the same.

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

All the grievances are addressed as and when received by the Plat Head and HR Department.

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights-related issues	Nil	Nil	-	Nil	Nil	-

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

The Company has a Whistle Blower Policy wherein the employees report, without fear of retaliation, any wrong practices, unethical behavior or noncompliance which may have detrimental effect on the organisation, including financial damage and impact of brand image. Also, the code of Conduct of the Company requires employees to behave responsibly in their actions and conduct. Apart from that, the Company has Committees for the protection of women at workplace to ensure their rights, receive grievance, conduct investigation and to take action.

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

No.

9. Assessments for the year:

No third-party assessment was carried out in manufacturing plants and offices on child labour, sexual harassment, etc. However, in Indo Rama, there is zero tolerance towards any such kind of issue.

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

No Significant Risks/concerns

LEADERSHIP INDICATORS

- Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.**
No such grievances on Human Rights Violations.
- Details of the scope and coverage of any Human rights due diligence conducted.**
Not Applicable
- Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**
No

4. Details on assessment of value chain partners:

% of value chain partners (by the value of business done with such partners) that were assessed	
Sexual Harassment	0%
Discrimination at Workplace	0%
Child Labour	0%
Forced Labour/ Involuntary Labour	0%
Wages	0%
Others – please specify	-

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

Not applicable

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

ESSENTIAL INDICATORS

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	1002602.7	1067456.25
Total fuel consumption (B)	3052803.04	3231321.26
Energy consumption through other sources (C)	75574.82	0
Total energy consumption (A+B+C)	4130980.56	4298777.51
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00001051675295315	0.000011002757896084
Energy intensity (optional) – the relevant metric may be selected by the entity	0.00001051675295315	-

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

No.

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

No

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third-party water	2224900	2061600
(iv) Seawater/ desalinated water	0	0
(v) Others (IRSL ETP Recycled water)	826175	790545
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	3051075	2852145
Total volume of water consumption (in kiloliters)	3051075	2852145
Water intensity per rupee of turnover (Water consumed / turnover)	0.000007767502546	0.00000730008958
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

No.

4. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**
No

5. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**
(All below values taken from Stack report, Average value of 12 month from different stack at IRSL) Every month stack data checked by MPCB authorised test lab (EARTHCARE LABS PVT. LTD)

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	t	306.18	318.39
Sox	t	339.79	404.22
Particulate Matter (PM)	t	28.46	28.15
Persistent Organic Pollutants (POP)	NA	NA	NA
Volatile Organic Compounds (VOC)	t	2.34	2.53
Hazardous Air Pollutants (Hap)	NA	NA	NA
Others – please specify	NA	NA	NA

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

Yes from MPCB authorised test lab

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	292660.8	309100.3
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	192973.17	212856.73
Total Scope 1 and Scope 2 emissions per rupee of Turnover	TCO ₂ e/Rupee	0.000001236339	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		0.000001335953	

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

No.

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

Following Project taken in FY 2022-23

Sr. No.	Project Name to Reduce GHG emission	Coal /Electric Saving to reduce GHG emission
1	Energy saving by replacing Reciprocating Compressor by energy efficient Screw Compressor (Project completed)	Electric Saving
2	Energy saving by replacing Reciprocating Compressor by energy efficient Centrifugal compressors (Project completed)	Electric Saving
3	Install 4.5 bar compressor to avoid energy loss in reducing pressure 6 bar to 4.5 bar (Project completed)	Electric Saving
4	Project-1=Replacement of conventional supply air fan with EC driven fans. (1 no's). Project-2=Replacement of AHU Conventional SA Fan by Centrifugal plug type with direct driven IE 4 motor (1 no's) (Project completed)	Electric Saving
5	Waste Heat Recovery Boiler (Project completed)	Coal Saving
6	urbo ventilator for DTY halls (Project 71 % completed)	Electric Saving
7	Use Rice husk and Ground nutshell by blending with coal to reduce coal consumption (Uses started from Jun 22 at Boiler)	Coal Saving
8	Conversion of Force cooling Fan to self-cooling fan at DTY area (DTY D/Y Motor Modification) (Project 90 % completed)	Electric Saving
9	Conversion of Force cooling Fan to self-cooling fan for POY area (CP2/3 POY Winder-Chuck motor Modification) (Project 80 % completed)	Electric Saving
10	Use of Biomass Pallets in CFHTM Heater to reduce coal Consumption	Coal saving
11	Modification in 90 TPH CPP boiler for operation at 20 TPH 1 Optimisation of BFP pressure implemented Saving @50Kw/Hr (Project completed)	Electric Saving
12	Hot Water VAM Chillers from CP Process. Out of 4 no's Hot water VAM 1 no HOT water VAM taken in service in FY 2022-23	Electric Saving

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	860.979	875.345
E-waste (B)	4.6	10.11
Bio-medical waste (C)	0.052915	0.053655
Construction and demolition waste (D)	22.12	0
Battery waste (E)	10.1	23.06
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) wastewater sludge like DAF Unit sludge	6.82	7.08
Other Hazardous waste. Please specify, if any. (G) Used Oil/Lubricant	57.244	11.864
Other Hazardous waste. Please specify, if any. (G) Lab Waste	0.66	0.67
Other Non-hazardous waste generated (H). Please specify, if any. Used Oil/Lubricant (Break-up by composition i.e., by materials relevant to the sector)		
Slag Ash Waste	49947.1	59581.78
Bed Ash + Fly Ash Waste	20141.4529	18481.02
Canteen Waste	109.50	108.29
Paper Waste	997.48	1120.45
Iron/Copper/Aluminum Waste	762.666	449.386
Wood Waste	401.76	286.54
Waste (POLY,POY,PSF,DTY)/NON HAZARDDOUS	5061.443	4602.097
Teg Slurry waste	40.582	67.209
Others (Mix Garbage)	268.845	258.448
Total (A + B + C + D + E + F + G + H)	78693.41	85883.40
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	7739.812	7059.142
(ii) Re-used	50002.382	59682.159
(iii) Other recovery operations	20812.0579	19026.005
Total	78554.2519	85767.306
For each category of waste generated, the total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	29.652915	7.803655
(ii) Landfilling	0	0
(iii) Other disposal operations	109.504	108.288
Total	139.156915	116.091655

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

No.

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

As per MPCB Norms

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

Not Applicable

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Weblink
Not Applicable					

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

Yes

LEADERSHIP INDICATORS

1. Provide a break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	1002602.7	1067456.25
Total fuel consumption (E)	3052803.04	3231321.26
Energy consumption through other sources (F)	75574.82	0
Total energy consumed from non-renewable sources (D+E+F)	4130980.56	4298777.51

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

No.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	834928	805514
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	834928	805514

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

No.

3. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

For each facility/ plant located in areas of water stress, provide the following information:

- (i) Name of the area - Butibori Nagpur, Maharashtra
- (ii) Nature of operations - MIDC
- (iii) Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	2224900	2061600
(iv) Seawater/ desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	2224900	2061600
Total volume of water consumption (in kiloliters)	2224900	2061600
Water intensity per rupee of turnover (Water consumed/ turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity	0.000005664206	0.000005276683
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii) Into Groundwater		
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(iii) Into Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	834928	805514
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	834928	805514

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

No.

4. Please provide details of total Scope 3 emissions and its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	Nil	Nil
Total Scope 3 emissions per rupee of turnover		Nil	Nil
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		Nil	Nil

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

No.

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
	Nil	Nil	Nil

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

Yes, we have an emergency Response and preparedness plan in place that includes identifying operational emergencies such as fire, gas leakage as well as natural emergencies like earthquake, flood, cyclone and tsunami. The Disaster Management Plan aims to ensure the safety of life and protection of the environment, installations and production.

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

Not applicable

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

Not Applicable

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.**

Nine

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Butibori Manufacturers' Association	State
2	Confederation of Indian Industry	State
3	Confederation of Indian Textile Industry	State
4	FICCI	National
5	PTA- Users Association	State
6	Federation of Indian Export Organisation	National
7	Vidarbha Industries Association	State
8	The Synthetics and Rayon Textiles Export Promotion Council	State
9	PHD	National

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.**

There is no action taken or underway against the Indo Rama Synthetics (India) Limited on any issues related to anti-competitive conduct.

LEADERSHIP INDICATORS

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

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

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.**
Not Applicable - We have No SIA Notification
2. **Provide information on the project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
Not Applicable: No Rehabilitation and Resettlement (R&R) were undertaken by the entity during the reporting period.
3. **Describe the mechanisms to receive and redress grievances of the community.**
Not Applicable
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	2.64%	1.48%
Sourced directly from within the district and neighbouring districts	7%	5.04%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
No negative social impact has been identified in social impact assessment.	NA

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Maharashtra	Butibori – Nagpur	3,000,000/-

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups?**
No
- (b) **From which marginalised /vulnerable groups do you procure?**
Not applicable
- (c) **What percentage of total procurement (by value) does it constitute?**
Not Applicable
4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**
Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	To promote education by way of Infrastructure Development of IRA International School, Butibori, Nagpur, Maharashtra, as follows: (i) Construction of 3 Class-Rooms on the first floor and cultural activity room on ground floor; (ii) Revamping works at IRA International School premises for the safety of children and improvement in imparting education.	1134	36.1

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.

Any query/complaint is reported by customer to Marketing / CTS by verbal message or written communication or through mail. CTS Person visits the customer gather information, suggest suitable parameters, take trials, collect sample (if available) and send to plant with all details for further analysis.

Plant analyses the sample/ report and gives results/ feedback which is sent to customer and close the query/ complaint. Sometimes goods return/ claim is there in case material is not workable before closing complaint/ query.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not applicable as the Company does not have a specific consumer product range.
Recycling and/or safe disposal	

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

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	Various solutions, viz., EDR, Deep Security, DLP, Vulnerability Protection agents, Spyware/Grayware scan engines etc., have been deployed to enhance endpoint and infrastructure security. The organisation is also in the middle of an ERP migration to clouds that would assist in reducing risk on account of geographical limitation and enhance availability. A third tier of backup's has been implemented to host critical business and user data in the cloud. End user cyber security communications were disseminated, and a formal training program is now being rolled out to assess understanding and improve learning.	-	-	- On-prem Mail setup migrated to Group e-mail setup that is managed and secured centrally reducing the potential threat to the business. The devices in the IT arena have been upgraded to the latest and currently supported platforms. Remote access to business applications is controlled and extended only through VPN and MFA. Further, ZTN solution is in place to control critical business applications access.
Delivery of essential services	-	-	-	-	-	-

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

4. Details of instances of a product recall on account of safety issues:

There are no instances of products recalls or forced recalls on safety issues.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.

Yes, the Company has a framework/policy cyber security and risks related to data privacy, available at https://www.indoramaindia.com/pdf/policies/Risk-Management_Policy.pdf

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

LEADERSHIP INDICATORS

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

Refer to <https://www.indoramaindia.com>

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

Required guidance for safe uses of product is provided to customers.

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

The Company does not deal with any essential services.

3. Does the Company display product information on the product over and above what is mandated as per local laws? (Yes/ No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, all products manufactured by us are compliant with mandatory codes, specifications, industry regulations and statutory safety norms of the Country and customer satisfaction survey conducted.

4. Provide the following information relating to data breaches:

a. Number of instances of data breaches along with impact

There were no data breaches during the year.

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

Zero

For and on behalf of the Board

Place: New Delhi

Date: May 16, 2023

Om Prakash Lohia

Chairman and Managing Director
(DIN: 00206807)