



NITIN SPINNERS LTD.



REF: NSL/SG/2025-26

Date : 11.08.2025

BSE Ltd.

Phiroze Jeejeebhoy Towers

Dalal Street

Mumbai – 400 001

Company Code – 532698

National Stock Exchange of India Limited

Exchange Plaza,

Bandra Kurla Complex

Bandra (E),

Mumbai – 400 051.

Company ID - NITINSPIN

Sub. : Business Responsibility and Sustainability Report – Annual Report FY 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report (BRSR) forms part of the Annual Report FY 2024-25 which has already been submitted.

Thanking you,

Yours faithfully,

For- Nitin Spinners Ltd.

(Sudhir Garg)

Company Secretary & VP (Legal)

M.No. ACS 9684

CIN. : L17111RJ1992PLC006987

Regd. Office & Plant : 16-17 Km. Stone, Chittor Road, Hamirgarh, Bhilwara (Raj.) 311 025

Tel. : 286110 to113, E-mail : nsi@nitinspinners.com, Website : www.nitinspinners.com

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WORLD'S FINEST COTTONS



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Business Responsibility and Sustainability Report

Overview



Our Purpose

To be a leading textile manufacturer committed to delivering high-quality, innovative and sustainable products that enrich lives and foster responsible business practices across the globe.



Our Vision

To be the most reliable supplier across the textile value chain by leading with quality, innovation, and sustainability. We aim to establish ourselves as an integrated textiles manufacturer through forward and vertical integration, providing superior quality products at competitive prices. Nitin Spinners is committed to remaining at the forefront of high-quality textile production, exceeding industry standards, enhancing shareholder value, and promoting strong partnerships. By focusing on innovation and customer-centric solutions, we strive to expand our global presence and contribute positively to our communities and the environment



Our Values

At Nitin Spinners, our values are the cornerstone of our success. They guide our decisions, shape our culture, and inspire our people to achieve excellence every day.

Innovation: We are committed to adopting cutting-edge technology and continuously improving our processes to stay competitive and meet customer expectations. Innovation drives our pursuit of excellence in product quality and operational efficiency.

Agility: Agility is central to our operations, allowing us to adapt swiftly to changing market demands and environmental needs. This flexibility helps us maintain a competitive edge and capitalize on new opportunities.

Sustainability: We prioritize eco-friendly practices, such as using organic cotton, recycled fibres, installation of ZLD and renewable energy sources, which contribute to resource conservation and minimize our environmental footprint.

Integrity: Our business is built on a foundation of transparency, accountability, and ethical practices. We are dedicated to maintaining high standards in corporate governance and stakeholder engagement.

Community Engagement: We are deeply committed to social responsibility, supporting local communities through education, healthcare, and infrastructure development. Our CSR initiatives are an integral part of our corporate culture, aimed at fostering equitable growth and development.



Sustainable Development

Nitin Spinners is dedicated to promoting sustainable development across all facets of its operations. We have implemented a Zero Liquid Discharge system, water recycling, and rainwater harvesting facilities to reduce our water footprint. We actively utilize solar energy, resulting in a reduction in carbon emissions, and ensure that over 43% of our raw materials are sourced sustainably, including organic, regenagri and BCI cotton. Additionally, our community-focused CSR initiatives support education, health and environmental conservation efforts.



Principle 1

Ethics, Transparency and Accountability

We adhere to strong corporate governance practices, reinforced by our Code of Conduct for all employees and a Vigil Mechanism for reporting grievances. Our policies are designed to ensure ethical, transparent, and accountable business operations. We regularly review compliance with statutory requirements and maintain a zero-tolerance approach toward bribery and corruption.

Principle 2



Product Life Cycle Sustainability

Our commitment to producing sustainable and safe textile products is reflected in our sourcing of certified raw materials, including BCI-certified cotton and recycled fibers. We minimize waste through recycling initiatives and have adopted a Zero Liquid Discharge (ZLD) system for wastewater management. Additionally, we have made significant investments in renewable energy, such as solar power installations, to reduce our carbon footprint.



Principle 3

Employee Well-being

We prioritize the well-being of our employees by providing health and safety initiatives, including health insurance, regular safety training, and workplace hazard assessments. Our employee policies adhere to SA 8000 standards for social accountability, covering non-discrimination, safe working conditions, and fair labor practices.

Principle 4



Stakeholder Engagement

We actively engage with our stakeholders, including employees, local communities, and shareholders. Stakeholder grievances are addressed through dedicated committees, and we maintain regular engagement with the community through our CSR initiatives, which focus on healthcare, education, and infrastructure development.

PRINCIPLE 5



Human Rights

We believe that human rights are fundamental to our operations. We train our employees on fair labor practices, prevent child labor, and ensure workplace safety. Our policies are designed to respect human rights throughout our operations and value chain, promoting a culture of respect and dignity.

Principle 6



Environmental Responsibility

We emphasize environmental sustainability by reducing water usage, recycling waste, and investing in renewable energy. Our Zero Waste to Landfill policy ensures that no waste is sent to landfills, with all by-products either recycled internally or repurposed for other industries. These efforts reflect our broader commitment to responsible environmental stewardship.

Principle 7



Responsible Policy Advocacy

We participate in various industry associations and advocacy groups, including the Confederation of Indian Textile Industry and the Cotton Textiles Export Promotion Council. Through these platforms, we advocate for policies that promote sustainable practices within the textile industry and engage responsibly in public policy discussions.

Principle 8



Inclusive Growth and Equitable Development

Through our Corporate Social Responsibility (CSR) programs, we support inclusive growth by focusing on education, healthcare, and infrastructure development in the communities where we operate. Our CSR committee oversees the progress of these projects, ensuring they align with our commitment to equitable development.

Principle 9



Consumer Value

We place a high value on customer satisfaction and have established mechanisms for handling complaints and feedback. We consistently achieve high levels of customer satisfaction through our commitment to innovation, quality, and responsible business practices. Additionally, our data privacy and cybersecurity policies are designed to protect customer information and maintain trust.

Message from the Chairman & Managing Director

At Nitin Spinners Limited, sustainability is an integral part of our business strategy. This Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25 outlines our ongoing efforts to align with the National Guidelines on Responsible Business Conduct (NGRBC) and our continued dedication to creating long-term value for all stakeholders.

Our journey towards sustainability is driven by a deep understanding of the challenges and opportunities presented by our industry. We recognize the importance of reducing our environmental footprint and enhancing our resource efficiency, which is why we have focused on energy conservation, waste management and sustainable sourcing. The installation of rooftop solar power plants and our Zero Liquid Discharge (ZLD) system are key milestones in our efforts to reduce energy consumption and ensure responsible water usage.

People are at the heart of our business, and we are committed to ensuring the well-being of our employees and workers. Through our health and safety initiatives, we have successfully implemented ISO 45001 certifications, providing a safe and healthy workplace for everyone at Nitin Spinners. Furthermore, we have continuously invested in skill development and training programs to empower our workforce, ensuring they are equipped with the knowledge and tools to thrive in a rapidly changing world.

As we expand our global footprint, serving customers in more than 55 countries, we continue to prioritize the highest standards of quality and sustainability in our products. Our sustainable sourcing efforts, including the use of Organic and Better Cotton Initiative (BCI), GOTS OCS certified cotton, regenagri and recycled materials; demonstrate our commitment to minimizing our impact on the environment while delivering value to our customers.

I would like to extend my appreciation to all our stakeholders employees, customers, suppliers, investors and the communities in which we operate. It is through our collective efforts that we are able to make meaningful progress towards a more sustainable future.

As we look ahead, we remain focused on driving continuous improvement in our sustainability performance. We are committed to being a responsible corporate citizen, contributing to the socio-economic development of the communities we serve, and promoting a circular economy that benefits all.

Dinesh Nolkha

Chairman & Managing Director
Nitin Spinners Limited

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Business Responsibility and Sustainability Reporting

for the financial year ended March 31, 2025

Pursuant to Regulation 34(2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI Listing Regulations")

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L17111RJ1992PLC006987
2.	Name of the Listed Entity	NITIN SPINNERS LIMITED
3.	Year of Incorporation	1992
4.	Registered Office Address	16-17 Km. Stone, Chittor Road, Hamirgarh, Bhilwara -311025, Rajasthan
5.	Corporate Address	16-17 Km. Stone, Chittor Road, Hamirgarh, Bhilwara -311025, Rajasthan
6.	E-mail id	nsi@nitinspinners.com
7.	Telephone	01482-286110-113
8.	Website	www.nitinspinners.com
9.	Financial year for which reporting is being Done	FY2025 (1st April 2024 to 31st March 2025)
10.	Name of the Stock Exchange(s) where shares are Listed	BSE Limited and National Stock Exchange of India Ltd. (NSE)
11.	Paid up Capital (INR)	₹ 5622.00 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sudhir Garg Company Secretary & VP (Legal) 01482 - 286110 - 113 sudhirgarg@nitinspinners.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)	The Company has no subsidiary.
14.	Name of assessment or assurance provider	Not Applicable
15.	Type of assessment or assurance provider	Not Applicable

II. Products / Services

16. 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 of Yarn & Fabric	The company is in the business of making cotton and blended yarn and fabric for both exports and domestic market.	100%

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

S. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	Yarn	13111	73%
2.	Knitted Fabric	13911	5%
3.	Woven Fabric	13121	17%

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	2	1 (Office is at plant premises)	2
International*	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	All states of India
International (No. of Countries)	More than 55

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

Export contribution of Nitin Spinners Limited is around 63.86% of the total turnover of the entity.



Glimpse of Fibers & Yarns fair 2025 held in Mumbai.

c. A brief on types of customers

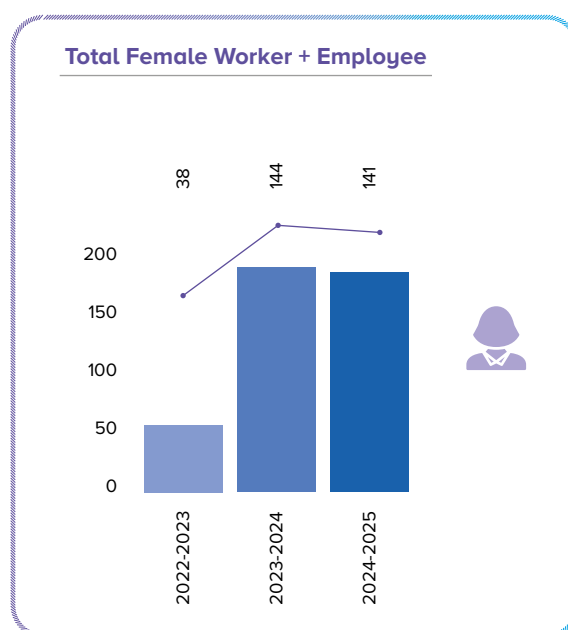
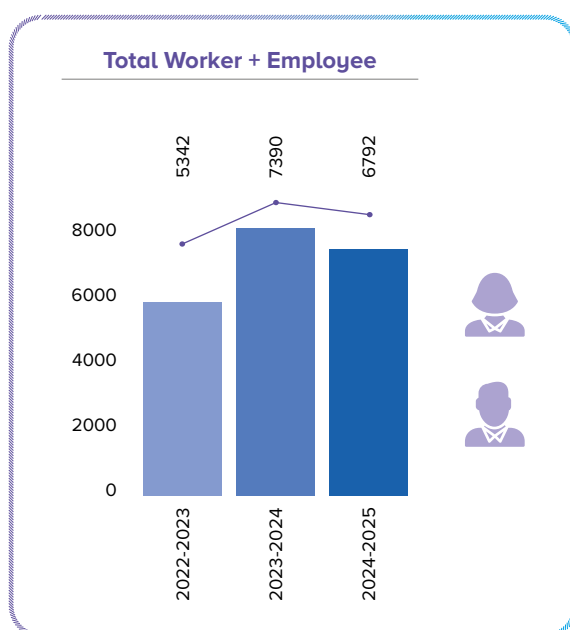
We provide a comprehensive range of high-quality textile products (from yarn to knitted and woven fabrics) of international standards that are innovative, sustainable and available at a competitive price to its customers across different segments in the national and international market.

IV. Employees

20. Details as at the end of 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)	732	731	99.86%	1	0.14%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	732	731	99.86%	1	0.14%
WORKERS						
4.	Permanent (D)	6004	5864	97.67%	140	2.33%
5.	Other than Permanent (E)	56	56	100%	0	0%
6.	Total workers (D+E)	6060	5920	97.69%	140	2.31%



b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (D)	10	10	100%	0	0%
5.	Other than Permanent (E)	0	0	0%	0	0%
6.	Total employees (D+E)	10	10	100%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	2	0	0%

22. Turnover rate for permanent employees and workers

	Turnover rate FY 2024-25			Turnover rate FY 2023-24			Turnover rate FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.70%	0.00%	5.70%	4.40%	0	4.40%	4.1%	NA	4.1%
Permanent Workers	28%	6%	27.60%	21.00%	6%	23.69%	18%	0%	18%

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

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

Not Applicable as the company does not have a holding, subsidiary, associate, or joint venture.

V. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

a. **Turnover (in ₹)** - ₹ 330565.42 lakhs (FY 2024-25)

b. **Net worth (in ₹)**- ₹ 131119.94 lakhs (As on 31st March'25)

VI. 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 2024-25			FY 2023-24		
		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	Y*	-	-	-	-	-	-
Investors (Shareholder)	Y**	-	-	-	-	-	-
Shareholders	Y**	-	-	-	-	-	-
Employees and workers	Y***	-	-	-	-	-	-
Customers	Y****	-	-	-	-	-	-
Value Chain Partners	Y*****	-	-	-	-	-	-

No complaints have been received from communities, value chain partners and employees during the FY 2024-25 and FY 2023-24.

*Complaints/Grievances from Communities and Value Chain Partners are addressed by relevant departments on a case-to-case basis.

**The Company has appointed Registrar and Share Transfer Agent (RTA) Bigshare Services Pvt. Ltd. to look into the grievances/complaints of the shareholders. In addition to it the Company has designated email ID investorrelations@nitinspinners.com, where the shareholders can send their grievances/complaints. Board has constituted several Committees of Directors with adequate delegation of powers to focus effectively on issues and ensure expedient resolution of diverse matters. The Stakeholders' Relationship Committee deals with all the grievances and complaints of the Investors and Shareholders.

***The details of grievance redressal mechanism for employees and workers are provided in Principle 3, point No. 6.

**** The various mechanisms in place to receive and respond to consumer complaints and feedback are provided in Principle 9, point No. 1.

Policies & grievance redressal mechanism are accessible on <https://nitinspinners.com/policies/>.

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.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying The risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Market Shift towards Sustainable Textiles	O	Increasing global and domestic demand for sustainable and traceable textile products presents a strong growth opportunity.	We are expanding our sustainable product portfolio by using organic, BCI, and recycled cotton, and enhancing our traceability systems.	Positive
2	Energy Consumption and Cost Efficiency	R	Energy is a major component of our operational expenditure. Rising tariffs and environmental concerns over fossil fuel use demand a more efficient and cleaner energy approach.	We have undertaken multiple energy efficiency initiatives, including switching to biomass pellets for boiler fuel, expanding our solar PV installations, and modernizing equipment to exceed the energy performance benchmarks set by BEE.	Negative
3	Climate Change Impact on Cotton Yield	R	Cotton yields are increasingly threatened by erratic weather patterns and droughts in key sourcing regions.	We are working with cotton farmers, promoting climate-resilient farming practices, and strengthening supplier diversification.	Negative
4	Water Consumption in Operations	R	Water scarcity and operational dependency on water pose regulatory and reputational risks, especially in water-stressed regions.	We have achieved 98% water recycling at our fabric plant, adopted Zero Liquid Discharge, and strengthened rainwater harvesting and sewage treatment capacities.	Negative
5	ESG and Compliance Requirements	O	Strengthening ESG regulations from global brands and investors drive demand for compliance-ready suppliers.	We have adopted ISO 14001, Higg Index, and other third-party verified standards. Sustainability disclosures aligned with global frameworks are being enhanced.	Positive
6	Circularity and Waste Management	O	Rising demand for circularity in textiles can create a competitive advantage for early movers.	We are piloting initiatives to reuse post-industrial waste, exploring partnerships for textile-to-textile recycling.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

We have implemented following policies towards adopting National Guidelines on Responsible Business Conduct (NGRBC):



Principle 1: Transparency & Accountability

- Code of Conduct for Directors and Senior Management Personnel
- Code of Conduct for Employees
- Policy on Board diversity
- Risk Management Policy
- Vigil Mechanism Policy
- Succession Policy
- Insider Trading Policy
- Related Party Transaction Policy



Principle 2: Product Responsibility

- Integrated Management Systems Policy ISO 9001, 14001, 45001 & 50001



Principle 3: Employee Development

- Equal Opportunity Employer Policy
- Policy on Prevention of Sexual Harassment of Women at workplace
- SA 8000 Assessment



Principle 4: Stakeholder Engagement

- Corporate Social Responsibility (CSR) Policy
- Dividend Distribution Policy
- Archival Policy



Principle 5: Human Rights

- Human Rights Policy
- Policy on Prevention of Sexual Harassment of women at workplace



Principle 6: Environment

- Integrated Management Systems Policy ISO 9001, 14001, 45001 & 50001



Principle 7: Policy Advocacy

- Public and Regulatory Policy



Principle 8: Inclusive Growth

- Corporate Social Responsibility (CSR) Policy



Principle 9: Customer Value

- Customer Centricity Policy
- Data Privacy and Cyber Security Policy

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	Y
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link* of the Policies, if available	https://nitinspinners.com/policies/								
2. Whether the entity has translated the policy into procedures. (Yes /No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
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.	All the Policies has been made as per the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs, ISO 9001, ISO 14001, ISO 45001, ISO 50001, SA 8000 (Social Accountability)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are based on environment protection, employee, and customer safety.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
Governance, leadership, and oversight									
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)	The message from CMD has been included at the beginning of this report.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Dinesh Nolkha, Chairman & Managing Director								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Implementation and oversight of the Business Responsibility Policies and the decision making on sustainability related issues is the responsibility of Mr. Dinesh Nolkha, Chairman of the Risk Management Committee of the Company, which comprises of following members as on March 31, 2025: Mr. Dinesh Nolkha, Chairman Mr. Rishabh Chand Lodha, NEID Mr. Purushottam Maheshwari, CFO								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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 above policies and follow up action	The review has been done by CMD and the Risk Management Committee.									The frequency of the review is Annual with Risk Management Committee and Quarterly with the CMD.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non- compliances	Compliance with the laws of the land is the first step in responsible business conduct. The compliance review with all the statutory requirements of relevance to the principles of National Guidelines on Responsible Business Conduct has been done by the respective committees of the Board.																	

- 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.**

No, the assessment / evaluation of the working of its policies is being done internally as part of the business operating policies and procedures.

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

Not Applicable

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 categorized 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:**

We have introduced an online Learning Management System (LMS), by mapping the learning curve of every individual to inculcate the culture of continuous learning and growth in our people.

Segment	Total number of Training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category Covered by the awareness programmes
Board of Directors	1	All Principles	100%
Key Managerial Personnel	1	All Principles	100%
Employees other than BoD and KMPs	Multiple Training Programs	Employees have been given training on Principle 1 and other Principle as applicable to their respective functional area	100%
Workers	Multiple Training Programs	Principle as applicable to their respective functional Area.	100%

- 2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format. (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):**
- No such fines/ penalties/ punishment/ award/ compounding fees /settlement amount paid in proceedings either by the entity or by directors or KMPs.
- 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 as no fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings either by the entity or by directors or KMPs.
- 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.**
- The Code of Conduct Policy, Code of Conduct for Directors and Senior Management Personnel and Vigil Mechanism

covers the concerns regarding anti-corruption or anti-bribery policy. All the policies are accessible at <https://nitinspinners.com/policies/>.

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

No disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption against any of the Directors/KMPs/employees.

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

No complaint was received with regard to conflict of interest of the Directors, KMPs or any other employee.

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 no fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings either by the entity or by directors or KMPs.

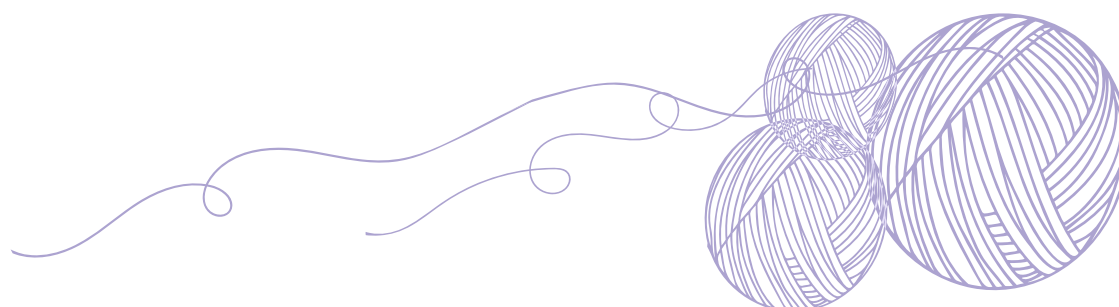
8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days of accounts payables	12.37 days	11.5 days

9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of purchases	a. Purchases from trading houses as % of total purchases	11.27%	10.94%
	b. Number of trading houses where purchases are made from	12	20
	c. Purchases from top 10 trading houses as% of total purchases from trading houses	98.50%	81.30%
Concentration of Sales	a. Sales to dealer /distributors as % of total sales	16.58%	21.54%
	b. Number of dealers/distributors to whom sales are made	225	226
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	38.87%	38.44%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	-	-
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties/ Total Investments made)	-	-



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 product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year 2024-25	Previous Financial Year 2023-24	Details of improvements in environmental and social impacts
R & D	Not Applicable	Not Applicable	
Capex	Not Applicable	Not Applicable	

The steps taken or impact on Conservation of Energy - The Company gives high priority for conservation of energy in all fields. The Company has taken following measures for energy savings in the previous year:

- Replacement of Old type motors with Energy efficient Motors.
- Installation of device to reduce compressed Air Pressure from 7.1 bar to 6.50 bar
- Installation of high efficient washer box and new inverter motors of SA Fan.
- Installation of Inverters on Main Air Fan of Blow Room.

As renewable/green energy initiatives, the Company has installed total 18.80 MW Roof Top Solar Power Plant for captive consumption of Solar Power at Hamirgarh & Begun Units. Further, 4.65 MW of Roof Top Solar Power Plant at Hamirgarh unit is under implementation.

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

Yes

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

The Company has a policy to encourage a purchase of Organic Cotton, BCI (Better Cotton Initiative) certified cotton, regenerative cotton and recycled Polyester Fiber. We also use recycled cotton fiber in our manufacturing. For the FY we have procured 43.08% of the raw material from responsible sources which include BCI Certified, Organic and Recycled Cotton and Recycled Polyester Fiber.

- 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.

All our natural fiber products are compostable waste is disposed to authorized vendors. Hazardous waste is disposed as per norms to authorized Industries or deposited in authorized collectors.

- 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.

Not Applicable

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	731	139	19.02%	709	96.99%	-	-	-	-	-	-
Female	1	1	100%	1	100%	1	100%	-	-	-	-
Total	732	140	19.13%	710	96.99%	1	100%	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	5864	5864	100%	5864	100%	NA	NA	-	-	-	-
Female	140	140	100%	140	100%	140	100%	-	-	-	-
Total	6004	6004	100%	6004	100%	140	100%	-	-	-	-
Other than Permanent workers											
Male	56	56	100%	56	100%	NA	NA	-	-	-	-
Female	0	0	NA	0	NA	NA	NA	-	-	-	-
Total	56	56	100%	56	100%	NA	NA	-	-	-	-

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.32%	0.34%

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

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total Employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI*	22%	100%	Y	21%	100%	Y
Others- please specify						

*All eligible employees are covered under ESI

3. Accessibility of workplaces

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

Yes, the corporate office of the entity is accessible to differently abled employees and workers.

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 entity does have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016 and is a part of SA8000 (Social Accountability) Assessment. Policies of the company are accessible on <https://nitinspinners.com/policies/>.

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

Not applicable as no employee worker has taken any Parental leave during the financial year.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The company has a grievance redressal committee comprising of management representatives and worker representative and have their regular meetings. In the grievance redressal committee both the grievances and the suggestions from the employees are taken, discussed and the complaints are resolved. In every department also has separate grievance committee, presided by the departmental head, where all the complaints are resolved by mutual discussion. Company also has a suggestion/grievance box where worker can give their suggestion/grievance anonymously.
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:

There are no employee association(s) or unions recognized by the company.

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	%(B/ A)	No. (C)	%(C/ A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	731	731	100%	731	100%	684	684	100%	684	100%
Female	1	1	100%	1	100%	0%	0%	0%	0%	0%
Total	732	732	100%	732	100%	684	684	100%	684	100%

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/ A)	No. (C)	% (C/ A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Workers										
Male	5864	5864	100%	5864	100%	6458	6458	100%	6458	100%
Female	140	140	100%	140	100%	144	144	100%	144	100%
Total	6004	6004	100%	6004	100%	6602	6602	100%	6602	100%

9. Details of performance and Career development reviews of employees:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	731	731	100%	684	684	100%
Female	1	1	100%	0	NA	NA
Total	732	732	100%	684	684	100%
Workers						
Male	5864	5864	100%	6458	6458	100%
Female	140	140	100%	144	144	100%
Total	6004	6004	100%	6602	6602	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 system?

The plants are covered under ISO 45001 – Occupational Health and Safety Management Systems. The company is also certified under SA 8000 (Social Accountability) Policy.

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

Hazard identification and risk assessment process is carried out to identify the work-related hazards and risks. This assessment process helps to identify the hazards pertaining to each activity and allows us to implement control measures against each hazard to bring them to a tolerable risk level.

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

Yes, the employees can report the work-related hazards to the Business Manager and they are trained to remove themselves from risks.

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

Yes, the employees and workers have a access to medical consultation on the plant premises for any occupational or non-occupational medical issues.

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

No Safety related recordable incident has occurred during the FY 23-24 and FY 24-25.

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

Health & safety is a consistent practice at our facilities. We have installed fire protection equipment's, conducted fire safety training, and always ensured factory hygiene. Moreover, fire evacuation drills are conducted once a month to raise awareness amongst workers to ensure the safety of people, plants, and products. Health and Safety management system implemented by the company are certified under ISO 45001: 2018 and SA 8000 policies. Some of the activities undertaken are:

- Allocate light work, freedom of rest, baby feeding and leave the place of work at will for the care of expectant and nursing mother.
- Sufficient and appropriate free PPE kits to all exposed to hazardous work.
- Provide effective training on health & Safety.
- Sufficient no. of fire extinguishers, hose box, hose reels & Fire Tender.
- Provision of adequate fire safety tools.
- Formation of Works committee
- Provision of first aid tools, fire and first aid training, Annual health check-up

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

No complaints have been made by employees / workers during current financial year or the previous financial year.

14. Assessments for the year:

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

The operations are assessed for ISO 45001 certifications and SA 8000 (Social Accountability) Assessment.

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.

Not applicable as no recordable safety related incident has happened and no on significant risks / concerns has arisen from assessments of health & safety practices and working conditions.

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.

Nitin Spinners believes in forging a strong relationship with its stakeholders based on trust and delivery, The Stakeholders expectations and concerns offer critical inputs to the management of business and its growth. The key stakeholders include employees, customers, suppliers, investors, analysts, shareholders, regulatory bodies and community around our plants.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer Meetings, Customer Feedback, Website, Product Catalogues.	Ongoing	Customer Satisfaction, Product Quality
Employees	No	Notice Boards, Website, Employee Survey Feedback, Annual Performance Review, Meetings, Trainings.	Ongoing	Working Condition, Employee performance, Employee Satisfaction

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	AGM, Investors meet, Investor Grievance redressal mechanism	Ongoing	Business Strategies and Performance
Regulatory Authorities	No	Compliance Reports	Ongoing	Compliance with the law of the land.
Media	No	Press Releases, Social Media Platforms, Media interactions	Ongoing	Information dissemination, communicating company's perspective
Community	Yes	Corporate Social Responsibility engagements, Meeting with community representative.	Ongoing	Welfare of the community

PRINCIPLE 5

Businesses should respect and promote human rights Essential Indicators

Essential Indicators

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

The employees and workers have been trained under SA 8000 (Social Accountability Standard) policies regarding child labour, forced labour, discrimination and safe and healthy workplace and other aspect related to human rights at the workplaces.

Category	FY 2024-25			FY 2023-24		
	Total(A)	No. of employees / workers covered (B)	% (B/ A)	Total (C)	No. of employees/ workers covered (D)	% (D/ C)
Employees						
Permanent	732	732	100%	684	684	100%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	732	732	100%	684	684	100%
Workers						
Permanent	6004	6004	100%	6458	6458	100%
Other than Permanent	56	56	100%	144	144	100%
Total	6060	6060	100%	6602	6602	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	731	-	-	731	100%	684	-	-	684	100%
Female	1	-	-	1	100%	-	-	-	-	-
Other than Permanent										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	5864	-	-	5864	100%	6458	-	-	6458	100%
Female	140	-	-	140	100%	144	-	-	144	100%
Other than Permanent										
Permanent										
Male	56	-	-	56	100%	104	-	-	104	100%
Female	-	-	-	-	-	-	-	-	-	-

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

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	2	3.0 Lakhs	1	2.25 Lakhs
Key Managerial Personnel *	5	48.93 Lakhs	NA	NA
Employees other than BoD and KMP	725	5.32 Lakhs	1	2.70 Lakhs
Workers	5864	2.53 Lakhs	141	2.53 Lakhs

* This is only for Independent Directors. Whole time directors are covered under KMPS.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % total wages	1.14%	1.07%

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, the Chief Human Resource Officer is the focal point for addressing human rights impacts or issues caused or contributed to by the business

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

Yes. All the complaints regarding human rights violations are routed to Head HR. Head HR and the Grievance Redressal Committee takes action as per the Grievance Mechanism Organization Structure in compliance with SA 8000 (Social Accountability) certification.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	-	-	-	-	-
Discrimination at workplace	0	-	-	-	-	-
Child Labour	0	-	-	-	-	-
Forced Labour / Involuntary Labour	0	-	-	-	-	-
Wages	0	-	-	-	-	-
Other human rights related issues	0	-	-	-	-	-

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

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

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

The Code of Conduct, Vigil Mechanism Policy and the Policy on Prevention of Sexual Harassment provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases.

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

No, this is being assessed by the legal functions.

10. Assessments for the year:

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

Assessments were done under the ISO certification 45001 and SA 8000 (Social accountability Policy) certification by independent third parties.

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

Not Applicable

PRINCIPLE 6

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

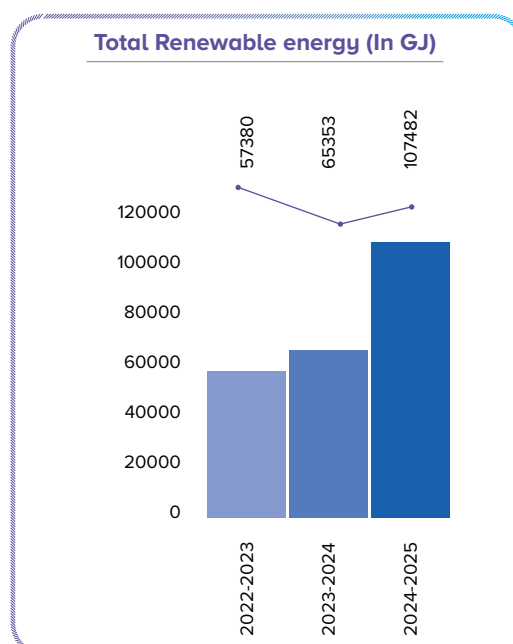
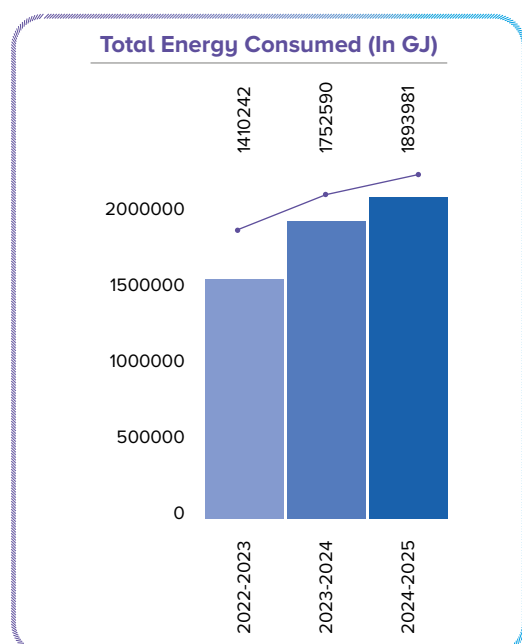
Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable source		
Total electricity consumption (A)	99014 GJ	59093 GJ
Total fuel consumption (B)	8468 GJ	6260 GJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	107482 GJ	65353 GJ
From non-renewable source		
Total electricity consumption (D)	1260722 GJ	1155838 GJ
Total fuel consumption (E)	525777 GJ	531399 GJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non - renewable sources (D+E+F)	1786499 GJ	1687237 GJ
Total energy consumed (A+B+C+D+E+F)	1893981 GJ	1752590 GJ
Energy intensity per rupee of turnover (Total energy consumed / revenue from operations)	572.95 GJ / Crore of turnover	603.18 GJ / Crore of turnover
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	139.10 GJ / Crore of PPP adjusted turnover	165.55 GJ / Crore of PPP adjusted turnover
Energy intensity in terms of physical Output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

N. No independent assessment/ evaluation/assurance has been carried out by an external agency.



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 facilities of the companies have been identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Yes, the targets have been achieved.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	618346	497687
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	618346	497687
Total volume of water consumption (in kilolitres)	618346	497687
Water intensity per rupee of Turnover (Total Water consumption/ Revenue from operation)	187.06 KL/Crores of turnover	171.29 KL/Crores of turnover
Water intensity per rupee of Turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue	45.4 KL/Crores of PPP adjusted turnover	47.0 KL/Crores of PPP adjusted turnover

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

N. No independent assessment/ evaluation/assurance has been carried out by an external agency.

4. Provide the following details related to water discharge

There is no water discharge as the water is treated in ZLD (Zero Liquid discharge) and the treated water released from ZLD and ETP are utilised within the premises for horticulture and housekeeping purposes.

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

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

N. No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

Yes, the ZLD has been installed at the Begun Unit where the water is used in finishing fabric. 100% of the used process water is taken to ZLD and no effluent discharge is made. The dry sludge out of ZLD is sent to authorised collectors and recyclers.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm3	133.2	118.2
Sox	mg/Nm3	133.2	131.2
Particulate matter (PM)	mg/Nm3	430.40	434.5
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

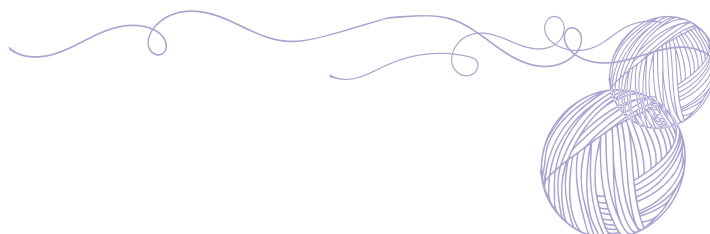
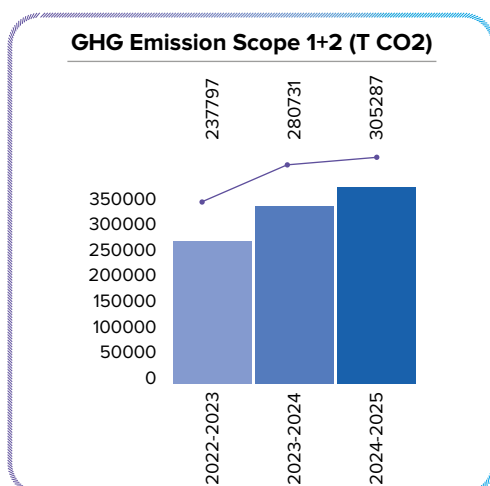
Yes, Apex Enviro Laboratory has done the stack emission testing.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	50691	50848
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	254596	229883
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO2 Equivalent / Crores of Turnover	92.35	96.62
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO2 Equivalent / Crores of PPP adjusted Turnover	22.42	26.52
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: 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, the sustainability consultants “Sustainability Actions Private Limited” has carried out the assessment of the above calculations.



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

- (i) The steps taken or impact on Conservation of Energy - The Company gives high priority for conservation of energy in all fields. The Company has taken following measures for energy savings in the year:

- a) Replacement of Old type motors with Energy efficient Motors.
- b) Installation of device to reduce compressed Air Pressure from 7.1 bar to 6.50 bar
- c) Installation of high efficient washer box and new inverter motors of SA Fan.
- d) Installation of Inverters on Main Air Fan of Blow Room.

- (ii) Steps taken by the Company for utilizing alternate sources of energy -

As renewable/green energy initiatives, the Company has installed 18.80 MW Roof Top Solar Power Plant for captive consumption of Solar Power at Hamirgarh & Begun Units. Further, 4.65 MW of Roof Top Solar Power Plant at Hamirgarh unit is under implementation.

- (iii) Capital Investments on energy conservation equipments is ₹ 25 Lakhs

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	32	21
E-waste (B)	0.7	2.03
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	0.7	4.09
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)- Used Oil	1.13	1.40
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by material relevant to the sector) (paper waste, paper cone and Corrugated boxes)	625.10	131.25
Total (A+B + C + D + E + F + G + H)	659.63	159.77
Waste intensity per rupee of turnover	0.20 tons/Cr of turnover	0.05 tons/Cr of turnover
(Total waste generated/Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.05 tons/Cr of PPP adjusted turnover	0.02 tons/Cr of PPP adjusted turnover
(Total waste generated/ Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output	-	-
Waste intensity (optional) the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled*	659.63	159.77
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	659.63	159.77
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

* All Material sent to recyclers / Composters through authorized collectors.

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

N. No independent assessment/ evaluation/assurance has been carried out by an external agency.

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

We maintain a ZERO waste to landfill operations at both of our plants. Being an environmentally conscious and responsible organisation, we don't send our wastes to landfill. All the cotton, yarn and fabric wastes are either reprocessed in our own manufacturing or sent for other industrial uses. 10% of our waste out of production is recycled and reprocessed in our own operations and balance is sold for other industrial uses. For our liquid discharge we have installed ZERO LIQUID DISCHARGE (ZLD) systems hence we don't discharge effluent in our vicinity of operations. The dry sludge out of ZLD is sent to authorised collectors and recyclers.

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:

The entity's operations/offices are not in/around ecologically sensitive areas.

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

The operations of the company are not covered by the 2006 notification on Environmental Impact Assessment.

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:

Yes, the company is compliant with all applicable environmental laws / regulations / guidelines in India.

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.
5(Five)
- 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	The Confederation of Indian Textile Industry (CITI)	National
2	Northern India Textile Research Association (NITRA)	States of Northern India
3	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
4	The Rajasthan Textile Mills Association (RTMA)	State
5	Mewar Chamber of Commerce and Industry (MCCI)	State

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

Not Applicable as no adverse order regarding anti-competitive conduct by the entity has been issued by regulatory authorities.

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

We have taken a holistic approach towards the development of the deprived groups of the society and implement Corporate Social Responsibility (CSR) programmes. The various CSR projects are firstly reviewed internally, approved by the management, and are regularly reviewed by the CSR committee. The progress of all approved CSR projects are tracked and the progress reports are evaluated from time to time. CSR Policy outlines our commitment to promote inclusive growth and equitable development.

Essential Indicators

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

The requirement of Social Impact Assessments (SIA) of projects was not applicable to the Company in the FY 2024-25.

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

There was no project involving R&R during the FY 2024-25.

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

There are several mechanisms in place to receive grievances from the community such as access to e-mail ID of Legal and Compliance officer, Website and the facilities of the company. The grievances from community are addressed by Legal and Compliance officer along-with Stakeholders' Relationship Management Committee of the Board.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	39.20%	54.21%
Sourced directly from within India	87.11%	90.56%

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

Location	FY 2024-25	FY 2023-24
Rural	78.0%	100%
Semi-Urban	12.5%	0%
Urban	9.5%	0%
Metropolitan	0%	0%

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

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.

Overall responsibility for handling the complaints lie with HOD (MKT). CMD is responsible for taking Complaint settling with Complainant Analysis Report on investigation. When complaints are received the yarn, Fabric is sent to the concerned department for investigating the issue raised. Also, CMD is informed via email/telephone. If the complaint is in respect of quality, it is referred to HOD (QAD). All the complaints are examined, and the cause of complaint is analyzed. Considering the seriousness & nature of complaint, arrange visit to the complainant to evaluate the nature & gravity of problem being faced. HOD (MKT) may also accompany, if required discuss and the report is sent to CMD. Corrective actions are taken to avoid such type of problem. Periodically the effectiveness of the corrective actions taken are reviewed. Customer feedback is taken after sales. We have consistently achieved 100% customer satisfaction in our customer satisfaction index.

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

The Company complies with disclosure requirements as per local laws. In addition, some other details are also displayed as per customers' requests and/or facilitate handling/transportation. The yarn is sold to customers, who make final products which consumer uses. We provide all the details to our customers in product details.

	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

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

The company is committed to creating products and solutions that exceed customer expectations and enhance the level of business profitability. We consistently strive forth to ensure higher customer satisfaction through our efforts in production innovation, R&D activities and ensuring enhanced lifecycle of the product.

	FY 2024-25			FY 2023-24		
	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
Data Privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber Security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Others	-	-	-	-	-	-

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

No Product recall was done during FY 2024-25

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 company has a Cybersecurity and a Data Privacy policy, which is available on the company intranet.

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

Not applicable as no regulatory action has ever been done regarding advertising, essential services, cybersecurity, data privacy or product recalls.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches - Nil**
- b. Percentage of data breaches involving personally identifiable information of customers - Nil**
- c. Impact, if any, of the data breaches – Not Applicable**

Glossary FY 2024-2025

AGM- Annual General Meeting	NA- Not Applicable
BRSR- Business Responsibility and Sustainability Report	N2O- Nitrous Oxide
BoD- Board of Directors	NGO- Non-Governmental Organization
CIN- Corporate Identity Number	NGRBC- National Guidelines on Responsible Business Conduct
CMD- Chairman & Managing Director	NOx- Nitrogen Oxides
CO2- Carbon Dioxide	PAT- Performance Achieve and Trade
CSR- Corporate Social Responsibility	PF- Provident Fund
EHS- Environmental, Health, and Safety	POSH- Prevention of Sexual Harassment
EPR- Extended Producer Responsibility	PPP- Purchasing Power Parity
ESAR- Employee Stock Appreciation Rights	R&D- Research and Development
ESG- Environmental, Social, and Governance	RTA- Registrar and Share Transfer Agent
FY- Financial Year	SA- Social Accountability
GHG- Greenhouse Gas	SDGs- Sustainable Development Goals
HR- Human Resources	SEBI- Securities and Exchange Board of India
IC- Internal Committee	SF6- Sulfur Hexafluoride
ISO- International Organization for Standardization	SME- Small and Medium Enterprises
KMP- Key Managerial Personnel	Sox- Sulfur Oxides
LED- Light Emitting Diode	UN- United Nations
LGBT+ - Lesbian, Gay, Bisexual, Transgender, and others	UT- Union Territory
LTIFR- Lost Time Injury Frequency Rate	VOC- Volatile Organic Compounds
MD- Managing Director	ZLD- Zero Liquid Discharge

For and on Behalf of the Board of Directors

Place : Hamirgarh, Bhilwara
Date : 05th August, 2025

Registered Office :
16-17 KM Stone, Chittor Road,
Hamirgarh, Bhilwara - 311025

Dinesh Nolkha
Chairman & Managing Director
(DIN – 00054658)

Nitin Nolkha
Managing Director
(DIN – 00054707)