



Complete Comfort

Ref No.: ICIL/23/2025-26

28th July, 2025

National Stock Exchange of India Ltd.

Listing Department
Exchange Plaza,
Bandra Kurla Complex, Bandra (East),
Mumbai – 400 051

BSE Limited

Department of Corporate Services
Floor 25, Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400 001

Company Symbol : ICIL

Scrip Code No: 521016

Subject: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith Business Responsibility and Sustainability Report for the Financial Year 2024-25.

Kindly take same on record.

Thanking you,

Yours faithfully,

For **Indo Count Industries Limited**

Satnam Saini

Company Secretary & GM-Legal

Encl.: a/a

Indo Count Industries Ltd

Corporate Office : 301, Arcadia, Behind NCPA, Nariman Point, Mumbai – 400021, Maharashtra, India. T: 91 22 4341 9500

Regd. Office: Office No. 1, Plot No. 266, Village Alte, Kumbhoj Road, Taluka Hatkanagale, Dist. Kolhapur - 416109, Maharashtra, India; T: 0230-246 3100

CIN: L72200PN1988PLC068972; Email: info@indocount.com, Website: www.indocount.com

Business Responsibility & Sustainability Reporting

FY 2024-25

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of Company	L72200PN1988PLC068972
2. Name of the Company	Indo Count Industries Limited
3. Year of Incorporation	1988
4. Registered address	Office No. 1, Plot No. 266, Village Alte Kumbhoj Road, Taluka Hatkanangale, Kolhapur - 416109
5. Corporate address	301, "Arcadia" 3 rd Floor, Nariman Point, Mumbai - 400 021
6. E- mail ID	info@indocount.com
7. Telephone	+91 (0) 22 - 43419500
8. Website	www.indocount.com
9. Financial year for which reporting is being done	Financial year 2024-25 (1 st April, 2024 to 31 st March, 2025)
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	39,61,08,680
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: Satnam Saini Designation: Company Secretary Contact: +91 (0) 22 - 43419500 E-mail: satnam.saini@indocount.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone
14. Name of assurance provider	Intertek
15. Type of assurance obtained	Assurance for BRSR Core

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 - Textiles	Bed Sheets, Mattress Pads, Comforters, Duvet Covers, Pillows Etc.	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Home Textile Products	13924 - Manufacture of bedding, quilts, pillows and sleeping bags etc.	100

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	4	6	10
International	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	20
International (No. of Countries)	50+

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

97.02 %

c. A brief on types of customers -

Indo Count is a global leader in home textiles, delivering a full spectrum of bedding solutions—from utility to fashion and decorative bedding—with a strong emphasis on quality, comfort, and innovation.

We serve B2B customers across 50+ countries, including:

- Mass merchants & wholesale clubs
- E-commerce & DTC platforms
- Quick commerce providers
- Hospitality suppliers & specialty retailers
- Private-label and licensed brand partners

In addition to our global B2B network, we engage consumers directly through our brands—'Boutique Living' and 'Layers' in India, and internationally via licensed names like 'Fieldcrest', 'Waverly', and 'Beautyrest'—targeting diverse segments and enhancing market reach worldwide.

IV. Employees

20. Details at the end of Financial Year:

We are committed to fostering equity, diversity and inclusion across our organization. Currently, women make up 9% of our managerial positions. We are proactively working to enhance gender diversity not only in leadership and managerial roles, but also across our factory floors and field sales teams.

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)	1,143	1,024	90%	119	10%
2.	Other than Permanent (E)	75	72	96%	3	4%
3.	Total employees (D + E)	1,218	1,096	90%	122	10%
WORKERS						
4.	Permanent (F)	2,494	2,300	92%	194	8%
5.	Other than Permanent (G)	3,448	2,656	77%	792	23%
6.	Total workers (F + G)	5,942	4,956	83%	986	17%

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)	5	4	80.00%	1	20.00%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	5	4	80.00%	1	20.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	24	23	95.80%	1	04.16%
5.	Other than permanent (G)	13	12	92.30%	1	07.06%
6.	Total differently abled workers (F+G)	37	35	94.50%	2	05.04%

*As differently abled is a personal information, this data is voluntary for employees to report to the Company. The above information is based on the disclosures available with the Company.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	1	11.11%
Key Management Personnel	4	-	-

NOTE: Key Management Personnels are Executive Director & CEO, Chief Financial Officer and Company Secretary.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.81%	28.21%	18.00%	14%	27%	15.45%	15%	29%	16.54%
Permanent Workers	20.19%	33.61%	21.10%	21%	32%	21.68%	24%	42%	25.45%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Indo Count Retail Ventures Private Limited	Wholly owned subsidiary	100%	No
2	Indo Count Global, Inc.	Wholly owned subsidiary	100%	No
3	Indo Count UK Limited	Wholly owned subsidiary	100%	No
4	Indo Count Global DMCC	Wholly owned subsidiary	100%	No
5	Indo Count Global East, Inc.	Step down WOS	100%	No
6	Fluvitex USA, Inc.	Step down subsidiary	81%	No
7	Modern Home Textiles, Inc.	Step down WOS	100%	No

VI. CSR Details

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

(ii) Turnover: ₹ 3,771.65 crores

(iii) Net worth: ₹ 2,236.24 crores

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	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	Yes https://www.indocount.com/images/investor/Stakeholder-Grievance-Redressal-Policy.pdf	-	-	-	-	-	-
Investors (other than shareholders)	Same process as shareholders						
Shareholders	Yes. As per SEBI Listing Regulations and Internal Grievance Mechanism adopted by the Company. Investor Grievances – Designated Email id icilinvestors@indocount.com For details refer: https://www.indocount.com/investors/corporate-governance	11	-	-	22	-	-
Employees and workers	Yes https://www.indocount.com/images/investor/Employee-Grievance-Redressal-Policy.pdf	-	-	-	-	-	-
Customers	Yes	17	-	-	20	-	-
Value Chain Partners	Escalation matrix is defined in individual client contracts.	-	-	-	-	-	-
Other (please specify)	No	-	-	-	-	-	-

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.

Sustainability challenges are the most crucial to our business and stakeholders in today’s VUCA (volatile, uncertain, complex, and adaptive) world, which necessitates us to have a methodical framework in place to identify them.

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	GHG Emissions	Risk	The expansion of manufacturing capacity to accommodate increase in demand can potentially result in a subsequent rise in greenhouse gas (GHG) emissions.	The adoption of new and efficient technologies and the transition towards greener options, such as onsite solar projects and the purchase of renewable energy through power purchase agreements (PPAs), will lead to a reduction in greenhouse gas (GHG) emissions. Additionally, we have committed to for science-based targets near term and net zero by 2040.	Negative
2	Energy management	Opportunity	Robust processes and meticulously designed systems are in place to optimize energy efficiency, and an unwavering commitment to continuously improve them to enhance our energy-saving initiatives	For efficient energy management, solar panels and LEDs are installed at various facilities. Additionally, we have installed “Back Pressure Turbine” – to reuse excess steam in a turbine to generate electricity for internal usage and also, optimized usage of Steam pressure in wet processing machines.	Positive
3	Sustainable Sourcing	Opportunity	We use many different raw materials to make our products and we are continuously working to source most of them sustainably to produce eco-friendly product and reduce impact on environment	Maintain continuous connect with suppliers to motivate and drive them to adapt sustainable practices. Additionally, sustainability is one of the important factors which we consider in shortlisting our suppliers	Positive
4	Health & Safety	Risk	We place utmost priority on the health and safety of our human resources including contractual workforce. Resources in specific at our plants may have health concerns due to the complexities involved in the manufacturing processes	To uphold ethical standards for human rights and health and safety all our plants are accredited with global standards such as ISO 45001-2018. Additionally, we provide regular safety training on topics including fire safety, disaster readiness etc. to our resources including contractual.	Positive
5	Business Ethics and Integrity and Code of Conduct	Risk	Our brand and reputation are of utmost priority as we engage with customers around the globe. In order to protect our brand, we are committed to conduct our operations ethically and establishing good governance across organization.	Company has well defined Code of Conduct, grievance redressal and whistle-blower mechanism in place.	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.

Disclosure Questions	P1 Ethics and Integrity	P2 Sustainable Products	P3 Employee Well-being	P4 Stakeholders	P5 Human Rights	P6 Environment	P7 Regulatory Requirement	P8 Inclusive Growth	P9 Consumer and IT
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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.indocount.com/investors/corporate-governance								
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)	Y	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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • UNGC 	<ul style="list-style-type: none"> • ISO 9001 • GOTS • Oekotex STeP • ISO/IEC 17025 • BSCI • Supima Cotton • Egyptian Cotton • OCS – Organic Content Standard • GRS – Global Recycled Standard • RCS – Recycled Claim Standard 	<ul style="list-style-type: none"> • Health and safety framework ISO 45001 	<ul style="list-style-type: none"> • ISO 14001 	<ul style="list-style-type: none"> • ISO 9001 	<ul style="list-style-type: none"> • Indo Count Environment Management systems are aligned to ISO 14001 standards • HIGG vFEM 	<ul style="list-style-type: none"> • Code of Conduct • GRI Standards • Tax Policy 	<ul style="list-style-type: none"> • CSR disclosures pursuant to Section 135 of the Companies Act, 2013 • GRI Standards 	<ul style="list-style-type: none"> • Fairtrade • ISO/IEC 17025

Disclosure Questions	P1 Ethics and Integrity	P2 Sustainable Products	P3 Employee Well-being	P4 Stakeholders	P5 Human Rights	P6 Environment	P7 Regulatory Requirement	P8 Inclusive Growth	P9 Consumer and IT
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Indo Count, a responsible and forward-thinking Company, has set ambitious sustainability goals and targets to make a positive impact on the environment and society. Here are the key goals and the corresponding targets that have been undertaken by the Company</p> <ol style="list-style-type: none"> 1. Reduce energy emissions by 33% through the use of renewable energy sources by 2030 2. Sustainable Procurement of Raw Materials (Fabric): Goal: Procure raw materials sustainably to minimize environmental impact. <ul style="list-style-type: none"> • Increase the capability of sourcing sustainable raw material from vendors to 60% by 2030 and 100% by 2035. 3. Water Neutrality: Goal: Achieve water neutrality to conserve this precious resource. <ul style="list-style-type: none"> • Reduce water usage to 30 kiloliters per metric ton (KL/MT) by 2027, and Zero Liquid Discharge by 2030. 4. Zero Waste to Landfill: Goal: Eliminate waste to landfills, promoting a circular economy. <ul style="list-style-type: none"> • Achieve zero waste to landfills, adopting effective waste management strategies by 2030 • Continue the commitment to zero waste, ensuring all waste is responsibly managed by 2030 5. Inclusive Growth: Improve community and lives by creating shared value. <ul style="list-style-type: none"> • Positively impact 950,000 lives by creating shared value by 2027 and 12,00,000 by 2030 • Empower 75,000 farmers and enhance their livelihood through sustainable cotton projects covering 2,90,000 acres by 2030. Extending the reach to 1,00,000 farmers and covering 3,34,000 acres of land by 2035 • Contribute to afforestation efforts to combat climate change by planting 70,000 trees by 2027 and 75,000 trees by 2030. 6. Health & Safety: Our top priority is the well-being of every individual across our operations, and we are steadfast in our efforts to achieve and sustain zero fatalities 7. Business Ethics and Integrity and Code of Conduct: Increase the coverage of employees including workers that are given training for POSH, Code of Conduct, Whistle-blower to 100% 								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	<ol style="list-style-type: none"> 1. Carbon Neutrality in Energy Emissions: Goal: Achieve carbon neutrality in energy emissions. <ul style="list-style-type: none"> • FY 2024-25: Continued efforts brought emissions down by approx. 4% (Kg CO2/Kg of production) compared with last year 2023-24. 2. Sustainable Procurement of Raw Materials (Fabric): Goal: Procure raw materials sustainably to minimize environmental impact. <ul style="list-style-type: none"> • FY 2024-25: Progress maintained at 24% an improvement from the baseline of 17.4% (FY 2018-19), with continued efforts to achieve the 2030 target. 3. Water Neutrality: Goal: Achieve water neutrality to conserve this precious resource. <ul style="list-style-type: none"> • In FY 2024-25: Improved water efficiency, using 38.4 KL / MT in current financial year as compared to 45.4 KL/ MT in FY 2022-23 4. Our commitment to Creating Shared Value (CSV) has resulted in a significant positive impact on communities. In FY 2024-25, we improved the lives of 2,60,222 individuals, building on the initial impact of 1,21,019 lives in FY 2018-19. 5. Empowering cotton farmers and supporting sustainable cotton projects remain a priority. By FY 2024-25, our efforts positively impacted 26,382 farmers, signifying substantial progress. 6. Enhancing sustainability in cotton projects, we covered 1,12,448 acres under sustainable practices in FY 2024-25, making commendable strides towards responsible farming. 7. As part of our contribution to combat climate change, our tree plantation initiative successfully planted 44,000 trees in FY 2024-25, further demonstrating our dedication to reforestation since its inception in FY 2018-19. 8. We have covered training for all employees and workers for POSH, Code of Conduct, Whistle-blower. 								

Disclosure Questions	P1 Ethics and Integrity	P2 Sustainable Products	P3 Employee Well-being	P4 Stakeholders	P5 Human Rights	P6 Environment	P7 Regulatory Requirement	P8 Inclusive Growth	P9 Consumer and IT
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Governance, leadership and oversight

7. Statement by the Director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements

The Company is firmly committed to establishing a sustainable, socially responsible enterprise. We have long followed a purpose-driven strategy, which brings our operations in line with wider sustainability goals and responsible business practices. Our continuing achievements in Environmental, Social, and Corporate Governance (ESG) can be seen from a series of initiatives with a focus on sustainability at our manufacturing locations and throughout our supply chain. We are committed to the health and well-being of our employees and all our stakeholders and also to giving back to underprivileged communities through our CSR. Major advancements have been made in our sustainability journey, especially the reduction of total emissions and our positive contribution to the environment as well as society. Some of the most prominent initiatives we have undertaken are:

- **Sustainable Sourcing:** We are committed to sustainable sourcing practices that prioritize ethical partnerships, responsible material selection, and long-term environmental stewardship across our global supply network.
- **Sustainable Manufacturing:** We're increasing our use of renewable energy, reducing wastage of resources, and investing in energy-efficient processes.
- **Water Optimization:** We conserve water, reduce usage, encourage reuse, and limit reliance on freshwater sources.
- **Sustainable Packaging:** We're phasing out PVC polybags in favour of self-fabric and FSC-certified packaging.
- **Carbon Footprint Reduction:** We're shifting part of our energy supply from thermal to renewable sources to cut emissions.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Kailash R. Lalpuria
Executive Director & CEO
Telephone number - 022 43419500
E-mail id - info@indocount.com

9. Does the entity have a specified Committee of the Board/ Yes, the entity has a specified ESG & CSR Committee of the Board responsible for decision making Director responsible for decision making on sustainability on sustainability-related issues. The Committee is responsible for overseeing and directing the related issues? (Yes / No). If yes, provide details.

entity's sustainability strategy, policies, and initiatives.

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	P	P	P	P	P	P	P	
Performance against above policies and follow up action																		Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		Quarterly review

- 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, we have a comprehensive functional review system, supported by an independent internal audit process that evaluates all key policies.
- 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

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



Essential Indicators

Empowering our people is a priority. This year, we focused on equipping our Directors, KMPs, employees, and workers with the knowledge they need to succeed. Through targeted training and awareness sessions, we strengthened operational understanding and fostered a culture of compliance—details of which follow.

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

Segment	Total Number of Training and Awareness Programs held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	1	Awareness on the provisions of SEBI Listing Regulations and Insider Trading Regulations	100%
Key Managerial Personnel	2	Code of Conduct, POSH Act Awareness	100%
Employees other than BoD and KMP's (including contractual and parttime employees)	71	Customer Delight, Basic & Advanced Excel Skills, Power BI, PPT skills, Financial & Tax planning, First Aid, Health & Safety Environment, ISO Internal Audit Training, KPI Setting, Management Development Program, Manufacturing Excellence Programs, POSH Training, Result Orientation, Safety Environment Statutes Overview, Time Management, Textile Titans program, Campus to Corporate, Work Life Balance, L&D Management, Behavioural Event Interview, Motivation, Labour Laws, Employee Induction	100%
Workers (including contractual and parttime employees)	126	First Aid, POSH Awareness, Personal Protective Equipment's (PPE), Chemical handling, Health & Safety, Technical Training & Work Instructions, Quality Training, Security Training, Buyers Code of Conduct, Customer Delight, Result Orientation, Excel skills, Communication Skills, Stress Management, Fire & Safety	100%

- 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):

During the year FY 2024-25, no material fines / penalties / punishments / award / compounding fees / settlement as per Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 were levied on the Company and its Directors / KMP's.

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, we are committed to protecting our reputation by maintaining the highest standards of integrity in all business interactions—with partners, customers, and regulators. We uphold a strict zero-tolerance policy on bribery and corruption across all operations. Our governance framework also covers related aspects such as money laundering, acceptance of gifts and hospitality, and conflict of interest, ensuring ethical conduct and full compliance with applicable laws and internal policies.

<https://www.indocount.com/images/investor/Anti-Bribery-and-Anti-Corruption-Policy.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: Nil

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

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. – Not applicable, as there are no instances of corruption/conflicts of interest against Directors and KMPs.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	31	34

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	8%	6.92%
	b. Number of trading houses where purchases are made from	405	613
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	72%	48.72%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	16.23%	10.49%
	b. Number of dealers / distributors to whom sales are made	18	14
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	99%	99%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	12.19%	9.45%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties / Total Investments made)	27.84%	7.38%

Leadership Indicators

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

The Company has in place a Code of Conduct for Supplier to emphasize its commitments in the areas of business integrity, human rights, labor practices, etc.

Total Number of awareness programs held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
2	ESG, Reporting Standards & Frameworks, Sustainability Initiatives at Indo Count, and the role of value chain partners in supporting these initiatives	14%

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

Yes, the Company has a Code of Conduct for its Board of Directors and Senior Management Personnel that outlines protocols for avoiding actual or potential conflicts of interest. To effectively manage such situations, the Company obtains annual declarations from Board members and senior management and ensures that all necessary legal approvals are secured before proceeding with any transaction that may present a conflict of interest. The policy is available on the Company's website at <https://www.indocount.com/images/investor/Code-of-conduct-of-Board-of-Directors-and-Senior-Management-Personnel.pdf>

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



Essential Indicators

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

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impact
R&D	13.50%	58%	FY 2024-25, the Company's research and development initiatives were focused on promoting environmental sustainability and circularity through the development of innovative products using regenerative and sustainable fibers such as recycled cotton, lyocell, and organic cotton. These innovations aim to reduce dependency on conventional cotton, optimize resource utilization (water, energy, and land), and enhance material biodegradability. By integrating these fibers into product lines, the Company is actively working to reduce the environmental footprint of garments and facilitate sustainability across the entire value chain.
Capex	14.93%	12.94%	Investments were directed towards rooftop solar installations (1.3 MW and 50 KWP), a back-pressure turbine (205 KWH) for energy efficiency, and 8 MW solar project. Steam and heat recovery systems, including condensate and vapour recovery and flash systems for the 30 TPH boiler, were implemented to reduce thermal losses. Additional initiatives include a 10 TPH biofuel handling system and organic waste converter machines at T3 & T4 facilities, supporting waste-to-energy conversion and sustainable resource use.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) – Yes.
 Yes, our Supplier Ethics and Compliance Policy details mandatory requirements for suppliers to follow ethical and sustainable business practices. It demonstrates our commitment to responsible, transparent, and sustainable operations, which are central to our core business strategy. We operate one of the largest facilities with MIG labeling capabilities, supported by a compliant and sustainable supply chain that spans all units. Our entire value chain, from fiber procurement to packaging, prioritizes sustainability in sourcing. Given the high volume of cotton sourcing, the company has implemented several measures to procure BCI-grown cotton through farmers, collaborating on various projects. Additionally, we source significant volumes of other sustainable fibers such as Egyptian, Carbon Neutral Tencel, GOTS, Fairtrade, and GRS (Polyester). These initiatives and actions position us ahead in ensuring sustainability across one of the largest supply chains in the country. These principles guide our business, brands, suppliers, and peers, laying the groundwork for regenerative programs within our supply chain. We are continuously exploring innovations in material sourcing and production processes. We are investing in technologies and cross-industry collaborations to ensure that our products contribute less to this problem.

b. If yes, what percentage of inputs were sourced sustainably?
 We are working to achieve 100% sustainable sourcing for our raw materials and packaging materials by 2035. Currently, around 24% of our materials are sustainably sourced which includes cotton, yarn and fabric, dyes and chemicals, and packaging materials.

3. (a) 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 products are sold to B2B customers, and the packaging material is reused for future sales. Awareness sessions are conducted to encourage proper disposal through recyclers. The Company does not reclaim products for end-of-life disposal. For its operations, the company has implemented the following waste management practices:

Product	Process to safely reclaim the product
a. Plastics	We are in the process of replacing packaging material to sustainable alternatives. Approx. 85% of the packaging material used is sourced sustainably.
b. E-Waste	Transported to authorized recycler
c. Hazardous Waste	Transported to MEPL (Maharashtra Enviro Power Limited), Pune and BEIL Infrastructure Limited, Bharuch for safe disposal.
d. Other Waste	Non-hazardous wastes are sold to recycler for further upcycling, disposal and relevant usage

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. –
 Yes, The organization is a registered entity with the Central Pollution Control Board (CPCB) and its waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?
 No, the Company has not undertaken any Lifecycle Perspective/Assessments for FY 2024-25.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.
 Not applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Packing Material, Yarn & Greige, Wading non-woven, Cotton and Dyes & Chemicals	11.03%	2.81%

Note: The FY 2023-24 data considered only Yarn and Greige, while FY 2024-25 includes additional materials like Packing Material, Cotton, Wadding, Dyes and Chemicals.

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

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

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



Essential Indicators

1. a. Details of measures for the well-being of employees:
 We place a high priority on the health and wellbeing of our workers and employees because we understand how crucial it is to offer complete support.

Category	Percentage of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	1,024	547	53%	1,024	100%	-	-	1,024	100%	-	-
Female	119	42	35%	119	100%	119	100%	-	-	119	100%
Total	1,143	589	52%	1,143	100%	119	10%	1,024	90%	119	10%
Other than Permanent Employees											
Male	72	14	19%	72	100%	-	-	72	100%	-	-
Female	3	1	33%	3	100%	3	100%	-	-	3	100%
Total	75	15	20%	75	100%	3	4%	72	96%	3	4%

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

Category	Percentage of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	2,300	690	30%	2,300	100%	-	-	-	-	-	-
Female	194	1	1%	194	100%	194	100%	-	-	194	100%
Total	2,494	691	28%	2,494	100%	194	8%	-	-	194	8%
Other than Permanent Workers											
Male	2,656	2,656	100%	2,656	100%	-	-	-	-	-	-
Female	792	792	100%	792	100%	792	100%	-	-	792	100%
Total	3,448	3,448	100%	3,448	100%	792	23%	-	-	792	23%

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	0.04%	0.03%

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

We are cognizant of the significance of offering retirement benefits to our workers and employees in order to ensure their post-employment financial security and wellbeing.

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 (Yes/No/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 (Yes/No/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI*	5%	44%	Yes	100%	100%	Yes
Others - WC (please specify)	100%	100%	Yes	100%	100%	Yes

*ESI- 100% covered for all applicable employees and workers

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.

We fully recognize the importance of complying with the requirements of the Rights of Persons with Disabilities Act, 2016, and are proactively working to address the needs of persons with disabilities.

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, Equal employment opportunities at the Company are available on merits and company requirements other than gender, caste, religion, race, etc. Although we are legally obligated by state and local laws and regulations, we still believe that our policies on equal employment opportunity are important because they reflect our core values and serve as an important function with regard to communities we live, serve and work.

<https://www.indocount.com/images/investor/Equal-Opportunity-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	100%	86%	100%	100%
Total	100%	91.80%	100%	100%

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	Brief Description of Mechanisms (if yes)
Permanent Employees	Yes	We have a structured grievance redressal mechanism to address employee concerns. The Employee Grievance Redressal Policy clearly outlines the process, roles, and timelines for resolving complaints. Employees can approach their respective Reporting Manager or HOD to raise grievances, which are initially resolved through discussions. If the issue requires further action, the HOD or Reporting Manager escalates it to the HR team. Any grievances requiring additional attention are taken up by HR with the Management for final resolution.
Non Permanent Employees	Yes	
Permanent Workers	Yes	Permanent workers or their representatives can raise their grievances under the grievance redressal mechanism of the Company. Contract Workmen can raise their grievances through their respective line managers or Plant Heads, if not resolved, they can escalate the same to the HR Department through their respective contractors.
Non Permanent Workers	Yes	

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

Each employee and worker is free to exercise their legal right to establish and/or join a union, renounce that right, or engage in collective bargaining.

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employee / workers in respective category, who are part of association(s) of Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employee / workers in respective category, who are part of association(s) of Union (D)	% (D/C)
Total Permanent Employees	1,143	-	-	1,051	-	-
Male	1,024	-	-	958	-	-
Female	119	-	-	93	-	-
Total Permanent Workers	2,494	1,485	59.50%	2,575	1,500	58.25%
- Male	2,300	1,457	63%	2,368	1,472	62.16%
- Female	194	28	14%	207	28	13.53%

Note: No Union in Bhilad HT location.

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Health and Safety Measures		Skill Upgradation		Total (D)	Health and Safety Measures		Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,024	1,024	100%	838	82%	958	958	100%	614	64%
Female	119	119	100%	119	100%	93	93	100%	93	100%
Total	1,143	1,143	100%	957	84%	1,051	1,051	100%	707	67%
Workers										
Male	2,300	2,300	100%	234	10%	2,368	2,368	100%	383	16%
Female	194	194	100%	10	5%	207	207	100%	22	11%
Total	2,494	2,494	100%	244	10%	2,575	2,575	100%	405	16%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	809	809	100%	958	958	100%
Female	69	69	100%	93	93	100%
Total	878*	878	100%	1,051	1,051	100%
Workers						
Male	2,300	-	-	2,368	-	-
Female	194	-	-	207	-	-
Total	2,494	-	-	2,575	-	-

*Note: All eligible employees are covered under performance and career development review.

10. Health and safety management system:

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

Yes, we've implemented a comprehensive health and safety management system covering all employees and workers. Governed by our Environment Health and Safety (EHS) Framework Standards, our system ensures a safe and healthy work environment for everyone involved in or around our operations. Accountability for employees' and workers' occupational safety and health performance rests with management across all levels. The Company has implemented ISO 45001:2018 which is a globally approved standard for occupational health and safety management systems across all sectors.

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

We are ISO 45001:2018 certified, and according to standard Clause 6.2, there is a defined procedure for identification and risk assessment of hazards while including routine and non-routine activities.

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

Yes, we have procedures for Hazard identification and Risk Assessment which are reviewed once every year for incident-based and/or regulatory changes. Additionally, we conduct training sessions, mock drills, and safety seminars to raise awareness on potential hazards and appropriate mitigation measures for all staff and workers.

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

Yes, our workers and staff are covered by comprehensive health and accidental insurance policies that are renewed annually. Additionally, a round-the-clock occupational health center with medical resources, basic paramedical services, doctor-on-call, and a standby ambulance is operational at all our manufacturing facilities.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	1
Total recordable work-related injuries	Employees	-	-
	Workers	-	77
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	8

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

At our organization, we prioritize the seamless integration of safety into all aspects of our business processes. Our safety and health management system adheres to the principle of plan, do, check, and act, ensuring a comprehensive approach to risk assessment and mitigation. We diligently evaluate credible risks and take necessary actions to minimize their impact.

Additionally, regular awareness sessions on safety protocols, including fire safety and evacuation drills are conducted to ensure a comprehensive understanding of health and safety-related aspects. These initiatives demonstrate the company's commitment to creating a secure and healthy work environment.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

As part of our commitment to maintaining a safe and hygienic workplace environment, the company conducts regular internal audits. These audits serve as a means of periodic assessment, allowing us to thoroughly evaluate various aspects of health and safety measures, as well as the working conditions of our employees. By conducting these audits, we ensure that our workplace consistently upholds the highest standards of safety, promoting the well-being and security of our valued workforce. This diligent approach enables us to identify any areas of improvement, implement necessary measures, and continuously enhance the overall safety and hygiene of our work environment.

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% Internal audits on Health and Safety practices are conducted on a weekly basis. Statutory Authorities including the Directorate of Industrial Safety and Health, Boiler Inspector and Electrical Inspector inspect the plant premises and ensure the implementation of health and safety practices on a yearly basis. Customer-nominated external agencies audit our premises based on their Code of Conduct approximately once or twice a month. We are ISO 45001 certified, which is a globally recognized Health and Safety standard.
Working Conditions	100%. Internal audits on Working Conditions are conducted on a weekly basis. Directorate of Industries Health and Safety, Maharashtra Pollution Control Board, boiler Inspectors of GPCB Authorities, State Labour Officers and Assistant Labour Commissioners inspect our factory premises through scheduled inspections. Customer-nominated external agencies audit our premises based on their Code of Conduct approximately once or twice a month. We are ISO 45001 certified, which is a globally recognized Health and Safety standard.

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

No corrective actions pertaining to above mentioned parameters were required for the Company during the year. The Company takes pride in its impeccable health and safety record and continues to provide safety training programs which are designed to prevent serious and/or fatal accidents, for all our staff and workers (including contractual) as part of our initiative to inculcate safety awareness in our employees and adopt industry best practices.

Leadership Indicators

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

Yes, the Company extends life insurance coverage for work-related and accidental deaths of its employees and workers.

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

The Company ensures through its robust mechanism that all TDS have been deducted and deposited by our value chain partners and the same is accounted for in SAP system. Further, as per the business agreements/contracts and purchase orders, all vendors / contractors are obliged to make necessary statutory dues in a timely manner. The Company regularly verifies the payment made by vendors to various Government Authorities towards statutory payments. Moreover, in case of GST payments, the same is paid to the Value Chain Partner after verifying it has been deposited with the exchequer. In case any deviation is observed, the Company issues notices or penalizes them or ceases business dealings with habitually defaulting vendors on a case-to-case basis.

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- Not Applicable

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

Yes, the Company has a Performance Improvement Plan (skill upgradation programs) across cadres right from junior level to senior management to improve before considering termination. The Company also provides support and guidance to the employees to enable them to improve their performance and to give them a chance to demonstrate that they can meet the required standards.

5. Details on assessment of value chain partners:

The Company has in place a Code of Conduct for its Value Chain Partners through which they are expected to provide safe and healthy workplaces for their employees and contractors. Value Chain Partners must also be compliant with state and national regulations on Occupational Health and Safety, including possession of required permits and licenses relevant for their business and permission granted by local and national authorities.

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.

Not applicable

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.

Stakeholders play a vital role in our business operations, and their interests significantly influence our strategic direction. By evaluating our business value chain and engaging with stakeholders, we have categorized them based on their expectations and needs from the Company.

To align our strategy with stakeholder expectations, we conducted a comprehensive review of our entire value chain to identify and prioritize key stakeholder groups.

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

We use a strategic approach that prioritizes openness, cooperation, and the accomplishment of shared goals in order to build strong and productive relationships with our stakeholders. By using this strategy, we hope to develop an atmosphere of open communication and cooperation, strengthening the relationship between the business and its stakeholders.

Stakeholder Group	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
Customer	No	Email, In-person and Online meetings, Company Website, Phone Calls, Conferences, Manufacturing site visits	Continuously	Product & Service related
Employee	No	Email, In-person and Online meetings, Company Website, Phone Calls, Notice board and Engagement Sessions	Continuously	HR & Operations related

Stakeholder Group	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
Community	Yes	Field Visits, Focus Group discussions, CSR Projects & Engagements	Continuously	Community Initiatives & Service related
Regulatory Authorities	No	Industrial Forums, Email, Meetings, Company Website	Periodical	Ease of doing business, National and International Trade development, Reduction of socio-economic imbalances through policy amendments and improvements
Shareholders and Investors	No	One-on-one meetings, Board presentations, Annual General Meetings, Reports, Investor Presentations	Quarterly	Continuous access to capital, Shareholder voting rights
Business Partners	No	Meetings, Email, Phone	Ad hoc (Need Based)	1. General business management, 2. Services for business needs, 3. Adherence to SOPs, compliances and regulations
Suppliers and Vendors	No	Direct Interactions, Email, Phone Calls, Text Messages, Vendor Portals	Continuously	Procurement of materials & service related, Performance review of products and services as per the requirement.

Leadership

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.
The Company engages with key stakeholders through formal and informal channels such as employee engagement forums, community consultations under CSR initiatives, supplier meetings, customer interactions etc. The ESG & CSR Committee of the Board reviews and updates to the Board, ensuring that stakeholder concerns are considered in strategic decision-making.
- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.
Yes, stakeholder consultations are used to identify and manage environmental and social topics. Inputs from communities, farmers, and local stakeholders have directly shaped initiatives such as RO water installations, sanitation facilities, sustainable farming practices, and infrastructure upgrades at Anganwadi centers.

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

The Company has demonstrated a strong commitment to engaging with and addressing the concerns of vulnerable and marginalized stakeholder groups through targeted CSR initiatives such as modernizing Anganwadi centers, supporting old age homes, promoting inclusive sports for the differently-abled, providing mobile health services in rural areas, supporting TB patients, enhancing income for marginal farmers through sustainable agriculture, and improving access to safe drinking water and sanitation- effectively addressing key concerns of these communities.

PRINCIPLE 5 Businesses should respect and promote human rights



Essential Indicators

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

We are committed to uphold human rights, and we recognize the importance of providing training to our employees and workers on human rights issues and our entity's policies. This proactive approach ensures that our workforce is well-informed and equipped to foster a culture of respect, dignity, and inclusivity.

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	1,143	1,143	100%	1,051	1,051	100%
Other than permanent	75	75	100%	73	73	100%
Total Employees	1,218	1,218	100%	1,124	1,124	100%
Workers						
Permanent	2,494	2,494	100%	2,575	2,575	100%
Other than permanent	3,448	3,448	100%	3,743	3,743	100%
Total Workers	5,942	5,942	100%	6,318	6,318	100%

- Details of minimum wages paid to employees and workers, 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	1,024	-	-	1,024	100%	958	-	-	958	100%
Female	119	-	-	119	100%	93	-	-	93	100%
Other Than permanent										
Male	72	-	-	72	100%	67	-	-	67	100%
Female	3	-	-	3	100%	6	-	-	6	100%

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)
Workers										
Permanent										
Male	2,300	46	2%	2,254	98%	2,368	-	-	2,368	100%
Female	194	14	7%	180	93%	207	-	-	207	100%
Other Than permanent										
Male	2,656	2,656	100%	-	-	2,931	-	-	2,931	100%
Female	792	792	100%	-	-	812	-	-	812	100%

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

Category	Male		Female	
	Number	Median remuneration/salary/wages	Number	Median remuneration/salary/wages
Board of Directors (BoDs)	9	14,25,000	-	-
Key Managerial Personnel (KMPs)	4	78,00,000	-	-
Employees other than BoDs/KMPs	1,017	6,75,816	119	5,88,000
Workers	2,300	3,79,332	194	1,94,364

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 % of total wages.	6.03%	5.67%

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 HR head of the Company, in collaboration with the Factory Heads at each facility, is responsible for addressing human rights issues across the organization.

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

The Company has instituted a Human Rights Policy to ensure compliance with its social responsibilities as a principal employer and to uphold the human rights of all stakeholders. Oversight of human rights-related matters at each facility is entrusted to the respective Human Resources and Factory Heads.

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

Category	FY 2024-2025			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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil

Category	FY 2024-2025			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
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	Filed during the year	Pending resolution at the end of year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company has in place a policy for the Prevention, Prohibition and Redressal of Sexual Harassment at Workplace and has an Internal Committee in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Committee takes concrete actions to ensure that every Complainant is protected. The Company also has in place a Whistle Blower Policy which enables employees to report concerns about unethical behavior, actual or suspected fraud, and/or violation of the Code of Conduct. The policy provides for adequate safeguards against victimization of employees/workers who raise issues, and provides direct access to the Chairman of the Audit Committee to raise concerns relating to financial matters.

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

Yes, the Company includes human rights requirements as part of its business agreements and contracts with its Suppliers to ensure that they uphold the human rights of their employees. Suppliers must commit to upholding the human rights of workers and staff and treating them with dignity and respect as defined by global standards. These include the requirement that all work shall be voluntary, no child labor is employed, working hours and wages shall be set fairly and in accordance with local laws, all employees shall be treated humanely without threat, harassment, coercion, or unlawful discrimination of any kind.

10. Assessments for the year:

Category	% of plants and offices that were assessed (by entity/statutory authorities/third parties)
Child Labour	100%. All our manufacturing facilities are annually audited by Sedex Global
Forced/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

No significant corrective actions have been highlighted in the assessment. However, we have implemented all necessary processes and controls to ensure all facilities are in alignment with required Sustainability parameters.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints. During the reporting period, no business processes have been modified or introduced for addressing human rights grievances/complaints.

2. Details of the scope and coverage of any human rights due diligence conducted. We integrate human rights principles throughout our business operations, leveraging global expertise to guide and support our teams, including those in Global Sustainability, Supply Chain, Procurement, and Responsible Business (part of Business Integrity). Human rights due diligence is essential for businesses to proactively manage potential adverse impacts. Our aim is to promptly identify any human rights infringements within the value chain and address identified risks responsibly. As an equal opportunity employer, we unequivocally condemn discrimination in any form. For further details, please refer to the Company’s Human Rights Policy on our website at <https://www.indocount.com/images/investor/Human-Rights-Policy.pdf>

3. Is the premise / office of the entity accessible to differently-abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? Most of the permanent facilities and office buildings are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners: In accordance with the Company’s policy on Code of Conduct for Value Chain Partners, all Value Chain Partners must treat all employees with respect and dignity and exhibit zero tolerance towards workplace discrimination, Child Labour, Forced Labour, etc. The Company ensure that they must provide safe and healthy workplace for their employees and contractors. Value Chain Partners must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child labor	Nil*
Forced labor / involuntary labor	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. Not applicable

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



Essential Indicators

We strive to foster sustainable growth, decoupling our environmental footprint from expansion while maximizing positive social impact. Through diligent monitoring of climate change, we actively mitigate our operational impact on the environment, emphasizing reduction and responsible practices.

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

Parameter	FY 2024-25 (GJ)	FY 2023-24 (GJ)
From Renewable sources		
Total electricity consumption (A)	20,790.84	77,935.36
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	20,790.84	77,935.36
From Non - Renewable sources		
Total electricity consumption (D)	5,65,338.22	5,28,476
Total fuel consumption (E)	20,32,504.48	19,41,212.26
Energy consumption through other sources (F)	-	-
Total energy consumption (D+E+F)	25,97,842.70	24,69,688.27
Total energy consumption (A+B+C+D+E+F)	26,18,633.54	25,47,623.62
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	694.29 GJ/Crore	764.5 GJ/Crore
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	14,344.10	15,795.02
Energy intensity in terms of physical output	0.024 GJ/ meters	0.024 GJ/ meters
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? Yes, third-party verification for FY 2024–25 has been done by the Bluwin 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. – Not Applicable

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

To combat water scarcity, we prioritize water conservation, restoration, recharge, and reuse efforts, recognizing their vital role in sustainable water management.

Parameters	FY 2024-25	FY 2023-24
Water Withdrawal by Source (in kilolitres)		
(i) Surface Water	7,64,936	7,22,473
(ii) Ground Water	2,25,310	2,41,162
(iii) Third Party Water (As per MIDC Bill)	8,84,340	8,22,630
(iv) Seawater/Desalinated Water		-
(v) Others	8,45,440	8,90,073
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	27,20,026	26,76,338
Total volume of water consumption (in kilolitres)	15,74,704	13,26,789
Water intensity per rupee of turnover (Water consumed /rupee)	417.511 KL/ Crore	398.15 KL/Crore
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	8,625.79	8,225.96
Water intensity in terms of physical output	0.014 KL/ meters	0.012 KL/ meters
Water intensity ratio (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, third-party verification for FY 2024–25 has been done by the Bluwin agency.

4. Provide the following details related to water discharged:

Parameters	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	7,45,215	7,42,873*
(iv) Sent to Third parties		
No treatment	-	-
With treatment – please specify level of treatment	4,00,107	6,06,676**
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	11,45,332	13,49,549

*Bhilad - Treatment level – Tertiary - As per Gujarat Pollution Control Board consent issued to company.

**Kolhapur - Treatment level – Tertiary - As per Maharashtra Pollution Control Board consent issued to company. Discharged to CETP.

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

As part of our commitment to responsible environmental stewardship, we have implemented a robust mechanism for Zero Liquid Discharge (ZLD). By adopting ZLD, we strive to minimize our environmental impact, conserve water resources, and promote sustainable practices in line with our commitment to environmental stewardship.

Our facility holds a consent allowing the discharge of up to 25% of processed treated water to the Common Effluent Treatment Plant (CETP). Taking a proactive stance towards environmental sustainability, we have embarked on a phased project to achieve Zero Liquid Discharge (ZLD) by 2030. As part of the initial phase, we have invested in expanding our Effluent Treatment Plant (ETP), Reverse Osmosis (RO), and Multiple Effect Evaporator (MEE) plants to enhance water recycling capabilities.

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

As part of our commitment to environmental responsibility, we closely monitor and report on various air emissions, aside from greenhouse gas (GHG) emissions.

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	MT	30.89	27.80
SOx	MT	87.53	87.62
Particulate matter (PM)	MT	23.10	30.63
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify Carbon Monoxide (CO)	MT	6.23	12.29

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.

We plan to conduct an independent assessment in the subsequent years.

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 CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,93,142.40 MT CO ₂ e 1,551.20 MT Biogenic CO ₂	1,85,242.70 MT CO ₂ e 171.90 MT Biogenic CO ₂
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	90,354.20 MT CO ₂ e	105,108 MT CO ₂ e
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent / per crore of Turnover	75.16 MT/Crore	87.13 MT/Crore
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		1,552.90	1,800.14
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e / meters	0.0026	0.0026
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, third-party verification for FY 2024–25 has been done by the Bluwin agency.

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

a. Power:

- Turbine Power: Enhanced the Turbine Performance to increase green power generation. This has increased power generation by 4 lacs KWH units per annum.
- Installation of back pressure turbine of capacity 250 KW to generate power from process steam at Bhilad facility. This generates 1.6 Mn KWH units per annum.
- Softening plant utilization was optimized by increasing the direct use of RO and MIDC water in the process, while continuously monitoring and maintaining water hardness within prescribed limits. This reduced the operation of soft water pumps, leading to power savings.
- For energy saving & motor protection we have installed 15 KW VFD in Lafer-2 Exhaust Blower Fan.

b. Steam / Coal (Fuel):

- 100 % condensate recovery from MEE there by increase in feed water temperature up to 95 °C resulted in fuel savings. Approx 720 MT coal saving and ETP water treatment cost ₹42 Lac saving per annum.
- Auto temperature controllers with steam control valves installed on Rubber & Palmer units of Sanforizing machines with a purpose to have accurate temperature, thus saving in steam utilization.
- Saving in steam and coal by reducing the radiation losses in the distribution system. Approx.1500 MT coal saving per annum.
- Optimized coal boiler ESP penthouse temperature & adjusted heater setting from 60 °C to 55 °C, hence heater operation reduced.
- Thermal insulation of steam & thermic fluid line repaired which results in lower thermal losses & hence improvement in efficiency.

c. Alternate Sources of Energy:

- Harnessing Natural Energy: Installation of 8 MW capacity ground mounted solar power plant. This plant generates 11+ Mn KWH units per annum.
- Auto Harnessing Natural Energy: Installation of 1.3 MW capacity roof top solar power plant. This plant generates ~2 Mn KWH units per annum.

d. Capital Investment on Energy Conservation:

- Energy efficient TLV trap technology is installed on main header to save on energy.
- Auto Installed O₂ monitoring system on boiler & Thermic heaters to maintain O₂ level in the stack, this has given us a reference to optimize & sustain steam boiler & thermic fluid heater combustion and resulted in 1% fuel saving.

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

We are committed to building a waste-free world through focused initiatives. Our efforts aim to minimize plastic usage and reduce waste generation across our operations. By working collectively, we strive to protect the environment and contribute to a more sustainable future.

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	282.0	254.10
E-waste (B)	8.30	5.40
Bio-medical waste (C)	0.02	0.01
Construction and demolition waste (D)		-
Battery waste (E)	2.50	2.40
Radioactive waste (F)		-
Other Hazardous waste. Please specify, if any. (G) 1. Used Oil 2. Sludge Waste	1. Used Oil: 4.83 2. Sludge Waste: 2,922.11 3. Film Screen: 1.16	1. Used Oil: 5.09 2. Sludge Waste: 2255.10
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1. Fly Ash: 6,822.95 2. FRC/NFRC: 3,296.94 3. Metal: 113.93 4. Paper: 1,133.33 5. Plastic: 685.83 6. Others: 411.28	1. Fly Ash: 11,575.60 2. FRC/NFRC: 2,640.70 3. Metal: 98.50 4. Paper: 1,090.80 5. Plastic: 574.90 6. Others: 264.50
Total (A+B+C+D+E+F+G+H)	15,685.18	18,767.30
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	4.158 MT/Crore	5.63 MT/ Crore
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	85.91	116.35
Waste intensity in terms of physical output	0.00014 MT/meter	0.00017 MT/meter
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	2,230.70	2,031.30
(ii) Re-used	10,119.90	14,216.30
(iii) Other recovery operations		-
Total	12,350.60	16,247.60
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	2,922.11	2,255.10
(iii) Other disposal operations	411.28	264.50
Total	3,333.39	2,519.70

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, third-party verification for FY 2024–25 has been done by the Bluwin 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.

The Company has consistently prioritized sustainable waste management and responsible chemical usage in its operations.

Waste Management Practices

The Company follows a structured approach to waste management, ensuring minimal environmental impact and has implemented:

- a) **Circular Economy Initiatives:** Increased focus on recycling and reusing textile waste within production cycles.
- b) **Effluent Treatment Systems:** Advanced Effluent Treatment Plants (ETP) and Reverse Osmosis (RO) units to treat wastewater efficiently.
- c) **Zero Liquid Discharge (ZLD) Commitment:** Expansion of Multi-Effect Evaporation (MEE) plants to achieve complete water reuse.
- d) **Solid Waste Segregation & Disposal:** Comprehensive waste segregation at source, with responsible disposal mechanisms.
- e) **Renewable Energy Integration:** Utilizing waste-to-energy solutions to reduce landfill dependency like Biogas converted to Electricity.

Reduction of Hazardous & Toxic Chemical Usage

Indo Count has strengthened its commitment to reducing hazardous chemicals in its products and processes through:

- a) **Sustainable Chemical Substitutions:** Transitioning to eco-friendly dyes and finishing agents that comply with global environmental standards like Oekotex, GOTS, REACH etc.
- b) **Green Chemistry Practices:** Adoption of non-toxic, biodegradable alternatives in textile processing.
- c) **Supplier Collaboration:** Partnering with vendors to ensure responsible sourcing of raw materials with minimal environmental impact.
- d) **Regulatory Compliance & Certifications:** Adhering to ZDHC, REACH and OEKO-TEX guidelines to eliminate harmful substances.
- e) **Employee Training & Awareness:** Conducting regular workshops to educate employees on safe handling and disposal of chemicals.

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

S. No.	Location of operations / offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
Not applicable as there are no operations near above-mentioned zones			

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

Yes, we have taken initiatives to carry out our operations in sustainable manner. Also, our manufacturing facilities are ISO 14001 certified.

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, we comply with all applicable environmental laws, regulations, and directives in India. At Indo Count, we monitor environmental performance, facilitate internal coordination on environmental matters, advise line management, and maintain open communication with local communities and regulatory authorities to ensure ethical conduct and proactive resolution of environmental issues.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

- (i) Name of the area: Not applicable as we do not operate in water stressed area
- (ii) Nature of operations: Not applicable as we do not operate in water stressed area
- (iii) Water withdrawal, consumption and discharge in the following format: Not applicable as we do not operate in water stressed area.

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

The Company is currently in the process of quantifying its scope 3 emissions and will disclose it in the upcoming years.

Parameter	Please specify unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	-	-	-
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.- Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, 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
1	Power	<ul style="list-style-type: none"> 1. Enhanced turbine performance for increased green power generation. 2. Installed back pressure turbine (250 KW) to generate power from process steam. 3. Optimized softening plant by monitoring water hardness to reduce pumping operation. 4. Installed 15 KW VFD in Lafer-2 Exhaust Blower Fan for energy saving and motor protection. 	<ul style="list-style-type: none"> 1. Increased power generation by 4 lakh KWH/year. 2. Generated 1.6 million KWH/year. 3. Reduced power usage via lower soft water pumping. 4. Improved motor efficiency and energy savings.
2	Steam/Coal	<ul style="list-style-type: none"> 1. Achieved 100% condensate recovery from MEE, increasing feed water temperature to 95°C. 2. Reduced radiation losses in steam distribution system. 3. Optimized ESP penthouse temp from 60°C to 55°C. 4. Installed auto temperature controllers on Sanforizing machines. 5. Repaired thermal insulation on steam & thermic fluid lines. 	<ul style="list-style-type: none"> 1. Saved approx. 720 MT coal/year + ₹42 lakh ETP cost savings. 2. Saved approx. 1500 MT coal/year. 3. Improved system efficiency and reduced thermal losses.
3	Alternate Sources of Energy	<ul style="list-style-type: none"> 1. Installed 8 MW ground-mounted solar power plant. 2. Installed 1.3 MW rooftop solar power plant. 	<ul style="list-style-type: none"> 1. Generated 11+ million KWH/year. 2. Generated ~2 million KWH/year.

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Capital Investment on Energy Conservation	1. Installed energy-efficient TLV trap on main header. 2. Installed O ₂ monitoring system on boilers and thermic heaters.	1. Reduced energy losses. 2. Achieved 1% fuel saving through combustion optimization.
5	Water	1. CRP hot water collected in insulated tanks and reused in process machines. 2. Increased condensate recovery by 20% in new process house. 3. Reused quenching water on singeing machine after filtration.	1. Reduced freshwater intake by 36,000 KL/year. 2. Saved approx. 540 MT coal/year. 3. Saved ~15 KL soft water/day.
6	Technology Up-gradation	Upgraded VDR chain drive system to VFD-based geared motor system for better fabric control.	Improved VDR performance and fabric quality control.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.
We use a risk-based approach to identify credible business risks and routinely review our management plan to keep it current and effective. At ICIL, the Risk and Disaster Management function supports our strategic objectives, safeguards business interests, and proactively strengthens our ability to respond to internal and external threats. This ensures the uninterrupted delivery of critical business operations during any disruption.

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

Our Supplier Ethics and Compliance Policy reflects our commitment to promoting environmental sustainability across the supply chain. The policy sets clear expectations for our value chain partners to actively minimize their environmental footprint. This includes efforts to prevent biodiversity loss and deforestation, adopt responsible soil management practices, protect critical ecosystems, and reduce waste and emissions. Partners are also encouraged to implement energy-efficient practices and comply with all applicable environmental regulations. Together, these initiatives help advance our shared objective of environmental responsibility and sustainable business operations.

<https://www.indocount.com/images/investor/Supplier-Ethics-and-Compliance-Policy.pdf>

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

22%

We ensure compliance with the mandatory requirements of the Supplier Ethics and Compliance Policy by verifying alignment and implementation through supplier self-declarations.

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

S. No.	Green Credits Generated or Procured	FY 24-25
1	By the Company	-
2	By the top 10 (in terms of value of purchases and sales, respectively) value chain partners	Will be tracked from FY'26

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	TEXPROCIL (The Cotton Textile Export Promotion Council)	National
2	Confederation of Indian Textile Industry (CITI)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
5	The Bombay Textile Research Association (BITRA)	State

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

There were no adverse orders regarding anti-competitive behaviour issued by regulatory agencies throughout the year. We are committed in our dedication to upholding honest and moral business practices, and we constantly work to uphold the highest norms of compliance and healthy competition.

Name of authority	Brief of the case	Corrective action taken
NIL	NIL	NIL

Leadership Indicators

1. Details of public policy positions advocated by the Company:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
	Engagement on 'Ease of Doing Business' initiatives on harmonizing State, and Central laws and compliances to DPIIT, TEXPROCIL and other trade bodies. Inputs on Free Trade Agreement with EU, UK, Canada, ASEAN to FICCI, CII, TEXPROCIL for Home Textile business aspects. Fixation of Export benefits norms to TEXPROCIL and FEIO.	The Company represents itself through membership with Trade and Industry associations and/ or directly at the Government forums in a responsible and transparent manner.	No	Reviewed by management on an as-and-when-required basis.	https://www.indocount.com/images/investor/Public-and-Regulatory-Policy.pdf

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others - please specify)	Web Link, if available
	Suggestions to Textile and Industries Ministries, GoM on making Maharashtra business friendly and more competitive. Recommendations given on sustainable and inclusive growth of manufacturing sector in India to FICCI/ CII. Provided inputs for making manufacturing more competitive in India to FICCI. Branding of Indian cotton viz. Kasturi cotton	The Company also provides feedback to the Government from time to time on issues related to ease of doing business and sustainability, through its authorized representatives at various forums and via relevant government departments.			

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. -

We have performed an internal assessment in line with our CSR strategy and framework to ascertain the impact made to the community through our CSR initiatives. In the reporting year, the Company did not undertake any Social Impact Assessments of projects.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-	-	-	-	-	-

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

Not Applicable, we have not undertaken any projects that require Rehabilitation and Resettlement.

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

Our responsible corporate citizenship includes community improvement and addressing relevant issues. We promote transparent communication among us and local communities around our sites in order to better comprehend their challenges. We follow through with proper documentation, careful inquiry, and response through appropriate action when there are grievances. Our commitment to active community interaction and swift responses indicates our ongoing effort to build trustworthy relationships and have a positive effect on the wellbeing of communities we serve.

We have set up a mechanism at all our units for receiving written complaints and feed-back from society. These written inputs are screened and addressed by appropriate departments for their redressal.

Frequent CSR teams' visitations to community representatives at each site are done for documenting their grievances and feedback. These are then addressed through consultations with the management.

Scouts are stationed at various locations to engage directly with farmers and address their concerns on a local level. These interactions also furnish the management team with valuable feedback.

<https://www.indocount.com/images/investor/Whistle-Blower-Policy-Vigil-Mechanism.pdf>

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	32%	54%
Sourced directly from within India	84%	96%*

*Reinstated as per BRSR guidelines

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

Location	FY 2024-25	FY 2023-24
Rural	-	-
Semi-urban	1.20%	4%
Urban	88.30%	91%
Metropolitan	10.50%	6%

*Reinstated as per BRSR guidelines

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):

Not Applicable

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

The Company is committed to its Corporate Social Responsibility (CSR) and sustainable development efforts, including addressing the basic needs of the community predominantly in and around its plants, even though the current locations do not fall under aspirational districts.

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

The Company does not have a formal preferential procurement policy specifically focused on sourcing from marginalized or vulnerable groups. However, ICIL actively promotes sustainable sourcing by procuring eco-friendly cotton from marginalized farmers and focusing on materials that are sustainable, recycled, or recyclable.

(b) From which marginalized / 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:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Health	86,500	75
2	Education	33,360	80
3	Water & Sanitation	1,09,350	70
4	Agriculture & Livelihood Initiative	26,397	65
5	Environment Initiative	5,000	50
6	Rural Development	864	85
7	Old age care	500	60
8	Sports	200	95

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. –
At Indo Count, we value effective communication and promote providing superior client service. We have established multiple channels for customers to reach out to us and express their concerns and complaints, provide feedback, submit enquiries, or seek assistance. We commit to addressing customer issues promptly and within a reasonable timeframe.

- We respond to customer emails and queries within 48 business days.
- We provide a dedicated email id for customers to ask questions, provide feedback, raise grievances, etc. Our escalation matrix is defined in respective customer contracts.

We also provide location-wise contact details on our website <https://www.indocount.com/contact-us>

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

	As a Percentage to total Turnover
Environmental and Social parameters to the product	86%
Safe and responsible usage	-
Recycling and/or safe disposal	-

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

	FY 2024-25		Remarks	FY 2023-24		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	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	17	-	E-commerce + Retail	20	-	E-commerce + Retail

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

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 framework/ policy on cyber security and risks related to data privacy, available at <https://www.indocount.com/images/investor/Cyber-Security-Policy.pdf>; <https://www.indocount.com/privacy-policy>

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

No such incident related to the mentioned topics has been reported.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches along-with impact - Nil
- Percentage of data breaches involving personally identifiable information of customers. - Nil
- Impact, if any, of the data breaches – Nil

Leadership Indicators

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

The information pertaining to the various product offerings of the Company, including brand details, is available on the website: <https://www.indocount.com/our-brands>. The Company's products are also listed on various e-commerce marketplace platforms.

2. Steps taken to inform and educate consumers, especially vulnerable and marginalized consumers, about safe and responsible usage of products and/or services.

The Company has also instituted a process of informing its customers regarding how provided products are utilized. An appropriate care instruction mark or label is provided on packages and on the products. Regular interaction with customers through direct communication or social networking sites is done to provide information regarding company's products, technologies, and inventions utilized for enhanced quality of the own products. It is also not just confined toward training and creating social awareness among customers and society.

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

Not applicable, as we do not provide essential services.

4. Does the entity 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 the entity or the entity as a whole? (Yes / No)

Yes, the Company does provide product information and its relevant details for each product, which goes beyond what is mandated by local law. This includes product features and benefits, testing certificates, care instructions, product specifications, accreditations, and more.