

business responsibility & sustainability reporting

FY 2023-24

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 2023-24 (1 st April, 2023 to 31 st March, 2024) |
| 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 & GM - Legal 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). | Disclosures under this report are made on a standalone basis, i.e., Indo Count Industries Limited. |

II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|---|-----------------------------|
| 1 | Manufacturing – Textiles | Bed Sheets, Mattress Pads, Comforters, Duvet Covers, Pillows, etc | 100% |

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

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|---|--|---------------------------------|
| 1. | We deal in Textile business segment, which is also reported in the balance sheet. | 13924 - Manufacture of bedding, quilts, pillows and sleeping bags etc. | 100% |

III. Operations

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

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 4 | 6 | 10 |
| International | Nil | 4 | 4 |

17. 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?

95.66%

c. A brief on types of customers -

Indo Count specializes in offering comprehensive bedding solutions, catering to the diverse needs of customers seeking exceptional sleep experiences. We at Indo Count strive to amplify our global footprint, establishing a strong presence for our brand on an international scale, this allows us to bring our exceptional bedding products to a wider audience, ensuring that individuals around the world can experience the unparalleled comfort and quality synonymous with our brand. Key categories of customers include Mass Merchants, Wholesale Clubs, direct-to-customer Companies, e-commerce, Hospitality Suppliers, Specialty Stores, etc.

IV. Employees

18. Details as at the end of Financial Year:

We prioritize equity, diversity, and inclusion throughout our value chain in the textiles industry. Our comprehensive roadmap aims to achieve full gender balance at the managerial level by 2035. We are actively increasing the representation of women in our factories and salesforce.

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) | 1,051 | 958 | 91% | 93 | 9% |
| 2. | Other than Permanent (E) | 73 | 67 | 92% | 6 | 8% |
| 3. | Total employees (D + E) | 1,124 | 1,025 | 91% | 99 | 9% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 2,575 | 2,368 | 92% | 207 | 8% |
| 5. | Other than Permanent (G) | 3,743 | 2,931 | 78% | 812 | 22% |
| 6. | Total workers (F + G) | 6,318 | 5,299 | 84% | 1,019 | 16% |

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) | 6 | 5 | 83.34% | 1 | 16.67% |
| 2. | Other than Permanent (E) | 0 | - | - | - | - |
| 3. | Total differently abled employees (D + E) | 6 | 5 | 83.34% | 1 | 16.67% |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | 27 | 26 | 96.30% | 1 | 3.70% |
| 5. | Other than permanent (G) | 11 | 10 | 90.91% | 1 | 9.09% |
| 6. | Total differently abled workers (F + G) | 38 | 36 | 94.74% | 2 | 5.26% |

*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.

19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 11 | 1 | 9.09% |
| Key Management Personnel | 3 | - | - |

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

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

| | FY 2023-24 | | | FY 2022-23 | | | FY 2021-22 | | |
|---------------------|------------|--------|--------|------------|--------|--------|------------|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14% | 27% | 15.45% | 15% | 29% | 16.54% | 19% | 28% | 20.17% |
| Permanent Workers | 21% | 32% | 21.68% | 24% | 42% | 25.45% | 1% | - | 1.32% |

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

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

| S. No. | Name of the holding/ subsidiary/associate companies/joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ 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 |

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover: ₹ 3,332.31 Crore
(iii) Net worth: ₹ 2,047.44 Crore

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) | FY 2023-24 | | | FY 2022-23 | | |
|---|--|--|--|---------|--|--|---------|
| | | 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) | The Company does not have investors other than equity shareholders | | | | | | |
| Shareholders | Yes As per SEBI Listing Regulations and Internal Grievance Mechanism adopted by the Company | 22 | - | - | 9 | - | - |
| Employees and workers | Yes https://www.indocount.com/images/investor/Employee-Grievance-Redressal-Policy.pdf | - | - | - | - | - | - |
| Customers | Yes | 20 | - | - | 12 | - | - |
| Value Chain Partners | Escalation matrix are defined in individual client contracts. | - | - | - | - | - | - |
| Other (please specify) | No | - | - | - | - | - | - |

If Yes, then provide web-link for grievance redress policy - <https://www.indocount.com/investors/corporate-governance>

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, 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 | Various raw materials are used in the manufacturing process and there is a continuous effort to source most of them sustainably to produce eco-friendly products and reduce impact on the environment. | A continuous connect is maintained Positive with suppliers to motivate and drive them to adopt sustainable practices. Sustainability is a key factor in shortlisting and on boarding suppliers. | Positive |
| 4 | Health & Safety | Risk | The health and safety of ICIL's human resources, including its contract workforce, is of utmost priority. Certain resources at the plants may have health concerns due to complexities involved in the manufacturing processes. | To uphold ethical standards for Positive human rights and health and safety all ICIL's plants are accredited by global standards such as BSCI, SEDEX and ISO 45001-2018. Regular training on topics including health and safety, fire safety, disaster readiness etc. are provided to all our human resources. | Positive |
| 5 | Business Ethics and Integrity and Code of Conduct | Risk | ICIL's brand and reputation are of utmost priority as we engage with customers around the globe. To protect and enhance its brand value, the Company is committed to conducting its operations ethically and establishing good governance across the organization. | The 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. 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 15% through the use of renewable energy sources by 20252. Sustainable Procurement of Raw Materials (Fabric): Goal: Procure raw materials sustainably to minimize environmental impact.<ul style="list-style-type: none">• Increase the share of sustainably procured material to 60% by 20303. Water Neutrality: Goal: Achieve water neutrality to conserve this precious resource.<ul style="list-style-type: none">• FY 2023-24: Improved water efficiency, using 39 KL/MT in the current financial year as compared to 45.4 KL/MT in FY 2022-23.4. 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 2025• Continue the commitment to zero waste, ensuring all waste is responsibly managed by 20305. Inclusive Growth: Improve community and lives by creating shared value.<ul style="list-style-type: none">• Positively impact 350,000 lives by creating shared value by 2025 and 5,00,000 by 2030• Empower 75,000 farmers and enhance their livelihood through sustainable cotton projects covering 60,000 acres by 2025. Extending the reach to 1,00,000 farmers by extending the projects to cover 1,00,000 acres of land by 2030• Contribute to afforestation efforts to combat climate change by planting 50,000 trees by 2025 and 100,000 trees by 2030.6. Health & Safety: Continue to have Zero Fatalities7. 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% by 2025 | | | | | | | | |
| 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 2023-24: Continued efforts brought emissions down by 6.2% (Kg CO2/Kg of production) compared with last year 2022-23.2. Sustainable Procurement of Raw Materials (Fabric): Goal: Procure raw materials sustainably to minimize environmental impact.<ul style="list-style-type: none">• FY 2023-24: Progress maintained at 22%, 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">• FY 2023-24: Improved water efficiency, using 39 KL/MT in the 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 2023-24, we improved the lives of 5,64,967 individuals, building on the initial impact of 121,019 lives in FY 2018-19.5. Empowering cotton farmers and supporting sustainable cotton projects remain a priority. By FY 2023-24, our efforts positively impacted 42,060 farmers, signifying substantial progress.6. Enhancing sustainability in cotton projects, we covered 1,71,041 acres under sustainable practices in FY 2023-24, making commendable strides towards responsible farming.7. As part of our contribution to combat climate change, our tree plantation initiative successfully planted 23,298 trees in FY 2023-24, further demonstrating our dedication to reforestation since its inception in FY 2018-19. | | | | | | | | |

| 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 |
|---|--|----------------------------|---------------------------|--------------------|--------------------|-------------------|------------------------------|------------------------|-----------------------|
| Governance, leadership and oversight | | | | | | | | | |
| 7. The Company is committed to make the business sustainable and socially responsible. We have always believed in driving business with purpose and operating responsibly and aligning business with sustainability goals. We would like to communicate that we are progressing well on Environmental, Social and Corporate Governance parameters which are marked by several projects undertaken, with focus on sustainability across our factory locations and value chain. We are committed to protect our employees' health and well-being and support the weaker and underprivileged sections of our society through our CSR initiatives. The Company has made substantial progress in the sustainability journey towards reducing overall emissions by making a positive impact on the environment and society. The key projects across various focus areas are: | <ul style="list-style-type: none">• Sourcing the ingredients sustainably: Procuring raw materials sustainably to minimize environmental impact. Company is working closely with farmers to educate / build sustainability practices.• Manufacturing sustainably: By increasing usage of renewable sources of energy and reducing wastages of raw materials and other resources. Investing in products and processes that are energy efficient.• Optimizing use of water: By conserving, limiting usage, facilitating re-use and reducing fresh water consumption.• Building sustainable packaging options: Reducing overall use of PVC polybags, usage of self-fabric bags and FSC certified packaging products.• Reducing carbon footprints: Steps taken to shift portion of Company energy supply from thermal to renewal sources. | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | <p>Mr. Kailash R. Lalpuria Executive Director & CEO Telephone number - 022 43419500 E-mail id - info@indocount.com</p> | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | <p>Yes, the entity has a specified ESG & CSR Committee of the Board responsible for decision making on sustainability-related issues. The Committee is responsible for overseeing and directing the entity's sustainability strategy, policies, and initiatives.</p> | | | | | | | | |

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | | | | | | |
|---|--|----|----|----|----|----|----|----|----|---|----|----|----|----|----|----|----|----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | As a practice, BRSR policies of the Company are reviewed periodically or on a need basis by respective Department Heads, Business Heads and Executive Directors. During this assessment, the efficacy of the policies are reviewed and necessary changes to policies and procedures are implemented by the respective Committees of the Board of Directors. | | | | | | | | | Need based review or review driven by statutory requirements/ amendments depending on the nature of the policy. | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | The Company is in compliance with the extant regulations as applicable and the same are reviewed by the Board of Directors on quarterly basis. Further, Statutory Compliance Certificate on applicable laws is provided by the Executive Director & CEO, Director (Works) and the Company Secretary & Compliance Officer to the Board of Directors on quarterly basis. | | | | | | | | | Need based review or quarterly review depending on the nature of the policy. | | | | | | | | |

11.

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

We have a comprehensive functional review system, supported by an independent internal audit process that evaluates all key policies. An external independent firm conducts the internal audit during the year.
12.

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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



Essential Indicators

Our directors, Key Management Personnel (KMPs), employees, and workers receive priority training and education on operationally pertinent principles. To improve comprehension and compliance, we have conducted a number of training and awareness programs throughout the financial year. The information below offers details on the scope and effect of various programs.

1.

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

| Segment | Total Number of Training and Awareness Programmes held | Topics/principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|---|--|--|--|
| Board of Directors | 1 | Awareness on the provisions of SEBI Listing Regulations and Insider Trading Regulations | 100% |
| Key Managerial Personnel | 2 | Code of Conduct, POSH Act Awareness, firefighting Training | 100% |
| Employees other than BoD and KMP's (including contractual and parttime employees) | 10 | Posh/Fire & Safety, SAP Training, POSH Act Awareness, Advance Excel & PowerPoint Training, Safety Training, 5S Training, Health Environment, First Aid, Step Audit Implementation, firefighting Training | 100% |
| Workers (including contractual and parttime employees) | 1,311 | Posh/Fire & Safety, Health Environment, First Aid, firefighting Training, Safety Importance and Mock Drill | 100% |
2.

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

During the year FY 2023-24, 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.

NA
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 responsible for protecting our reputation by conducting business with integrity in our interactions with business partners, consumers, and public authorities. Our zero-tolerance policy towards bribery and corruption applies to all our operations, strictly prohibiting any form of bribery and corruption. Our policy also addresses issues such as money laundering, gifts and hospitality, conflicts of interest, and more.

https://www.indocount.com/images/investor/Anti-Bribery-and-Anti-Corruption-Policy_231226_021711.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 2023-24 | FY 2022-23 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 47 | 49 |

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 2023-24 | FY 2022-23 |
|----------------------------|---|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | 6.92% | 7.67% |
| | b. Number of trading houses where purchases are made from | 613 | 569 |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | 48.72% | 56.39% |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | 10.49% | 11.67% |
| | b. Number of dealers / distributors to whom sales are made | 14 | 15 |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | 99% | 98% |

| Parameter | Metrics | FY 2023-24 | FY 2022-23 |
|------------------|--|------------|------------|
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | - | - |
| | b. Sales (Sales to related parties / Total Sales) | 9.45% | 13.11% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 100% | 100% |
| | d. Investments (Investments in related parties / Total Investments made) | 7.38% | 6.86% |

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 |
|---|---|--|
| 4 | Grievance Redressed mechanism <ul style="list-style-type: none">• Quality• Traceability• Testing Parameters | 100% of onboarded suppliers are fully covered by the Company's Code of Conduct for Suppliers, which requires them to complete these training programs. |

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 Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. In order to avoid/manage conflicts of interest, the Company obtains annual declarations from the members of its Board and Senior management personnel and ensures requisite approvals as required under the applicable laws are taken prior entering into transactions to prevent conflict of interest, if any. 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 2023-24 | FY 2022-23 | Details of improvements in environmental and social impact |
|-------|------------|------------|---|
| R&D | 58% | 42% | During the year, we have undertaken research and development on various sustainability projects, including Pure Earth and Regenerative Cotton. We constantly strive to become more sustainable and reduce our carbon footprint. Recognizing that sustainability is the future, we have invested heavily in this area, as evidenced by our substantial R&D spending in sustainability and circularity. These projects are continually enhanced each year, bringing us closer to reaching our sustainability goals. |
| Capex | 12.94% | 11.4% | FY 23-24: We have installed 8MW ground mounted Solar at Arniwada for Bhilad Unit and Biogas Balloon with 125 KVA DG Set-2 for Kagal unit FY 22-23: We have built an Effluent Treatment Plant (ETP) at our Kagal (Kolhapur) manufacturing facility in order to increase our recycling capacity which is a key step as we plan to achieve Zero Liquid Discharge status by year 2030 |

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- 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 have one of the largest facilities with MIG labeling capability across all units, thanks to our extended supply chain compliance ensuring sustainable practices throughout the sourcing chain. 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.
- 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 2030. Currently, around 22% 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. –

| Product | Process to safely reclaim the product |
|--------------------|---|
| a. Plastics | We are in the process of replacing packaging material to sustainable alternatives. 82% 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. –

The organisation 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. 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 2023-24 | FY 2022-23 |
| Packing Material, Yarn & greige | 2.81% | 3.47% |

2. 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 2023-24 | | | FY 2022-23 | | |
|--------------------------------|------------|----------|-----------------|------------|----------|-----------------|
| | Re-Used | Recycled | Safely Disposed | Re-Used | Recycled | Safely Disposed |
| Plastics (including packaging) | - | 829 | - | - | 652.27 | - |
| E-waste | - | 7.80 | - | - | 5.63 | - |
| Hazardous waste | - | 5.10 | 2,255.10 | - | 4.67 | 987.70 |
| Other waste | 14,480.90 | 1,189.40 | - | 10,277.70 | 1,126.60 | - |

3. 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 | 958 | 507 | 53% | 958 | 100% | - | - | 958 | 100% | - | - |
| Female | 93 | 43 | 46% | 93 | 100% | 93 | 100% | - | - | 93 | 100% |
| Total | 1,051 | 550 | 52% | 1,051 | 100% | 93 | 9% | 958 | 91% | 93 | 9% |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 67 | 15 | 22% | 67 | 100% | - | - | 32 | 48% | - | - |
| Female | 6 | 2 | 33% | 6 | 100% | 6 | 100% | - | - | 6 | 100% |
| Total | 73 | 17 | 23% | 73 | 100% | 6 | 8% | 32 | 44% | 6 | 8% |

- 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 | 2,368 | 694 | 29% | 2,368 | 100% | - | - | - | 100% | - | - |
| Female | 207 | 1 | - | 207 | 100% | 207 | 100% | - | - | 207 | 100% |
| Total | 2,575 | 695 | 27% | 2,575 | 100% | 207 | 8% | - | 100% | 207 | 8% |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 2,931 | 2,931 | 100% | 2,931 | 100% | - | - | - | - | - | - |
| Female | 812 | 812 | 100% | 812 | 100% | 812 | 100% | - | - | 812 | 100% |
| Total | 3,743 | 3,743 | 100% | 3,743 | 100% | 812 | 22% | - | - | 812 | 22% |

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

| Particulars | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.034% | 0.028% |

*Workmen compensation, Medicare and Group health insurance have been factored into the calculation of this question.

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 2023-24 | | | FY 2022-23 | | |
|------------------------------|--|--|---|--|--|---|
| | 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 | 100% | 100% | Yes | 100% | 100% | Yes |
| Others - WC (please specify) | 100% | 100% | Yes | 100% | 100% | Yes |

3. Accessibility of workplaces

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

Yes, we understand how crucial it is to comply with the demands of the Rights of Persons with Disabilities Act, 2016, and we are doing proactively to address the needs of people with disabilities. Our company has put in place a number of measures to provide accessible infrastructure to 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, the Company provides equal opportunities for employment in the Company based on the merit and business needs irrespective of gender, caste, religion, race, etc. In addition to being required by state and local laws and regulations, we still believe that our policies on equal employment opportunities are essential because they are consistent with our core values and make a significant contribution to the communities where we live and work.

https://www.indocount.com/images/investor/Equal-Opportunity-Policy_231226_021752.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% | 100% | 100% | 100% |
| Total* | 100% | 100% | 100% | 100% |

*The Company provides maternity and paternity leaves to the employees and workers.

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 well-defined grievance redressal mechanism in place. The Employee Grievance Redressal policy outlines the procedure, responsibilities and timelines for addressing the concerns/ complaints. Employees can raise their grievances to respective functional head / HOD which are resolved through discussions. HOD/Reporting Manager informs HR on Grievances which need HR interventions. Grievances which need further attention is taken forward by HR to Management for final Redressal in a time bound manner. |
| Non-Permanent Employees | Yes | |
| Permanent Workers | Yes | Permanent workers or their representatives can raise their grievances in areas like wages, discrimination, human rights related issues etc. 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 worker 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 2023-24 | | | FY 2022-23 | | |
|----------------------------------|--|---|---------|--|---|---------|
| | 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 | 1,051 | - | - | 979 | - | - |
| Male | 958 | - | - | 897 | - | - |
| Female | 93 | - | - | 82 | - | - |
| Total Permanent Workers | 2,575 | 1,500 | 58.25% | 2,547 | 1,164 | 45.7% |
| - Male | 2,368 | 1,472 | 62.16% | 2,362 | 1,160 | 49.1% |
| - Female | 207 | 28 | 13.53% | 185 | 4 | 2.2% |

Note: No Union in Bhilad HT location.

8. Details of training given to employees and workers:

Through numerous training courses, we have a robust and varied agenda for transferring skills to employees and workers. However, we do not have a break-up in the employee training for health and safety measures and skill upgradation, thus consolidated numbers are reported for employees.

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|-----------|--------------|-------------------------------|---------|----------------------|---------|--------------|-------------------------------|---------|----------------------|---------|
| | 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 | 958 | 958 | 100% | 614 | 64% | 897 | 897 | 100% | 150 | 17% |
| Female | 93 | 93 | 100% | 93 | 100% | 82 | 82 | 100% | 12 | 15% |
| Total | 1,051 | 1,051 | 100% | 707 | 67% | 979 | 979 | 100% | 162 | 17% |
| Workers | | | | | | | | | | |
| Male | 2,368 | 2,368 | 100% | 383 | 16% | 2,362 | 1,444 | 61% | 73 | 3% |
| Female | 207 | 207 | 100% | 22 | 11% | 185 | 163 | 88% | 36 | 19% |
| Total | 2,575 | 2,575 | 100% | 405 | 16% | 2,547 | 1,607 | 63% | 109 | 4% |

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

| Category | FY 2023-24 | | | FY 2022-23 | | |
|------------------|--------------|--------------|-------------|--------------|------------|-------------|
| | Total (A) | No. (B) | % (B/A) | Total (C) | No. (D) | % (D/C) |
| Employees | | | | | | |
| Male | 958 | 958 | 100% | 897 | 897 | 100% |
| Female | 93 | 93 | 100% | 82 | 82 | 100% |
| Total | 1,051 | 1,051 | 100% | 979 | 979 | 100% |
| Workers | | | | | | |
| Male | 2,368 | - | - | 2,362 | - | - |
| Female | 207 | - | - | 185 | - | - |
| Total | 2,575 | - | - | 2,547 | - | - |

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. Indo Count Industries Limited 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 have implemented ISO 45001:2018 and according to standard 6.2 clause, separate procedure is available for Hazard identification and Risk Assessment for 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. This record is reviewed once in year or incident, legal changes. Additionally, we conduct training, mock drills, safety talks and seminars for raising awareness of the workers. We undertake sufficient measures to mitigate these hazards and ensure effective communication of these measures to the workers.
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
- Yes, the workers and employees are covered for health and accidental insurance. Additionally, we have 24 hours operational occupational health center with all resources/basic paramedical services, doctors, ambulance etc. All the employees/ worker of the entity has access to non-occupational medical and healthcare services.

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

| Safety Incident/Number | Category | FY 2023-24 | FY 2022-23 |
|---|-----------|------------|------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | - | 1 |
| | Workers | 1 | 1 |
| Total recordable work-related injuries | Employees | - | 0 |
| | Workers | 77 | 1 |
| 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 2023-24 | | | FY 2022-23 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 | - | - | - | - | - | - |
| Health & Safety | - | - | - | - | - | - |

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 audit on Health and Safety practices is conducted on weekly basis. Statutory Authority i.e. Directorate Industrial Safety and health, Boiler Inspector, Electrical Inspector inspect the plant premises and ensure the health and safety practices on yearly basis. We are ISO 45001 certified which is for Health and Safety standard. The customer nominated external audit agency assess the entire premises based on their code of conduct and the nos. of the audits are two or three in one month. |
| Working Conditions | 100%. Internal audit on working condition is conducted on weekly basis. Statutory authority i.e. Factory Inspector, Boiler Inspector, GPCB Authority, Gujarat Labour Officer, Assistant Labour Commissioner, Electrical Inspector inspect the factory premises when they have scheduled inspection. We are ISO 9001, 14001, 45001, SMETA, BSCI approved. The customer nominated external audit agency assess the entire premises based on their code of conduct and the nos. of the audits are two or three in one month. |

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 was necessitated by the Company during the year under review. However, the Company provide safety training covering new employees and workers (including contractual) as well as periodic refresher training to inculcate safety awareness in employees and adopt the best practices. The Company has also adopted processes designed to prevent serious or fatal accidents.

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, as the policy does not distinguish between causes of death.

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 payments 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 that the same has been deposited by the Value Chain Partner to the exchequer. In case any deviation is observed, the Company issues notices or penalizes them or ceases business dealing 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:

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|--|------------|---|------------|
| | FY 2023-24 | FY 2022-23 | FY 2023-24 | FY 2022-23 |
| Employees | - | - | - | - |
| Workers | - | - | - | - |

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 Value Chain Partners wherein it is expected to provide a safe and healthy workplace for their employees and contractors. Further, 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 |
|-----------------------------|---|
| Health and safety practices | 9.1% of our suppliers undergo social audits such as SMETA-4 which covers worker's safety and security. |
| Working Conditions | In addition, Walmart, representing 22% of our total business by value, implements numerous measures to ensure a safe working environment for its employees and workers. |

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.
The stakeholders are critical to our business operations and their interests has a key influence on our business strategy. Based on the value chain for the business and interactions with the stakeholders, we group the stakeholders considering the expectations and requirement from the Company.

In order to understand the stakeholder expectation and to integrate the same into our business strategy, we have a undertaken an end-to-end review of our business value chain to identify our 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, meetings, website, Phone, conferences (if any), visit to manufacturing facility | Continuous | Product & service related. |
| Employee | No | Email, meetings (including workshop and inductions), website, notice board | Continuous | HR & operation related. |
| Community | Yes | Field visit, Focus Group discussions, CSR Projects & Engagements | Continuous | Community initiatives & service related. |
| Regulatory Authorities | No | Industrial Forums, Email, meetings, website | Periodical | Ease of doing business, National and International trade development, Reducing Socio-economic imbalances by Policies amendments, improvements. |
| Shareholders and Investors | No | One-on-one meetings, Board presentations, Annual General Meetings, Reports, Investor Presentations | Quarterly | Continuous access to capital, enabling to make progress on strategies and goal. Shareholder voting rights. |
| Business Partners | No | Meetings, Email, Phone | Ad hoc (Need Based) | 1. General Business Management 2. General Services for business needs. 3. Adherence to SOPs, compliances and regulations. |
| Suppliers and Vendors | No | Direct Interactions, Email, SMS, WhatsApp, Online Portal | Continuous | Procurement of materials & service related, Performance review on product and service as per the requirement. |

PRINCIPLE 5 Businesses should respect and promote human rights



Essential Indicators

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

We are committed to uphold human rights, 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 2023-24 | | | FY 2022-23 | | |
|------------------------|--------------|---------------------------------------|-------------|--------------|---------------------------------------|--------------|
| | Total (A) | No. of employees/ workers covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 1,051 | 1,051 | 100% | 979 | 979 | 100% |
| Other than permanent | 73 | 73 | 100% | 77 | 77 | 100% |
| Total Employees | 1,124 | 1,124 | 100% | 1,056 | 1,056 | 100% |
| Workers | | | | | | |
| Permanent | 2,575 | 2,575 | 100% | 2,547 | 2,547 | 100% |
| Other than permanent | 3,743 | 3,743 | 100% | 2,928 | 2,864 | 97.8% |
| Total Workers | 6,318 | 6,318 | 100% | 5,475 | 5,411 | 98.8% |

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

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|----------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
| | 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 | 958 | - | - | 958 | 100% | 897 | 897 | 100% | - | - |
| Female | 93 | - | - | 93 | 100% | 82 | 82 | 100% | - | - |
| Other Than permanent | | | | | | | | | | |
| Male | 67 | - | - | 67 | 100% | 69 | 69 | 100% | - | - |
| Female | 6 | - | - | 6 | 100% | 8 | 8 | 100% | - | - |

| Category | FY 2023-24 | | | | | FY 2022-23 | | | | |
|-----------------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
| | 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 | 2,368 | - | - | 2,368 | 100% | 2,362 | - | - | 2,362 | 100% |
| Female | 207 | - | - | 207 | 100% | 185 | - | - | 185 | 100% |
| Other Than permanent | | | | | | | | | | |
| Male | 2,931 | - | - | 2,931 | 100% | 2,257 | 2,198 | 97.4% | 20 | 0.9% |
| Female | 812 | - | - | 812 | 100% | 671 | 646 | 96.3% | - | - |

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) | 4 | 3,40,03,433 | - | - |
| Key Managerial Personnel (KMPs) | 2 | 61,50,000 | - | - |
| Employees other than BoDs/KMPs | 952 | 10,84,548 | 93 | 9,07,391 |
| Workers | 2,367 | 3,25,337 | 207 | 1,74,242 |

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

| | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| Gross wages paid to females as % of total wages. | 5.67% | 5.46% |

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 respective facility is responsible for addressing the human rights issue.

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

We have in place a Human Rights Policy with the objective of ensuring adherence and commitment to meeting social responsibilities as a principal employer and respecting the human rights of all our stakeholders. The HR Head and Plant Head of the Company at the respective locations are responsible for overseeing practices related to human rights in the organisation.

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

| Category | FY 2023-2024 | | | FY 2022-23 | | |
|-----------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | 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 |
| 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 adopted a Policy on 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. Further, the Company has also adopted a Whistle Blower Policy which enables the employees to report concerns about unethical behavior, actual or suspected fraud or violation of Code of Conduct. The mechanism provides for adequate safeguards against victimization of employees and provides direct access to the Chairman of the Audit Committee on concerns relating to financial matters.

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

Yes, the Company undertakes necessary due diligence before entering any agreement/contract with the Suppliers to ensure that there are no violations of the human rights of the Suppliers' 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 will be used, 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, and employees shall enjoy the freedom of association.

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 9 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 suitability 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_231226_021754.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:

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

**In accordance with the Company's policy on Code of Conduct for Value Chain Partner, all Value Chain Partner must treat all employees with respect and dignity and exhibit zero tolerance towards workplace discrimination, child labour engagement, 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.*

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 2023-24 (GJ) | FY 2022-23 (GJ) |
|--|--------------------------|--------------------------|
| From Renewable sources | | |
| Total electricity consumption (A) | 77,935.36 | 46,157.05 |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | - | - |
| Total energy consumption (A+B+C) | 77,935.36 | 46,157.05 |
| From NON- Renewable sources | | |
| Total electricity consumption (D) | 5,28,476.00 | 3,99,081.21 |
| Total fuel consumption (E) | 19,41,212.26 | 15,42,625.64 |
| Energy consumption through other sources (F) | - | - |
| Total energy consumption (D+E+F) | 24,69,688.27 | 19,41,706.85 |
| Total energy consumption (A+B+C+D+E+F) | 25,47,623.60 | 19,87,864 |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 0.00007645 GJ/₹ | 0.00007141 GJ/₹ |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | 0.0017 | 0.0016 |
| Energy intensity in terms of physical output | 0.024 GJ/ million meters | 0.026 GJ/ million meters |
| Energy intensity (optional) – the relevant metric may be selected by the entity | | |

**For year 2022-23 onwards- Kagal T3 HT+Gokul HT+Spinning Gokul+ Thane Office+NP Office+Bhilad Data considered.*

**Electricity: Total non-renewable purchase electricity+ Renewable Electricity + Renewable purchase electricity considered.*

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

Yes, third party verification of above base data is done for FY 2023-24 by Bluwin agency. Calculations are done using standard norms/conversion factors

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 2023-24 | FY 2022-23 |
|--|------------------------------|------------------------------|
| Water Withdrawal by Source (in kilolitres) | | |
| (i) Surface Water | 7,22,473 | 6,04,220 |
| (ii) Ground Water | 2,41,162 | 1,49,706 |
| (iii) Third Party Water (As per MIDC Bill) | 8,22,630 | 9,68,885 |
| (iv) Seawater/Desalinated Water | - | - |
| (v) Others | 8,90,073 | 5,51,552 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 26,76,338 | 22,74,363 |
| Total volume of water consumption (in kilolitres) | 26,76,338 | 22,74,363 |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.000080 | 0.000082 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 0.00179 | 0.00181 |
| Water intensity in terms of physical output | 0.0256 KL/ million meters | 0.0295 KL/ million meters |
| Water intensity ratio (optional) – the relevant metric may be selected by the entity | - | - |

*For year 2022-23 - The reported numbers includes information about our new manufacturing facility in Bhilad.

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

No, however, we have continuous monitoring and reporting about water withdrawal, utilization and recycling.

4. Provide the following details related to water discharged:

| Parameters | FY 2023-24 | FY 2022-23 |
|--|------------|------------|
| 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 | 7,42,873* | 6,03,416* |
| (iv) Sent to Third parties | | |
| No treatment | - | - |
| With treatment – please specify level of treatment | 6,06,676** | 6,22,731** |

| Parameters | FY 2023-24 | FY 2022-23 |
|--|------------------|------------------|
| (v) Others | | |
| No treatment | - | - |
| With treatment – please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | 13,49,549 | 12,26,147 |

*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 50% 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.

With these expansions in place, we anticipate a significant reduction in freshwater consumption from the current 50% to 25% by the end of the first quarter of the financial year 2023-2024. These strategic initiatives demonstrate our commitment to conserving water resources and advancing towards our ZLD objectives.

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. In this section, we provide details of air emissions by our entity for the current and previous financial years. By transparently sharing this information, we aim to demonstrate our dedication to minimizing air pollution and continuously improving our environmental performance.

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|--|------|------------|------------|
| NOx | MT | 75.63 | 61.14 |
| SOx | MT | 344.01 | 280.85 |
| Particulate matter (PM) | MT | 118 | 125.42 |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – please specify Carbon Monoxide (CO) | MT | 45.08 | 61.69 |

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:

We are making investments in cutting-edge technology, moving to renewable energy sources, and rethinking how we run our factories to lower our carbon footprint. In order to completely reduce carbon emissions from our operations, we have established aggressive goals.

| Parameter | Unit | FY 2023-24 | FY 2022-23 |
|--|---|--|--|
| 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 | 1,85,242.7 MT CO ₂ e 171.9 MT Biogenic CO ₂ | 1,47,947.8 MT CO ₂ e 213.2 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 | 1,05,108 MT | 78,707 MT |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent / per Lakhs of Turnover | 0.000009 | 0.000008 |
| 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) | | 0.000195 | 0.000181 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | tCO ₂ e / million meters | 0.0028 | 0.0029 |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | - | - |

For Scope-2: Non-renewable purchased electricity considered.

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 of above base data is done for FY 2023-24 by Bluwin agency.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details-
- Kolhapur - Power:
 - Renewable Energy: Enhanced existing biogas capacity to generate more power output (Genset capacity increased from 125 KVA to 250 KVA). This reduced MSEB power requirement by almost 490,000 units annually.
 - Energy Efficiency: Installed IE3 energy-efficient motors and efficient pumps in the ETP expansion project to conserve energy.
 - Steam Optimization: Reduced steam output pressure from 5 bar to 4 bar, increasing backpressure turbine power output by 20%.
 - Efficient Blowers: Installed a high-efficiency blower at the Non-Colored ETP to maintain dissolved oxygen (DO) levels, resulting in 10% power conservation compared to conventional blowers.
 - Natural Lighting: Installed skylights in the new TOB unit to utilize natural lighting, reducing power requirements from MSEB.
 - Kolhapur - Steam/Coal:
 - Installed a steam dryness fraction meter on the steam header to monitor steam dryness for better heat transfer, generating savings in fuel/coal.
 - Kolhapur - Alternate Sources of Energy:
 - Initiated the use of green fuel (biomass) in boilers. This fuel is mixed with coal and fed to the boiler, allowing up to approximately 10% biofuel usage, reducing coal (fossil fuel) requirements.
 - Kolhapur - Capital Investment on Energy Conservation:
 - Completed an additional 1.25 MW solar installation, reducing MSEB power requirements by almost 1.8 million units annually.

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

Through several programs, we are dedicated to creating a waste-free planet. Our goal is to build a world without waste, and we are actively taking steps to make this vision a reality. We prioritize using plastic as little as possible and work to cut down on the garbage our factories produce. We can improve the environment and work towards a more sustainable future if we band together.

| Parameter | FY 2023-24 | FY 2022-23 |
|--|---|---|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 254.1 | 162.9 |
| E-waste (B) | 5.4 | 2.40 |
| Bio-medical waste (C) | 0.01 | 0.016 |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | 2.4 | 1.99 |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) 1. Used Oil 2. Sludge Waste | 1. Used Oil: 5.09 2. Sludge Waste: 2255.1 | 1. Used Oil: 0.90 2. Sludge Waste: 1,591.2 |
| 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: 11575.6 2. FRC/NFRC: 2640.7 3. Metal: 98.5 4. Paper: 1090.8 5. Plastic: 574.9 6. Others: 264.5 | 1. Fly Ash: 3,412.4 2. FRC/NFRC: 801.4 3. Metal: 61.7 4. Paper: 639 5. Plastic: 225.8 6. Others: 285 |
| Total (A + B + C + D + E + F + G + H) | 18,767.1 | 7,184.7 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 0.00000056 | 0.00000047 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 0.0000126 | 0.0000104 |
| Waste intensity in terms of physical output | 0.000180 MT/million meters | 0.000169 MT/million meters |
| 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 | 2,031.3 | 1,789.2 |
| (ii) Re-used | 14,216.3 | 9,941.6 |
| (iii) Other recovery operations | - | - |
| Total | 16,247.6 | 11,730.8 |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | - | - |
| (ii) Landfilling | 2,255.1 | 987.7 |
| (iii) Other disposal operations | 264.5 | 336.1 |
| Total | 2,519.7 | 1,323.9 |

*For year 2022-23 - The reported numbers includes information about our new manufacturing facility in Bhilad.

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.

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

We are committed to implement effective waste management practices which aim to minimize environmental impact and promote sustainability. Additionally, our Company has adopted a comprehensive strategy to reduce the usage of hazardous and toxic chemicals in both our products and processes. We prioritize the responsible management of such waste to ensure the safety of our employees, communities, and the environment.

The biological sludge hazardous waste Cat.35.3 generated from our ETP treatment facility undergoes a carefully designed process to ensure its proper management. Initially, the sludge drained from the ETP is collected in a dedicated sludge tank before being directed to the Thickner tank. From the Thickner tank, the supernatant water is recycled back into the ETP process, while the thick sludge at the bottom is fed into a Screw press. Within the Screw press, the sludge is efficiently separated into two parts. The water portion, extracted from the screw press, is once again recycled within the ETP system. The remaining sludge, consisting of approximately 15% to 20% solid content and 80% water content, is carefully directed to a sludge dryer. This specialized equipment facilitates the drying process, resulting in sludge powder with a moisture content of 8%. It is important to note that we strictly adhere to environmentally responsible practices and refrain from utilizing any hazardous or toxic chemicals throughout our processes. The dried sludge, meeting the necessary moisture criteria, is disposed of through an Authorized CHWTSDF (Centralized Hazardous Waste Treatment, Storage, and Disposal Facility). By implementing these meticulous procedures, we ensure the safe and sustainable management of our biological sludge hazardous waste, minimizing any potential negative impacts on the environment.

We have replaced conventional petrochemical dyes with alternate “Natural dyes” under Pure Earth category of dyed/printed fabrics. These natural dyes are made from waste extracts of plants/fruits and are pure organic dyes, thereby reducing the usage of synthetic dyes. Ensuring usage of compliant dyes & chemical in process, we are a registered member at ZDHC and we ensure our products meet ZDHC MRSL norms. More than 95% of our input dyes & chemicals are meeting ZDHC norms.

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 |
|--------|-------------------------------------|----------------------------|--|
| 1 | MIDC, Kagal- Hatkanangale, Kohlapur | Textile Manufacturing Unit | Environment Clearances and Consent to Establish and Operate have been obtained from designated government authorities |
| 2 | MIDC, Gokul Shirgaon, Kohlapur | Textile Manufacturing Unit | Environment Clearances and Consent to Establish and Operate have been obtained from designated government authorities |

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 adhere to pertinent environmental laws, rules, and directives in India. Coordinating the application of our site environmental management system is crucial, and it is done by our devoted and knowledgeable Environment, Health, and Safety experts at each site. They supervise environmental performance, support internal environmental coordination, advise line management, and keep open lines of communication with local communities and regulatory bodies. With this strategy, we can act ethically and fully solve environmental issues.

Leadership Indicators

- 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
- 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.- NA
- 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 | Kolhapur - Power | <ol style="list-style-type: none"> Renewable Energy: Enhanced existing biogas capacity to generate more power output (Genset capacity increased from 125 KVA to 250 KVA). Energy Efficiency: Installed IE3 energy-efficient motors and efficient pumps in the ETP expansion project to conserve energy. Steam Optimization: Reduced steam output pressure from 5 bar to 4 bar, increasing backpressure turbine power output by 20%. Efficient Blowers: Installed a high-efficiency blower at the Non-Colored ETP to maintain dissolved oxygen (DO) levels, resulting in 10% power conservation compared to conventional blowers. Natural Lighting: Installed skylights in the new TOB unit to utilize natural lighting, reducing power requirements from MSEB. | <ol style="list-style-type: none"> This initiative reduced the annual MSEB power requirement by nearly 490,000 units. Improved system efficiency resulting in energy conservation This initiative increased the backpressure turbine power output by 20% This resulted in an impressive 10% power conservation compared to traditional blowers This resulted in a decrease in the power demand from MSEB. |
| 2 | Kolhapur - Steam/ Coal: | Installed a steam dryness fraction meter on the steam header to monitor steam dryness for better heat transfer. | Lead to savings in fuel and coal consumption |
| 3 | Kolhapur - Alternate Sources of Energy: | Initiated the use of green fuel (biomass) in boilers. | This fuel is mixed with coal and fed into the boiler, enabling up to approximately 10% biofuel usage, which reduces the need for coal (fossil fuel). |
| 4 | Kolhapur - Capital Investment on Energy Conservation: | Completed an additional 1.25 MW solar installation. | Lowering MSEB power demands by nearly 1.8 million units per year |

- 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 Indo Count, 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.

5. 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 underscores our commitment to environmental sustainability throughout our supply chain. By adhering to stringent standards outlined in the policy, our value chain partners actively mitigate environmental impact. This includes minimizing biodiversity loss and deforestation, promoting soil management practices, conserving critical ecosystems, and reducing waste and emissions. Additionally, partners are encouraged to adopt energy-efficient measures and comply with all relevant environmental regulations. Through these concerted efforts, our partners contribute significantly to our shared goal of environmental responsibility and sustainable business practices. https://www.indocount.com/images/investor/Supplier-Ethics-and-Compliance-Policy_231226_021756.pdf

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

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

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 rivalry.

| 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 |
|--------|---|---|--|--|---|
| 1. | Engagement on ‘Ease of Doing Business’ initiatives on harmonizing State, Central laws and compliances to DPIIT, TEXPROCIL and other trade bodies. Inputs on Free Trade Agreement with EU, UK, ASEAN to FICCI, CII, TEXPROCIL on home textile business aspects. Fixation of Export benefits norms to TEXPROCIL and FEIO. 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 represents itself through membership with Trade and Industry associations and/or directly at the Government forums in a responsible and transparent manner. Also, Company provides its feedback from time to time to Government on issues related to ease of doing business, Sustainability through its authorized representatives on various forums / Government Department. | No | Reviewed by relevant business management as and when basis required. | https://www.indocount.com/images/investor/Public-and-Regulatory-Policy.pdf |

PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development.



Essential Indicators

- 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. However, we plant to conduct Social Impact Assessment in the year ahead.

| 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 |
|---|----------------------|----------------------|---|--|---|
| CSR Impact Assessment mainly in the areas of works for Health, Education, Environment and Agriculture Livelihood domains. | NA | NA | Conducted by Independent Agency called SoulAce Consulting Pvt. Ltd. | Yes | https://www.indocount.com/about-us/csr/impact-assessment-report |

- 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 taken any projects that require Rehabilitation and Resettlement.

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

Our commitment to responsible corporate citizenship includes the improvement of the community and the resolution of issues. We support open contact to better understand the problems of the local community living close to our locations. We make sure that correct documentation, an investigation, and suitable action are taken in situations when grievances are raised. Our commitment to proactive community involvement and responsive actions reflects our ongoing work to establish trusting bonds and make a positive difference in the wellbeing of the communities where we operate.

We have established a system at all our plants for receiving written complaints and feedback from the community. These written communications are processed by the respective departments for resolution.

Our CSR teams regularly visit the community representatives at each site to record their feedback and complaints, which are then addressed in consultation with management.

We have scouts positioned at various locations to work directly with farmers and resolve their issues locally. These interactions also provide valuable feedback to our management team.

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

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

| | FY 2023-24 | FY 2022-23 |
|---|------------|------------|
| Directly sourced from MSMEs/ small producers | 54% | 57% |
| Sourced directly from within the district and neighboring districts | 42% | 40% |

- 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 2023-24 | FY 2022-23 |
|--------------|------------|------------|
| Rural | - | - |
| Semi-urban | 4% | 13% |
| Urban | 90% | 82% |
| Metropolitan | 6% | 5% |

Leadership Indicators

- 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

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

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

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

No, the Company does not have a preferential procurement policy where preference is given to purchase from supplies comprising marginalized / vulnerable groups. A common sourcing policy that is based on attributes, quality, costs and capability is followed. However, the eco-friendly cotton produced is bought back from the marginal farmers under the Gagan project.

- From which marginalized / vulnerable groups do you procure?

Not applicable

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

Not applicable

- 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

- 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 | 46,913 | 68% |
| 2 | Education | 77,871 | 58% |
| 3 | Water & Sanitation | 1,35,300 | 63% |
| 4 | Agriculture & Livelihood Initiative | 52,040 | 47% |
| 5 | Environment Initiative | 4,605 | 83% |
| 6 | Rural Development | 1,850 | 82% |

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 our Company, we place a high value on effective communication and superior client service. We have provided a number of ways for customers to contact us in order to voice their complaints, offer comments, or request assistance. We pledge to respond to their issues right away and in a timely manner. Customers can contact our specialized email support to register inquiries, suggestions, or complaints.

- We provide 48 hour window to respond to customer emails/queries.
- Customer support Email: we have dedicated email support where customers register their questions/feedback/ grievance etc.
- CRM/Bazaar Voice: It is an automated ticketing system, where all e-comm related queries are being registered and addressed.
- Others: Also, we have dedicated link/support contact details on our corporate website to serve our customers.

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

| | As a Percentage to total Turnover |
|--|-----------------------------------|
| Environmental and Social parameters to the product | 30.79% |
| Safe and responsible usage | - |
| Recycling and/or safe disposal | - |

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

| | FY 2023-24 | | | FY 2022-23 | | |
|--------------------------------|--------------------------|-----------------------------------|---------------------|--------------------------|-----------------------------------|--------------------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | - | - | - | - | - | - |
| Advertising | - | - | - | - | - | - |
| Cyber-security | - | - | - | - | - | - |
| Delivery of essential services | - | - | - | - | - | - |
| Restrictive Trade Practices | - | - | - | - | - | - |
| Unfair Trade Practices | - | - | - | - | - | - |
| Other | 20 | - | E-commerce + Retail | 12 | - | 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>

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.

There were no underway actions with reference to issues in the past years 2023-24 and 2022-23.

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

Leadership Indicators

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

The information relating to various Company's product offerings including brand details are available on the website: <https://www.indocount.com/our-brands> Company's products are also listed on various e-commerce marketplace platforms. Moreover, enhanced information, content, benefits and educational details are being provided on the E-Commerce pages as well.

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 a mechanism to inform its customers on usage of products offered. Appropriate care instructions label / symbol is provided on the products and packaging. Continuous communication across the customers directly or through social media to explain about Company's products, innovations and new technology that are implemented to enhance product quality not limited to educating and creating awareness amongst our customers and society at large.

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

We maintain active communication channels with our customers, including customer support email and services like CRM Bazaar. These channels effectively enable us to proactively inform customers about any potential disruptions or discontinuation of 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. Indo Count does display product information & its relevant details on the product that is over and above mandated as per local law. It entails product features & benefits, testing certificates, care instruction, product specs, accreditations etc.