

## ANNEXURE : IV: BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

### SECTION A: GENERAL DISCLOSURE

#### I. Details of the Listed Entity

Sl. No	Particulars	Information/Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L18101KA1994PLC016554
2.	Name of the Listed Entity:	Page Industries Limited
3.	Year of incorporation:	1994
4.	Registered office address	Cessna Business Park, Tower-1, 7th Floor, Umiya Business Bay, Varthur Hobli, Bengaluru, Karnataka - 560103
5.	Corporate address:	Cessna Business Park, Tower-1, 3rd Floor, Umiya Business Bay, Varthur Hobli, Bengaluru - 560103
6.	E-mail	investors@jockeyindia.com
7.	Telephone	91-80-4945 4545
8.	Website	<a href="http://www.jockey.in">www.jockey.in</a>
9.	Financial year for which reporting is being done	31 March 2023
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 (INR)	111538740
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	code.green@jockeyindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together):	Standalone basis

#### II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of textile garments and clothing accessories	Licensee for the production, operations, and marketing of JOCKEY brand in India, Sri Lanka, Bangladesh, Nepal, Oman, Qatar, Maldives, Bhutan, and the UAE. Sole licensee of Speedo International Ltd. in India for the production, marketing, and distribution of the Speedo brand.	100%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacture of textile garments and clothing accessories	14101	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	17	1	18
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries including India)	9

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

Exports contribute to less than 1% of total turnover

c. A brief on types of customers

Page Industries is a B2C company with exclusive license for the production, operations, and marketing of the JOCKEY brand in India, Sri Lanka, Bangladesh, Nepal, Oman, Qatar, Maldives, Bhutan, and UAE with 1289+ Exclusive Business Outlets, 1,20,060+ Retail Network, 3062+ Large Format Stores (LFS) & E-Commerce.

Page Industries is also the sole licensee of Speedo International Ltd. in India for the production, marketing, and distribution of the Speedo brand with 30+ Exclusive Business Outlets and 1235 stores, E-Commerce. The products are targeted for customers who trust in quality and brand value.

### IV. Employees

18. Details as at the end of Financial Year:

1. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	3181	2702	85%	479	15%
2	Other than Permanent (E)	1384	682	49%	702	51%
3	Total employees (D + E)	4565	3384	74%	1181	26%
WORKERS						
4	Permanent (F)	20672	2182	11%	18490	89%
5	Other than Permanent (G)	1544	1102	71%	442	29%
6	Total workers (F + G)	22216	3284	15%	18932	85%

## 2. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	4	3	75%	1	25%
2	Other than Permanent (E)	0	0	0%	0	0
3	Total employees (D + E)	4	3	75%	1	25%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	54	12	22%	42	78%
5	Other than Permanent (G)	10	5	50%	5	50%
6	Total workers (F + G)	64	17	27%	47	73%

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	13	1	7.69%
Key Management Personnel	03	0	0%

## 20. Turnover rate for permanent employees and workers

	FY 23			FY 22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17%	19%	17%	12.86%	13.06%	12.96%	7.57%	12.13%	9.85%
Permanent Workers	61%	55%	56%	51.73%	47.01%	49.37%	77.13%	50.28%	63.70%

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

### 21. Names of holding / subsidiary / associate companies / joint ventures

Sl. 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)
	Nil	Nil	Nil	Nil

## VI. CSR Details

### 22.

- Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- Turnover (in ₹): 47886 Million
- Net worth (in ₹): 13710 Million

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 23			FY 22		
		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	Any grievances arising in the community, regarding Page's operations, are communicated through the Security personnel at the gate, employees, and through direct representation to the Unit HR Manager or in other forms. Grievances reported are reviewed, addressed, and communicated suitably. If required the issue is escalated to Sr. VP - HR, Admin & CSR, and ED & CEO for review.	-	-	-	-	-	-
Investors (other than shareholders)	The Stakeholder Relationship Committee oversees and reviews all matters connected with the redressal of Investor Grievances and complaints. Investor grievances can be reported in the following e-mail ID, investors@jockeyindia.com available on our company website.	-	-	-	-	-	-
Shareholders	Shareholder grievances can be reported in the following e-mail ID, investors@jockeyindia.com available on our company website	1	0	-	1	0	-
Employees and workers	The Company has established a Works Committee as per statutory requirements, in order to improve relations between employees and the employer; to provide an inclusive environment for employees to express their grievance without inhibition.  In addition to the Works Committee, the company has established a robust Grievance Redressal mechanism (grievance box) at all manufacturing units for non-staff members, wherein employees can drop their genuine grievances. A committee has been constituted under a senior-level manager to review and address grievances regularly. The same is being reviewed by Head HR - Manufacturing monthly. Unresolved issues, if any, are escalated to Executive VP - Manufacturing & Operations and Sr. VP - Human Resources and are resolved with the appropriate actions or closed with a suitable response. Major issues raised are shared with the CEO and MD as standard operating procedure.	279	16	In the financial year, 279 grievances were received by the company's employee Work's Committee, out of which 263 has been resolved through appropriate mitigation measures. The pending grievances are under management review for necessary action.	153	6	In FY 21-22, 153 grievances were received by the company's employee Work's Committee, all have been resolved through appropriate mitigation measures at present.
Customers	Customer complaints and feedback can be communicated via call (1800-572-1299 /1860-425-3333 Monday to Saturday, IST 10:00 AM to 7:00 PM), email (wecare@jockeyindia.com) and website in the help section on website (write to us: <a href="https://www.jockey.in/faqs">https://www.jockey.in/faqs</a> ). Customer care team addresses customer complaints and feedback as per SOP.  The company has a designated grievance officer ("Grievance Officer"), who is responsible for consumer grievance redressal. One can contact the Grievance Officer whose contact details have been described in the privacy policy, by visiting - <a href="https://www.jockey.in/page/privacy-policy">https:// www.jockey.in/page/privacy-policy</a>	-	-	-	-	-	-
Value Chain Partners	Supplier and vendor grievances are addressed during the dedicated one-on-one supplier meetings. In addition, all supplier grievances with respect to ethical conduct can be reported in the following e-mail ID, vendor.support@jockeyindia.com, available in Supply Chain Standards and Responsibilities Code for Supplier and Vendors.	-	-	-	-	-	-
Please refer to the webpage for relevant policy details	<a href="https://www.pageind.com/policies-documents">https://www.pageind.com/policies-documents</a>						

\*The grievances raised by employees and workers include the following categories: Canteen, Covid-19 protocol, EHS, Electrical, Housekeeping, HR, Mechanical, Medical, Shopfloor, Training and Transport



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

Material issue identified	Key Topics	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)
Economic Performance	Economic Performance	Opportunity	Creation of wealth for shareholders in a sustainable manner while exploring newer markets and at the same time providing intangible benefits to other stakeholders via business activities	PIL continues to deliver long-term economic value with consistent and sustainable business practices for all stakeholders including extended value chain by means of a strong governance framework.	Positive
Governance, Risks, and Compliance	Anti-Corruption Environmental Compliance Socio Economic Compliance	Risk	Transparent and ethical code of conduct to achieve business goals and zero tolerance against any unethical practices for responsible business conduct.	PIL is committed to upholding the ethical governance practice with robust risk management, code of conduct, POSH, whistle blower mechanisms	Negative
Energy and GHG Emissions	Energy Greenhouse Gas Emissions	Opportunity	The rise in global temperature is one of the pressing climate issues and hence it is imperative for the company to adopt strategies for managing and reducing GHG emissions.	PIL is committed to reduce the carbon footprint through large-scale adoption of renewable energy in its operations improving energy efficiency.	Positive
Water and Effluents	Water Effluents and Waste	Opportunity	Managing the significant water and wastewater related impacts improve the eco-efficiency of the business operations.	PIL is adopting water stewardship practices owing to limit dependence on freshwater through 3R approach (reduce, recycle and reuse).	Positive
Materials	Materials	Opportunity	Resource Efficiency results in enhancing competitiveness and reducing environmental liabilities.	PIL intends to increase its share of renewable and recycled raw materials and packaging materials.	Positive
Product Stewardship	Product Stewardship	Opportunity	Mitigating the environmental impacts of the products through innovative product design, standardised life-cycle management approach, etc., to facilitate a positive societal impact.	PIL is employing sustainable production practices with increased renewable materials and recycled materials to reduce the environmental impacts resulting from operations and product usage.	Positive
ResponsibleSupply Chain	Supply Chain Supplier Social Assessment Supplier Environmental Assessment Procurement Practices	Opportunity	Owing to the effect the supply chain has on the sustainability commitment of the company, it is imperative to align the suppliers with the organization’s goals and targets through a defined set of controls.	PIL continuously engages with its suppliers for propagating the sustainable agenda viz., Local and Fair Procurement practices, supplier assessments and responsible sourcing policies	Positive
Occupational Health and Safety	Occupational Health and Safety	Risk and Opportunity	A safe working environment for all employees is essential for driving business and retaining the workforce there by avoiding operational, financial, and reputational losses	OHS is at the crux of PIL’s culture and values. Page strives to provide a safe working environment by ensuring strict adherence to EHS policy and compliance audits.	Positive
Diversity and Equal Opportunity	Diversity and Equal Opportunity Human Right Employment Training & Education Non – Discrimination Human Rights Assessment	Opportunity	Diversity in the workforce improves the company’s performance as it increases the likelihood of diverse people together at the workplace. It is equally important for an organisation to avoid discrimination and uphold human rights in a diverse work environment.	PIL is an equal opportunity employer and believes that diversity fosters creativity, innovation and improves workforce agility. PIL respects Human rights and treats everyone with dignity and avoids all kinds of social injustice in the operations.	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.

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

Disclosure Questions	P1 (Please refer Point P1)	P2 (Please refer Point P2)	P3 (Please refer Point P3)	P4 (Please refer Point P4)	P5 (Please refer Point P5)	P6 (Please refer Point P6)	P7 (Please refer Point P7)	P8 (Please refer Point P8)	P9 (Please refer Point P9)
Policy and management processes									
a. Whether your company's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.pageind.com/policies-documents">https://www.pageind.com/policies-documents</a>								
2. Whether the company has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your company and mapped to each principle.	Oeko-Tex Certification, WRAP certification, NABL certificate, Integrated Management System based on ISO standards (ISO 45001, ISO 14001, ISO 9001, ISO 50001), ZDHC-MRSL, WASH pledge, UNSDGs, GRI standards and UNGC								

<p>5. Specific commitments, goals and targets set by the company with defined timelines, if any.</p>	<p><b>Economic Performance</b></p> <ol style="list-style-type: none"> <li>1. To be a 1 billion USD (revenue) company by FY 2026 through increased market presence, diversified product portfolio and innovation, and R&amp;D</li> <li>2. Commitment to introduce safety, climate, water, and inclusion nudge factors in investment evaluation</li> <li>3. Commitment to increase the economic value delivered to the vulnerable/disadvantaged sections in the regions that we operate in</li> </ol> <p><b>Governance, Risk, and Compliance</b></p> <ol style="list-style-type: none"> <li>1. Computation of compliance score for FY 2021-22 based on the established Compliance Score System and improvement to attain maximum score by FY 2025</li> <li>2. Integrate ESG Risks in ERM by FY 2025</li> </ol> <p><b>Energy and GHG Emissions</b></p> <ol style="list-style-type: none"> <li>1. Reduce Energy Intensity (GJ/Million Minutes Produced) by 17% by FY 2023-24 against FY 2019-20 baseline</li> <li>2. Reduce emissions intensity by 15% by FY 2025 and 30% by FY 2030, in alignment with India's NDCs against the FY 2019-20 baseline</li> <li>3. Reduce purchase of grid electricity by 17% through Renewable Energy by FY 2030 against FY 2019-20 baseline</li> </ol> <p><b>Water and Effluents</b></p> <ol style="list-style-type: none"> <li>1. Improve water-use efficiency by 20% by FY 2030 against the average of last three FY (FY18 - FY21) consumptions</li> <li>2. Reduction in Fresh Water by 20% by FY 2025 against average of last three financial years (FY 18-21) consumptions</li> <li>3. Conducting Water Neutrality feasibility study across manufacturing units in FY 21 22</li> <li>4. Zero Liquid Discharge by FY 2024 (only for ETP at Unit 21)</li> </ol> <p><b>Materials</b></p> <ol style="list-style-type: none"> <li>1. All vendors/suppliers (Fabric, Elastic, Yarn) will be Oeko-Tex Certified by June 2022</li> <li>2. 100% Recycling and Management of Single Use plastics in packaging by December 2022</li> </ol> <p><b>Responsible Supply Chain</b></p> <ol style="list-style-type: none"> <li>1. Sustainability Assessment will be conducted for all critical suppliers from FY 2021-22</li> <li>2. Assess critical supplier-side GHG emissions and accordingly establish a baseline for future emission reduction by FY 2021-22</li> <li>3. Implementation of RSL policy by March 2023</li> </ol> <p><b>Occupational Health and Safety</b></p> <ol style="list-style-type: none"> <li>1. Zero Waste to Landfill with 100% traceability by 2024</li> <li>2. Phasing Out All Restricted Substances in Manufacturing and Supply Chain in Compliance with ZDHC (Level 3) by FY 2024</li> <li>3. Occupational Health Illness Tracking by FY 2023 and Mitigation by FY 2025</li> <li>4. Safety Management System at all Retail Stores by FY 2023</li> <li>5. 100% Implementation of WASH Pledge and Third-Party Audit by FY 2023</li> <li>6. A Digital Incident and Accident Management System to be Implemented</li> <li>7. Behavioural Safety Systems certification by FY 2024</li> <li>8. To Achieve 0.8 Safety Training Index by FY 2023</li> </ol> <p><b>Product Stewardship</b></p> <ol style="list-style-type: none"> <li>1. All new development of vendors/suppliers (Fabric, Elastic, Yarn) will be OEKO-TEX certified by June 2022</li> <li>2. Improve design for extended life (service delivery/washes)</li> <li>3. Responsible management of materials during product design and development</li> <li>4. Continue to Increase the use of Renewable/Sustainable/Recycled Materials</li> </ol> <p><b>Diversity and Equal Opportunity</b></p> <ol style="list-style-type: none"> <li>1. Assess and Maintain Gender Pay Parity</li> <li>2. 100% sensitization towards prevention of Sexual Harassment and awareness to all employees including contract employees</li> </ol>
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<p>6. Performance of the company against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p><b>Energy and GHG Emission</b></p> <ol style="list-style-type: none"> <li>1. Energy Intensity at 54 (GJ/ Million Minutes Produced) achieving 16% reduction against FY 19-20</li> <li>2. GHG Emission (Scope 1&amp;2) Intensity at 7.34 (tCO<sub>2</sub>e/ Million Minutes Produced) achieving 34% reduction against FY 19-20</li> <li>3. 32% of total energy consumption is from renewable sources</li> </ol> <p><b>Water and Effluents</b></p> <p>2.82% of treated water recycled and reused</p> <p><b>Materials</b></p> <p>As per the EPR registration, the company has a target to recycle 572 MT of plastic packaging which is the average of FY 20-21 &amp; FY 21-22 pre &amp; post-consumer plastic packaging generated. 100% of the recycling target has been achieved as of February 2023.</p> <p><b>Responsible Supply Chain</b></p> <ul style="list-style-type: none"> <li>• RSL was launched for the supply chain in May 2022 and has come into enforcement from January 2023. Identified RSL substances are monitored and controlled in phases through capacity building, due diligence testing, audits, and other mechanisms to manage the implementation over the next three years.</li> </ul> <p><b>Product Stewardship</b></p> <ul style="list-style-type: none"> <li>• For new development of vendors, OEKO-TEX certification has been established as a compliance audit requirement before the engagement of vendors</li> <li>• Responsible management of materials during product design and development through weekly monitoring of raw material sampling procurement.</li> </ul> <p><b>Governance, Risk, and Compliance</b></p> <ul style="list-style-type: none"> <li>• Compliance Score has been computed based on the automated compliance scoring methodology established. The compliance process will be improved to attain and maintain maximum scores.</li> </ul> <p><b>Diversity and Equal Opportunity</b></p> <ul style="list-style-type: none"> <li>• Ensuring 100% sensitization towards prevention of Sexual Harassment and awareness among all employees including contract employees. POSH Awareness programs are conducted yearly once in all our manufacturing facilities including staff, non-staff, and contract workers. For all new employees, the awareness session is conducted during the induction. Feedback forms are collected from the employees on the training understanding and effectiveness.</li> <li>• Gender pay parity and Diversity &amp; Equal Opportunity assessment are being conducted at the workplace.</li> </ul> <p><b>Economic Performance</b></p> <ul style="list-style-type: none"> <li>• Sustainability impact assessments of investments are being carried out using the established Climate Nudge Factor.</li> </ul> <p><b>Occupational Health &amp; Safety</b></p> <ul style="list-style-type: none"> <li>• Behaviour - based safety system launched in June 2022</li> <li>• 0.60 safety training index at manufacturing location</li> <li>• 100 million safe working hours achieved (16th June 2022 to 10th November 2022)</li> </ul>
Governance, leadership and oversight	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed company has flexibility regarding the placement of this disclosure)</p>	<p>Refer sustainability report FY 22-23</p>



8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Page has instituted a Sustainability Steering Committee (SCOM) that oversees the implementation, monitoring, and reporting of sustainability, ESG performance and Business Responsibility policies of the company.</p> <p>The committee is headed by the company's Managing Director and overlooked by Board</p>
9. Does the company have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes.</p> <p>The Sustainability Steering Committee is headed by the company's Managing Director and overlooked by the Board. The committee includes Managing Director, Chief Financial Officer, Chief Human Resource Officer, Chief People Officer, Chief Operating Officer, Chief Marketing Officer, President &amp; Chief of Manufacturing &amp; Operations, and functional heads responsible for driving the sustainability strategy and its implementation across the organization.</p>

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by the Director/Committee of the Board/Any other Committee	Frequency (Annually/ Half-yearly/ Quarterly/ Any other – please specify)
Performance against above policies and follow up action	Yes. The Board annually conducts performance review against each of NGRBC principles and give suggestions for improvisations as and when needed	
Compliance with statutory requirements of relevance to the principles and rectification of any non – compliance	PIL ensures to comply with the statutory requirements of each principle and the company also conducts frequent compliance audits for ruling out any non-conformities.	

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

Policies wherever stated have been approved by the Board/Committee of the Board / Senior Management of the Company. All policies and processes are subject to audits and reviews done internally in the Company from time to time.

From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various business heads and approved by the management or Board.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. The Company does not consider the principles material to its business (Yes/No)	Not Applicable								
2. The Company is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
3. The Company does not have the financial or/human and technical resources available for the task (Yes/No)									
4. It is planned to be done in the next financial year (Yes/No)									
5. Any other reason (please specify)									



## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators

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

The trainings are conducted on the principles of NGRBC related to CoC, EHS, Human Rights, business responsibilities etc. The programmes mentioned below covers few aspects related to CoC, Human Rights, and business responsibilities.

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	During the year, the Board of Directors were familiarised through various awareness sessions on an array of issues pertaining to business, regulations, economy, ESG etc. In addition, as a part of quarterly Board and Committee Meetings, all the Board Members are also apprised on developments in the Company, key regulatory changes on the governance front i.e., Guidelines/Regulations/Circulars by IRDAI, SEBI and MCA. The Key Managerial Personnel of the Company are also part of the Board and Committee Meetings wherein the above referred presentations are made.		100%
Key Managerial Personnel			
Employees other than BoD and KMPs	Employees undergo training on Code of Conduct, Human Rights Policies, EHS policy etc. at the time of induction and periodically thereafter.		100%
Workers			

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	None	NA	NA	NA	NA
Settlement	None	NA	NA	NA	NA
Compounding fee	None	NA	NA	NA	NA
Non-Monetary					



	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	None	NA	NA	NA	NA
Punishment	None	NA	NA	NA	NA

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

Not Applicable

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

Anti-corruption and bribery are a part of PIL's Code of Conduct for its Board of Directors and employees. The Code of conduct is communicated to all employees at the time of joining and periodically through the employee portal. PIL and its employees do not offer or give any company funds or property as donations to any government agency or its representative, directly or through intermediaries unless mandated under applicable laws, to obtain any favourable performance of official duties.

The company's zero tolerance towards unethical behaviour including corruption and bribery is communicated to all vendors and supply chain partners through Supply Chain Standards and Responsibilities Code for Suppliers and Vendors.

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

	FY 23	FY 22
Directors	None	None
KMPs	None	None
Employees	None	None
Workers	None	None

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

	FY 23		FY 22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	None	None	None	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	None	None	None	None

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

Not applicable, as there were no charges of corruption and conflicts of interests on any employees and other stakeholders of PIL.

### Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2 (ESG & GHG Accounting, Restricted Substances List)	P2, P6	81.11%



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 Code of Conduct outlines the guidelines for board members and employees to avoid instances of conflicts of interests. For more details, refer to PIL's Code of Conduct.

## 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 22-23	FY 21-22	Details of technologies/ projects	Details of improvements in environmental and social impacts
Capex	0.2%	1.70%	Replacement of Clutch motors with Servo motors	Investment in the initiative has resulted in energy savings of 1,90,444 kWh in FY 21-22 and FY 22-23
	0.2%	-	Go Green Machine	Reduction of water consumption in socks production
	0.1%	-	Hook & EYE metal forming machine	To reduce dependency on import, which in turn helps in limiting carbon emission from multiple transport
	0.0%	-	Solar Inverter	Increased use of renewable source
	1.0%	-	Foam Moulding Project	Improvement in energy efficiency
	0.7%	-	Solar Power generation	Increasing Solar Energy consumption and thereby reducing grid electricity dependency
	0.1%	-	LED tube light	FTL to LED has resulted in energy savings of 53,232 kWh in FY FY 22-23
	0.2%	-	Replacement of LPG with PNG	Replacement of LPG with PNG results in lower atmospheric emissions of sulphur dioxide (SO <sub>2</sub> ), carbon monoxide (CO), reactive hydrocarbons and carbon dioxide. It is beneficial in terms of safety as well.  10% reduction in GHG emissions is expected from the investment in PNG to replace LPG (based on GHG protocol Emission Factors from Cross-Sector)
	-	0.20%	Retro fitment of 50HP compressors with VFD	Investment in the initiative has resulted in energy savings of 46,896 kWh in FY 21-22
	-	5.50%	FHS & sprinkler upgradation	Continuous improvement of Health and safety
	-	1.10%	Chemical auto dosing & J Box	Manual mixing of chemical has been eliminated
	-	0.20%	Metal detector	Metal contamination elimination is ensured in manufactured elastic
R&D	-	0.40%	Automated guided Vehicle	Investment in this material movement equipment has reduced manual movement

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

Yes, the Company has established a Responsible Sourcing Policy to communicate its position and expectations with respect to the responsible sourcing of goods and services to its value chain partners. The Policy aligns with the organisation's procurement commitments and Sustainability goals. The Policy promotes accountability for decisions, actions, and continual improvement in the performance of suppliers / vendors, hence making the supply chain more sustainable. The policy includes a set of requirements which requires all suppliers / vendors of the Company to adhere to.

3. If yes, what percentage of inputs were sourced sustainably?

% of renewable raw materials in Jockey Products (Fabric Ordering)	82%
% of renewable packaging material (Jockey)	49%
% of suppliers covered for RSL Implementation	44 suppliers
% of vendors with OEKO-tex certificate	100%

4. 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.

PIL is committed to reducing the environmental impact of its operations as outlined in the target "100% Recycling and Management of Single Use plastics

in packaging by December 2022". Accordingly, Page Industries initiated the process to reclaim the plastic packaging wastes by registering with CPCB for Extended Producer Responsibility (EPR). In FY 2023, 572 tonnes of plastic wastes are reclaimed and recycled. The plastic wastes generated in operations are safely disposed to authorised vendors for recycling. E-Wastes generated from operations are also sent to authorised vendors for recycling. In FY 2023, 7.33 tonnes of E-Wastes are safely disposed through recyclers. Hazardous Wastes are carefully handled throughout the operations and are sent to recyclers or incinerated. A significant portion of Non-Hazardous wastes viz., Rubber and Elastic wastes are diverted to fuel recovery.

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

Yes, A clear implementation roadmap has been established to collect and recycle equivalent quantity and quality of pre-and post-consumer plastic packaging in line with the Extended Producer Responsibility (EPR) regulations. PIL has been successfully registered as a brand owner in CPCB (Central Pollution Control Board) as per the updated EPR regulations released by MoEF & CC (Ministry of Environment, Forest and Climate Change) in February 2022. As per the EPR registration, the company has a target to recycle 572 MT of plastic packaging which is the average of FY 20-21 & FY 21-22 pre & post-consumer plastic packaging generated. 100% of the recycling target has been achieved as of February 2023.

## Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
14101	Product Style 2714	1.32	The boundary for the life cycle assessment of the product style is Cradle to Grave	Yes	The life cycle analysis is currently under progress and the results of the same will be communicated once complete



2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

The life cycle analysis is currently under progress and the results of the same will be communicated in next reporting cycles. Based on the assessment, a long-term strategy would be developed to mitigate the identified environmental and social impact by choice of input materials and its production routes.

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

Indicate input material	% Recycled packaging material to total packaging material consumed (by quantity)	
	FY 23	FY 22
Packaging Material (Jockey)	49%	53%

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

	FY 23	FY 22
	Recycled	Recycled
Plastics (including packaging)	572	9

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Jockey and Speedo Packaging	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:

Category	% of employees covered by										
	Total (A)	Group Medical Health Insurance (Including ESIC)		Group Personal Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2702	2702	100%	2702	100%	-	-	-	-	-	-
Female	479	479	100%	479	100%	479	100%	-	-	-	-
Total	3181	3181	100%	3181	100%	479	15%	-	-	-	-
Other than Permanent employees											
Male	682	682	100%	Covered under ESIC		-	-	-	-	-	-
Female	702	702	100%			702	100%	-	-	-	-
Total	1384	1384	100%			702	51%	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Group Medical Health Insurance (Including ESIC)		Group Personal Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	2182	2182	100%	Covered under ESIC	-	-	-	-	-	-	
Female	18490	18490	100%		18490	100%	-	-	-	-	
Total	20672	20672	100%		18490	89%	-	-	-	-	
Other than Permanent workers – Contract Workers											
Male	1102	1102	100%	Covered under ESIC	-	-	-	-	-	-	
Female	442	442	100%		442	100%	-	-	-	-	
Total	1544	1544	100%		442	29%	-	-	-	-	

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

Retirement Benefits	FY 22-23			FY 21-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	7%	100%	Y	14%	100%	Y
Others – please specify	-	-	-	-	-	-

**3. Accessibility of workplace**

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

Yes, the offices of the company are accessible to differently abled employees and workers in line with Rights of Persons with Disabilities Act, 2016. The installed features include ramps and lift facilities.

**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 has a Diversity and Inclusion Policy that aims at providing fair employment and collaboration opportunities without discrimination based on Differential Ability, Race, Ethnicity, Gender, Preference, Religion and Beliefs, Sexual Orientation and Nationality. The company strives to integrate fairness and equality into all business processes including, but not limited to, recruitment, promotion, development, remuneration and termination.



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

	Permanent employees	
Gender	Return to work rate	Retention rate
Male	-	-
Female	90.0%	91.67%
Total	90.0%	91.67%

\*Parental leave benefits only available for female employees and workers

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	PIL has a robust whistle-blower policy in line with regulatory requirements stated in Section 177 of the Companies Act of 2013 for the employees and directors to raise their concerns and incidents of unethical behaviour. The mechanism also outlines the provision of adequate safeguards for the employees including Directors and has a provision of direct access to the MD or Chairman of the Audit Committee in exceptional cases. In addition, employees can raise their concerns to the Works committee at all units.  PIL has also created a grievance box at all manufacturing units for employees and workers to post their grievances/suggestions. The committee constituted of senior leadership reviews the grievances regularly and will be inspected monthly by the Head of HR – Manufacturing. The unresolved issues may be escalated to the President – Manufacturing & Operations and CHRO and MD in case of major concerns
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

The company does not have any employee associations. The company, however, recognises the right to freedom of association and does not discourage collective bargaining.

8. Details of training given to employees and workers:

Category	FY 23					FY 22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Male	2702	2702	100%	2702	100	2,633	2,633	100%	2,633	100%
Female	479	479	100%	479	100	458	458	100%	458	100%
Total	3181	3181	100%	3181	100	3,091	3,091	100%	3,091	100%
Workers										
Male	2182	2182	100%	2182	100	2,466	2,466	100%	2,466	100%
Female	18490	18490	100%	18490	100	22,173	22,173	100%	22,173	100%
Total	20672	20672	100%	20672	100	24,639	24,639	100%	24,639	100%

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

Category	FY 23			FY 22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2702	2611	97%	2633	2406	91%
Female	479	453	95%	458	393	86%
Total	3181	3064	96%	3091	2799	91%
<b>Workers</b>						
Male	2182	1903	87%	2466	1478	60%
Female	18490	7088	38%	22173	5462	25%
Total	20672	8991	43%	24639	6940	28%

## 10. Health and safety management system:

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

Yes, The company strives to ensure a safe working environment for all employees and workers based on EHS policy across the operating locations and surrounding communities. EHS scope of PIL encompasses safety related trainings and awareness, Safety audits, Operational control procedures, Emergency response plan etc.,

The company has a robust Integrated Management System and is currently in the process of getting ISO certified by a third-party certifying agency. ISO 45001 standard for occupational health and safety management is developed as an integral part of the system. At present, Page is ensuring that its well-defined EHS operational controls are in line with the requirements of ISO 45001 and ISO 14001. Safe operating procedures and guidelines are derived from relevant Indian standard codes.

- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
  - For routine activities, hazards are identified through HIRA based on IS: 15656:2006 standard. To ensure quality of risk assessment, HIRA is carried out by trained and certified personnel.
  - For non-routine activities, hazards are

controlled through a well-defined safe work permit system.

- Significant risks are identified, and appropriate control measures are implemented to strengthen the OHS management system

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

Yes. The employees are trained to report near-miss and hazards using reporting cards placed near suggestion boxes. Employees and contract workers are trained on work-related hazards and safety measures to be taken through standard operating procedures, work instructions, and OHS manuals.

To manage unpredictable incidents and to reduce the impact it causes on life, property and environment within and outside the organisation, Page has established a comprehensive Onsite Emergency Plan (OEP) which encloses detailed procedures, assigned responsibilities and employee guidance. This Onsite Emergency Plan (OEP) identifies the potential hazards existing in the plant and specifies the actions to be taken by the unit management, in the event of any emergency situations. This plan gives the guidelines for employees, contractors, transporters etc., and defines responsibilities of various individuals about rescue operations, evacuations, rehabilitation, coordination, and communication. In case of an emergency, priority and special care is given for evacuation of children, expecting mothers and differently abled persons.

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

Yes. PIL has a well-established health monitoring system for all its employees covering 100% of the workforce and contract workers including caterers and housekeepers. Every manufacturing unit has a medical dispensary with a dedicated team of doctors, nurses, ambulance facilities, and medical supplies. The medical dispensary operates throughout the manufacturing unit's shift timings. The organization's doctors perform health check-ups periodically and any findings are addressed immediately. Ambulance facility at all units ensures the seamless transportation to the nearest hospital for treatment. Employee State Insurance (ESI) corporation's health camps are also organized periodically. In addition, PIL is paying its contractor company to facilitate contract workers' health insurance services.

The health services provided to employees covers both occupational and non-occupational health issues. In addition to general health checks, job specific health check-ups such as audiometry, eye check-up, tetanus immunization once in six months. In addition, the doctors conduct monthly prenatal check-ups for all expecting mothers, provide medications as necessary.

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

Safety Incident/ Number	Category	FY 23	FY 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.05	0
Total recordable work- related injuries	Employees	0	0
	Workers	3	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Page is committed to maintaining a healthy, safe, ergonomic, and clean working environment for all its

employees, contract workers, visitors, and stakeholders engaged in its business operations. To sustain its zero-harm work culture, the company has instituted several continuous improvement measures as follows,

### Occupational Health and Safety Management

The company is currently in the process of implementing an Integrated Management and is targeted to be in place by FY 2022-23. ISO 45001 standard for occupational health and safety management is developed as an integral part of the system. At present, Page is ensuring that its well-defined EHS operational controls are in line with the requirements of ISO 45001 and ISO 14001. Safe operating procedures and guidelines are derived from relevant Indian standard codes.

### EHS committee

The company has instituted an EHS committee at all operating facilities, to proactively manage OHS activities and promote participation of employees in the EHS management system. The committee is led by a factory manager with equal representation of workers. Daily safety meetings as well as weekly and monthly EHS committee meetings are carried out.

### OHS Risk Assessment

For routine activities, hazards are identified through HIRA based on IS: 15656:2006 standard. To ensure quality of risk assessment, HIRA is carried out by trained and certified personnel. For non-routine activities, hazards are controlled through a well-defined safe work permit system. Significant risks are identified, and appropriate control measures are implemented to strengthen the OHS management system. The employees are trained to report near-miss and hazards using reporting cards placed near suggestion boxes. Employees and contract workers are trained on work-related hazards and safety measures to be taken through standard operating procedures, work instructions, and OHS manuals.

### Safety Audit

Regular Health and Safety compliance audits are carried out across operating facilities. External third-party audits are also conducted to improve the effectiveness of the management system.

### Safety Training and Awareness Programs

Safety, role-based training programs are being conducted regularly and refreshed at periodic intervals. The leadership and management team are trained on aspects such as safety management systems, incident investigation, audit, and emergency management. Whenever a new safety risk is identified and/or when an accident takes place, the Training Plan and the Safety Operating Procedure are updated.

## EHS Communication and Engagement

Safety communication starts at the top level of the organisation and permeates across all grades of the business. By developing effective communication channels which engages with employees and enable individuals to communicate the safety related incidents opens up a two-way channel of communication in the organisation between the leadership team and workforce. In addition, employees are engaged through various safety campaigns and programs.

### Incident Reporting

The company has adopted Incident Reporting and Investigation methodology based on fishbone method, i.e., incidents are investigated with respect to man, material, method, environment, and machine, based on which root cause is identified, to examine all safety incidents to learn from incidents and prevent reoccurrence. The gaps identified and control measures implemented are communicated across all manufacturing facilities to strengthen the safety management system. Further, to continuously improve the prevention and management of incidents, incident and accident management systems will be digitized.

### Health Check-Ups

The company has a well-established health monitoring system for all its employees covering 100% of the workforce and contract workers including caterers and housekeepers. Every manufacturing unit has a medical dispensary with a dedicated team of doctors, nurses, ambulance facilities, and medical supplies. The medical dispensary operates throughout the

manufacturing unit's shift timings. The organization's doctors perform health check-ups periodically and any findings are addressed immediately. Employee State Insurance (ESI) corporation's health camps are also organized periodically. The health services provided to employees covers both occupational and non-occupational health issues. In addition to general health checks, job specific health check-ups such as audiometry, eye check-up, tetanus immunization once in six months. In addition, the doctors conduct monthly prenatal check-ups for all expecting mothers, provide advice and medicines as necessary.

### Occupational Health Risk Assessment

Occupational Health Risk Assessments are conducted to identify health hazards, assess potential health risks, prioritize, and determine appropriate control measures to protect the health and well-being of employees systematically and proactively. Occupational risks assessments are conducted as per guidelines from "National Institute of Occupational Health & OHSAS".

### Ergonomic Exercises

To promote ergonomics in the work culture and reduce occupational health risks, all employees in the manufacturing line take a break and perform stretching ergonomic exercises every 2 hours in a day. The stretching exercises focus on the neck, shoulders, low back, hand, and wrist. This effectively reduces the ergonomic risk factors and musculoskeletal pain among the workforce. 1-minute eye movement exercise is also conducted for workers who undertake manual quality testing of products.

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

	FY 23			FY 22		
	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	258	16	The pending grievances are under management review for necessary action.	134	6	-
Health & Safety	21	0		13	0	-

\*The grievances related to workplace conditions raised by employees and workers include the following categories, Canteen, Covid-19 protocol, Electrical, Housekeeping, HR, Mechanical, Medical, Shopfloor, Training and Transport.

\*\*The grievances related to Health and Safety raised by employees and workers include the following categories, PPE, ergonomics, mock-drill etc.

## 14. Assessments for the year.

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



## Safety Audit

Regular OHS Risk assessments and Health and Safety compliance audits are carried out across the company's operating facilities. External third-party audits are also conducted to improve the management system. In the current reporting period, 60% of Page's manufacturing locations were audited by third parties including CII, Prudent etc.

## Working Conditions Assessment

The company's manufacturing facilities are certified by Worldwide Responsible Accredited Production (WRAP). The WRAP certification program is promoted by the Association of American Apparel and Footwear Industry. WRAP audits Page's facilities on 12 principles namely,

- (i) Compliance with Laws and Workplace Regulations,
- (ii) Prohibition of Forced Labour
- (iii) Prohibition of Child Labour
- (iv) Prohibition of Harassment and Abuse
- (v) Compensation and Benefits
- (vi) Hours of Work
- (vii) Prohibition of Discrimination
- (viii) Health and Safety
- (ix) Freedom of Association and Collective Bargaining
- (x) Environment
- (xi) Customs Compliance
- (xii) Security

As a part of the certification, the operations of the Company are subject to assessment in the form of internal and external audits.

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

The company has adopted robust mechanisms to monitor, record, and mitigate unsafe conditions in the operating sites. The safety officers at the units monitor and record the unsafe conditions regularly and the same gets reviewed by management monthly to evaluate the actions taken.

## Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of
  - (A) Employees - Yes
  - (B) Workers - Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that statutory dues as applicable to the transactions within the remit of the Company are deducted and deposited in accordance with extant regulations. This activity is also reviewed as part of

the internal and statutory audits. With respect to tax credit available to PIL, reconciliation is done between various tax details realized by Income tax department (form 26AS), GST department (GSTR 2B) and books, wherever short fall cases are found, recovery will be done from the value chain partner vendor.

The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

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 are 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 23	FY 22	FY 23	FY 22
Employees	0	0	-	-
Workers	0	0	-	-

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)

No. The skill-development training provided during the tenure of employees are at par with industry standards equipping the employees with best-in-class skills.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	81.11%
Working Conditions	81.11%

81.11% of the company's strategic value chain partners have submitted self-assessment questionnaires for social impacts including Health and Safety practices and Working Conditions using PIL's supplier sustainability assessment methodology.

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

No corrective action plan has been necessitated on the above-mentioned parameters.



## 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.

PIL has identified and prioritised the internal and external stakeholders based on the influence they exert on the organizational decisions and activities. The company strives to maintain strong relationships with all stakeholder groups for maintaining the continued trust and brand reputation. We adopt a stakeholder-centric approach while making strategic decisions and driving business propositions leading to long-term value creation. The company has established effective mutual communication channels with all the all stakeholders groups as outlined in Question 2 of Principle 4.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	Yes, in some cases if qualified based on specified criteria such as gender, economic wellbeing etc.	<ul style="list-style-type: none"> <li>• Shop Floor meetings</li> <li>• Emails</li> <li>• Notice Board</li> <li>• Employee portals</li> <li>• Awareness Programs</li> <li>• Employee Magazine</li> <li>• Goal Setting Process and Performance appraisal</li> <li>• Reward and recognition programs</li> <li>• Employee involvement in CSR</li> <li>• Employee referral program</li> <li>• Sports and Cultural Activities</li> <li>• Page Academy and Centre of Excellence - Training sessions</li> <li>• Leadership Connect</li> <li>• Customer Orientation</li> <li>• Grievance Redressal Mechanism</li> <li>• Annual reward and recognition programs</li> </ul>	Ongoing, continuous	<ul style="list-style-type: none"> <li>• Employee engagement Productivity and Efficiency enhancement Training and Development Safety, Health and Wellbeing</li> <li>• Grievances Redressal Work-life balance</li> </ul>



Customers	Yes, in some cases if they qualify based on specified criteria such as gender, economic wellbeing etc.	<ul style="list-style-type: none"> <li>• Customer feedback mechanism</li> <li>• Grievance redressal mechanism</li> <li>• Ad campaigns</li> <li>• Social media</li> </ul>	Ongoing, continuous	<ul style="list-style-type: none"> <li>• Product - related information</li> <li>• Grievance Redressal</li> <li>• Customer feedback</li> </ul>
Investors	No	<ul style="list-style-type: none"> <li>• Investor relationship cell</li> <li>• Investor group meetings</li> <li>• Quarterly and annual results</li> <li>• Investor conferences</li> <li>• Annual Reports</li> <li>• Sustainability reports</li> </ul>	Quarterly/ Annually	<ul style="list-style-type: none"> <li>• Financial performance Return on Equity</li> <li>• Long-term business performance Risk assessment and Management</li> </ul>
Regulators	No	<ul style="list-style-type: none"> <li>• Submission of performance reports</li> <li>• Annual and Sustainability Reports</li> <li>• Compliance reports</li> <li>• Attending meetings and discussions held by regulatory bodies</li> </ul>	Need-based, Quarterly/ Annually	Statutory Compliances
Suppliers	No	<ul style="list-style-type: none"> <li>• Supplier Meets</li> <li>• Emails and posts</li> <li>• Feedback via grievance cell</li> </ul>	Need-based	<ul style="list-style-type: none"> <li>• Product quality Pricing and availability of raw materials</li> <li>• Environment aspects Safety Pricing and payment terms</li> <li>• Social and HR compliance</li> <li>• Supplier Well-Being</li> </ul>
Business Partners	No	<ul style="list-style-type: none"> <li>• Scheduled regular interactions Reports</li> <li>• Carrying out annual joint/ collaborative business plans with our distributors</li> </ul>	Need-based	<ul style="list-style-type: none"> <li>• Engagement support</li> <li>• Performance Review</li> </ul>
Financial Partners	No	<ul style="list-style-type: none"> <li>• Submission of performance reports</li> <li>• Annual Report</li> </ul>	Annual/ Quarterly	<ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Quarterly results</li> <li>• ESG practices</li> </ul>



Distributors	No	<ul style="list-style-type: none"> <li>• Regular discussions with the assigned Sales team member</li> <li>• Email correspondence</li> <li>• Data sharing and accounts statement checks on the PIP portal (Company)</li> <li>• Feedback from the Distributor sales team on the SFA tab</li> <li>• Distributor meets</li> </ul>	Ongoing	<ul style="list-style-type: none"> <li>• Retailer redistribution of Jockey Products</li> <li>• Stock availability and replenishment through an auto replenishment system.</li> <li>• Adequate funds to ensure all ARS POs are cleared on time. Price</li> <li>• Maintenance Warehouse</li> <li>• Hygiene Staffing and Field team as per norm</li> </ul>
Communities	Yes, in some cases if they qualify based on specified criteria such as gender, economic wellbeing etc.	<ul style="list-style-type: none"> <li>• Baseline Surveys</li> <li>• Focused Group Interviews</li> <li>• Surveys on various assessments through reputed NGO Based on inputs from the community through employees Referrals</li> <li>• Community representatives</li> <li>• School Development Committees</li> <li>• Through government officials</li> </ul>	Study and Need-based	<ul style="list-style-type: none"> <li>• Enabling better quality of life Less-privileged communities</li> <li>• In the geographical areas that the company functions</li> <li>• Impact Assessment and CSR Intervention Monitoring and Evaluation</li> </ul>

### Leadership Indicators

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

PIL's active engagements with stakeholders, the findings and the results serves as one of the key pillars for setting up business objectives. The company ensures that the business is conducted aligning with the stakeholder interests. The feedback from functions interacting with stakeholders are consulted extensively to understand organisational

capabilities, stakeholder needs and collaboratively develop sustainability strategies.

The feedback from such consultations is frequently communicated to the Sustainability Steering Committee (SCOM), comprising of Chief Executive Officer, Chief Financial Officer, Chief Human Resource officer and functional heads responsible for driving the sustainability strategy and its culture across the organization. The board is kept apprised on the various developments related to PIL's sustainability agenda by the CEO and feedback on the same is sought from the directors.



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

Yes, the stakeholder consultation either directly or through internal representatives have been employed to identify, assess the priority focus areas for the sustainability agenda of the company.

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

Page Industries is driven by the commitment of shared responsibility and shared sustainable value improving the delivery across the value chain. Women employees and workers form the major share of the workforce. PIL is continuously engaging with the women workforce for facilitating a safe working environment. The company provides a plethora of DEI programmes and facilities like creches, health check-ups for continuous engagement and livelihood opportunities. In addition, all the community development programmes are targeted for vulnerable and marginalised groups around the focus areas like healthcare, education.

## 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:

All employees and workers are trained on the company's Human Rights policies during induction and periodically during their tenure.

Category	FY 23			FY 22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Permanent	3,181	3,181	100%	3,091	3,091	100%
Other than permanent	1,384	1,384	100%	1073	1073	100%
<b>Total Employees</b>	<b>4,565</b>	<b>4,565</b>	<b>100%</b>	<b>4,164</b>	<b>4,164</b>	<b>100%</b>
<b>Workers</b>						
Permanent	20,672	20,672	100%	24,639	24,639	100%
Other than permanent	1,544	1,544	100%	1870	1870	100%
<b>Total Workers</b>	<b>22,216</b>	<b>22,216</b>	<b>100%</b>	<b>26,509</b>	<b>26,509</b>	<b>100%</b>

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

Category	FY 23					FY 22				
	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	2702	0	0%	2702	100%	2,633	0	0%	2633	100%
Female	479	0	0%	479	100%	458	0	0%	458	100%



Other than Permanent										
Male	682	24	3.52%	658	96.48%	549	40	7.29%	509	92.71%
Female	702	16	2.28%	686	97.72%	524	25	4.76%	499	95.24%
Workers										
Permanent										
Male	2182	0	0	2182	100%	2466	9	0.36%	2457	99.64%
Female	18490	4	0.02%	18486	99.98%	22173	430	1.94%	21743	98.06%
Other than Permanent										
Male	1102	630	57.17%	472	42.83%	1315	732	55.67%	583	44.33%
Female	442	364	82.35%	78	17.65%	562	486	86.48%	76	13.52%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category in INR	Number	Median remuneration/ salary/ wages of respective category in INR
Board of Directors (BoD)	12	-	1	-
Executive Directors	3	2,28,64,233	-	-
Non-Executive Directors*	9	-	1	-
Key Managerial Personnel	3	1,90,39,020	0	-
Employees other than BoD and KMP	2,697	6,00,012	479	4,03,008
Workers	2,182	2,22,984	18,490	2,10,780

\* Non-Executive Directors are not considered for Median calculation as they are entitled only for fixed sitting fee and fixed remuneration under Section 197(I)(ii) of the Companies Act, 2013.

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

The Company has in place Vigil Mechanism/Whistle Blower Policy to encourage employees to report matters without the risk of subsequent victimisation, discrimination or disadvantage. The Policy provides for a mechanism to report such concerns to the Chairperson of the Audit Committee of Company or to the Vigilance and Ethics Officer through specified channels. The [vigil mechanism/Whistle Blower Policy](#) is accessible to all stakeholders and available on the company's website for public access.

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

Employees can raise their concerns to the Works committee at all units. PIL has also set up grievance boxes at all manufacturing units for employees to post their grievances/suggestions. The committee constituted of senior managers reviews the grievances regularly and will be inspected monthly by the Head of HR – Manufacturing. The unresolved issues may be escalated to the President – Manufacturing & Operations and CHRO and CEO/MD in case of major concerns.

POSH Members are the focal point (Individual / Committee) responsible for addressing sexual discrimination/ discrimination impact or issues caused or contributed by the business.



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

	FY 23			FY 22		
	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	None	None	-	None	None	-
Discrimination at workplace	None	None	-	None	None	-
Child Labour	None	None	-	None	None	-
Forced Labour/Involuntary Labour	None	None	-	None	None	-
Wages	None	None	-	None	None	-
Other human rights related issues	None	None	-	None	None	-

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

The company through its policy encourages employees to report matters without the risk of subsequent victimisation, discrimination or disadvantage.

The identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law. The identity of the complainant will not be revealed unless he himself has made either his details public or disclosed his identity to any other office or authority. In the event of the identity of the complainant being disclosed, the Audit Committee is authorized to initiate appropriate action as per extant regulations against the person or agency making such disclosure. The identity of the Whistle-blower, if known, shall remain confidential to those persons directly involved in applying this policy, unless the issue requires investigation by law enforcement agencies, in which case members of the organization are subject to subpoena.

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

Yes, human rights form the part of business agreements and contracts and supplier sustainability assessments.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	The Company does not engage in any form of child labour/forced labour/ involuntary labour and does not adopt any discriminatory employment practices.
This is in compliance with the laws, as applicable.	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

**Human Rights Assessment**

The company's manufacturing facilities are certified by Worldwide Responsible Accredited Production (WRAP). The WRAP certification program is promoted by the Association of American Apparel and Footwear Industry. WRAP audits Page's facilities on 12 principles namely,

- (xiii) Compliance with Laws and Workplace Regulations,
- (xiv) Prohibition of Forced Labour
- (xv) Prohibition of Child Labour
- (xvi) Prohibition of Harassment and Abuse
- (xvii) Compensation and Benefits
- (xviii) Hours of Work
- (xix) Prohibition of Discrimination
- (xx) Health and Safety
- (xxi) Freedom of Association and Collective Bargaining
- (xxii) Environment
- (xxiii) Customs Compliance
- (xxiv) Security

As a part of the certification, the operations of the Company are subject to assessment in the form of internal and external audits.

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

None

#### Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

The Company is of the belief that it has upheld the basic principles of human rights. The Company regularly sensitises its employees on the Code of Conduct through various training programmes as well.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

The scope and coverage of Human rights due-diligence is detailed in Principle 3 and Principle 5

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?

Yes, the offices of the company are accessible to differently abled employees and workers in line with Rights of Persons with Disabilities Act, 2016. The installed features include ramps and lift facilities.

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	The company expects its value chain partners to be in compliance with the laws and regulation. The Supply Chain Standard and Responsibility Code and Responsible Sourcing Policy covers the compliance requirements related to Human Rights extensively. Self-assessment checklist for Human Rights assessment has been obtained from all strategic suppliers.
Discrimination at workplace	
Child Labour	
Forced Labour/ Involuntary Labour	
Wages	
Others - please specify	HR compliance and ESG audits are planned for the value chain.

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

None

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

#### Essential Indicators

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

Parameter	UoM	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Total electricity consumption (A)	GJ	67,438.49	55,551.48
Total fuel consumption (B)	GJ	54,838.43	39,875.96
Energy consumption through other sources (C)	GJ	0	0



Total energy consumption (A+B+C)	GJ	1,22,276.92	95,427.45
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/ Million Rupees	2.55	2.45
Energy intensity (optional) - the relevant metric may be selected by the entity	GJ/Million minutes produced	54	54.04

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

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

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:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
Water withdrawal by source (in ML)		
(i) Surface water (Government water supply)	28.34	24.63
(ii) Groundwater (Borewell water)	94.03	64.90
(iii) Third party water	97.06	74.62
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater)	0.46	0.54
Total volume of water withdrawal (in ML) (i + ii + iii + iv + v)	219.89	164.69
Total volume of water consumption (in ML)	194.55	146.55
Water intensity per rupee of turnover (Water consumed (ML)/ Turnover (₹ in billion))	4.06	3.78
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

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



Trade effluents are only generated in the company's Tape Dyeing unit, located at Hassan. In all other facilities, water is consumed mainly for domestic purposes. Domestic wastewater is treated in PIL's in-house Sewage Treatment Plants (STPs), and the treated water is reused for flushing, gardening, and road washing.

The trade effluents generated in Tape Dyeing Unit is treated in inhouse Effluent Treatment Plant. To reduce reject water, a three-stage reverse osmosis system is instituted. The treated water from ETP is recycled back into the production process and the ETP sludge is dried and handed over to authorized incinerators. Zero Liquid Discharge is under implementation for the plant to eliminate risk of effluent transportation and disposal. The implementation plan includes installation of Low-Temperature Evaporator (LTE) in a pilot scale.

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

Parameter	Specify Unit	FY 23	FY 22
NOx	tonnes	1.38	1.78
SOx	tonnes	0.51	0.74
Particulate matter (PM)	tonnes	2.56	3.78
Others- please specify Carbon Monoxide (CO)	tonnes	5.53	7.61

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.

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

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

Parameter	Specify Unit	FY 23	FY 22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	1,507	1,094
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	15,120	12,148
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO <sub>2</sub> e/Billion turnover in INR	347.22	340.72
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity	tCO <sub>2</sub> e/Million Minutes Produced	7.34	7.50

\*In FY 2023, the emission sources are regrouped and includes gases like CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O whereas FY 2022 includes only CO<sub>2</sub> gas.

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.

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

8. Does the entity have any project related to reducing GreenHouse Gas emission? If yes, then provide details.

Yes.

Page has taken considerable steps throughout the reporting year to reduce its own GHG emissions. In line with the long-term target, to reduce GHG emissions intensity by 15% by FY 2025 and 30% by FY 2030, in alignment with India's NDCs against the FY 2019-20 baseline, the following initiatives were adopted.





- Setting emission reduction targets and developing a roadmap to monitor execution
- Carrying out feasibility studies to adopt and invest renewable energy technologies in various units
- Investing in energy-efficient technologies

#### Year wise GHG emissions avoided

Financial Year	Scope 2 GHG emissions avoided
FY 22-23	422.14 tCO <sub>2</sub> e
FY 21-22	309.75 tCO <sub>2</sub> e

During the reporting year, 422.14 tCO<sub>2</sub>e of Scope 2 emissions have been avoided as a result of effective implementation of direct energy saving initiatives and solar energy consumption from rooftop PV.

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

Category of Waste	Description of Waste	Method of Waste disposal	Unit of Measurement	FY 22-23	FY 21-22
Hazardous Waste	Waste oil/Used oil	Recycled	Liters	4807.40	4182
	Oil filters and oil-soaked cotton	Incinerated	MT	3.07	1.45
	ETP sludge	Incinerated	MT	43.46	24.68
	Used battery	Recycled	MT	6.49	3.15
	Used chemical cans	Re-used	MT	4.83	2.51
	E- Waste	Recycled	MT	7.33	10.24
	Chemical contaminated waste	Incinerated	MT	3.40	-
	Biomedical waste	Incinerated	MT	0.10	2.14
	Sanitary Waste	Incinerated	MT	7.09	0.14
Non - Hazardous Waste	Fabric waste	Recycled	MT	4468.94	3400.94
	Paper and cardboard Waste	Recycled	MT	2528.15	1715.85
	Elastic waste	Recycled	MT	67.14	-
	Rubber and Elastic waste	Waste to Fuel (Calorific value harnessed in kilns for cement manufacturing by Dalmia Cement)	MT	355.5	316.52
	Plastic Waste	Recycled	MT	327.38	226.74
	Zero value waste such as broken sticker waste, lay paper etc.,	Incinerated	MT	211.08	76.01
	Metal waste	Recycled	MT	101.76	58.06
	Other Waste (Wooden, Gypsum, Rubber)	Incinerated	MT	1.23	-
	Food waste	Other recovery	MT	79.74	-
Total Waste (Except Waste/Used Oil)			MT	8216.69	5838.43

Category of Waste	Description of Waste	Unit of Measurement	FY 22-23	FY 21-22
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>				
<b>Recycled</b>				
<b>Hazardous Waste</b>	Waste oil/Used oil	Litres	4807.40	4182
	Used battery	MT	6.49	3.15
	E- Waste	MT	7.33	10.24
<b>Non - Hazardous Waste</b>	Fabric waste	MT	4468.94	3400.94
	Paper and cardboard Waste	MT	2528.15	1715.85
	Plastic Waste	MT	327.38	226.74
	Metal waste	MT	101.76	58.06
	Elastic waste	MT	67.14	-
<b>Total Waste Recycled (Except Waste/Used Oil)</b>		MT	7507.19	5414.98
<b>Re-used</b>				
Hazardous waste	Used chemical cans	MT	4.83	2.51
Total waste re-used		MT	4.83	2.51
<b>Other recovery operations - Waste to Fuel</b>				
Non - Hazardous Waste	Rubber and Elastic waste	MT	355.5	316.52
Non - Hazardous Waste	Food Waste*	MT	79.74	-
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>				
<b>Incineration</b>				
<b>Hazardous Waste</b>	Oil filters and oil-soaked cotton	MT	3.07	1.45
	ETP sludge	MT	43.46	24.68
	Biomedical waste	MT	0.10	2.14
	Sanitary Waste	MT	7.09	0.14
	Chemical Contaminated Waste*	MT	3.40	-
<b>Non - Hazardous Waste</b>	Zero value waste such as broken sticker waste, lay paper etc.,	MT	211.08	76.01
	Other Waste (Wooden, Gypsum, Rubber)	MT	1.23	-
Total Waste Incinerated		MT	269.43	104.42

\*Food Wastes and Chemical Contaminated Wastes are reported from FY 2023

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

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

10. Briefly describe the waste management practices adopted in your establishments.

The company's waste management approach consists of two parts: reduced waste generation with improved circularity and responsible waste disposal. PIL adopts the best systematic approach for waste

collection, treatment, and disposal and the company engages with authorized third-party waste handlers for the management of generated wastes in line with contractual or legislative obligations which is strictly ensured by PIL by tracking and supervising the aftercare outside the operating premises. PIL maintains a central database of waste generation and disposal substantiated by unit records for all the waste types.

To ensure the company's waste is handled responsibly, traceability audits have been conducted for 100% of hazardous waste vendor sites and their waste handlers. Non-hazardous waste handler audits are currently in progress.



11. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The company has adopted a chemical management policy to manage chemicals in a manner that does not cause harmful consequences to stakeholders across the value chain. The goal is to use chemicals that have the least negative impact on the environment, workers, end users of our products & surrounding community.

#### **Responsible Chemical Management in Manufacturing and Supply Chain**

In alignment with the objective of the Chemical Management policy, the following activities are carried out in our organization,

- To ensure the use of non-hazardous chemicals or least hazardous chemicals during product manufacturing, the chemicals used are compared against the ZDHC MRSL (Manufactured Restricted Substance List).
- Chemicals CAS Nos. are screened against ZDHC MRSL requirements before procurement.
- Chemical alternate assessment is being carried out to replace the chemicals listed in the Restricted Substances List.

In addition, PIL has prepared a Restricted Substances List for its supply chain in alignment with international standards including AAFA (American Apparel and Footwear Association) and AFIRM (Apparel and Footwear International RSL Management) RSLs. Chemical Management policy and RSL were launched to the strategic value chain partners in May 2022 and have come into enforcement from January 2023. The implementation and monitoring will happen over three phases spanning over FY 22-25.

12. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks,

wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

The organization adheres to standard environmental management practices. Page's operating units are all located in industrial areas. Accordingly, there are no significant biodiversity hotspots in the area of operations. None of the protected areas that are of high biodiversity value are getting affected due to the company's operations.

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

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

Not Applicable

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

Yes, the entity is compliant with all applicable environmental laws and regulations and there were no instances of non-compliance recorded in FY 2023.

## Leadership Indicators

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

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	262.57	221.06
Total fuel consumption (B)	38,729.10	26,750.19
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	38,991.65	26,971.25
From non-renewable sources (GJ)		
Total electricity consumption (D)	67,175.92	55,330.42
Total fuel consumption (E)	16,109.35	13,124.9
Energy consumption through other sources (F)	-	-
Total energy consumed from non renewable sources (D+E+F)	83,285.27	68455.32

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.

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

2. Provide the following details related to water discharged:

Parameter	FY 22-23 (Current Financial Year)	FY 21-22 (Previous Financial Year)
From renewable sources (GJ)		
(i) To Surface water		
- No treatment	-	-

- With treatment - please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	0	-
- With treatment - please specify level of treatment	25.35	18.14
Note: The waste water which is treated in in-house Sewage Treatment Plants (STP) in all units as per specified levels regulated by the government and major portion of the treated water is reused for toilet flushing, gardening purpose and road washing. Remaining STP treated water discharged through authorised recyclers.		
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in ML)	25.35	18.14

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.

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

3. 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:

1. Name of the area
2. Nature of operations
3. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 23	FY 22
From renewable sources (GJ)		
(i) Surface water	28.34	24.63
(ii) Groundwater	94.03	64.90
(iii) Third party water	97.06	74.62
(iv) Seawater / desalinated water	-	-
(v) Others	0.46	0.54
Total volume of water withdrawal (in ML)	219.90	164.69
Total volume of water consumption (in ML)	194.55	146.55
Water intensity per rupee of turnover (Water consumed / turnover)	4.06	3.78
Water intensity (optional) - the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in ML)		
(i) Into Surface water		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	0	-

- With treatment	25.35	18.14
The waste water which is treated in in-house Sewage Treatment Plants (STP) in all units as per specified levels regulated by the government and major portion of the treated water is reused for toilet flushing, gardening purpose and road washing. Remaining STP treated water discharged through authorised recyclers.		
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
Total water discharged (in ML)	25.35	18.14

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

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.

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

Parameter	Unit	FY 23	FY 22
Scope 3 Emissions	Metric tonnes of CO2 equivalent	7,181.63	5,550
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent per million rupees of turnover	0.15	0.14
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	tCO2e/Million Minutes Produced	3.17	3.14

\*Emission computing for FY2023 has been reconciled.

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

FY 21-22, FY 22-23 data were externally assured by M/s. BSI Group (India) Private Limited, an independent third-party assurance provider.



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

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as 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	Energy efficiency measures	FTL to LED Replacement in all units	The initiative has achieved energy savings of 53,232 kWh/year
		Clutch motors to Servo motors replacement	The initiative has achieved energy savings of 26,520 kWh/year
		VFD drive installed to Air compressor	The initiative has achieved energy savings of 125188 kWh/year
		Other energy saving initiatives	The initiative has achieved energy savings of 232960.37 kWh/year
2	Increasing Renewable Energy share	Renewable energy consumption from solar rooftop installation	72,935.90 kWh of solar energy has been generated and consumed
		Increased consumption of biomass-based briquettes	The share of biomass briquettes increased by 45% when compared to previous year
3	Plastic Waste Management	Extended Producer Responsibility	100% of the EPR recycling target has been achieved
4	Effluent Management	Zero Liquid Discharge	Pilot Low-Temperature Evaporator is planned

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

The company has established robust emergency preparedness plans at each unit to deal with potential disaster/emergency situations. Onsite Emergency plans (OEP) details the potential emergency and response measures including the implementation of safety controls, pre-emergency planning, responsibilities of executives. The plans also delegate the authority for rescue operations, evacuations, rehabilitation, co-ordination, and communication. The company also conducts periodic assessments to analyse the effectiveness of the plans. Emergency Response Teams at each unit is constituted with identified personnel for assigning the responsibilities for execution of controls in case of emergency situations. In addition, frequent fire drills and mock drills are conducted.

8. 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.

The company has an established Supply Chain Standard and Responsibility Code and Responsible Sourcing Policy which serves as a guideline in evaluating prospective business partners. Page's suppliers and vendors are governed by the Supply Chain Standard and Responsibility Code. The code inherently embraces the social and environmental standards of operation. The suppliers are regularly audited to evaluate their performance and compliance. No adverse impact to the environment has been observed in the organisation's value chain in the reporting period.

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

81.11% of the company's strategic value chain partners have submitted self-assessment questionnaires for environmental impacts using PIL's supplier sustainability assessment methodology.



**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.  
 PIL is a part of 3 trade and industry chambers/ associations
  - b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	Apparel Export Promotion Council	National
2	Karnataka Employers Association	National
3	National Safety Council of India	National

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

Not Applicable as there were no instances of competitive behaviour exhibited by PIL

**Leadership Indicators**

1. Details of public policy positions advocated by the entity:  
 Not applicable

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year  
 PIL did not take up any Social Impacts Assessments in FY 2023
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:  
 None
3. Describe the mechanisms to receive and redress grievances of the community.  
 Any community grievances regarding Page's operations are communicated through the Security personnel at the gate, employees, and through direct representation to the Unit HR Manager. Grievances reported are reviewed, addressed, and communicated suitably. If required the issue is escalated to Chief Human Resource Officer - Admin & CSR, and MD for review.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 23	FY 22
Directly sourced from MSMEs/ small producers	19%	20%
Sourced directly from within the district and neighbouring districts	50%	54%

**Leadership Indicators**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):  
 Not Applicable



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

Sl. No.	State	Aspirational District	CSR Project	Item from the list of activities in Schedule VII to the Act	Amount spent in the current financial Year (in million ₹)
1	Karnataka	Nil	Education to under privileged children	Education	14.62
2	Karnataka	Nil	Health and Hygiene Program	Promoting health care including preventive health care	9.08
3	Karnataka	Nil	Nutrition program for School Children	Eradicating hunger and malnutrition	4.50
4	Karnataka	Nil	Cancer Research Foundation	Healthcare	0.20
5	NA	NA	Ministry of Defence	Ministry of Defence	0.50
6	NA	NA	PM National relief fund	PM National relief fund	30.00
7	Karnataka	Nil	Street light arrangement	Rural development	0.57
8	Karnataka	Nil	Supply of mask, medical oxygen cylinder and medicines.	Disaster Management	6.31

- 3.
- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? No
  - 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
  - Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Street light arrangement	NA	100%
2	The Live Love Laugh Foundation	669	100%
3	Ministry of Defence	NA	100%
4	Page Scholarships Program	1632	100%
5	Christel house India	70	100%
6	Akshaya Patra	3000	100%
7	Mask donation	NA	100%
8	O2 Cylinders Donation	NA	100%
9	Vanavasi Kalyana Karnataka	17	100%
10	Colours of Life	120	100%
11	Manipal Foundation	21	100%
12	PM National relief fund	NA	100%
13	Sri Sankara Cancer Foundation	1	100%
14	Distribution of Medicines	NA	100%



## 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.

Customer complaints and feedback can be communicated via call (1800-572-1299 /1860-425-3333 Monday to Saturday, IST 10:00 AM to 7:00 PM), Email (wecare@jockeyindia.com) and website form in the help section on website (write to us: <https://www.jockey.in/faqs>). Customer care team addresses customer complaints and feedback as per SOP.

In addition, the company engages with its customers and actively addresses their queries, complaints through a robust automated system. The automated system is an Offline Customer Portal through which customers can register their queries about the company's products and services. Depending upon the nature of the query, an auto generated reply with a unique service number is generated. In case of a complaint regarding the product, the quality check team will immediately be dispatched to analyse the situation and submit a report regarding the same. Accordingly, corrective actions will be taken.

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

	FY 23		Remarks	FY 23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL			NIL		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	None	NA
Forced recalls	None	NA

### Customer Grievance redressal

Page has established a grievance redressal mechanism to capture, track and address consumer queries and complaints. For grievance redressal, "grievance" or "complaint" includes any communication from the consumer that expresses dissatisfaction, in respect of the products or services offered, through the website and which seeks a remedial action. The company has a designated grievance officer ("Grievance Officer"), who is responsible for consumer grievance redressal in accordance with the grievance redressal mechanism provided. One can contact the Grievance Officer whose contact details have been described in the privacy policy, by visiting - [https:// www.jockey.in/page/privacy-policy](https://www.jockey.in/page/privacy-policy)

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 relevant to the product	-
Safe and responsible usage	-
Recycling and/or safe disposal	-

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 in place board approved Information Security Policy to prevent any breaches of customer data privacy. The policy is available to internal stakeholders of the company.

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

No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

#### Leadership Indicators

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

Information relating to all the products provided by the Company are available on the official website. In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.

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

The customers are apprised on safe and responsible usage of products through company's reports, website, and product catalogues.

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

Given the nature of the business, it is not applicable. Any discontinuation of products/styles will be intimated in the official website.

4. a. 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.

No.

b. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. Customer satisfaction relating to the Company's products is reviewed quarterly. In addition, customer satisfaction index is also derived for customer experience talking to a company's customer service representative.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

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

The Company did not witness any instances of data breaches during the year.