

REDEFINING TEXTILES REBUILDING OUR WORLD



RSWM LIMITED
SUSTAINABILITY REPORT 2024-25

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INTRODUCTION

The textile industry today stands at the crossroads of innovation, responsibility and resilience. As one of the world's most resource-intensive sectors, textiles carry both the challenge and the opportunity to shape a more sustainable future. At RSWM, we recognise this responsibility not just as manufacturers of fabrics and yarns, but as custodians of natural capital and contributors to societal progress.

Our journey is guided by the belief that redefining textiles means more than enhancing design, performance or efficiency. It means embedding sustainability into every strand of our operations, whether through renewable energy, circular material flows, responsible water use or nurturing inclusive workplaces. In doing so, we are actively rebuilding our world, creating value that extends beyond markets to communities and ecosystems.

In FY25, this philosophy shaped how we aligned business growth with climate priorities, how we reimaged waste as a resource and how we translated innovation into tangible social and environmental impact. By leveraging technology, partnerships and our heritage of excellence, we continue to position RSWM as a future-ready textile leader that contributes to a just, regenerative and resilient economy.

This report captures that journey, our progress, challenges and aspirations as we reaffirm our commitment to –

**REDEFINING TEXTILES, REBUILDING
OUR WORLD.**







THE KEY TO
UNDERSTANDING THE
FUTURE IS ONE WORD:
SUSTAINABILITY.

-PATRICK DIXON



SECTION ONE

ABOUT THE REPORT



This report marks a pivotal milestone in our ongoing journey to embed sustainability at the heart of RSWM Limited's business ethos. It reflects our unwavering commitment to responsible operations and reinforces our dedication to transparency and accountability across every facet of our organisation.

In pursuit of this vision, we proactively adopted the Business Responsibility and Sustainability Report (BRSR) framework, aligning ourselves with global best practices and reaffirming our leadership in steering the textile industry toward a more sustainable and equitable future.

At RSWM, sustainability is not a peripheral initiative; it is a core value. It is a foundational principle that informs every decision we make. From reducing the environmental

impact of our manufacturing processes to upholding ethical labour standards and investing in the communities we serve, our commitment is both deep and enduring. We go beyond regulatory compliance, striving to set new benchmarks for sustainable excellence across the textile value chain.

This report provides a holistic view of our initiatives, performance metrics and forward-looking goals. It captures our ambition to consistently raise the bar in environmental stewardship, social responsibility and long-term value creation. We view sustainability not as a destination, but as a dynamic journey, one that this report helps us navigate by tracking progress, celebrating milestones and identifying new opportunities for impact.



REPORTING COVERAGE

This report covers the sustainability efforts of our manufacturing units located at:

S.No.	Unit Name	Main Product	Brand Covered	Location
1	Kharigram	Dyed Yarn	-	Gulabpura, Bhilwara
2	HJ21	Melange Yarn	Melantra	Gulabpura, Bhilwara
3	SJ11	Greige Yarn	Ultima	Gulabpura, Bhilwara
4	Mandapam	Melange Yarn	Melantra	Bhilwara
5	Kanyakheri	Melange Yarn	-	Bhilwara
6	Ringas-Spinning	Greige Yarn	-	Ringas, Dist. Sikas
7	Ringas-RCPF	Recycled Polyester Fiber	Fiber Green	Ringas, Dist. Sikas
8	Lodha, Banswara	Greige Yarn	Kapaas	Lodha, Banswara
9	Mordi-Knits	Knitted Fabric	LNJ Knits	Mordi, Banswara
10	Mordi-Denim	Denim	LNJ Denim	Mordi, Banswara
11	Rishabdev	Greige Yarn	-	Rishabdev, Dist. Udaipur
12	Chhata-Spinning	100% Cotton Yarn	-	Chhata, Mathura
13	Chhata-Knitting & Processing	Knitted Fabric & Processing	-	Chhata, Mathura



REPORTING PERIOD

The reporting period for this Sustainability Report spans from April 1, 2024, to March 31, 2025.

OUR SUSTAINABILITY HIGHLIGHTS



ENVIRONMENTAL RESPONSIBILITY

101.76 MN KW

Green Energy Used Annually

14,713.80 MT

Bio Fuel Used

22,30,734 KL

Recycled Water Used Annually

38,270 MT (56%)

Recycled Polyester Used Annually

11,674 MT

Organic Cotton Used Annually

91,611 KG

Organic Manure/ Fertiliser Used
Annually

6.5 MN

PET Bottles Consumed Daily



SOCIAL INCLUSIVENESS

4.68%

Female Employees

2.44 LAKH

Beneficiaries Positively
Impact by CSR
Interventions in FY25

₹ 1.77 CR

Spent towards CSR
Initiatives



BUSINESS GOVERNANCE

8.33%

Female Representation at the Board

96.2%

Attendance at Board Meetings

0

Cases of Corruption and
Anti-Competitive Practices



“RSWM’S RESILIENT FOUNDATION, ANCHORED IN INNOVATION AND A DEEP-ROOTED COMMITMENT TO SUSTAINABILITY, POSITION US TO EMBRACE THE OPPORTUNITIES AHEAD CONFIDENTLY. WE REMAIN FOCUSED ON DRIVING SUSTAINABLE GROWTH AND SHAPING A BRIGHTER, MORE INCLUSIVE FUTURE FOR GENERATIONS TO COME.” -----



Dear Stakeholders,

It is with great pride that we present our Annual Sustainability Report for the fiscal year 2024–25. This report offers a detailed account of our progress, illustrating how sustainability has been seamlessly integrated into our operational strategy, corporate ethos and long-term value creation. It reflects our unwavering commitment to responsible growth, stakeholder impact and environmental stewardship across every facet of our business.

OUR ROOTS

Preserving the environment is deeply ingrained in India's cultural heritage. At RSWM, it's not a separate initiative but a defining principle. We see no conflict between profit and responsibility; they are two sides of the same coin. Sustainability informs every decision—from capital allocation and operational efficiency to stakeholder engagement and community development.



OUR SECTORAL LANDSCAPE

The Indian textile industry stands at a defining juncture, poised for robust growth despite global economic headwinds. This momentum stems from India's rich textile heritage, strategic market positioning and deep expertise across spinning, denim, home textiles and man-made fibres. As a cornerstone of the national economy, the industry drives export expansion, generates employment, empowers women and celebrates India's vibrant cultural tapestry. Fiscal year 2025 was marked by a dynamic interplay of challenges and opportunities. Escalating raw material costs, price volatility and intensified competition from low-cost imports tested the sector's resilience. Yet, through agility, innovation and strategic adaptation, the industry delivered single-digit growth—underscoring its structural strength and long-term potential.

OUR PERFORMANCE

For RSWM, FY 2024–25 was defined by resilience, innovation and purposeful progress. Amid macroeconomic headwinds, we remained committed to sustainability and operational agility—delivering healthy growth across key segments, expanding exports and enhancing efficiency through digitalisation and responsible manufacturing. This reflects our ability to adapt swiftly while staying anchored to our long-term vision of sustainable value creation.

Our teams powered this momentum. Their ingenuity drove transformative projects, fostered continuous improvement and strengthened knowledge-sharing across the organisation.

We made measurable strides in aligning operations with global sustainability benchmarks, from expanding renewable energy and deploying advanced wastewater treatment to recycling and circularity initiatives that repurpose textile waste, extend material lifecycles and reduce our ecological footprint.

These efforts underscore our focus on long-term stakeholder value and environmental stewardship. Looking ahead, we remain committed to inclusive, responsible growth that reflects both our legacy and aspirations.

OUR PATHBREAKING INITIATIVE

At RSWM, we believe true innovation flourishes when rooted in tradition. In FY 2024–25, we launched the Panchtatva Initiative—a pioneering sustainable textile program inspired by the five

elemental forces: Earth, Water, Fire, Air and Space. It reflects our commitment to harmonising ancient Indian wisdom with modern technology, driving eco-conscious design, responsible manufacturing and regenerative practices across our value chain. Panchtatva directly supports "Mission LiFE" (Lifestyle for Environment), aligning with India's vision for sustainable living and climate-conscious growth.

Through Panchtatva, we are reimagining sustainability, not just as a practice, but as a mindset. We are redefining how the textile industry thinks and operates: open to bold ideas, transformative solutions and responsible progress. We aim to make every product more sustainable, every process more responsible and every step forward a reflection of our values.

COMMITMENT TO SOCIETY

Social responsibility is central to RSWM's sustainability journey. We believe true sustainability must uplift communities—through education, healthcare access, women's empowerment and support for all other stakeholders. These initiatives create meaningful impact while reaffirming our role as a responsible corporate citizen. By nurturing talent, preserving cultural heritage and enabling opportunity, we're building a future where progress is inclusive and purpose-driven.

OUR ROADMAP

RSWM's foundation, rooted in innovation and sustainability, positions us to seize emerging opportunities with confidence. We remain focused on driving sustainable growth, delivering stakeholder value and shaping a more inclusive future. Our priorities are clear: accelerate positive change, reduce environmental impact and advance social equity, while upholding the highest standards of governance and ethical leadership. Guided by resilience, innovation and responsibility, RSWM is redefining sustainability in textiles, uplifting communities and safeguarding the planet. Our journey reflects both our legacy and our aspirations.

Warm regards,

Riju Jhunjhunwala

Chairman & Managing Director and CEO

MESSAGE FROM THE
JT. MANAGING DIRECTOR

“OUR COMMITMENT TO SUSTAINABILITY AND RESILIENCE REMAINS UNWAVERING. AS WE CHART THE PATH FORWARD, WE ARE DEEPLY FOCUSED ON BUILDING A FUTURE THAT IS BOTH ENVIRONMENTALLY RESPONSIBLE AND ECONOMICALLY ROBUST, DELIVERING ENDURING VALUE TO ALL OUR STAKEHOLDERS.”



Dear Stakeholders,

I am pleased to present your Company's Sustainability Report for the fiscal year 2024-25. This report underscores our Environment, Social and Governance (ESG) achievements and demonstrates our unwavering commitment to caring for, conserving and connecting with our world to create a better future.

THE TRANSFORMATION JOURNEY

At RSWM, we have initiated a major transformation exercise, RSWM 2.0, that promises to uplift the organisation into a new growth orbit. One would wonder why this change now. There are two reasons for this.

- 1) **Reigniting our legacy:** RSWM built a legacy defined by purpose, innovation and impact. Over the decades, the company distinguished itself through



its pioneering approach, embracing cutting-edge technology, fostering a culture of respect and inclusion, nurturing talent and shaping future leaders. It consistently elevated industry standards, driving innovation not just within its operations but across the broader textile and manufacturing landscape.

While many focused solely on building factories, RSWM created ecosystems – sustainable and inclusive. Its commitment to responsible growth, community development and human capital upliftment became hallmarks of its journey. That legacy continues to inspire, serving as a benchmark for excellence and a foundation for future progress.

- 2) **Changes in the business landscape:** India's textile industry is poised for a decade of transformative growth. Rising incomes, rapid urbanisation and digital inclusion are reshaping consumer expectations, driving demand for quality, trust and brand-led experiences. With India now firmly established as a reliable global partner, the opportunity landscape has expanded dramatically. At RSWM, we recognise that this inflection point demands more than incremental change. Existing operating models will not suffice. To lead, we must act boldly, rethinking our business end-to-end, moving fast and making decisive choices. The scale of opportunity calls for ambition, agility and a future-ready mindset.

OUR PLATFORM

We have anchored RSWM 2.0 on the foundational pillars of People, Process, Planet and Profit, each catalysing sustainable, performance-driven transformation.

- **People:** We are investing in the continuous development of our workforce by engaging teams in high-impact, cross-functional projects that expand capabilities and foster innovation.
- **Process:** Every operational workflow is being rigorously evaluated through a profitability lens. We are empowering teams to identify cost-optimisation opportunities and implement margin-enhancing solutions.
- **Planet:** Our sustainability agenda is gaining momentum through the adoption of

environmentally responsible practices. We are refining our product portfolio, minimising waste and ensuring that every investment delivers measurable impact.

- **Profit:** Strategic decisions are being guided by long-term value creation, with a focus on operational efficiency, resource stewardship and stakeholder returns.

ACCELERATING OUR CARBON NEUTRALITY AMBITIONS

Carbon neutrality remains a central tenet of our transformation journey. While we have made commendable progress in reducing our carbon footprint over the past decade, we recognise that the path ahead demands greater ambition and action.

- We are targeting an increase in green energy contribution from 33% to 45% within our energy mix.
- All boilers will transition to biofuel-based energy by the end of this fiscal year.
- A modern dyeing technology is under evaluation, expected to significantly reduce water consumption.
- PET bottle recycling capacity will be expanded from 122 tonnes to 130 tonnes per day, reinforcing our commitment to circularity.

We are advancing with purpose and precision to build a future-ready enterprise—one that is agile, responsible and resilient.

Despite prevailing macroeconomic headwinds, our commitment to sustainability and resilience remains unwavering. As we chart the path forward, we are deeply focused on building a future that is both environmentally responsible and economically robust, delivering enduring value to all our stakeholders.

Warm regards,

Rajeev Gupta

Joint Managing Director

WEAVING EXCELLENCE, RESPONSIBLY

Founded in 1960, RSWM has grown into a global leader in the manufacturing and export of premium yarns and fabrics. Today, our high-quality yarns power the supply chains of some of the world's most iconic brands across 70+ countries, making it likely that the clothes you wear carry the craftsmanship of RSWM.

For over six decades, we have been weaving stories of innovation and impact through our superior cotton, mélange, synthetic and novelty yarns, as well as our knitted and denim fabrics. Our commitment to quality is matched by our dedication to sustainability, anchored in a responsible manufacturing model that ensures resilient growth and environmental stewardship.

As one of India's largest producers and exporters of synthetic and blended spun yarns, RSWM has earned its leadership through a spirit of innovation, operational excellence and a future-focused mindset. Our global partnerships are built on trust, performance and a shared commitment to progress.

Guided by the dual priorities of customer-centricity and ecological responsibility, we continue to design and deliver world-class yarns while actively reducing our environmental footprint. Our diverse portfolio spans natural hues, distinctive textures, sophisticated blends and pioneering yarn innovations, each a reflection of our craftsmanship, creativity and commitment to a sustainable future.



6.27 LAKH
SPINDLES

6,840
ROTORS

172
LOOMS

43K MT PA
GREEN FIBRE

9,360 MT PA
KNITTED FABRIC

32 MN MTRS
DENIM FABRIC

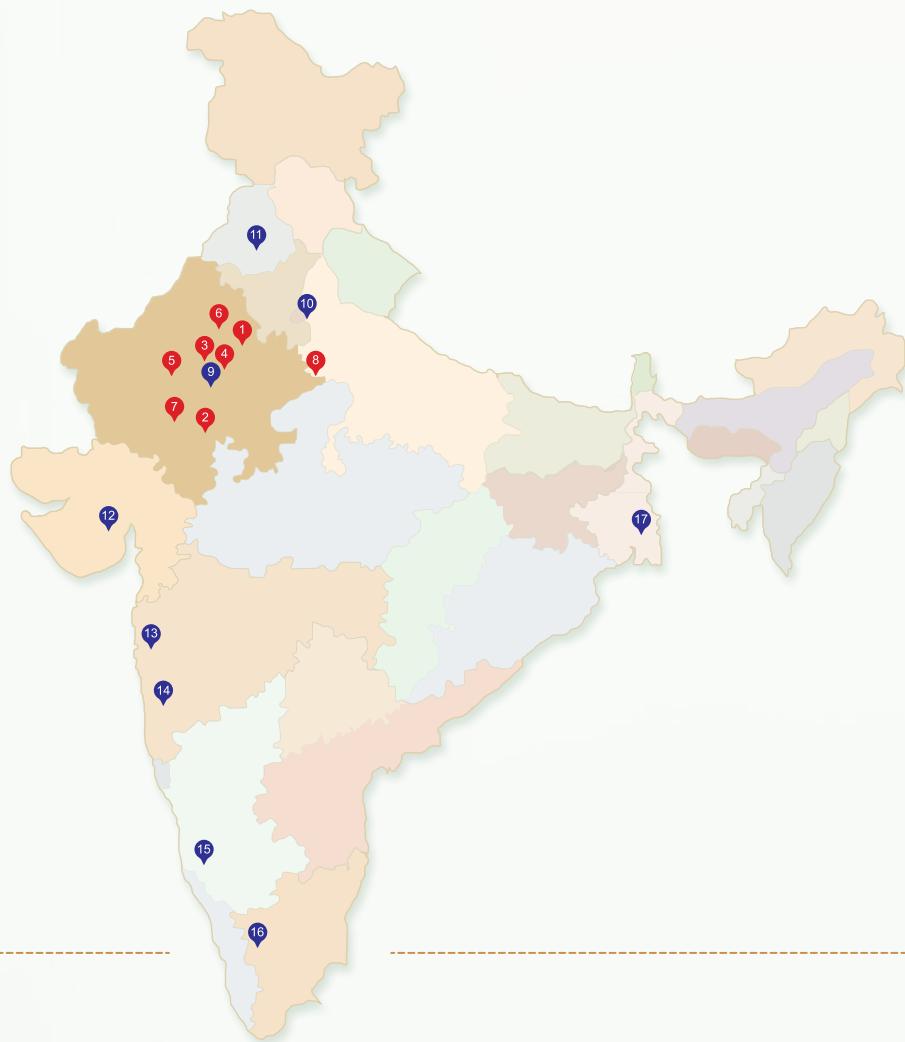


CERTIFICATIONS THAT VINDICATE OUR EFFORTS

The Company's commitment to sustainable and responsible practices is backed by its ESG-aligned certifications. These certifications are solid proof that the processes meet high standards for environmental, social and governance accountability.



NATIONWIDE PRESENCE



PLANT LOCATIONS

1 KHARIGRAM
a) Fibre Dyeing, Greige & Dyed PV blended Yarn Spinning
b) Melange Yarn Unit (HJ-21)

2 MAYUR NAGAR, LODHA
Cotton, Blended and Open End Greige Yarn Spinning

3 MANDAPAM
Fiber Yarn Dyeing and Melange Yarn

4 KANYAKHERI
Melange yarn

5 RISHABHDEV
PV Blended Greige Yarn Spinning

6 RINGAS
a) Fibre Dyeing & PV Blended Dyed Yarn Spinning
b) Recycled Polyester Staple Fibre (Green Fibre)

7 MORDI, BANSWARA
a) Denim Unit: Cotton Ring & Open-End Spinning, Weaving & Rope Dyeing, Processing & Finishing Denim fabric
b) Knitting Unit

8 CHHATA, KOSI UNIT (DISTT.) MATHURA
a) Ring & Open-End Cotton Greige Yarn Spinning
b) Knitting & Processing

MARKETING OFFICES

9 BHILWARA	15 BENGALURU
10 NOIDA	16 TIRUPUR
11 LUDHIANA	17 KOLKATA
12 AHMEDABAD	
13 MUMBAI	
14 Ichalkaranji	





VISION

JOURNEYING INTO A BRIGHT FUTURE

“Our Vision is to forge ahead in the new millennium with an immediate sense of purpose and to be seen as the undisputed leader, fully equipped to deliver the best, across the diverse spectra of our many businesses, fuelled by a commitment to invest in plants, machinery, processes and most importantly, our people – Team RSWM; all towards satisfying and full-filling our customer’s needs in today’s globally competitive environment.”

We aspire to shape new trends in the textile industry through a relentless pursuit of excellence. Our goal is to seamlessly expand our global footprint by positioning our finest and most diverse product portfolio across international markets.

Growth, for us, is not just a metric, it's a shared journey. We are committed to advancing with integrity, upholding ethical standards and fostering co-prosperity. By ensuring that our success benefits customers, employees and communities alike, we aim to build a future defined by innovation, inclusivity and sustainable impact.



MISSION

RSWM envisions itself as a trendsetter in the global textile industry, driven by innovation, sustainability and excellence. We are committed to introducing breakthrough products that set new benchmarks, fuel continuous growth and redefine industry standards.

Our ambition is clear: to become Asia's most admired textile manufacturer – innovative, profitable and purpose-led. Through responsible practices and forward-thinking design, we aim to lead with impact, inspire trust and create enduring value for our customers, partners and communities.



panch^{tatva}

At RSWM, we believe that nature's five fundamental elements - Fire, Earth, Water, Air and Space - are the very foundation of life and progress. In line with this, RSWM's Panchtatva is more than a concept; it is our commitment to harnessing nature responsibly, blending ancient wisdom with cutting-edge technology to create yarns and fabrics that respect both the planet and the people who wear them.

The concept of five fundamental elements, Fire, Earth, Water, Air, & Space, each influencing a distinct stream of textile development.



Through Panchtatva, we ensure that our business journey is firmly aligned with our core values, strengthening our resolve to operate responsibly, ethically and sustainably—today and for the future.

MILESTONES

1960

RSWM Limited started its journey.

1961

The First unit of RSWM.

1973

The spinning unit was established at Kharigram, Gulabpura.

1989

Established a Greige yarn spinning unit at Banswara.

2020

18.7 MW solar power plant and 25,000 MTs p.a. green fibre.

3.3 MW solar power plant.

2018

Modernisation of Ringas spinning plant and also the addition of 5,000 spindles.

2017

Installation of the sheet dyeing facility at the denim commissioning.

A 3.3 MW rooftop solar power plant at Mandapam and Kanyakheri.

2016

RSWM EDGETM, a new range of value-added yarns, was launched.

Upgraded to a modern, GUI-based, end-to-end ERP system, enhancing user experience, operational efficiency and cross-functional integration.

2021

R-Value, a unique trading division specialising in yarns, fabric and denim, was launched.

HJ 21 Melange yarn Kharigram unit launched.

Established a comprehensive Disaster Recovery (DR) Site.

2022

Added 4 MW of solar power, bringing the total capacity to 28 MW of solar power.

LNJ Knits launched a new range of knitted fabrics.

2023

30k spindles in operations at HJ-21.

Mordi, Banswara, 4,800 MT p.a. knitted fabric.

Added 8.4 million meters per annum of denim fabric by investing in 19,584 spindles at the denim plant in Mordi.

Kapaas 100% combed compact cotton yarn launched.

2024

Expansion of the unit located at Lodha, Banswara, adding 51,072 spindles of compact cotton yarn.

Acquisition of BG Wind Power Limited (BGWPL), having 20 MW WTG.

Acquisition of the spinning, knitting and processing undertaking of Ginni Filaments situated at Chhata, Kosi, Dist. Mathura (UP), which has 80,016 spindles, 720 rotors and a 4,300 MTPA knitting capacity.

1994

Established Melange Yarn manufacturing unit at Mandpam, Bhilwara.

2000

Implemented ERP system covering Manufacturing, Finance and HRMS functions, laying the foundation for integrated enterprise operations.

2003

Acquired the Rishabhdev plant from HEG Ltd.

2005

Acquired Jaipur Polyspin Ltd, Ringas and Mordi Textiles & Processors Ltd. at Banswara.

2015

Additional capacity at the Melange yarn unit at Kanyakheri, Bhilwara.

2014

Established a green fibre manufacturing unit at Ringas with a capacity of 18,000 MTs p.a.

2012

Expanded automated spinning plant capacity at Kharigram (SJ-11), Banswara (Rotors), Denim (Spinning) and Mordi (50 Looms).

2007

Completed an expansion plan with a capital cost of ₹700 Crore, LNJ Denim launched, along with a 46 MW thermal power plant.

2025

RSWM 2.0 was launched with a new management team under the vision REFLECT. RESHAPE. RESTORE.



PRODUCT VERTICALS

At RSWM, we have two distinct business verticals – yarn and fabrics.

1. YARN

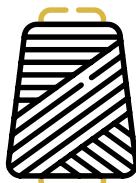
74%

Contribution to revenue
in FY25

In the yarn division, we enjoy a leadership position in synthetic yarns, while cotton yarn has been a more recent addition. We are one of the leading manufacturers and exporters of synthetic, cotton and blended spun yarns in India (with a basket of 2,335 variants).

45%

Contribution to
revenue in FY25

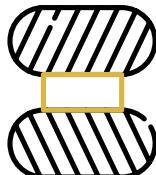


SYNTHETIC YARN

Our Synthetic Yarn Division has been a cornerstone of RSWM's growth, driving innovation and shaping our identity as one of India's leading producers. With advanced solutions for fashion, performance and industrial applications, we have evolved with global trends while maintaining a sharp focus on quality and agility. We have earned a strong reputation for crafting manmade fibre-based yarns that blend technical precision with creative innovation.

16%

Contribution to
revenue in FY25



COTTON YARN

We have strategically diversified into cotton yarns, positioning ourselves as a holistic yarn supplier that caters to the full spectrum of customer needs. Our high-quality output powers the looms of premier weavers across India and global markets, reflecting our commitment to innovation, versatility and customer-centricity. A standout in our Cotton Yarn portfolio is Kapaas, a premium offering that represents the pinnacle of combed compact yarn innovation in the Asian textile market.

13%

Contribution to
revenue in FY25



MELANGE YARN

With deep expertise in premium mélange yarns, we've emerged as a leader in this high-value segment. Under our flagship brand Melantra, our yarns are trusted by global brands for their quality, consistency and creative flair. By blending fibres into visually striking, multi-tonal effects, we elevate design possibilities and set new benchmarks in fashion and performance.





2. FABRIC

26%

Contribution to revenue
in FY25

RSWM's fabrics division delivers premium denim, knits and shirting materials for global brands, blending innovation, sustainability and versatility across fashion, activewear, uniforms and interiors, powered by advanced technology and renewable energy.

19%

Contribution to
revenue in FY25



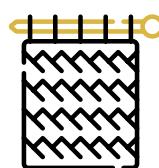
DENIM FABRIC

Our Denim Division has earned a strong reputation for combining style, comfort and durability with uncompromising quality. From timeless indigo classics to distinctive washes, we offer a versatile portfolio that caters to fashion-forward designers and mass-market manufacturers alike, ensuring responsiveness to evolving trends and consumer needs.

Sustainability and ethical business practices are embedded in our operations, aligning with our commitment to environmental stewardship and social responsibility

7%

Contribution to
revenue in FY25



KNITTED FABRIC

We have strategically expanded into knitted fabrics, positioning this division as a key driver of future growth. Leveraging our expertise in yarn selection, advanced knitting techniques and garment engineering, we transform premium yarns into high-performance fabrics. Our offerings deliver ease, breathability and durability, with added features like wrinkle resistance and lightweight comfort—serving a versatile range of apparel applications.

SUSTAINABLE TEXTILE

The portfolio also includes sustainable textile (FibreGreen), reflecting our commitment to sustainable and eco-conscious solutions. This product stands as a testament to the company's focus on circular economy principles and sustainable innovation. We incorporated PET bottle recycling to address the growing demand for environmentally responsible raw materials in the textile industry.



LNJ KNITS

Knitted fabrics have become the fabric of choice for today's lifestyle, delivering superior comfort, a lightweight feel, wrinkle resistance and a variety of features designed to suit modern living. Harnessing innovation and creativity, LNJ Knits offers an extensive portfolio of knitted fabrics, including Single Jersey, Interlock, Rib, Fleece, Flat Back Rib, Terry, Foma, Honeycomb, Piqué, Waffle and more.

Established in 2023, with a manufacturing capacity of 9,100 tonnes at Mordi, Banswara and a roadmap for progressive expansion, LNJ Knits is well-positioned to meet evolving market demands. Drawing on decades of expertise as pioneers in the textile industry, we deliver a versatile mix of fabric blends, ranging from cotton and cotton blends to Modal, high-performance synthetics, Spandex, Nylon and beyond, crafted from premium-quality yarns made of exceptional fibres.

LNJ DENIM

PRECISION. INNOVATION. QUALITY.

Established in 2007 as a division of RSWM Limited with a manufacturing capacity of 32 Mn Mtrs at Mordi Banswara, LNJ Denim has earned its reputation as a trusted name in premium denim manufacturing. Recognised for its forward-thinking design and uncompromising quality, we are the preferred partner for leading domestic and global fashion brands.

At the core of our philosophy is the PIQ Theory: Precision, Innovation and Quality.

- **Precision:** Every detail matters. From sourcing the finest raw materials to executing flawless production, we uphold exacting standards across the value chain.
- **Innovation:** Through continuous R&D, we anticipate fashion trends and deliver denim designs that reflect evolving consumer lifestyles and market dynamics. Over the years, we have developed 150+ denim variants.
- **Quality:** Excellence is our benchmark. Rigorous quality protocols ensure consistency, durability and distinction in every fabric we produce.

Guided by PIQ, LNJ Denim continues to set new benchmarks in the industry, combining craftsmanship with cutting-edge technology to deliver denim that inspires confidence, creativity and global appeal.



KAPAAS

REDEFINING EXCELLENCE WITH TEXINTEL YARN

RSWM's Premium 100% Cotton Combed Compact Yarn is a milestone in our journey of innovation, sustainability and textile excellence. It blends heritage craftsmanship with cutting-edge engineering. At its heart lies our proprietary Texintel yarn, redefining industry benchmarks in strength, softness and performance. Crafted through advanced cotton refinement, Kapaas delivers softness, strength and sustainability. It reflects RSWM's purpose-driven leadership and commitment to quality, innovation and impact.



FIBRE GREEN®

SUSTAINABLE INNOVATION WITHOUT COMPROMISE

A breakthrough in eco-conscious textiles, Fibre Green® is a recycled polyester fibre that rivals virgin polyester in strength and quality. Derived from post-consumer PET bottles via advanced processing, these yarns enable brands to reduce environmental impact without compromising durability, design or integrity.

Fibre Green® is a decisive step toward a cleaner, smarter textile future.



MELANTRA®

BLENDED TO PERFECTION

Melantra is RSWM's signature brand of premium melange yarns, perfected over nearly 30 years and celebrated for its innovation, craftsmanship and global quality. Guided by the philosophy of Blended to Perfection, Melantra combines coloured fibres to create fabrics with distinctive mottled textures—ranging from subtle tonal shifts to bold, expressive contrasts. The result is yarn that is both visually captivating and technically refined, making Melantra a mark of style, precision and enduring innovation across diverse textile applications.



ULTIMA

Ultima® by RSWM is a premium brand of greige yarn, offered in its pure, natural state before undergoing any dyeing or finishing processes. Renowned for its superior quality and versatility, RSWM Ultima® has been designed to meet the needs of today's textile industry with efficiency and precision.



OUR SUSTAINABLE PRODUCTS



HERBAL, SAFE AND FUTURE-READY

RSWM is redefining the future of textiles through sustainable innovation, commercial agility and stakeholder-centric value creation. As a pioneer in circular textile practices, we are setting new industry benchmarks by integrating eco-conscious design with scalable impact.

Our commitment to responsible manufacturing is exemplified by our production of yarns, enriched with Enliven. This proprietary herbal hygiene technology delivers natural antimicrobial benefits without compromising comfort or performance.

These fibres are thoughtfully sourced from a diverse blend of organic and regenerative materials, including organic cotton, bamboo, silk, wool, modal, TENCEL™, viscose, bast fibre and recycled polyester. This portfolio reflects our commitment to environmental stewardship, offering partner brands a compelling alternative to conventional textiles that aligns with evolving consumer expectations and global sustainability goals.

By harmonising innovation with inclusivity, we empower fashion and lifestyle brands to co-create products that are not only commercially viable but also ethically grounded. Our herbal-dyed yarns support reduced water usage, lower chemical footprints and enhanced biodegradability, reinforcing our role as a catalyst for greener supply chains and circular economies.



KEY FEATURES

- Developed using internationally patented technology (USA, Europe and India), our herbal dyeing process ensures a significantly low carbon footprint, representing true sustainability. This innovation is the result of years of dedicated R&D and has been rigorously validated through technical collaboration with the Indian Institute of Technology, Delhi (IIT Delhi).
- Our textiles deliver multi-functional performance, exhibiting anti-viral, anti-microbial, anti-fungal, anti-odour, UV-resistant and mosquito-repellent properties. These benefits remain effective even after 30 washes, as confirmed by international testing standards, making them ideal for both lifestyle and high-performance applications.
- Safety and purity are central to our process. We avoid all chemical synthesis and biosynthetic methods, eliminating alkali, caustic soda and salts from the dyeing and processing baths. Instead, we harness the natural potency of ENLIVEN herbs, celebrated for their immunity-boosting, antioxidant and skin-fortifying properties.
- Designed for skin compatibility and environmental integrity, our textiles maintain healthy skin flora and ideal pH levels, ensuring they are gentle on skin and non-toxic to the planet. The process supports holistic well-being while aligning with global sustainability goals.
- Ethical and inclusive production practices are embedded throughout our operations. We generate meaningful employment opportunities and uphold the principles of the circular economy, reinforcing our commitment to responsible growth and community empowerment.



Herbomel A (100% cotton), made with Myrobalan dye, Ganga



Herbomel B (100% cotton), made with Cutch Tree dye, Kaveri



Herbomel C (100% cotton), made with Pomegranate dye, Arctic



VIBRANT ORGANIC COTTON

Organic cotton stands as a pillar of the global sustainability movement, its prominence both earned and enduring. From the earliest stage of yarn formation, it retains inherent qualities that offer long-lasting benefits to the end-user, fuelling its widespread adoption across industries.

At RSWM, we recognise the transformative potential of organic cotton and proudly offer a versatile portfolio tailored to meet the evolving needs of our clients. These solutions reflect not only shifting consumer preferences but also a deeper commitment to environmental stewardship. By integrating organic cotton into our product offerings, we actively support the growing demand for eco-conscious materials and contribute to a more resilient, sustainable future.



KEY FEATURES

- Environment friendly
- Economical in the long run
- No chemical hazards
- High-quality products
- Better recyclability
- Lower health risk for the workforce



JUTCOP

Organic cotton +
Recycled polyester + Jute



NOVELTY YARN

FT Organic cotton +
Bamboo



FIBRE GREEN®

RSWM's Fibre Green® represents a pivotal advancement in sustainable textile innovation. Engineered as a high-performance alternative to virgin polyester, it retains the functional attributes of conventional fibres, strength, durability and versatility, while significantly reducing environmental impact.

Developed from recycled polyester, Fibre Green® supports circularity in textile production and aligns with global sustainability goals. Its adaptability allows seamless blending with a wide range of fibres, including natural

and regenerated materials, enabling the creation of premium, consumer-grade fabrics without compromising on quality, aesthetics, or performance.

By integrating Fibre Green® into our portfolio, RSWM empowers partner brands to deliver eco-conscious products that meet rising consumer expectations and regulatory standards, reinforcing our commitment to responsible innovation and climate-positive manufacturing.



Pet bottles



Flakes



Pellets



Fibre green®



YARNS MADE WITH 100% HERBAL/NATURAL DYES

RSWM has unveiled a pioneering range of yarns dyed exclusively with 100% herbal and natural extracts, embodying its deep-rooted commitment to sustainable textile innovation. By harnessing the power of nature, these yarns are infused with vibrant, earth-friendly colours that reflect both technological ingenuity and environmental responsibility.

By choosing herbal and natural dyes over synthetic alternatives, RSWM significantly reduces the ecological footprint of its operations. This process minimises water pollution, eliminates toxic chemical runoff and lowers carbon emissions, reinforcing the company's vision for a cleaner, greener future.

Beyond their environmental advantages, these herbal-dyed yarns deliver exceptional quality and performance. Each strand retains rich, enduring colour even after repeated washes, while remaining gentle on the skin, making them ideal for consumers with sensitivities or allergies to synthetic dyes.

This innovation marks a meaningful step forward in sustainable manufacturing. RSWM's introduction of 100% herbal-dyed yarns not only advances eco-conscious production but also underscores its unwavering dedication to environmental stewardship, product excellence and industry leadership.



KEY FEATURES

- Herbal dyeing represents a breakthrough in sustainable textile colouration, leveraging internationally patented technology to deliver high-value, eco-conscious innovation. Derived entirely from 100% herbal, natural and organic sources, the process eliminates chemical synthesis and bio-synthetic methods, setting a new benchmark in clean manufacturing.
- Committed to natural integrity, the method avoids alkali, caustic soda and salts in the dyeing and processing bath. Instead, it utilises 100% bio-renewable and biodegradable ingredients, resulting in a significantly lower carbon footprint and reduced environmental impact across the value chain.
- The herbal ingredients offer functional and therapeutic benefits, including moisture management, antioxidant protection and medicinal properties. By neutralising harmful free radicals, they safeguard skin health. Importantly, only waste or residue from forest, food and Ayurvedic pharmaceutical industries is used, never edible vegetable matter, ensuring resource efficiency and ethical sourcing.
- All products are rigorously tested to meet global safety and sustainability standards, conforming to ZDHC and MRSI V2.0 guidelines. This guarantees zero discharge of hazardous chemicals and reinforces circular economy principles, delivering a fully sustainable, end-to-end dyeing solution that redefines the future of textile innovation.



Pomegranate



Clutch



Neem



Tulsi



Pine



Bamboo + Linen + Silk 100% Livaeco TM



100% Bamboo



SILVER TECHNOLOGY

RSWM unveils a groundbreaking yarn innovation powered by silver ion technology, setting new standards in hygienic textile performance. Engineered to deliver robust anti-microbial protection, this advanced treatment actively neutralises bacteria, offering enhanced safety in environments prone to microbial contamination.

The silver ionic infusion ensures long-lasting hygiene, making these yarns ideal for a wide spectrum of applications, from apparel and home linen to hospitality, healthcare and institutional use. Whether in high-touch settings or everyday wear, the result is a textile solution that combines functionality, safety and comfort.

By integrating silver ion technology into its portfolio, RSWM reinforces its commitment to innovation-driven sustainability and consumer well-being, delivering fabrics that not only perform but also protect.



KEY BENEFITS

- Protection: Silver ions inhibit bacterial growth on the fabric surface, helping to prevent skin issues and maintain user safety.
- Durability: This is a permanent technology, retaining its efficacy for the lifetime of the product, unaffected by regular use or washing.
- Odour Control: By combating bacteria, silver ions eliminate odours caused by microbial growth, keeping fabrics fresh for a longer period.
- Dyeability: The technology does not limit dyeing options, allowing fabrics to be coloured in any desired shade without compromising their anti-microbial properties.

Through this innovation, RSWM delivers fabrics that combine safety, longevity and aesthetic flexibility, underscoring its commitment to advanced, consumer-centric textile solutions.



AWARDS & RECOGNITION

BHARATTEX 2025

Panchtatva was launched at BharatTex 2025 - The Global Textile Expo, in the presence of Shri Giriraj Singh, Mr. Ajay Gupta and Ms. Roop Rashi. The event brought together global leaders, policymakers, CEOs, exhibitors and buyers, creating a dynamic platform for knowledge exchange and networking. Positioned as a premier hub for the textile sector, Bharat Tex combined exhibitions, dialogues and collaborations, with a strong focus on sustainability, resilient supply chains and digital transformation. The expo also celebrated India's textile heritage, showcasing the nation's leadership in tradition, innovation and sustainability.



Hon'ble Union Textile Minister Shri Giriraj Singh presented with Panchtatva by Mr. Rajeev Gupta, JMD



Smt Roop Rashi, Textile Commissioner, launched and encouraged Panchtatva initiative at Bharat Tex



Shri Ajay Gupta, Jt Secretary, Ministry of Textiles, supported Panchtatva initiative at Bharat Tex 2025

FE GREEN SARATHI AWARD

RSWM received the Silver Award for Sustainable Fashion and Textiles in December 2024. This award recognises their sustainable practices, including the use of recycled raw materials, zero liquid discharge (ZLD) processes and energy conservation.



Roshun Povaiah, Editor, Financial Express digital presenting the Silver Trophy in Sustainable Fashion and Textiles

CITI TEXTILE SUSTAINABILITY AWARDS

In February 2025, RSWM secured the 1st Runner-Up position in the "Innovative Water Management and Conservation" category at this event, held during Bharat Tex. The award recognises RSWM's pioneering efforts in water conservation and reinforces its leadership in sustainable textile manufacturing.



Shri Pabitra Margherita, Minister of State for the Ministry of Textiles along with Mr. Rakesh Mehra, Chairman, CITI presented the award in 'Innovative Water Management and Conservation'

TOP RANKERS EXCELLENCE AWARD FOR BEST ESG PRACTICES

In August 2025, RSWM was honoured for its commitment to Environmental, Social and Governance (ESG) practices. The Top Rankers Excellence Award for Best ESG Practices is a recognition awarded to companies demonstrating excellence in environmental, social and governance (ESG) practices.



Mr. VSK Sood presenting the 'Best ESG Practices Award' to RSWM







“SUSTAINABILITY IS NO LONGER
ABOUT DOING LESS HARM.
IT'S ABOUT DOING MORE GOOD.”

-JOCHEN ZEITZ



SECTION TWO

OUR ESG STRATEGY

Sustainability is not just a priority; it is a core tenet of our growth strategy. Our ESG roadmap is purpose-built to drive long-term value through sustainable progress, rooted in three foundational pillars: Environmental Performance, Social Responsibility and Responsible Governance.

Each pillar is underpinned by clearly defined mandates that enable us to track outcomes and ensure accountability rigorously. From advancing stakeholder-centric initiatives and uplifting communities to proactively mitigating environmental risks, our approach is both holistic and measurable.



ENVIRONMENTAL PERFORMANCE

- Energy Conservation
- Water Management
- Waste Management

At RSWM, environmental sustainability is not an obligation; it is a strategic imperative. We embed it across every layer of our operations, driving measurable impact through bold action and continuous innovation. By actively engaging stakeholders and going beyond compliance, we are setting new benchmarks in environmental stewardship.

Our goal is clear: to deliver lasting value for our business while safeguarding the planet. Every initiative under this pillar reflects our unwavering commitment to responsible growth, resource efficiency and climate resilience.



SOCIAL RESPONSIBILITY

- Occupational Health, Safety & Wellness
- Diversity
- Learning and Development
- Community Impact

At RSWM, sustainability begins with people. We believe that true progress is measured not just in metrics, but in the lives we touch and the communities we uplift. Our commitment spans across diversity, equity, talent development, labour relations, health and safety and community impact, each a vital thread in the fabric of our corporate responsibility. By nurturing an inclusive culture and prioritising well-being, we unlock innovation and build resilience.



RESPONSIBLE GOVERNANCE

- Our leadership
- Regulatory Compliance
- Ethical Business Practices
- Data management & Cyber Security

We uphold the highest standards of ethics, transparency and board oversight. With robust risk management and proactive stakeholder engagement, our governance framework ensures integrity, compliance and accountability, driving sustainable growth and long-term value.



ENVIRONMENTAL PERFORMANCE



At RSWM, environmental responsibility is not just a policy; it is a guiding principle. We are deeply committed to using natural resources judiciously and reducing our ecological footprint across every facet of our operations. This ethos reflects our alignment with India's national ambition to achieve Net Zero emissions by 2070, as well as our adherence to global environmental frameworks and agreements.

Our sustainability journey is anchored in the integration of Environment, Social and Governance (ESG) principles into our core business strategy. By embedding ESG across operations, from manufacturing and supply chain to stakeholder engagement, we are able to monitor, manage and mitigate our environmental impact with greater precision and accountability.

We believe that true progress must be inclusive, equitable and regenerative. Our approach to growth prioritises not only operational excellence and customer value, but also the long-term health of the planet. While we have made meaningful strides in adopting eco-friendly technologies, renewable energy and circular practices, we acknowledge that sustainability is a continuous journey, not a destination.



WE UNDERTAKE A RANGE OF GREEN INITIATIVES AIMED AT STRENGTHENING OUR SUSTAINABILITY PERFORMANCE.



101.76 MN KW
Green Energy



11,674 MT
Organic Cotton Used



22,30,734 KL
Water Recycling



14,714 MT
Bio Fuel Used



38,270 MT
Recycled Polyester Used



91,611 KG
Organic Manure Used



43,250 MT
PET Bottle Recycling



KEY HIGHLIGHTS, FY25



74,629.55 KG

Reduction in the
Use of Plastic in
Packaging and
Other Areas



22,30,734 KL

Water Recycled



101.76 MN KW

Green Energy
Used



6,284

Number of Trees
Planted



6.5 MN

PET Bottles
Consumed Daily



18,83,332 KL

Water
Withdrawal

ENERGY MANAGEMENT

RSWM is steadfast in its commitment to Sustainable Development Goal (SDG) 7, ensuring access to affordable, reliable, sustainable and modern energy for all. The company views energy consumption not merely through a financial lens, but as a core environmental responsibility and a strategic lever for long-term value creation.

As part of its broader sustainability agenda, RSWM is actively increasing its reliance on renewable energy and implementing measures to offset carbon emissions across operations. This commitment is embedded in the company's strategic objectives and operational ethos.

A key milestone in this journey is RSWM's acquisition of a 100% equity stake in M/s BG Wind Power Limited (BGWPL), which now operates as a wholly owned subsidiary. This move strengthens the company's renewable energy portfolio and signals its intent to scale clean energy adoption across verticals.

In parallel, RSWM has commissioned solar power plants at multiple manufacturing facilities, including Kanyakheri,

Mandpam, Gulabpura, Kharigram, Mordi, Ringas and Rishabdev. These installations collectively contribute a solar capacity of 34.36 MW, significantly reducing the company's dependence on conventional energy sources and lowering its carbon footprint.

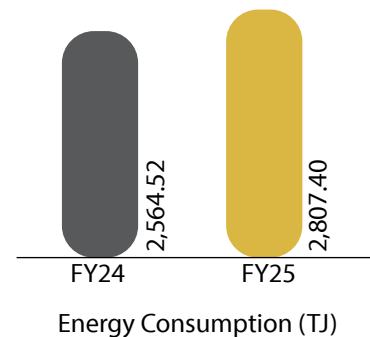
By diversifying its energy mix and embedding sustainability into its core operations, RSWM continues to drive environmental stewardship, operational efficiency and climate resilience, contributing meaningfully to a cleaner, greener future.

At RSWM, we believe that every unit of energy saved is a step closer to a more sustainable future. That's why our shop floor teams continuously monitor energy consumption in real time, enabling us to swiftly identify inefficiencies and implement targeted optimisation strategies. This proactive approach allows us to reduce waste, improve operational performance and minimise our environmental footprint.

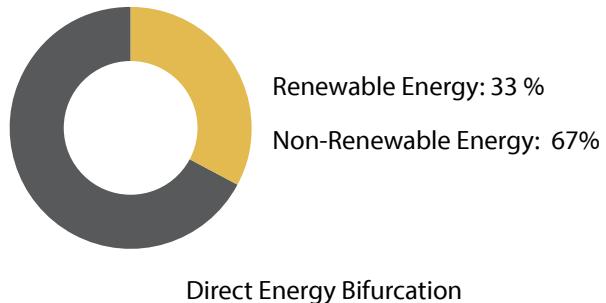


We have also made significant upgrades across our facilities, replacing legacy systems with modern, energy-efficient equipment and transitioning to LED lighting to reduce power consumption. These changes reflect our commitment to responsible resource use and operational excellence.

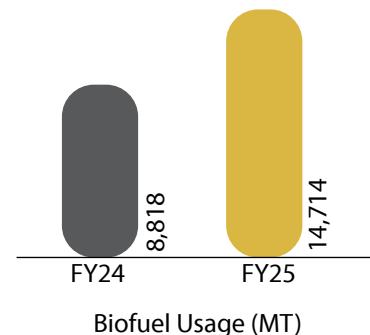
Looking ahead, we are accelerating our transition to renewable energy to reduce our reliance on fossil fuels further. One of our most ambitious initiatives is the transition from coal to biofuel across all our manufacturing sites. We have set a clear target: by 2025, all six of our industrial boilers will operate on biofuel (three are currently operating on biofuel). This marks a major milestone in our journey toward low-carbon manufacturing and cleaner energy adoption. This transition is more than a technical upgrade; it is a strategic move aligned with our broader sustainability agenda.



Energy Consumption (TJ)



Direct Energy Bifurcation



Biofuel Usage (MT)

WATER MANAGEMENT

At RSWM, we recognise that water is a shared and finite resource, one that demands thoughtful stewardship and collective responsibility. Guided by our commitment to Sustainable Development Goal (SDG) 6, we have embedded water conservation, recycling and reuse into the very fabric of our operations, striving toward resource-neutrality and long-term ecological balance.

We have adopted advanced technologies and process innovations to reduce water consumption across our manufacturing units. Our yarn dyeing techniques are designed to drastically cut down water and chemical usage, while our fabric dyeing processes are engineered for high water efficiency. These interventions have led to substantial water savings, without compromising product quality or operational performance.

To ensure environmental protection, every drop of water used in production undergoes rigorous treatment. Our effluent treatment plants (ETPs) are equipped with reverse osmosis systems that purify water to near-original standards before it is safely returned to the environment. This closed-loop approach reflects our commitment to responsible discharge and ecosystem preservation.

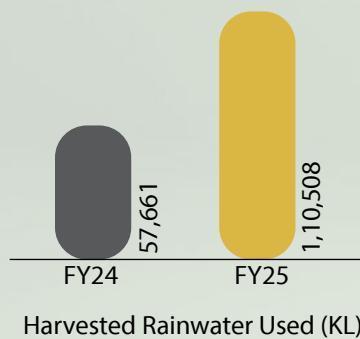
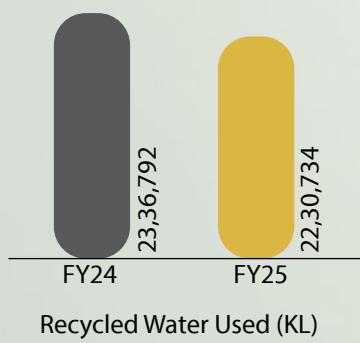
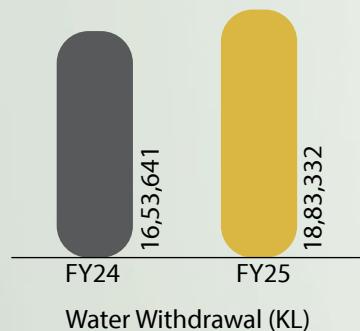
We have gone a step further by implementing Zero Liquid Discharge (ZLD) systems across all our facilities. This means no wastewater leaves our premises, every drop is treated, recycled and reused within our operations, whether for fabric processing, cleaning, or other internal needs. Our advanced recycling infrastructure ensures that water remains a renewable asset, not a wasted one.



In addition to industrial water management, we have invested in rainwater harvesting systems at multiple sites. These initiatives not only recharge the groundwater table but also support the lush greenery that surrounds our facilities, made possible through sustained tree planting and landscape restoration efforts.

Our commitment to water extends beyond our factory gates. We have established potable water generation systems that supply clean drinking water to nearby communities, reinforcing our belief that sustainability must be inclusive and community-driven.

At RSWM, water stewardship is more than a compliance metric. It is a reflection of our values, our innovation mindset and our dedication to building a future where progress and planet go hand in hand.



WASTE MANAGEMENT

At RSWM, we are committed to fostering a circular economy by embedding the principles of reduce, reuse and recycle across our operations. Our waste management framework is designed not only to minimise environmental impact but also to unlock the latent value within discarded materials, transforming waste into opportunity and innovation.

PROCESS WASTE RECOVERY AND FIBRE CIRCULARITY

We have implemented robust systems to ensure that no fibre waste is disposed of improperly. Through the use of open-ended spinning mills and specialised conversion units, we repurpose waste fibres into usable raw material, significantly reducing landfill dependency and promoting sustainable textile production. Our fabric manufacturing units are equipped with advanced technologies that enable the reuse of waste generated by fibre plants, reinforcing circularity at every stage of the value chain.

COTTON WASTE RECYCLING

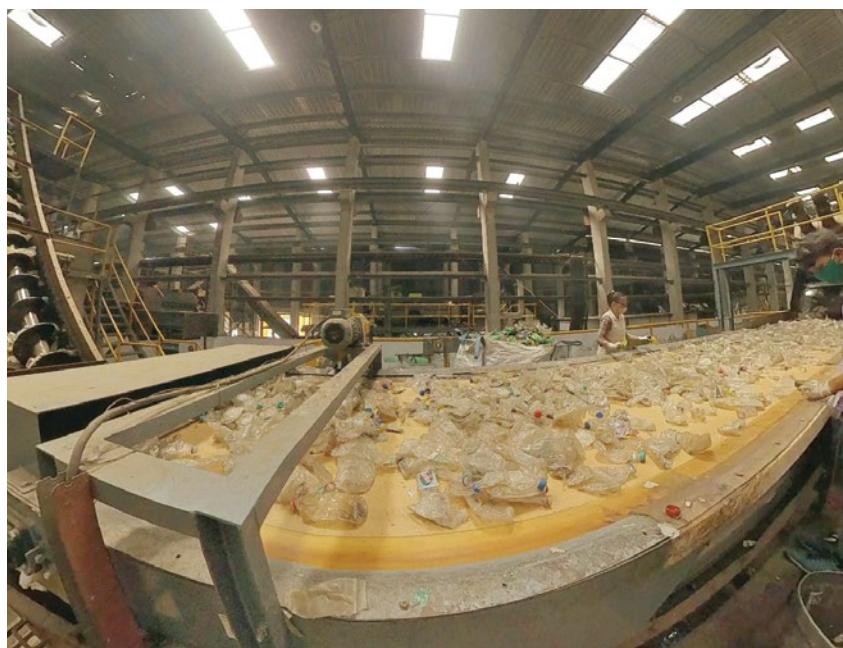
Cotton constitutes a substantial portion of textile waste. By producing recycled cotton, we conserve natural resources, reduce reliance on virgin cotton and contribute to a closed-loop production system that extends the lifecycle of materials. This initiative not only addresses waste at its source but also supports our broader goals of sustainable innovation and resource efficiency.

PLASTIC UPCYCLING AND POLYESTER WASTE MANAGEMENT

Recognising the global challenge posed by plastic pollution, we actively upcycle polyester waste to manufacture new products, diverting plastics from oceans and landfills. This initiative supports international efforts to combat pollution and enables the development of sustainable textile solutions that are both durable and environmentally responsible.

ORGANIC WASTE CONVERSION AND SUSTAINABLE AGRICULTURE

We have established facilities to convert organic waste into nutrient-rich manure, supporting eco-friendly farming practices and enhancing soil health. RSWM mandates the use of at least 50% organic fertilisers across all agricultural plots, with a significant portion operating on 100% organic manure. This approach not only reduces chemical dependency but also promotes biodiversity and aligns with our long-term sustainability objectives.



PET BOTTLE RECYCLING AND COMMUNITY ENGAGEMENT

India currently ranks as the world's largest plastic polluter, releasing approximately 9.3 million tonnes of plastic annually, accounting for nearly 20% of global plastic emissions. While complete elimination of plastic use remains impractical due to its utility and affordability, responsible recycling offers a viable path forward.

In response, RSWM established a dedicated PET bottle recycling facility in FY14, which now processes approximately 6.5 million PET bottles daily, converting them into high-quality polyester fibre. As a result, recycled polyester now accounts for 50% of our total polyester production, up from less than 10% at inception.

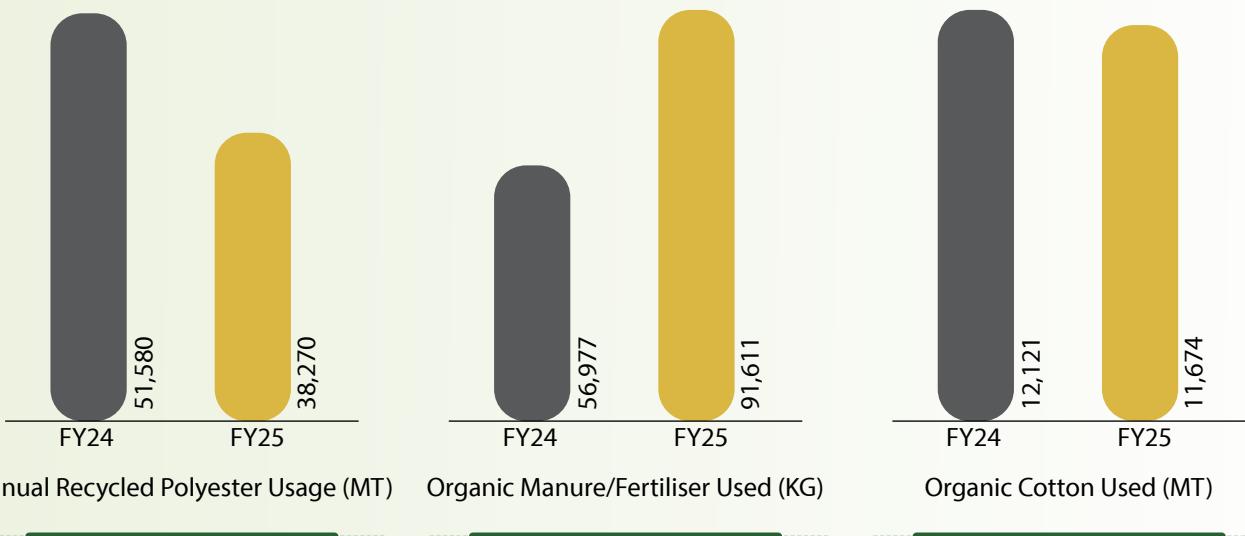
To amplify impact and foster behavioural change, we have installed PET bottle recycling machines at high-traffic public locations, including railway stations and bus terminals, across four districts in Rajasthan. These installations serve as both collection points and awareness hubs, encouraging responsible disposal and community participation in circular practices.

Through these integrated initiatives, RSWM continues to lead by example, transforming waste into value, promoting sustainable production and contributing meaningfully to environmental stewardship and circular economy advancement.

RSWM's flagship facility in Banswara spans an impressive 220 acres, exemplifying the company's commitment to sustainable industrial development. Designed as a green campus, the site features an artificial lake, a man-made rainforest and a thriving orchard, creating a harmonious balance between manufacturing and nature.

This eco-conscious environment is complemented by a spindle capacity exceeding 6,27,000, underscoring the facility's scale and operational excellence. Across its broader network, RSWM has implemented rainwater harvesting systems and tree plantation drives, resulting in lush, green landscapes that enhance biodiversity and contribute to groundwater recharge.

These initiatives reflect RSWM's belief that industrial growth and environmental stewardship can and must coexist. By integrating nature into its infrastructure, the company continues to lead by example in building resilient, regenerative operations.





SOCIAL RESPONSIBILITY



At RSWM, we firmly believe that our success is built on the dedication, expertise and passion of our diverse workforce. Our human capital strategy reflects a deep commitment to fostering a culture of inclusivity, innovation, collaboration and continuous learning, ensuring that every employee is empowered to thrive and contribute meaningfully to our shared goals.

Our team members are not just employees; they are integral stakeholders who shape our strategic direction and drive our growth. We recognise that a workplace enriched by diverse perspectives and inclusive practices fuels creativity, enhances productivity and unlocks innovation. In line with this philosophy, we cultivate a professional environment that values individual potential and collective achievement.

We are committed to:

- Creating a supportive and inclusive workplace that nurtures both professional development and personal well-being
- Investing in continuous skill development to build future-ready capabilities across all levels
- Promoting holistic wellness through employee-centric programs and initiatives
- Extending impact beyond the workplace via community engagement in education, healthcare and social equity

Guided by a spirit of continuous improvement, we strive to enrich the experiences of our employees, customers and communities. Our emphasis on building a positive work culture and driving impactful CSR initiatives reflects our commitment to creating meaningful change in society while embedding sustainability throughout our value chain.





4.68%

Women Employees

9.15

Person Hours of Learning &
Development
(Permanent Employees)

₹1.77 CR

CSR Investment

244,361

CSR Beneficiaries

44.97%

Input Material Sourced
from MSMEs

EMPLOYEE MANAGEMENT

At RSWM, our workforce is more than a driver of operations; it is a cornerstone of our strategic growth and transformation journey. We view our team members as integral stakeholders whose diverse perspectives, expertise and passion shape the direction and success of our organisation.

We firmly believe that a workplace enriched by diversity and inclusive practices fosters innovation, creativity and enhanced productivity. In line with this philosophy, we are committed to cultivating a professional environment defined by collaboration, respect and continuous development, where both individual potential and collective achievement are nurtured.

By embedding people-centric values into our sustainability agenda, we continue to build a resilient and empowered workforce; one that drives innovation, strengthens stakeholder trust and contributes meaningfully to our long-term impact.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

At RSWM, the health and safety of our employees is not just a compliance requirement; it is a core tenet of our operational philosophy and a reflection of our values. We are committed to creating a secure, risk-free and empowering work environment where every individual can thrive with confidence and dignity.

In line with this belief, we have established an occupational health and safety management system designed to identify, control and minimise workplace risks.

We strictly adhere to comprehensive occupational health and safety standards across all our facilities, ensuring that safety is embedded into daily operations and long-term planning. Each RSWM unit has a dedicated safety department led by a Safety Officer (HOD). The department conducts frequent safety training, identifies work-related hazards and ensures the timely implementation of corrective measures. Workers are encouraged to report safety concerns immediately, fostering a culture of responsibility and awareness.

Key elements of our safety framework include:

- Regular safety audits, drills and risk assessments to monitor and improve workplace safety
- Robust infrastructure, including first-aid kits, emergency protocols and trained first responders at every location

At RSWM, workplace health and safety is a strategic priority and a core component of our operational philosophy. We run targeted programs designed to prevent injuries and illnesses, enhance regulatory compliance, reduce operational risks and costs and strengthen employee engagement. These efforts are reinforced through regular



training sessions, seminars, workshops and open forums that promote safety awareness and shared responsibility across all levels of the organisation.

We recognise that safety must be inclusive. To support gender-sensitive workplace design, we provide dedicated spaces for female employees that ensure comfort, privacy and security. These measures reflect our commitment to fostering a respectful, equitable and empowering work environment for all.

Transparency and accountability are central to our safety governance. We maintain detailed records of both minor and major incidents, which are reviewed through monthly audits and escalated to the Board of Directors for oversight. This structured approach ensures continuous improvement and reinforces a culture of safety throughout our operations.

Moreover, our safety protocols are regularly reviewed and updated. We conduct audits, investigate incidents, share learnings and assess health risks to ensure ongoing enhancement of workplace safety and well-being.

Our commitment to health and safety extends beyond the factory floor. In alignment with Sustainable Development Goal (SDG) 3 – Good Health and Well-Being, we implement initiatives that support the wellness of both our workforce and the surrounding communities, ranging from occupational health programs to community healthcare outreach.

To further embed safety consciousness, we observe Safety Day annually on 4th March. This initiative celebrates

and rewards employees who proactively report safety concerns, helping to prevent potential risks and major losses. It serves as a powerful reminder of our collective responsibility and reinforces a culture of vigilance, accountability and care.

Through these integrated efforts, RSWM continues to build a resilient, people-first organisation where safety is not merely a protocol, but a deeply embedded value. By integrating health, safety and well-being into our operational DNA, we foster a responsible and inclusive workplace where care for our people drives performance, progress and long-term sustainability.

HEALTHCARE SUPPORT

At RSWM, we prioritise the health and well-being of our workforce and surrounding communities as a fundamental aspect of responsible business. Our manufacturing units are equipped with on-site health centres, staffed by qualified medical professionals and supported by 24x7 ambulance services, ensuring immediate access to emergency care and routine medical support.

We conduct regular health check-ups, immunisation drives and blood donation camps as part of our proactive healthcare outreach. These initiatives are designed not only to safeguard employee wellness but also to extend meaningful support to local communities—reinforcing our commitment to inclusive development and public health.

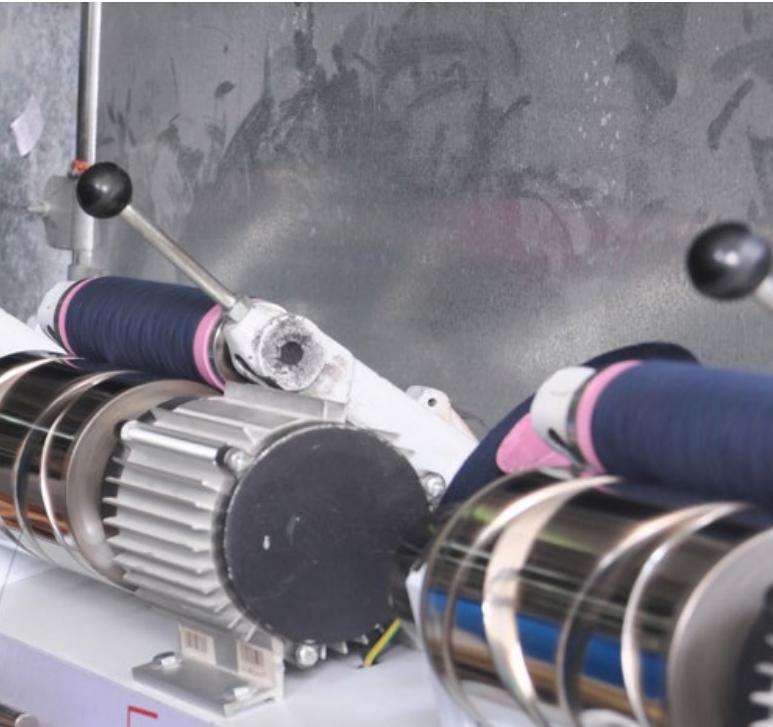
By integrating healthcare into our operational framework, RSWM continues to foster a safe, resilient and people-centric workplace that aligns with our broader sustainability goals.

GRIEVANCE REDRESSAL MECHANISM

RSWM has implemented a robust three-tier grievance redressal system to ensure that employee concerns are addressed promptly, fairly and transparently. This framework empowers individuals to raise issues at multiple levels—beginning with their immediate supervisor, followed by the Plant HR Head or Functional/Business Head, depending on the nature of the concern.

For matters requiring further escalation, employees have direct access to the Chief Human Resources Officer (CHRO), ensuring senior-level oversight and resolution. All grievances are managed within clearly defined timelines, supported by documented procedures that promote accountability and responsiveness.

This structured approach reinforces our commitment to employee well-being, ethical governance and a trust-based work culture, where every voice is heard and respected.



OUR COMMITMENT TO GENDER EQUALITY AND INCLUSION

At RSWM, we are proud to align with Sustainable Development Goal (SDG) 5 as we work to achieve gender equality and empower women through meaningful participation at every level of our organisation.

We believe that an inclusive and equitable workplace is essential to building a future-ready enterprise. Our recruitment practices are designed to reflect the diversity of society, prioritising representation across gender, background and ability.

In FY25, we welcomed 70 engineers to our team, including 25 talented women professionals, reaffirming our commitment to gender diversity in technical and leadership roles. We also strengthened inclusion at the grassroots level by hiring 1,004 blue-collar employees (302 women and 702 men), ensuring that opportunity and empowerment extend across all tiers of our workforce.

To support women beyond recruitment, we have established girls' hostels and ladies' clubs at every operating facility. These spaces promote safety, community and personal growth, enabling us to create a workplace where every individual feels valued and supported. We are not just building a company, we are shaping a culture of equity, respect and opportunity.

EMPOWERING TALENT, BUILDING RESILIENCE

At RSWM, we believe in a leadership philosophy rooted in empowerment—encouraging individuals to take ownership of their work and create meaningful impact. We invest in our people through comprehensive training programs that span functional, behavioural, statutory and technical domains, delivered annually across the organisation.

Our flagship learning and development initiatives are designed to cultivate skills and leadership qualities at every level. By equipping our workforce with future-ready capabilities, we are not only strengthening individual potential—we are also driving organisational resilience and long-term growth.

As part of our ongoing commitment to nurturing industry-ready talent, we continued our Textile Graduate Training Programme in FY25. We recruited around 60 engineers from leading textile colleges and immersed them in a rigorous one-year training journey. This included structured departmental rotations to help them understand core functions, responsibilities and cross-functional dynamics.

We are building more than careers; we are shaping a culture of ownership, agility and continuous learning.





REACHING OUT TO COMMUNITIES

At RSWM, our commitment to social responsibility and inclusive development is a cornerstone of our corporate ethos. We recognise that sustainable growth must be rooted in the well-being of the communities in which we operate. Through our Corporate Social Responsibility (CSR) initiatives, we strive to create meaningful, long-term impact by addressing local needs and fostering collaborative partnerships.

Our CSR approach is community-driven and participatory. We work closely with various agencies and local stakeholders to identify and implement projects that align with our CSR objectives. These engagements ensure that our initiatives are relevant, responsive and tailored to the unique socio-economic context of each region.

Requests for support are received through multiple channels. Each proposal is carefully evaluated to ensure alignment with our CSR vision and its potential to deliver measurable benefits to the community and its stakeholders. By embedding social responsibility into our business strategy, RSWM continues to build trust, strengthen local partnerships and contribute to the broader goal of sustainable and inclusive development.

COMMITMENT TO EDUCATION

At RSWM, we view education as a catalyst for inclusive growth and long-term sustainability. Guided by our CSR Policy and overseen by a dedicated CSR Committee of the Board, we design and implement initiatives that promote quality education, strengthen healthcare infrastructure, support rural development and advance environmental conservation. These efforts reflect our commitment to creating equitable opportunities for underserved communities while aligning our business practices with broader sustainability goals.

In alignment with Sustainable Development Goal (SDG) 4 – Quality Education, we are dedicated to ensuring that every child—regardless of socio-economic background—has access to free, fair and high-quality primary and secondary education. Our programs are designed to foster meaningful learning outcomes, enhance educational infrastructure and empower students to pursue knowledge beyond conventional boundaries.

By investing in education, we aim to nurture future-ready generations, reduce inequality and contribute to the holistic development of the communities we serve.





SUPPORT FOR EDUCATIONAL INSTITUTIONS

Gulabpura and Rishabhdev Schools (Rajasthan)

Founded and managed by an educational society established by the company, it provides holistic learning experiences to local communities.

Vivekananda Kendra Vidyalaya (VKV), Hurda

Originally established for the children of Mayur Mills (LNJ Group) employees, VKV Hurda has grown into a respected institution in the districts of Bhilwara and Ajmer. Today, it serves nearly 900 students, offering both day-schooling and boarding facilities and has become a hub of educational excellence for the region.

Vivekananda Kendra Vidyalaya (VKV), Rishabhdev

Established in 1995, this co-educational English medium senior secondary school is affiliated with CBSE and serves around 1,000 students. Beyond academics, the school emphasises a balanced approach to education, incorporating extracurricular activities, sports and value-based learning to prepare students for future academic and professional pursuits.

Through these initiatives, we are not only investing in academic excellence but also nurturing well-rounded individuals prepared to contribute meaningfully to society. By embedding education into our CSR strategy, we reaffirm our commitment to empowering future generations and driving sustainable, inclusive community development.



OTHER INTERVENTIONS

Health, Hygiene & Safe Water: Good health is the foundation of dignity and productivity. Through targeted nutrition support, preventive healthcare drives and awareness campaigns, we tackled malnutrition and ensured access to essential food supplies in underserved communities. Parallel efforts in clean drinking water addressed long-standing scarcity, improving well-being and reducing disease burden across villages.

Women's Empowerment & Social Inclusion: We worked to create safe and supportive environments for women, children and the elderly. From establishing hostels for orphans and women in need, to building daycare and elder-care centres, our focus remained on dignity, independence and opportunity. These initiatives provided both protection and pathways to progress for society's most vulnerable.

Preserving Heritage, Promoting Culture: We continue to nurture India's cultural wealth by restoring historic structures, supporting libraries and promoting traditional arts and crafts. In doing so, we ensured that heritage is not just preserved but celebrated, keeping cultural identity alive amid rapid modernisation.

Environment & Sustainability: Our responsibility to the planet is integral to our purpose. With initiatives in afforestation, agroforestry, wildlife protection and resource conservation, we worked to safeguard soil, air and water. These proactive actions were designed not just to repair but to protect ecological balance for generations to come.

Standing by the Armed Forces: To honour those who serve the nation, we extended welfare support to veterans, war widows and their families. These programmes reflected our deep gratitude, aiming to ease challenges and provide security for those who have sacrificed for the country.

Rural Sports & Youth Potential: From Olympic and Paralympic disciplines to grassroots games, our rural sports initiatives uncovered and nurtured talent in small towns and villages. Beyond physical growth, these programmes instilled identity, pride and belonging, enabling rural youth to dream and achieve on national and global platforms.

National Relief & Social Justice: Through contributions to the Prime Minister's Relief Fund, Swachh Bharat Kosh and other national initiatives, we supported disaster relief, cleanliness drives and the welfare of marginalised groups, including Scheduled Castes, Scheduled Tribes, minorities and backward communities, bridging the gap between policy and reality.

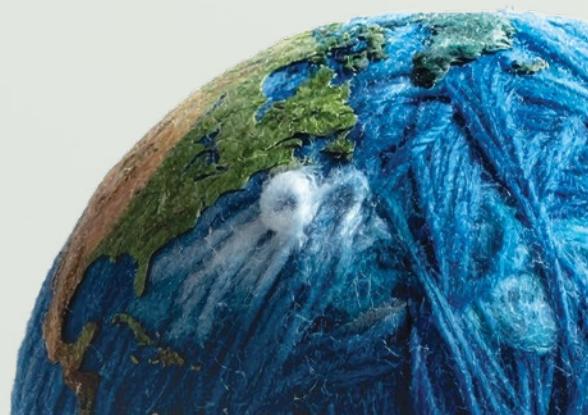
Fostering Innovation & Enterprise: We partnered with government-recognised institutions to support incubators and accelerators, sparking entrepreneurship and innovation among India's youth. These initiatives created a pipeline for new ideas, businesses and jobs in emerging, high-impact sectors.

Rural Development & Infrastructure: With our deep rural roots, we invested in housing, sanitation, transport and livelihood support, creating infrastructure that empowers growth. These projects provided communities with the tools to thrive, ensuring development reached every corner.

Urban Renewal & Slum Development: In urban and peri-urban areas, our CSR efforts focused on upgrading housing, sanitation and public facilities in slum regions. The goal was to improve the quality of life, restore dignity and expand opportunities in overlooked communities.

Disaster Response & Rehabilitation: When calamity struck, RSWM stood on the frontlines of relief and rehabilitation. From immediate rescue to long-term reconstruction, our disaster response programmes were defined by empathy, urgency and care—helping communities rebuild lives with resilience.

Through these multifaceted initiatives, we continue to reaffirm our commitment to creating a long-lasting, positive impact, advancing social equity and fostering sustainable development.







RESPONSIBLE GOVERNANCE

The bedrock of our corporate governance philosophy is based on unwavering adherence to ethical business practices, impartiality and mutual trust, which enabled us to emerge as one of the most respected companies in the Indian textile sector.

DRIVING RESPONSIBLE GROWTH AND RESILIENCE

Our business management model is the backbone of our strategy—enabling short-term success while securing long-term stability, sustainability and resilience. We hold ourselves and our partners to the highest standards of responsibility, fostering trust through transparency, fairness and consistent enforcement.

This commitment extends to all our stakeholders, employees, customers, suppliers, shareholders and communities, guided by integrity and a deep sense of accountability. Transparent communication is central to how we build trust. We share clear, accurate information and engage in open dialogue to ensure our actions reflect stakeholder needs and aspirations, creating shared value and sustainable growth.

In alignment with Sustainable Development Goal (SDG) 8, we are embracing emerging trends in the textile industry that drive productivity through innovation, diversification and high-value, labour-intensive practices. These advancements position us for inclusive, future-ready growth.

THE BOARD

At RSWM, we take pride in the strength and balance of our Board, which comprises 12 Directors, including Executive, Non-Executive and 6 Independent Directors. With approximately 50% of the Board being independent and one woman Director among us, we reaffirm our commitment to gender diversity, inclusivity and transparent leadership.

Our Board brings together acclaimed industrialists, seasoned professionals and sectoral champions whose expertise helps us uphold the highest standards of corporate governance. In FY25, we convened five Board meetings with a participation rate of 96.2%, reflecting our shared dedication to active oversight and strategic guidance.

These meetings serve as vital platforms to review performance, shape long-term strategy and address key priorities, including ESG, compliance and people development. Through open dialogue and informed decision-making, we ensure our operations remain agile, accountable and aligned with stakeholder expectations.

We believe that strong governance is not just a framework, it is a catalyst for sustainable growth and enduring impact.

GOVERNANCE FRAMEWORK

At RSWM, strong governance is central to our operations—driven by a dynamic mindset and an unwavering commitment to ethical conduct. Our governance framework extends beyond statutory compliance to encompass a robust Code of Conduct, a transparent whistleblower policy, regular statutory and secretarial audits and specialised committees overseeing risk, remuneration, internal audit and business processes. We maintain zero tolerance for ethical compromises.

Our Code of Conduct guides principled decision-making, helping us navigate conflicts of interest and uphold legal and moral standards. All directors and senior leaders are bound by this code, reinforcing our culture of integrity and accountability.

We have consistently strengthened our governance systems to protect stakeholder interests and ensure sustained excellence. Shareholders appoint our Board of Directors, which is supported by expert committees that discharge their responsibilities with rigour. Independent audits by external professionals ensure transparency, with findings presented to the Board and disclosed in our Annual Report.

We align with global governance benchmarks, adopting international best practices to ensure our operations remain resilient, transparent and future-ready.





DATA SECURITY

At RSWM, data security is a cornerstone of our digital governance strategy. We are committed to fostering a secure, compliant and resilient digital environment across the organisation. In line with this commitment, we have disseminated comprehensive guidelines derived from our Group IT Policy and the Information Technology Act, 2000. These guidelines promote regulatory awareness and responsible IT usage, embedding a culture of digital accountability throughout our workforce.

ADVANCING GOVERNANCE WITH GROUP IT POLICY VERSION 4.0

To stay ahead of evolving cyber risks and technological shifts, we released Version 4.0 of our Group IT Policy. This enhanced framework integrates the latest cybersecurity protocols, emerging tech trends and updated compliance mandates. It empowers teams to adopt secure digital practices, strengthens our risk posture and ensures that our IT governance remains agile and future-ready.

BUILDING CYBER AWARENESS THROUGH SIMULATION

As part of our proactive cybersecurity strategy, we conducted phishing simulation exercises across the organisation. These simulations significantly improved employee awareness, vigilance and responsiveness to cyber threats—transforming potential vulnerabilities into strengths. By embedding cybersecurity into everyday decision-making, we are cultivating a digitally resilient workforce.

LOOKING AHEAD

We continue to invest in advanced security infrastructure, employee training and governance frameworks that align with global best practices. Our goal is not just to protect data—but to build digital trust, safeguard stakeholder interests and enable secure innovation across all facets of our business.

ESG TRAINING – BUILDING A CULTURE OF RESPONSIBILITY

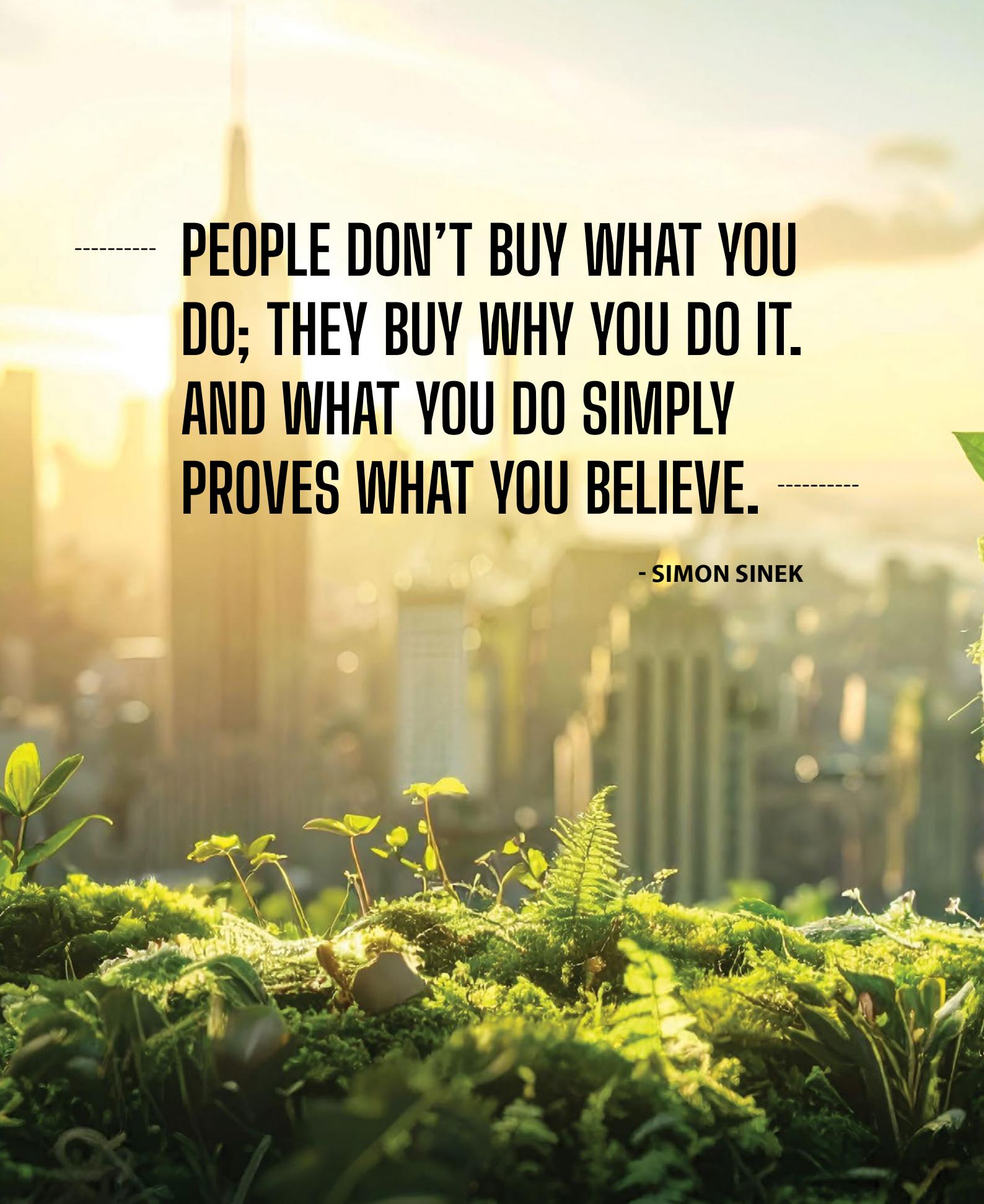
At RSWM, we are embedding sustainability into the core of our operations. To ensure every employee plays an active role in advancing our environmental, social and governance goals, we have launched a comprehensive ESG training program across the organisation.

This initiative builds awareness, strengthens ethical decision-making and empowers our teams to contribute meaningfully to ESG priorities in their daily work. By fostering a culture of sustainability and accountability, we are not only driving responsible growth, but we are also creating long-term value for our business, our stakeholders and society at large.

We believe that when every individual understands their impact, we move closer to building a future that is inclusive, resilient and purpose-led.

— PEOPLE DON'T BUY WHAT YOU DO; THEY BUY WHY YOU DO IT. AND WHAT YOU DO SIMPLY PROVES WHAT YOU BELIEVE. —

- SIMON SINEK





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SECTION THREE



SELECTION FOR SDG TARGETS FOR A SUSTAINABLE FUTURE

The United Nations Sustainable Development Goals (SDGs) comprise 17 interconnected global objectives that serve as a blueprint for achieving a more equitable, inclusive and sustainable future by 2030. Each goal is supported by specific targets designed to address critical challenges—from poverty and education to climate action and responsible consumption.

At RSWM Limited, we recognise the transformative potential of the SDGs and have proactively aligned our sustainability strategy with select goals that are most relevant to our business, stakeholders and communities. We have adopted SMART (Specific, Measurable, Achievable, Relevant, Time-bound) targets under these goals to ensure focused execution and measurable impact.



OUR APPROACH INCLUDES

Prioritising SDGs that intersect with our core operations, such as SDG 3 (Good Health and Well-Being), SDG 4 (Quality Education), SDG 6 (Clean Water and Sanitation), SDG 8 (Decent Work and Economic Growth), SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action)



Defining clear metrics and timelines for each initiative to track progress and ensure accountability

Engaging stakeholders, including employees, communities, suppliers and partners, to co-create solutions and amplify impact

Integrating SDG-linked goals into our CSR programs, operational practices and ESG disclosures to drive long-term value creation

By embedding the SDGs into our strategic framework, we reaffirm our commitment to responsible growth, inclusive development and environmental stewardship. This alignment not only strengthens our sustainability credentials but also positions us as a future-ready enterprise contributing meaningfully to global progress.



ENVIRONMENTAL GOALS



RENEWABLE ENERGY

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Green Energy - 45% of total consumption by end of FY 26.	UN Sustainable Development Goal (SDG) 7- Target 7.2 focuses on increasing the share of renewable energy in the global energy mix.	7.2.1: Renewable energy share in the total final energy consumption.	Invest in renewable energy for production facilities, enhance energy efficiency measures and encourage sustainable transportation across the supply chain.



BIO FUEL ENERGY

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Bio fuel - 100% usage of biofuel in boilers by FY 26.	UN Sustainable Development Goal (SDG)7- Target 7.2 focuses on increasing the share of renewable energy in the global energy mix.	7.2.1: Renewable energy share in the total final energy consumption.	Invest in bio fuel reduces coal use, lowers carbon emissions, boosts profitability and supports sustainable rural development.





WATER FOOTPRINT REDUCTION

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Achieve a 30% reduction in the overall water footprint of new textile products.	UN Sustainable Development Goal (SDG) 6- Target 6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	6.3.1: Proportion of domestic and industrial wastewater flows safely treated. 6.3.2: Proportion of bodies of water with good ambient water quality.	Adopt water-saving technologies in dyeing and finishing processes, recycle and reuse wastewater and encourage water-efficient practices in agriculture. Additionaly reduced 30 mins per cycle dyeing time resulting in less water consumption.



CHEMICAL MANAGEMENT

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Eliminate the use of all harmful chemicals listed by international regulations and significantly reduce the overall use of chemicals by 2030.	UN Sustainable Development Goal (SDG) 12: Responsible Consumption and Production. Within this goal, Target 12.4 specifically addresses chemical management. It aims to achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks and significantly reduce their release to air, water and soil to minimise their adverse impacts on human health and the environment.	612.4.1: Number of parties to international multilateral environmental agreements on hazardous waste and other chemicals that meet their commitments and obligations in transmitting information as required by each relevant agreement. 12.4.2: (a) Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment.	Adopt safer alternatives in dyeing and finishing processes and invest in research and development of bio-based and biodegradable materials.



SOCIAL GOALS



COMMUNITY ENGAGEMENT

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Invest in community development projects in areas where the company operates by 2032.	UN Sustainable Development Goal (SDG) Goal 11: Target 11.1, By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.	11.1.1: Proportion of urban population living in slums, informal settlements or inadequate housing.	Support educational initiatives in local communities, collaborate with NGOs on environmental and social projects and create volunteer opportunities for employees.



SAFE WORKING CONDITIONS

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Achieve zero workplace accidents and fatalities by 2035.	United Nations Sustainable Development Goal (SDG) 3.8 focuses on achieving universal health coverage, including financial risk protection, access to quality essential healthcare services and access to safe, effective, quality and affordable essential medicines and vaccines for all.	3.8.1: Coverage of essential health services. 3.8.2: Proportion of population with large household expenditures on health as a share of total household expenditure or income.	Establish robust safety protocols, deliver comprehensive training programs and carry out regular safety audits across the supply chain.





DIVERSITY & INCLUSION

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Actively recruiting and supporting employees with disabilities. And Providing opportunities for individuals from diverse socio-economic backgrounds.	United Nations Sustainable Development Goal (SDG) 5 focuses on achieving gender equality and empowering all women and girls.	5.5.2: Proportion of women in managerial positions.	Collaborate with external organisations and initiatives dedicated to diversity and inclusion, while supporting community programs that advance equal opportunities.





GOVERNANCE GOALS



TRANSPARENCY & TRACEABILITY

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Achieve full transparency throughout the supply chain by 2032, enabling consumers to track the origin and environmental/social impact of their clothing.	United Nations Sustainable Development Goal (SDG) 12 focuses on ensuring sustainable consumption and production patterns.	12.7.1: Number of countries implementing sustainable public procurement policies and action plans.	Strengthen supply chain management systems, publish regular sustainability reports and collaborate with organisations that promote transparency within the textile industry.



SUSTAINABLE GOVERNANCE

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Integrate sustainability principles into all aspects of the company's decision making processes by 2030.	United Nations Sustainable Development Goal (SDG) 9: Industry, Innovation and Infrastructure, Target 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	9.4.1: CO ₂ emission per unit of value added.	Form a dedicated sustainability committee, define clear goals and KPIs and align executive compensation with sustainability performance.

IN CLOSING

Our journey over the decades has been marked by resilience, innovation and an unwavering commitment to ensuring sustainable products for the world at large. As we navigate the complexities of our global landscape marked by the perils of environmental degradation and climate change, our dedication to our ESG goals remains steadfast.

With sustainability being a bar of excellence that constantly rises to measure our success, we will continue to strive harder in the Environment, Social and Governance (ESG) areas to emerge as a global leader in our increasingly complex and competitive business landscape.

CONTACT DETAILS

We value your feedback as it is crucial for us to understand the impact of our initiatives and identify opportunities for further improvement. Please share your thoughts and suggestions with us by emailing sustainability.rswm@Injbhilwara.com. Your views will be greatly appreciated as they will help shape our future sustainability efforts.



**Corporate Office**

A-12, Bhilwara Towers, Sector-1, Noida
201301, Uttar Pradesh, India

Registered Office

Kharigram, P.O. Gulabpura- 311 021
Dist. Bhilwara (Rajasthan), India

W: www.rswm.in / www.lnjbihlwara.com
CIN: L17115RJ1960PLC008216



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