



RSWM LIMITED  
SUSTAINABILITY REPORT  
2023-24

# Knitting into Sustainable Future...

# Table of Contents

## Section ONE

<b>04</b>	<b>Background of RSWM Limited &amp; Sustainability Report</b>
	Introduction to our Report
	Reporting Coverage
	Reporting Period
	Contact Details
<b>05</b>	Who we are, and what we do.
<b>06</b>	Locations (Where we are)
<b>08</b>	Milestones
<b>10</b>	Brand Covered for this Report
<b>16</b>	Vision
<b>16</b>	Mission
<b>17</b>	Strong GRIP with ESG (Integrating ESG with Our Core Values)

## Section TWO

<b>20</b>	Key Highlights for 2023-24
<b>20</b>	Key Events & Recognitions

## Section THREE

<b>26</b>	Our Milestones in Sustainability Journey
<b>26</b>	Important Certifications for ESG Integration within Process
<b>27</b>	Our Sustainable Products
<b>27</b>	Herbal, safe and sustainable- Contributing for Greener Future
<b>28</b>	Vibrant Organic Cotton Products
<b>29</b>	Fibre Green
<b>30</b>	RSWM introduces yarns made with 100% herbal/natural dyes
<b>31</b>	Silver Technology

## Section **FOUR**

34	RSWM ESG Report Card
34	Major Achievements in Triple Bottom Line
35	Environmental Performance
35	Key Highlights
36	RSWM takes up six environmental sustainability issues
41	Social Performance
41	Key Highlights
46	Governance Performance
46	Key Highlights

## Section **FIVE**

52	Selection for SDG Targets for Sustainable Future
53	Environmental Goals
54	Social Goals
56	Governance Goals



## We only take What we can give

For over 60 years, RSWM Limited has been a leader in sustainable practices, guided by a deep-seated passion for giving back to nature rather than merely following mandates. Our journey has been one of continuous evolution, adapting our methods to address the pressing environmental challenges of our time.

In response to these challenges, RSWM Limited has transformed its sustainability efforts in the 21st century. Our initiatives now encompass a broad spectrum of environmental conservation practices. We are harnessing renewable energy sources, significantly reducing our carbon footprint. Our recycling programs are successfully repurposing crores of PET bottles annually, preventing them from polluting our land and oceans. Additionally, we have implemented advanced technologies to reduce CO<sub>2</sub> emissions and conserve water throughout our production processes.

At RSWM Limited, we recognize these challenges and are committed to driving major changes within the industry. Our ongoing efforts in sustainability are not just about compliance; they are about leading by example. We are dedicated to fostering a circular economy in the textile industry, where resources are reused and recycled and waste is minimized. Through innovation and relentless dedication, we aim to create a more sustainable future for the generations to come.

This sustainability report is trying to

capture the essence of our efforts for sustainable future where the motto

## “We Only Take What We Can

**Give”** reflects a company's commitment to sustainable and ethical practices. We are committed to demonstrate a balanced approach to business, ensuring that its operations are not only profitable but also beneficial to society and the environment.





04 SECTION  
ONE

20 SECTION  
TWO

26 SECTION  
THREE

34 SECTION  
FOUR

52 SECTION  
FIVE

03

## Background of RSWM Limited & Sustainability Report

### Introduction to our Report

This report marks a significant milestone in our journey towards integrating sustainability into the core of our business practices. It not only reflects our ongoing commitment to responsible operations but also underscores our dedication to transparency and accountability in all aspects of our business.

We have proactively adopted the Business Responsibility and Sustainability Report (BRSR) framework for the year 2021-22, marking a significant stride. This proactive stance not only aligns us

with international best practices but also showcases our commitment to spearhead the textile industry's shift towards a sustainable and fair future.

At RSWM Limited, sustainability is not just a concept but a guiding principle that influences every decision we make. From reducing environmental impact in our manufacturing processes to ensuring ethical labour practices and contributing positively to the communities we operate in; our commitment is unwavering. Our efforts extend beyond compliance, aiming to set new standards in

sustainable practices within the textile sector.

This report provides a comprehensive overview of our sustainability initiatives, performance metrics and future goals. It reflects our ambition to not only meet but exceed expectations in environmental stewardship, social responsibility and economic performance. We believe that sustainability is a journey, not a destination, and this report is a critical tool in charting our progress and identifying areas for further improvement.

### Reporting Coverage

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

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

### Reporting Period

The reporting period for this Sustainability Report is from 1st April 2023 to 31st March 2024.

### 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 sending an email to [sustainability@lnjbihlvara.com](mailto:sustainability@lnjbihlvara.com). Your views will be greatly appreciated as it will help shape our future sustainability efforts.

## Who we are and what we do

Established in 1960, RSWM has grown to become a powerhouse in manufacturing and exporting high-quality yarns and fabrics.



At RSWM, we produce and supply high-quality yarns to some of the most renowned brands in over 70 countries all over the world. So, there's a high chance that whatever you're wearing has yarns made by us.

For the last 64 years, we have created stories through our high-quality cotton, melange, synthetic and novelty yarns along with knitting and denim fabric that's used to drape people around the

world. While providing the world with the best quality of yarns and fabrics, we are also committed to keeping our environment green and clean through our manufacturing sustainable model.

RSWM is one of the largest manufacturers and exporters of synthetic and blended spun yarns from India.

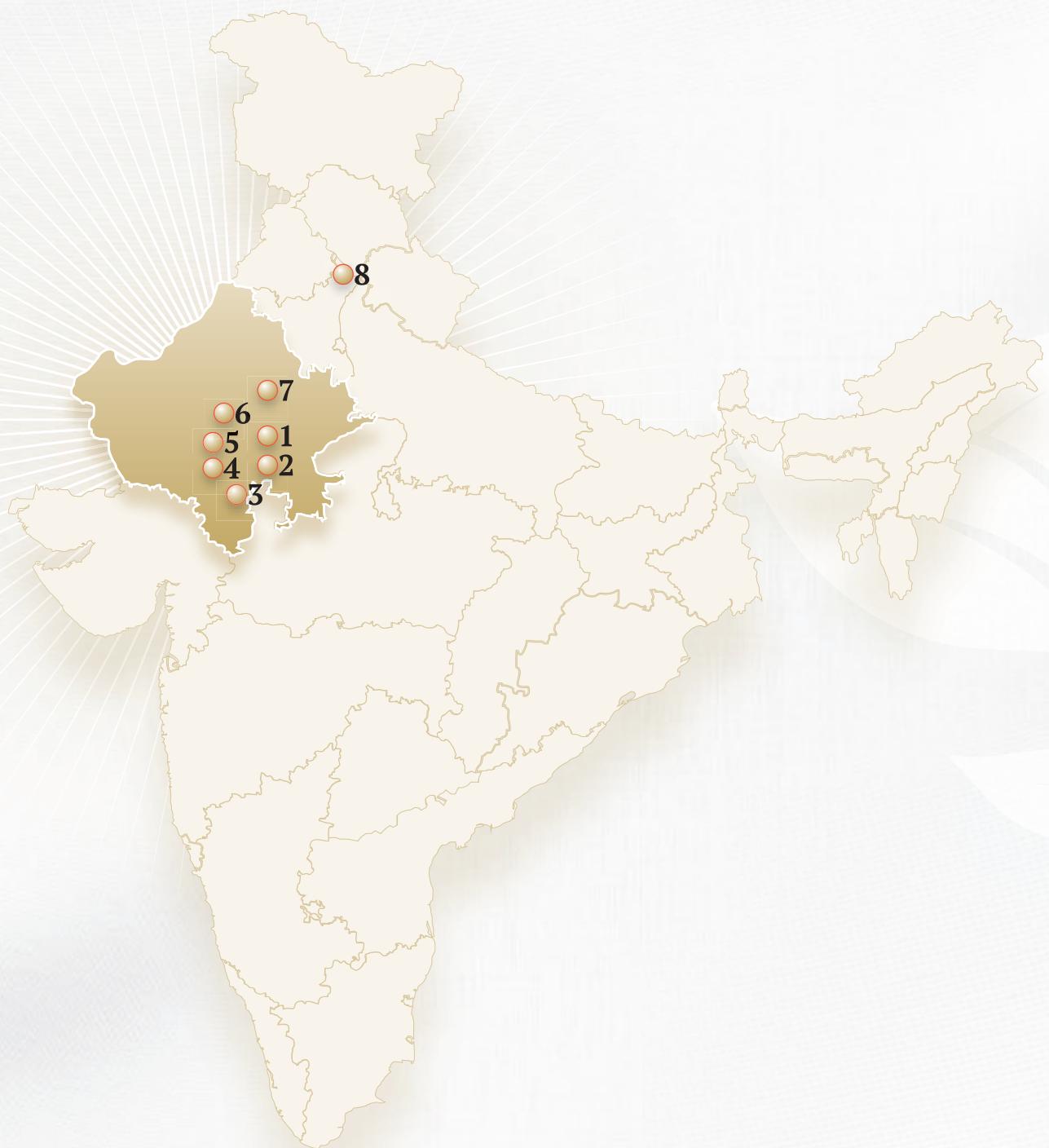
As a leader in the domestic and international textile industry, our innovative mindset and

visionary approach helped us build associations across the globe.

We are attuned to both our customers' requirements and the environmental demands of our planet. Continuously implementing strategies, we strive to craft top-notch yarns while minimizing our ecological impact. Our commitment extends to offering a diverse palette of natural, exquisite hues, textures, blends and innovative yarn creations.



## Locations (Where we are)



**6,25,768**

Spindles

**5,840**

Rotors

**172**

Looms

**43K<sub>[MT p.a]</sub>**

Green fibre

Map not to scale



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

## Mordi, Banswara

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



4

## Rishabhdev

PV Blended Greige Yarn Spinning



5

## Mandpam

Fiber Yarn Dyeing and Melange Yarn



6

## Kanyakheri

Melange yarn



7

## Ringas

- a) Fibre Dyeing & PV Blended Dyed Yarn spinning
- b) Recycled Polyester Staple Fibre (Green Fibre)



8

## Chhata, Kosi Unit (Distt.) Mathura

- a) Ring & Open-End Cotton Greige Yarn Spinning
- b) Knitting & Processing

**9,100MT p.a**

Knitted fabric



## Milestones

First Unit of RSWM

**1960**

Spinning unit was established at Kharigram, Gulabpura

**1973**

Established Greige yarn spinning unit at Banswara

**1989**

Established Melange yarn manufacturing unit at Mandpam, Bhilwara

**1994**



**2003**

Acquired the Rishabhdev plant from HEG Ltd. The 1st acquired unit of RSWM

**2005**

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

**2006-07**

Completed an expansion plan with a capital cost of ₹700 Cr.

Expanded Automated Spinning plant capacity at Kharigram (SJ-11), Banswara (Rotors), Denim (Spinning), Mordi (50 Looms)

**2011-12**

Established a Green Fibre manufacturing unit at Ringas with a capacity of 18,000 MTs p.a

**2014**

Additional capacity at Melange yarn unit at Kanyakheri, Bhilwara

**2015**



**2016**

RSWM launches its new range of value-added yarns "RSWM EDGE™"

**2017**

- Installation of Sheet Dyeing facility at Denim
- Commissioned 3.3 MW Rooftop Solar Power Plant at Mandpam and Kanyakheri

**2018**

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

- 18.7 MW Solar Power Plant and 25,000 MTs p.a. Green Fibre
- 3.3 MW Solar Power Plant

## 2019-20

- Added 4 MW Solar power
- Total capacity increased to 28 MW of Solar power

## 2021-22



## 2022-23

- 30k Spindles at Operation at HJ-21 Kharigram
- 4,800 MT p.a. Knitted fabric
- 8.4 Mn Mtr. p.a. Denim fabric
- Added 19,584 spindles to Denim plant at Mordi

- Expansion of Unit located at Lodha Unit, Banswara by addition of 51,072 Spindles of Compact Cotton Yarn
- Acquisition of BG Wind Power Limited (BGWPL) - 20 MW
- Acquisition of Ginni Filaments Limited, Chatta, Kosi Unite (Distt.) Mathura

## 2023-24



## LNJ Knits

In today's fast-paced world, the importance of wearing comfortable clothing cannot be overstated.



Knitted fabrics emerge as the ideal choice for our modern lifestyle, offering unparalleled comfort, lightweight feel, wrinkle-resistance and a host of other properties tailored specifically for contemporary living. Backed by a robust establishment fuelled by boundless creativity, LNJ Knits presents a dynamic range of knitted fabrics, including Single Jersey, Interlock, Rib, Fleece, Flat Back Rib, Terry, Foma, Honeycomb, Pique, Waffle and more.

LNJ Knits boasts of an impressive manufacturing capacity of 9000+ tonnes in Phase One, with plans for gradual capacity expansion in the future. Leveraging our unmatched expertise as pioneers in the textile industry, we provide our clients with a wide array of fabric blends, including cotton and cotton blends, Modal, high-performance synthetics, Spandex, Nylon and others, crafted from yarns featuring exceptional fibers.



## **LNJ Denim**

LNJ Denim, a denim manufacturing facility founded in 2007 under the umbrella of RSWM Limited. Renowned for innovation and top-notch quality, LNJ Denim has garnered a stellar reputation among both international and domestic brands as a leading supplier of denim fabric.

### **The PIQ Theory: Precision, Innovation and Quality - The Foundation of LNJ Denim**



**Precision:** We strive for accuracy and meticulousness in everything we do, from selecting the best materials and people to crafting their denim products.



**Innovation:** We are dedicated to staying ahead of the curve in the fashion world. This involves extensive market research and development to bring you the latest and most innovative denim designs.



**Quality:** We are committed to producing superior quality denim textiles. We hold ourselves to high standards and aim to be the trusted resource for all your denim needs.



## Kapaas

The inauguration of Kapaas, our latest line of 100% cotton combed compact yarn, marks a significant moment in our company's journey towards excellence and sustainability. Hosted by Mr. Riju Jhunjhunwala, the esteemed Chairman and Managing Director of RSWM Ltd., this event underscores our unwavering commitment to craftsmanship, innovation and the relentless pursuit of quality.

---

### Kapaas: Redefining Excellence in Textile Innovation with #Texintel Yarn



Kapaas symbolizes the culmination of our dedication to excellence, blending traditional craftsmanship with cutting-edge innovation to create a truly remarkable product. This fusion of textile expertise and technological intelligence has resulted in the development of our revolutionary texintel yarn, setting a new standard in the industry.

The journey to create Kapaas has been marked by a meticulous process of blending and refining pure cotton, ensuring the highest standards of quality and sustainability. The result is a range of products that not only exude refinement but also boast a rich hand feel, offering consumers an unparalleled sensory experience.



## Fibre Green

Fibre green® by RSWM presents a sustainable solution in the form of recycled polyester fibre, closely resembling the properties of typical virgin polyester fibre.

# RSWM **FIBRE GREEN**

WEAR IT FOR THE PLANET

This innovative product allows for versatile blending with various fibres to craft yarns suitable for manufacturing consumer-grade fabrics. RSWM's Fibre green® originates from recycled PET bottles, undergoing a transformation from flakes to fibres. These fibres, available in diverse thicknesses and lengths (denier), are subsequently spun into yarns ideal for the production of consumer fabrics.



**04** SECTION  
ONE

**20** SECTION  
TWO

**26** SECTION  
THREE

**34** SECTION  
FOUR

**52** SECTION  
FIVE

## Ultima

Ultima is a brand of greige yarn produced by RSWM Limited. Greige yarn refers to yarn in its natural, uncolored state before any dyeing or finishing processes. Ultima yarn is known for being high-quality and versatile.

### RSWM Ultima®: A Special Yarn for Current Times



Here are some key features of RSWM Ultima®:

- Fewer work hours required for high production.
- Contactless transfers of material.
- Controlled processes with minimal human touch.
- Fully automatic robotic package movement.
- High quality products.



## Melantra

Melantra is a brand of yarn produced by RSWM Limited. They are known for their high-quality, innovative yarns, and Melantra focuses specifically on melange yarns.

### Melantra: Blended to Perfection



Melange yarn is a type of yarn that blends colored fibres together. This creates a unique, mottled effect in the finished fabric, ranging from subtle to bold depending on the color choices. RSWM boasts nearly three decades of experience creating melange yarns under the Melantra brand.

Melange yarns can be used in knitting and weaving to create a variety of fabrics for clothing and

home furnishings. Some common applications include:

- Suiting
- Shirting
- Knits
- Sewing thread
- Home furnishing
- Carpets





## 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 fulfilling our customer's needs in today's globally competitive environment."*

We aspire to innovate new trends in textile industry through excellence and seamlessly grow

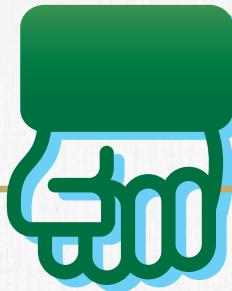
to become Global Leader by positioning our finest and diverse products worldwide. We are committed to achieve growth by promoting integrity, ethics and co-prosperity to ensure that our success is mutually beneficial for our customers, employees and the community.



RSWM envisages itself as a trendsetter of the textile industry. It is committed to introduce innovative products in the industry which will set new standards to continuously grow on a sustainable basis and be a major, innovative, profitable and the most admired textile manufacturer in Asia.

## Strong GRIP with ESG (Integrating ESG with our Core Values)

We have integrated our core values, represented by the acronym GRIP, with our ESG initiatives and sustainability efforts. This integration ensures that our principles guide every aspect of our approach to sustainability, reinforcing our commitment to responsible and ethical practices in all areas of our business.



### Governance

Ensures responsible decision-making and accountability on ESG issues.

- Ethical Leadership:** We foster a culture of integrity, transparency, and accountability at all levels.
- Sustainable Decision-Making:** We consider ESG factors in all business decisions, including long-term impacts.
- Risk Management:** We proactively identify and manage ESG-related risks and opportunities.
- Compliance:** We adhere to all relevant environmental, social, and governance regulations.



### Recycle

Focuses on minimizing environmental impact and promoting sustainability.

- Resource Efficiency:** We minimize waste and pollution through responsible resource management and consumption.
- Circular Economy:** We seek opportunities to extend the life cycle of products and materials.
- Climate Change Action:** We implement strategies to reduce our carbon footprint and mitigate climate change impacts.
- Sustainable Procurement:** We prioritize suppliers with strong ESG practices.



### Inclusion

Represents the social aspects of ESG, promoting diversity and social responsibility.

- Diversity & Equity:** We create a diverse, equitable, and inclusive workplace that respects human rights for all.
- Employee Well-being:** We promote employee health, safety and well-being.
- Community Engagement:** We build positive relationships with communities where we operate and invest in their development.
- Supply Chain Responsibility:** We promote fair labour practices and ethical sourcing throughout our supply chain.



### Performance

Drives continuous improvement and transparency in ESG initiatives.

- ESG Metrics:** We establish clear metrics to track our ESG performance and progress towards goals.
- Stakeholder Engagement:** We engage with stakeholders on ESG matters and report transparently on our performance.
- Continuous Improvement:** We strive for continual improvement in all aspects of ESG integration.
- Incentives:** We align incentives (e.g., rewards, recognition) with achieving ESG goals.







True sustainability  
means not only  
mitigating damage  
but also driving  
beneficial outcomes



04 SECTION ONE

20 SECTION TWO

26 SECTION THREE

34 SECTION FOUR

52 SECTION FIVE

19

## Key Highlights for 2023-24

### Key Events & Recognitions

#### Bharat Tex 2024

Our Chairman and Managing Director, Shri Riju Jhunjhunwala, was present at Bharat Tex, the Global Textile Expo. In the event, leaders actively engaged with textile professionals, cultivating an energetic environment ripe for exchanging knowledge and forging

extensive networks. Positioned as the premier textile sector hub, it presents a blend of exhibitions, discussions and networking avenues, drawing in key figures like policymakers, CEOs, exhibitors and buyers worldwide.

With a focus on sustainability, resilient supply chains and digital transformation, the event highlights India's rich textile heritage and its leading position in tradition, innovation, and sustainability.



#### Gold in Spun Yarn Exports

RSWM Limited, proudly clinched the prestigious Gold Award for Spun Yarn Exports. Presented by Shri Piyush Goyal Ji, Hon'ble Minister of Commerce and Industry, Consumer Affairs, Food and Public Distribution, Textiles, Government of India, the accolade was a highlight of the award ceremony held in Mumbai by the Synthetic and Rayon Textiles Export Promotion Council (now known as MATEX).

Shri Balkrishan Sharma (Business Head & CEO-Yarn) and Shri Ashutosh Sharma (Senior Vice President Marketing) had the honour of receiving this recognition, symbolizing RSWM Limited's steadfast dedication to innovation and resilience under the visionary leadership of Shri Brij

Mohan Sharma. This achievement underscores RSWM's commitment to excellence in the face of global challenges, with gratitude extended to our employees, partners and customers. It propels us to aim even higher as we strive to make a more significant impact on a global scale.





### TEXPROCIL Awards for both 2021-22 and 2022-23

We are delighted to announce that RSWM Ltd. has achieved a triple triumph at the TEXPROCIL Awards for both 2021-22 and 2022-23. Winning three prestigious gold awards is a clear testament to our unwavering commitment to sustainability and stellar

performance in the textile industry. In particular, we are proud to have secured the Golden Trophy for the Highest Export Performance in Melange and Denim categories once again, showcasing our dedication to excellence and innovation in processed yarns.

We extend our heartfelt thanks to our esteemed clients worldwide for

their continuous trust and support. Your belief in us not only drives our success but also inspires us to integrate sustainability principles into all aspects of our decision-making, ensuring a brighter and more sustainable future for all stakeholders.



**RSWM Limited**  
A JI-Birla Group Company

### Setting the Gold Standard

With immense pride and gratitude, we announce the winning of three gold awards at the TEXPROCIL Awards for the years 2021-22 and 2022-23.

**2021-22**  
**Gold Trophy**  
For the Highest Export of Fabric (Denim)

**2021-22**  
**Gold Trophy**  
For the Highest Export of Yarn - Processed Yarn (Melange Yarn)

**2022-23**  
**Gold Trophy**  
For the Highest Export of Yarn - Processed Yarn (Melange Yarn)

[www.rswm.in](http://www.rswm.in)



## Section TWO

### RSWM Shines Bright with the Excellence in Sustainable Practices Award

RSWM Limited, has been honoured by the Institute of Chartered Accountants of India for our outstanding commitment to

sustainability. We are thrilled to receive the prestigious 'Excellence in Sustainable Practices Award,' which recognizes our proactive adoption of the Business Responsibility and Sustainability Report (BRSR) and our unwavering dedication to Environmental, Social and Governance (ESG) compliance.

The award was presented by the esteemed Honourable Chief Minister Bhajan Lal Sharma of State of Rajasthan and graciously accepted by our late CFO, Shri Avinash Bhargava.





04 SECTION ONE

20 SECTION TWO

26 SECTION THREE

34 SECTION FOUR

52 SECTION FIVE

23





One does not have to be a scientist to understand the impact of our actions on the environment. Every step we take towards sustainability is a step towards preserving our future.

Ban Ki-moon



04 SECTION ONE

20 SECTION TWO

26 SECTION THREE

34 SECTION FOUR

52 SECTION FIVE

25

## Our Milestones in Sustainability Journey

### Important Certifications for ESG Integration within Process

The company has earned the following certifications meticulously integrated with

Environmental, Social and Governance (ESG) principles, underpinning its commitment to sustainable and responsible business practices. These

certifications serve as tangible evidence of the company's dedication to meeting rigorous standards across key sustainability metrics.



**INDITEX Ø ZDHC**



## Our Sustainable Products

### Herbal, safe and sustainable- Contributing for Greener Future

RSWM pioneers the development of highly sustainable and innovative textile offerings that not only demonstrate outstanding commercial potential but also

deliver substantial value to stakeholders and associated brands. Serving as a benchmark for the circular economy in textiles, RSWM produces yarns from 100% herbal dyed fibers treated with Enliven, boasting comprehensive

herbal hygiene benefits. These fibers are sourced from organic cotton, bamboo, silk, wool, modal, Tencel™, viscose and recycled polyester ensuring a diverse and eco-conscious product range.



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 peel dye, Arctic

- Developed using internationally patented technology (USA, Europe & India) with a low carbon footprint ensuring true sustainability.
- Result of years of R&D and tested extensively in technical collaboration with IIT Delhi (Indian Institute of Technology, Delhi).
- Exhibits anti-viral, anti-microbial, anti-fungal, anti-odour, UV resistant and

- mosquito repellent properties, maintaining effectiveness even after 30 washes according to international testing standards.
- Strict adherence to safety with no chemical synthesis or bio-synthetic processes and absolutely no use of alkali/caustic/soda/salts in the dye/processing bath.
- ENLIVEN herbs, renowned for natural immunity boosting, skin-fortifying and antioxidant properties are utilized.

- Maintains the skin's healthy bacteria and ideal pH without disturbing the skin flora, a gift of nature that's non-toxic to the planet.
- Ethically produced, creating significant employment opportunities and exemplifying circular economy principles in textiles.



## Vibrant Organic Cotton Products

Organic cotton stands as the timeless champion of the sustainability movement and its prominence is well-deserved. From its initial yarn stage, it carries inherent qualities that bring numerous benefits to the end-user, contributing to its rapid ascent in

popularity. At RSWM, we recognize the significance of organic cotton and proudly provide a range of versatile solutions tailored to meet the diverse needs of our clientele. These solutions not only cater to the preferences of their consumers

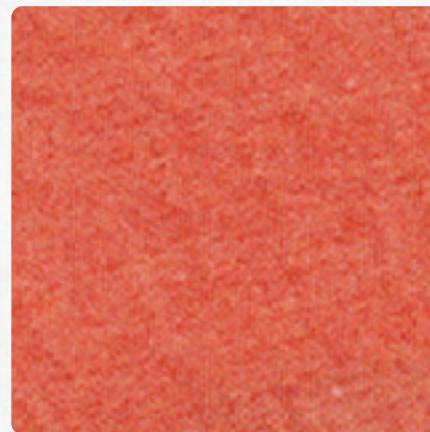
but also prioritize environmental sustainability. By offering organic cotton options, we aim to align with the growing demand for eco-friendly materials while promoting a more sustainable future for our planet.



### JUTCOP

Organic cotton + Recycled polyester + Jute

- Environment friendly
- Economical in the long run
- No chemical hazards



### NOVELTY YARN

FT Organic cotton + Bamboo

- High quality products
- Better recyclability
- Lower health risk for workforce

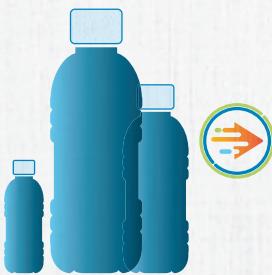


## Fibre Green



Fibre green® by RSWM represents a significant stride towards sustainable textile production. This recycled polyester fibre possesses qualities akin to those found in traditional virgin polyester fibres, making it a versatile choice for blending with a diverse array of fibres. This flexibility allows for the creation of yarn suitable for the production of consumer-grade fabrics. By harnessing the properties of Fibre green®, manufacturers can seamlessly

integrate recycled materials into their fabric production processes without compromising on quality or performance. This innovative solution not only reduces dependence on virgin resources but also minimizes environmental impact by repurposing discarded materials. In essence, Fibre green® embodies a commitment to sustainability while offering practical solutions for the textile industry's evolving needs.



Pet bottles



Flakes



Fibre green®

The process begins with the collection of discarded PET bottles, which are then transformed into small flakes through a meticulous conversion process. These flakes serve as the raw material for the subsequent steps, where they are further refined into fibres of varying deniers. These fibres are then carefully cut and prepared for spinning into yarn.

What sets this process apart is its profound environmental impact. By

repurposing disposed PET bottles, this method significantly reduces reliance on fossil fuels and other natural resources typically used in conventional textile manufacturing. Instead of extracting new raw materials, this innovative approach maximizes the value of existing resources, effectively turning waste into a valuable asset.

In essence, the conversion of PET bottles into fibres not only mitigates the environmental burden associated with waste disposal but also contributes to a more sustainable and resource-efficient textile industry. By incorporating these recycled fibres into their products, manufacturers can play a crucial role in fostering a circular economy and reducing the industry's overall ecological footprint.



## RSWM introduces yarns made with 100% herbal/natural dyes

RSWM proudly unveils a selection of its yarns, each meticulously crafted using 100% herbal and natural dyes. This latest offering underscores our commitment to sustainable textile practices, as we harness the power of nature to infuse our yarns with vibrant, earth-friendly colours.

Our dedication to eco-conscious manufacturing is evident in every aspect of these yarns. By eschewing synthetic dyes in favor of herbal and natural alternatives, we mitigate the environmental impact typically associated with traditional dyeing processes. This approach not

only reduces water pollution and chemical runoff but also minimizes our carbon footprint, aligning with our vision of a greener, more sustainable future.

Beyond their eco-friendly credentials, our herbal-dyed yarns boast exceptional quality and performance. Each strand is imbued with rich, long-lasting colour, ensuring that garments maintain their vibrancy wash after wash. Moreover, these yarns are gentle on

the skin, making them a preferred choice for those with sensitivities or allergies to synthetic dyes.

At RSWM, we take pride in pushing the boundaries of sustainability in the textile industry. Our yarns made with 100% herbal and natural dyes represent not only a triumph of innovation but also a testament to our unwavering commitment to environmental stewardship.



Pomegranate



Cutch



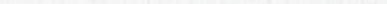
Neem



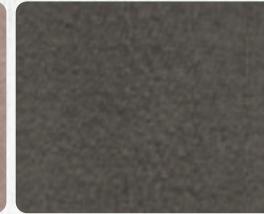
Tulsi



Pine

Bamboo +  
Linen + Silk

100% Livaeco TM



100% Bamboo

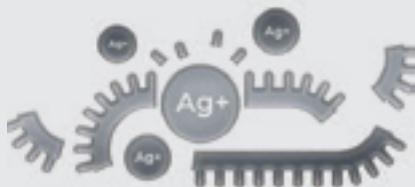
- Herbal dyeing utilizes a unique and highly sought-after approach, representing the epitome of sustainability with internationally patented technology offering significant value additions.
- Exclusively derived from 100% herbal, natural, and organic sources, devoid of any chemical synthesis or bio-synthetic processes.
- Ensures the exclusion of alkali, caustic, soda, and salts from the dye and processing bath, maintaining strict adherence to natural ingredients.

- Incorporates 100% bio-renewable and biodegradable ingredients, resulting in a minimal carbon footprint and environmental impact.
- Herbal dye ingredients are renowned for their moisture management, medicinal, and antioxidant properties, safeguarding the skin by counteracting free radicals that could harm skin cells.
- Utilizes only waste or residue from forest, food or Ayurveda pharma industries, without utilizing any

- vegetable products intended for human consumption.
- Products undergo rigorous testing in esteemed laboratories, adhering to international standards and conforming to ZDHC and MRSL V2.0 guidelines, ensuring zero discharge of hazardous chemicals.
- Represents a stellar example of circular economy principles in the textile industry, showcasing a sustainable and eco-friendly approach from start to finish.



## Silver Technology



### The Anti- Microbial Power of Silver Ions

This groundbreaking yarn innovation harnesses silver technology to produce fabrics that are anti-microbial, ensuring exceptional safety in environments vulnerable to bacterial threats. The silver ionic treatment provides

optimal support to end-consumers by effectively combating bacteria. Its versatile application enables incorporation into a wide array of materials, spanning apparel, hospitality, medical, home linen and numerous other sectors. This results in better and hygienic products thanks to the following properties –



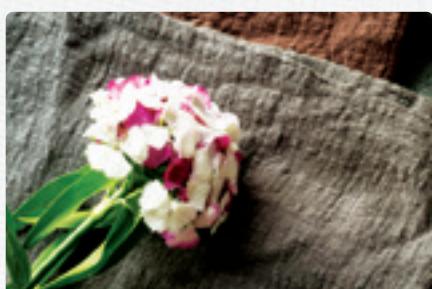
### Protection

The silver ions act by inhibiting the growth of bacteria on the fabric surface. This makes the fabric avoid skin problems for the user.



### Durability

This is a permanent technology that stays on the product for the lifetime. Usage and time do not reduce the level of impact of silver ions.



### Odour

Because silver ions fight bacteria growth, the odour that results from bacteria is also gone. They stay fresh and continue to smell that way too.



### Dyeability

Have no limitation on dyeability. They can be dyed with any colour desirable without disrupting the functional properties.







We are the first  
generation to feel  
the impact of climate  
change and the last  
generation that can do  
something about it.

Barack Obama



04 SECTION ONE

20 SECTION TWO

26 SECTION THREE

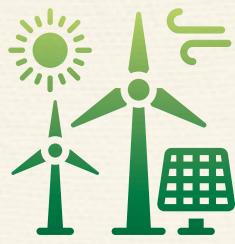
34 SECTION FOUR

52 SECTION FIVE

33

## RSWM ESG Report Card

### Major Achievements in Triple Bottom Line



#### Environment



#### Social



#### Governance

Renewable energy used	Amount spent towards CSR activities	Turnover
<b>708.64 TJ</b>	<b>INR 206.36 (IN LAKHS)</b>	<b>INR 4,057.20 (IN CRORES)</b>
Recycled water used	Increase in women workers strength	Net worth
<b>23,36,792 KL</b>	<b>36.31%</b>	<b>INR 1,309.29 (IN CRORES)</b>
Harvested rainwater used	Employee engagement score	R&D and Capex expenditure (In sustainable project)
<b>57,661 KL</b>	<b>4 out of 5</b>	<b>INR 12.21 (IN CRORES)</b>
Save Carbon footprints	Fatalities	Female representation on the Board
<b>3,68,615.88 MT</b>	<b>0</b>	<b>01</b>
Reduction in use of Plastic in packaging and other areas	Customer Satisfaction Score	Cases of Corruption and Anti-competitive Practices
<b>81,235 KG</b>	<b>4 out of 5</b>	<b>0</b>

Sustainable PRESENT for a promising FUTURE- this year at RSWM Ltd



**2,33,500 KL/PA water saved**



**8,00,000 tonne/PA of CO<sub>2</sub> emission reduced**



**183 CR/PA pet bottles recycled**

## Environmental performance

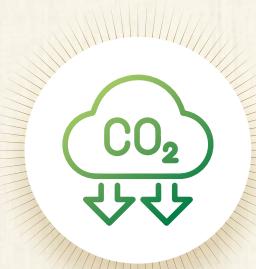


RSWM places a high priority on responsibly utilizing natural resources to minimize our environmental footprint. We adhere to both international and national environmental agreements as we see it as our obligation. India's target of achieving Net Zero emissions by 2070 guides our integration of Environment, Social and Governance (ESG) efforts

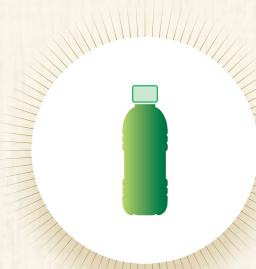
into our operational framework, allowing us to effectively manage our environmental impact. We're focused on ensuring everyone can grow together, which aligns with RSWM's beliefs. We also understand the importance of protecting the environment. Even though we've made progress in being sustainable, there's still much to do. That's why we're committed

to blending our eco-friendly actions with doing our jobs well and prioritizing our customers. We see the connection between these things and are determined to keep finding better ways to care for the environment.

### Key highlights



Save **3,68,615 MT** of Carbon Footprint



Reduction of **81,235 Kg** use of plastic in packaging & other areas



Recycled water: **23,36,792 Kls**



Green energy Used : **76.5 MN KW**

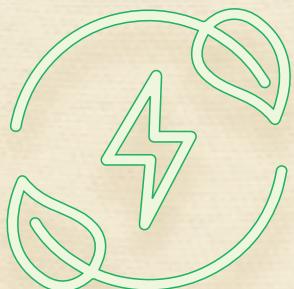


No of Trees planted : **2,613**



Paper Recycled: **24,34,588 Kg**

## RSWM engages in multiple green initiatives to ensure a healthy sustainability index



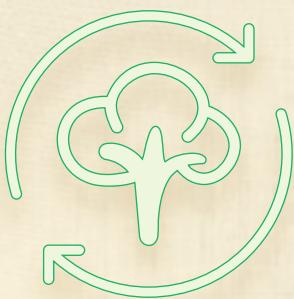
Renewable Energy



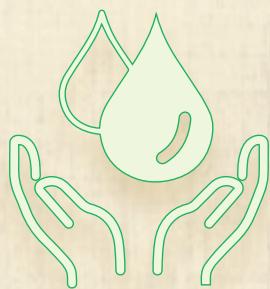
Bio-fuel



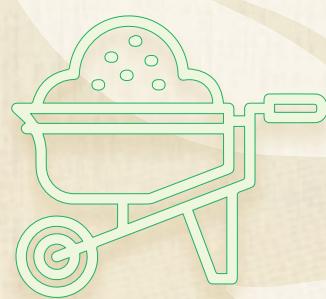
Recycled Polyester



Recycled Cotton



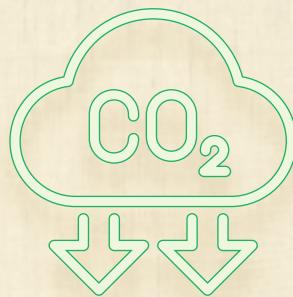
Water recycling and water consumption



Using Organic Manure



PET Bottle Recycling



CO<sub>2</sub> Emission Reductions



## Energy Management

RSWM is actively advancing Sustainable Development Goal (SDG) 7 by intensifying its reliance on renewable energy sources. Energy consumption isn't merely a financial concern for RSWM; it's also seen as a responsibility to the planet. Consequently, the company diligently endeavours to minimize energy usage across all operations. Real-time monitoring of energy consumption is conducted by the

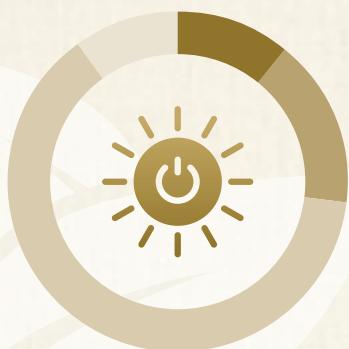
shopfloor team, enabling prompt analysis and implementation of optimization measures. RSWM consistently upgrades its equipment to modern, energy-efficient models and has transitioned to LED lighting solutions. Furthermore, in a bid to diminish reliance on fossil fuels, RSWM has bolstered its utilization of renewable energy sources, a commitment expected to persist in the years ahead.



### “Ensure access to affordable, reliable, sustainable and modern energy for all”

The Company's commitment to clean energy includes solar installations. With the acquisition of a 100% equity stake in M/s BG Wind Power Limited (BGWPL), BGWPL has now become a wholly owned subsidiary of the company.

RSWM has also installed Solar Power Plants at its various manufacturing locations including Kanyakheri, Mandpam, Gulabpura, Kharigram, Mordi, Ringas and Rishabdev. The total solar capacity is 28.08 MW's.



● Total renewable electricity consumed (in T5):	11%
● Total energy from renewable fuel consumed (in T5):	16%
● Total non-renewable electricity consumed (in T5):	63%
● Total energy from non-renewable fuel consumed (in T5):	10%



### Biofuel Conversion

The company is transitioning its energy sources from coal to biofuel, with a goal to transition all six boilers to being biofuel dependent at its plants by the end of 2025. Currently, half of these boilers operate on biofuel. This shift not only reduces carbon emissions but also showcases RSWM's proactive approach in adopting cleaner energy technologies.

#### Annual Bio Fuel Production and Usage

8,818 MT



## “Ensure availability and sustainable management of water and sanitation for all”

**Water Management:** RSWM is making significant strides in advancing Sustainable Development Goal (SDG) 6 through its innovative manufacturing practices. The company produces dyed yarns using advanced techniques designed to minimize water and chemical usage. This approach results in substantial water conservation. Notably, the fabric dyeing process itself is highly water efficient.

Furthermore, RSWM is committed

to environmental stewardship by treating all post-process water in its effluent treatment plant, followed by additional purification through reverse osmosis, ensuring that the water returned to the environment is as clean as when initially used. The company has also set up Sewage Water Treatment Plants at its operating facilities. The treated water is used for plantation activities. Over the years, company has successfully implemented numerous initiatives to reduce the consumption of fresh water.

## 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



### “Ensure sustainable consumption and production patterns”

**Zero Liquid Discharge:** The company operates open-ended spinning mills, effectively utilizing waste generated during the spinning process. Similarly, its fabric units feature a dedicated facility to convert and reuse waste from the fibre plant. RSWM ensures zero liquid discharge across all facilities, with recycling infrastructure in place, including

the production of potable water distributed to nearby residents. With a spindle capacity of over six lakh, the company boasts a 220-acre green facility in Banswara, featuring an artificial lake, rainforest and orchard. Most facilities are adorned with greenery, courtesy of rainwater harvesting and tree planting initiatives. RSWM has implemented rainwater harvesting mechanisms.

#### Recycling and Waste Management:

In line with Sustainable Development Goal (SDG) 12, RSWM is dedicated to significantly decreasing waste generation through prevention, reduction, recycling and reuse practices. Within its textile operations, RSWM adopts measures to ensure that no fibre waste, whether generated during pre- or post-production processes, is disposed of. Leveraging open-ended spinning mills and specialized units, the company efficiently converts and repurposes waste fibres, contributing to a more sustainable and circular approach to textile production.

RSWM converts its organic waste into manure, mandating that at least 50% of the fertilizers used in its plants are organic. Some agriculture plots are even utilizing 100% organic manure.

**23,36,792 KL**

Recycled water used

**57,661 KL**

Harvested rain water used

**13,03,967 KL**

Amount of water saved every year



Water conserved due to use of waterless/alternative Processing/Dying

**20,785 KL**



### Plastic Recycling

According to a recent survey, it is estimated that a massive 25,940 tonnes of plastic waste are generated in India every day. This equates to almost 11 kilograms of plastic (on average) per capita consumption. The practical usage of plastic cannot be entirely halted by companies, industries, or the general public, as it has become a part of our lifestyle. Moreover, plastic is affordable, flexible

and durable. However, it can be appropriately recycled into various creative and innovative products such as kitchenware, clothing and attractive carpets. It is our responsibility to make the Earth a better place.

The company efficiently converts these troublesome plastics into fibres that can be used for various purposes, including designer clothing and bedding.

#### PET bottle transformed into 'Fibre Green'

**FIBRE GREEN**  
WEAR IT FOR THE PLANET



**55,250 MT**  
Consume  
PET bottles

**3,68,615.88 MT**  
Save  
Carbon footprint

**1,830 Million**  
No. of PET bottles  
recycled  
every year

**51,580 MT**  
Annual recycled  
polyester usage

### Upcycling Polyester and Recycling Cotton: Paving the Way for a Sustainable Textile Future

Plastic waste has overwhelmed the world, filling landfills and forming garbage patches in our oceans. To combat this ecological crisis, we are finding ways to upcycle polyester in our products. Incorporating upcycled polyester into our products is a proactive step by company towards addressing the plastic waste crisis. This year,

we consumed 51580 MT recycled polyester in different product mix to contribute positively to the planet while delivering high-quality, innovative products to our customers.

A significant portion of textile waste is comprised of discarded cotton. Recycling cotton process open up innovative pathways to





ensure that this valuable resource remains within a sustainable and circular system. Recycled cotton not only reduces the environmental impact associated with textile production but also promotes a more efficient use of resources. This approach helps in minimizing waste, conserving water and

energy and reducing the need for virgin cotton. By continuously reprocessing discarded cotton fibers, we contribute to a healthier environment and foster a circular economy in the textile industry, ultimately creating a more sustainable future.



### Organic waste conversion

The company has established facilities to transform its waste materials into organic manure, a sustainable approach that contributes to environmental stewardship. Recognizing the importance of organic farming practices, the company has mandated the use of at least 50% organic fertilizers or manure in its

plants. Moreover, a notable portion of the company's agricultural plots exclusively utilizes 100% organic manure, showcasing its commitment to promoting eco-friendly and chemical-free farming techniques. This initiative not only helps in reducing waste but also supports soil health and biodiversity, aligning with the company's broader sustainability objectives.



**800,000 MT**  
Reduction in CO<sub>2</sub>  
Emissions  
Every Year

### Carbon credit

The company is currently in the process of registering for carbon credits, a significant step towards advancing its sustainability initiatives. Through this process, the company aims to capitalize on the carbon credits it earns from its investments in renewable energy sources, such as solar and wind power. Once registered, these carbon credits can be sold in the international market, providing the company with an additional revenue stream while also contributing to global efforts to mitigate climate change.

The process of earning carbon credits begins with the company's utilization of renewable energy sources, which produce lower levels of greenhouse gas emissions compared to traditional fossil fuel-based energy sources. By generating clean energy through solar and wind power, the company

reduces its overall carbon footprint and qualifies for carbon credits based on the amount of carbon dioxide emissions avoided.

Once the carbon credits are earned, the company can then enter the carbon market and sell these credits to other organizations or entities looking to offset their own carbon emissions. This transaction allows the company to monetize its sustainability efforts while also incentivizing continued investment in renewable energy projects.

By participating in the carbon credit market, the company not only benefits financially but also contributes to broader efforts to combat climate change on a global scale. Through the sale of carbon credits, the company effectively encourages the adoption of renewable energy technologies and supports the transition to a more sustainable and environmentally responsible future.

## Social performance



Our employees are at the heart of our operations. We concentrate on building a nurturing workplace that encourages both professional advancement and well-being. We prioritize overall wellness and skill development to meet our objectives,

backing community projects such as education and healthcare, and we're dedicated to constant improvement, enhancing experiences for our team, customers and communities while promoting sustainability in all our activities. Our commitment

to fostering a positive workplace and participating in CSR initiatives reflects our dedication to making a positive difference in society while incorporating sustainability throughout our supply chain.

### Key highlights



**80%** permanent workers undergo skill upgradation training,  
**1800+** students study in schools run by RSWM



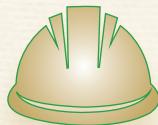
**95%** employees get Healthcare Benefits & Gender Equality



### 3 GOOD HEALTH AND WELL-BEING



#### Creating a Healthy and Safe Workplace



**“To ensure healthy lives and promote well-being for all at all ages.”**

At RSWM, the well-being and safety of our employees and workers are paramount. We are committed to providing a healthy and safe work environment where everyone can thrive and contribute effectively. Here's how we prioritize safety and well-being within our organization:



**Grievance Redressal Mechanism:** RSWM has established a robust three-tier grievance redressal mechanism. Employees can report their concerns to their immediate supervisor, Plant HR Head/Plant

Head or the FH/BH. If needed, they can escalate the issue directly to the CHRO. This ensures that grievances are addressed promptly and effectively, following defined policies and timelines.

**Occupational Health and Safety Management System:** In alignment with Sustainable Development Goal (SDG) 3 to achieve universal health coverage, RSWM has instituted an occupational health and safety management system. This system

is designed to identify, control and diminish health and safety risks within the workplace. It encompasses the implementation of safe work procedures, comprehensive health and safety training, proactive hazard identification, thorough incident investigation protocols and regular inspections to ensure adherence to health and safety regulations.



**Healthcare:** The company has well equipped health centres with staff and 24X7 ambulances in its manufacturing units for the benefit of local stakeholders including

employees and regularly organizes health check-up, immunization and blood donation camps.



**Safety Department:** Each unit of RSWM has a dedicated safety department headed by a Safety officer (HOD). The safety department conducts regular safety training for workers, identifies

work-related hazards and ensures the implementation of corrective measures. Workers are encouraged to report safety issues immediately to the safety officer.



**Safety Day Celebration:** We celebrate Safety Day on the 4th of March, recognizing and appreciating workers who report safety incidents and contribute

to preventing major losses. This initiative fosters a culture of safety awareness and proactive risk management.



**Safety and Health Programs:**  
RSWM's safety and health programs aim to prevent workplace injuries and illnesses, improve compliance with regulations, reduce costs, engage workers efficiently and

enhance social responsibility. We educate employees through seminars, workshops, training sessions and regular discussions on safety practices.



**Continuous Improvement:** We continuously review and update safety procedures, conduct audits, investigate incidents, communicate

learnings and evaluate health risks to ensure a safe and healthy workplace for everyone.



#### Supporting Inclusive Growth and Equitable Development

### "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all."

Through CSR (Corporate Social Responsibility) initiatives as well as an ingrained mechanism for sustainable development in core business activities, RSWM supports the principles of inclusive growth and equitable development.

The company has, in effect, a detailed CSR policy monitored by

a CSR Committee appointed by the Board of Directors. CSR initiatives at RSWM are developed with a key emphasis on promoting education, offering advanced health care facilities, contributing to rural development, conservation of environment etc.



**Beyond Education:** In line with Sustainable Development Goal (SDG) 4 to ensure inclusive and equitable quality education, as well as promote lifelong learning opportunities for all, the company is committed to ensuring that every girl and boy receives free, fair and high-quality primary and secondary education, leading to meaningful and effective learning outcomes. Going beyond conventional norms, the company has taken proactive steps in education. It has founded and oversees two schools, Gulabpura and Rishabhdev, located in Rajasthan, managed by an educational society. Additionally, the company actively provides support to several other schools in the region.

Vivekananda Kendra Vidyalaya (VKV) Hurda, located in Rajasthan, India, serves as a beacon of education in the area. Initially designed for the children of Mayur Mills (LNJ Group) employees, the school has expanded its reach to

include students from various local communities. Esteemed in the districts of Bhilwara and Ajmer, VKV Hurda caters to approximately 900 students from Ajmer and Bhilwara, offering boarding facilities for a comprehensive learning experience.

Similarly, Vivekananda Kendra Vidyalaya (VKV) Rishabhdev, established in 1995, is a co-educational English Medium Senior Secondary School situated in the holy place of Lord Rishabhdev. With a student body of approx. 1000, it offers a comprehensive educational experience from primary to senior secondary levels, preparing students for further studies and careers. The school prioritizes a well-rounded education, likely incorporating elements beyond just academics, potentially including extracurricular activities, sports, and value-based learning, all within the framework of the Central Board of Secondary Education (CBSE).

## 8 DECENT WORK AND ECONOMIC GROWTH



“Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”



### Socio-Economic Development:

Aligned with Sustainable Development Goal (SDG) 8 to promote sustained, inclusive, and sustainable economic growth, along with full and productive employment and decent work for all, the company actively engages in socio-economic development endeavours within the region, aimed at enhancing the well-being of underprivileged and marginalized members of society. The company is particularly involved in initiatives supporting women and elderly citizens. Furthermore, the company prioritizes the creation of an environmentally friendly

manufacturing environment and consistently undertakes initiatives for environmental sustainability in the areas surrounding its manufacturing units.

We are committed to investing in the development of people by enhancing their skills and capabilities through knowledge-enriching initiatives. At RSWM, we recognize that our people are the pillars of our success and sustained growth. Their unwavering dedication and disciplined efforts have established RSWM as a prominent player in the Indian textile industry.

## 5 GENDER EQUALITY



“Achieve gender equality and empower all women and girls”



### Generation of Employment Opportunity:

Aligned with Sustainable Development Goal (SDG) 5 to achieve gender equality and empower all women and girls, the company ensures women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. The introduction of Kapaas, our latest line of 100% cotton combed compact yarn, marks a significant step in this

direction. The expansion of Kapaas demonstrates our commitment to social responsibility and community empowerment. Through this initiative, the company is proud to announce its goal of creating 525 direct employment opportunities and 125 indirect employment opportunities, with a specific emphasis on empowering women. By offering meaningful employment opportunities, the company aims to contribute to the economic empowerment and social inclusion of individuals within communities, thereby fostering a brighter and more prosperous future for all.

**40.35**  
(in lakhs)

**CSR Contribution:** RSWM's Corporate Social Responsibility (CSR) initiatives encompass a broad spectrum of activities aimed at contributing to the well-being and advancement of society across various fronts.

In the domain of healthcare, RSWM actively participates in initiatives aimed at improving access to healthcare services, particularly in underserved communities. This includes supporting healthcare facilities, organizing medical camps

and promoting awareness programs on preventive healthcare measures. Similarly, RSWM is deeply committed to addressing sanitation and safe drinking water challenges, recognizing their fundamental importance in ensuring public health and hygiene. The company invests in projects that focus on building sanitation infrastructure, providing access to clean water sources and promoting hygiene education to prevent waterborne diseases.

**67.69**  
(in lakhs)

**Education** is another focal point of RSWM's CSR efforts. The company believes in the transformative power of education and therefore supports initiatives that promote access to quality education, especially in rural and marginalized

communities. This includes establishing and supporting schools, providing scholarships and facilitating educational infrastructure development.

**5.91**  
(in lakhs)

**Environmental** sustainability is a core value embedded in RSWM's CSR strategy. The company undertakes initiatives aimed at reducing its environmental footprint, conserving natural resources and promoting eco-friendly practices across its

operations. This includes measures to minimize waste generation, optimize energy usage, etc.

**89.20**  
(in lakhs)

**RSWM** is also committed to preserving national heritage and culture, recognizing their intrinsic value in shaping collective identity and fostering social cohesion.

The company supports initiatives aimed at preserving historical sites, cultural traditions and artistic heritage, thereby contributing to the enrichment of cultural heritage.

**3.21**  
(in lakhs)

**Furthermore**, RSWM promotes rural sports and recreational activities as part of its CSR endeavours, recognizing the importance of sports in promoting physical health, social inclusion and community engagement. The company provides support for infrastructure development, training programs and sporting events aimed at nurturing sporting

talent and promoting active lifestyles in rural areas. Overall, RSWM's CSR contributions in healthcare, sanitation, education, skills development, women empowerment, environmental sustainability, cultural preservation, and rural sports reflect its commitment to creating a positive impact on society and fostering sustainable development.



## Governance performance



Our strong business management model forms the basis of our business strategy to be not only successful in the short term but also to have stability and long-term sustainability and resilience. We hold ourselves and our partners to the highest standards of responsibility by building trust and confidence in our ecosystem. Enforcement,

transparency and fairness. This commitment also covers our relationships with all stakeholders, including employees, customers, suppliers, shareholders and the communities we serve. An attitude of always being fair and honest. Transparent communication is crucial to building and maintaining trust and we strive to provide clear and accurate information to all

stakeholders and encourage open dialogue and understanding. The importance of understanding their needs, concerns and wants. By actively engaging with them, we can better align our strategies and actions with their expectations, ultimately driving mutual value creation and sustainable growth.

### Key highlights



#### Anti-Corruption & Anti-Bribery policy



#### 100% Compliance

Aligned with Sustainable Development Goal (SDG) 8 to achieve higher levels of economic productivity through diversification, technological upgrading and innovation, with a focus on high-value-added and labour-intensive sectors, we are keen to highlight emerging trends within the textile industry that hold significant potential for widespread adoption in the near future.



## 8 DECENT WORK AND ECONOMIC GROWTH



At the core of our operations are good governance practices, which are cultivated through a dynamic organizational culture and a positive mindset. We remain steadfast in our commitment to meeting the aspirations of all our stakeholders. This commitment is reflected in various aspects such as shareholder returns, high credit ratings, robust governance processes and fostering an entrepreneurial and performance-focused work environment.

Ethical business practices and high governance standards have been the bedrock of our business policies and practices. Efficient conduct of the business of the company through complete transparency in discharging its corporate responsibilities and accurate accountability thereof has resulted in sustained business excellence and delivering value to all our stakeholders.

**“Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”**

RSWM's Code of Conduct aims at maintaining the highest standards of business conduct in line with the Ethics of the company, provides guidance in difficult situations involving conflict of interest & moral dilemma and ensures compliance with all applicable laws. It extends to all directors and senior employees of the company. They are mandated to read and understand this code and agree to abide by it.

Over the years, we have strengthened governance practices. These practices define the way business is conducted and value is generated. Stakeholders' interests are considered before making any business decision. The company has put in place an internal governance structure with defined roles and responsibilities of every constituent of the system. The Company's shareholders appoint the Board of Directors, which in turn governs the company. The Board has established seven Committees to discharge its responsibilities in an effective manner.

RSWM maintains the highest standards of Corporate Governance. It is the Company's constant endeavour to adopt the best Corporate Governance practices, keeping in view the international codes of Corporate Governance and the practices of well-known global companies. Some of the best implemented global governance norms include the following:

The company has a designated Director with their defined roles.

- All securities-related filings with Stock Exchanges and SEBI are reviewed at regular intervals by the Company's respective officials.
- The company has independent Board Committees for matters related to Corporate Governance and stakeholders' interface and nomination of Board members.
- The company's internal audit is also conducted by independent auditors.
- The company also undergoes a secretarial audit conducted by an independent company secretary who is in whole-time practice. The quarterly secretarial audit reports are placed before the Board and the annual secretarial audit report placed before the Board is included in the Annual Report.



## Ignite 2026



**Ignite 2026** represents more than just a mere event; it symbolizes a pivotal moment in shaping the future trajectory of the textile industry. Recognizing the indispensable role of visionary leadership in propelling innovation and facilitating sustainable growth, we embark on a journey towards unlocking boundless possibilities. At the heart of Ignite 2026 lies our unwavering commitment to fostering a culture of innovation, collaboration and sustainable progress. It serves as a catalyst

for igniting creative synergies within our team, inspiring us to push boundaries and explore uncharted territories. With a shared vision of sculpting a brighter tomorrow, Ignite 2026 becomes a platform where diverse talents converge, united by a common purpose. It is a space where ideas flourish, solutions are crafted and partnerships are forged, all with the aim of ushering in a new era of progress and prosperity for the

textile industry. As we embark on this transformative journey, we embrace the challenges and opportunities that lie ahead, confident in our collective ability to drive positive change and leave a lasting impact on the world around us. Ignite 2026 is not just an event; it is a beacon of hope, illuminating the path towards a future defined by innovation, collaboration and sustainable growth.

### Digital- A new dimension in textile

We are certain that you are already familiar with the recent advancements being embraced by numerous industries globally, such as remote work and digital transactions. Nonetheless, we would like to introduce you to certain lesser-known trends emerging within the textile sector that possess the potential to become widely accepted in the foreseeable future.



**There** has been a surge in interest regarding the digitization of processes previously reliant on print, production, compilation, or shipment, particularly evident in the pre-COVID era. From yarn manufacturers to fabric producers, digitization has empowered stakeholders to

create 3D representations of their products, spanning apparels, home furnishing items and beyond. At RSWM, we also provide our clients with a dynamic e-commerce-like experience, facilitating swatch selection directly on our website.



**Virtual reality**  
enabled  
industry  
events



**Software**  
enabled project  
tracking and  
management



**Digital  
marketing**  
campaigns replacing  
traditional acts

The industry is currently witnessing a plethora of experiments, ranging from fashion shows employing 3D models to the emergence of virtual stores. These endeavours are laying the groundwork for the integration of novel technologies such as virtual and augmented reality, elevating remote engagement

**Remote** work presents unique challenges, particularly when managing large teams dispersed across various locations. In response to these challenges, there has been a growing demand for dynamic applications accessible across multiple devices. These

The landscape of digital marketing has undergone significant evolution over the years. Presently, professionals across various sectors within the industry harness the potential of social media platforms and messaging apps to conduct business-to-business marketing

to new heights. We are swiftly approaching a juncture where activities like attending an expo in Paris, meeting a client in London, and reviewing a shipment in New Delhi will seamlessly occur within the span of a single day, courtesy of these innovative advancements.

applications aid managers in efficiently tracking their teams and ongoing projects, facilitating seamless communication and simplifying performance analysis through readily available data.

campaigns, expand their networks with agents worldwide and leverage the abundance of online data to scrutinize emerging market trends. This analysis ultimately aids in the development of more effective marketing campaigns.

## Training on ESG Practice Environment



The company has implemented a comprehensive training program focused on Environmental, Social, and Governance (ESG) practices for all levels of employees within the organizational hierarchy. This initiative underscores the company's commitment to embedding sustainability principles throughout its operations and fostering a culture of responsible business practices.

By providing ESG training to employees at all levels, the company aims to ensure that

## Social



everyone understands their role in contributing to the company's sustainability objectives and upholds high standards of ethical conduct in their daily work activities. This initiative not only enhances employee awareness and knowledge but also empowers them to actively participate in implementing ESG initiatives and driving positive change within the organization and the wider community. Ultimately, the

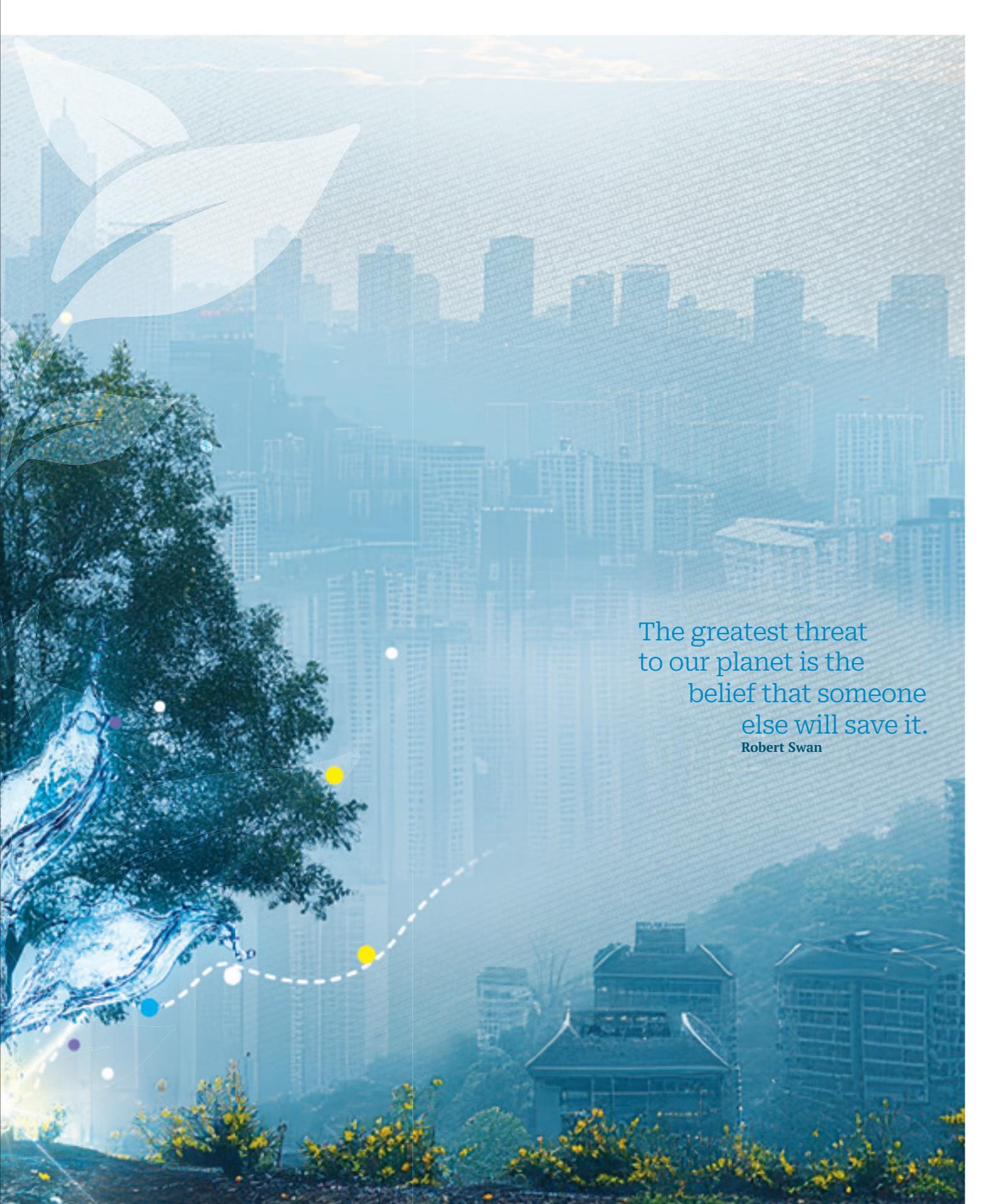
## Governance



company's commitment to ESG training reflects its dedication to creating a more sustainable and socially responsible business environment.







The greatest threat  
to our planet is the  
belief that someone  
else will save it.

Robert Swan



04 SECTION  
ONE

20 SECTION  
TWO

26 SECTION  
THREE

34 SECTION  
FOUR

52 SECTION  
FIVE

51

## Selection for SDG Targets for Sustainable Future

### UN SDG Targets

The United Nations Sustainable Development Goals (SDGs) consist of 17 global goals designed to be a

“blueprint to achieve a better and more sustainable future for all” by the year 2030. Each goal has specific targets associated with it. We at

RSWM Limited have taken initiative to select few SMART goals from relevant SDG's and working for the same in time bound manner:

Specific:	<b>S</b>	
Measurable:	<b>M</b>	
Achievable:	<b>A</b>	
Relevant:	<b>R</b>	
Timed:	<b>T</b>	





## Environmental Goals

### Renewable energy

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Use of Renewable energy to 50% by 2035. In FY 2023-24, 27 % renewable energy is used.	UN Sustainable Development Goal (SDG) 7- Target 7.2 focuses on increasing the share of renewable energy in the global energy mix.	<b>7.2.1:</b> Renewable energy share in the total final energy consumption.	Invest in renewable energy sources for production facilities, implement energy efficiency measures, and promote sustainable transportation throughout the supply chain.

### Water footprint reduction

Target	Alignment with SDG targets	Indicator to measure performance	Strategies
Achieve a 30% decrease 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 minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.	<b>6.3.1:</b> Proportion of domestic and industrial wastewater flows safely treated.  <b>6.3.2:</b> Proportion of bodies of water with good ambient water quality.	Implement water-saving technologies in dyeing and finishing processes, recycle wastewater, promote water-efficient agricultural practices.



## 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 minimize their adverse impacts on human health and the environment.	<b>12.4.1:</b> 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.  <b>12.4.2:</b> (a) Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment.	Implement safer alternatives for dyeing and finishing processes, 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.	<b>11.1.1:</b> Proportion of urban population living in slums, informal settlements or inadequate housing.	Supporting educational initiatives in local communities, partnering with NGOs on environmental or social projects and providing 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.	<b>3.8.1:</b> Coverage of essential health services. <b>3.8.2:</b> Proportion of population with large household expenditures on health as a share of total household expenditure or income.	Implement robust safety protocols, provide comprehensive worker training and conduct regular safety audits throughout 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.	<b>5.5.2:</b> Proportion of women in managerial positions.	Partner with external organizations and initiatives focused on diversity and inclusion. Support community programs and initiatives that promote 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.	<b>12.7.1:</b> Number of countries implementing sustainable public procurement policies and action plans.	Implement robust supply chain management systems, publish sustainability reports and partner with organizations promoting transparency in 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.	<b>9.4.1:</b> CO <sub>2</sub> emission per unit of value added.	Establish a dedicated sustainability committee, set clear sustainability goals and KPIs, link executive compensation to sustainability performance.





The earth, the air, the land, and the water  
are not an inheritance from our forefathers  
but on loan from our children.  
So, we have to handover to them  
at least as it was handed over to us

Mahatma Gandhi



04 SECTION ONE

20 SECTION TWO

26 SECTION THREE

34 SECTION FOUR

52 SECTION FIVE

57



Proud to be Indian  
Privileged to be Global



### **Registered Office**

Bhilwara tower, A-12, Sector - 1,

Noida 201301 (NCR), Delhi, India,

Tel.: +91-120-4390300

W: [www.rswm.in](http://www.rswm.in) / [www.lnjbhilwara.com](http://www.lnjbhilwara.com)

CIN: L17115RJ1960PLC008216