

gokaldas exports ltd

GEL/SEC/2025-26/41

August 24, 2025

BSE Limited
Phiroze Jeejeebhoy Towers
25th Floor, Dalal Street,
Mumbai – 400 001

National Stock Exchange of India Limited
The Exchange Plaza
Bandra-Kurla Complex, Bandra (E),
Mumbai – 400 051

Scrip Code – 532630

Scrip Code: GOKEX

Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for the FY 2024-25

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith a copy of Business Responsibility and Sustainability Report of the Company for the Financial Year 2024-25.

Please take this into your records.

Thanking you,

Yours truly,

For Gokaldas Exports Limited

Gourish Hegde
Company Secretary & Compliance Officer

Encl: as above



Regd. Office : # 25, 2nd Cross, 3rd Main,
Industrial Suburb, Yeshwanthpur, Bangalore 560 022.
Tel : +91 80 68951000, Fax : +91 80 68951001
E-Mail : info@gokaldasexports.com CIN : L18101KA2004PLC033475



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Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity:	L18101KA2004PLC033475
2. Name of the Listed Entity:	Gokaldas Exports Limited
3. Year of incorporation:	2004
4. Registered office address:	No. 25, Second Cross, Third Main, Industrial Suburb, Yeshwanthpur, Bangalore - 560 022
5. Corporate address:	
6. E-mail:	info@gokaldasexports.com
7. Telephone:	+(91)-(80)-68951000
8. Website:	https://www.gokaldasexports.com/
9. Financial year for which reporting is being done:	Financial Year 2024-25
10. Name of the Stock Exchange(s) where shares are listed:	Bombay Stock Exchange & National Stock Exchange
11. Paid-up Capital:	3,573.33 Lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	
Name:	Pranjal Jyoti Goswami
Designation:	Chief Sustainability Officer
Contact Number:	+(91)-(80)-68951000
13. Reporting boundary:	The disclosures reported are under consolidated basis

Note: Report excludes data of wholly-owned subsidiaries located in overseas

14. Name of assurance provider: NA

15. Type of assurance obtained: NA

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Apparel and Clothing	The Company is in the business of Apparel Manufacturing and Exports	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Apparel and Clothing	14101	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	26	2	28
International	5	3	8

19. Markets served by the entity:

a. Number of locations:

Location	Number
National (No. of States)	4
International (No. of Countries)	50+

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

Exports Contribute 87% of the total turnover.

c. A brief on types of customers

Our customers are global fashion retailers, wholesalers, and global brands, primarily based in the USA & Europe. These customers source a wide range of readymade garments such as fashion wear, outerwear, and sportswear across multiple geographies for men, women and kids for all seasons.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	6333	4723	75%	1610	25%
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	6333	4723	75%	1610	25%
WORKERS						
4	Permanent (F)	33952	7181	21%	26771	79%
5	Other than Permanent (G)	-	-	-	-	-
6	Total Workers (F+G)	33952	7181	21%	26771	79%

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1	Permanent (D)	10	7	70%	3	30%
2	Other than Permanent (E)	-	-	-	-	-
3	Total Employees (D+E)	10	7	70%	3	30%
Differently abled Workers						
4	Permanent (F)	40	24	60%	16	40%
5	Other than Permanent (G)	-	-	-	-	-
6	Total Workers (F+G)	40	24	60%	16	40%

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	2	33%
Key Management Personnel	2	-	-

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

“Percentage for per Annum”

	FY 2024-25 (Turnover in Current FY)			FY 2023-24 (Turnover in Previous FY)			FY 2022-23 (Turnover rate in the year prior to Previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	43%	35%	43%	54%	49%	53%	45%	46%	46%
Permanent Workers	98%	68%	81%	120%	81%	87%	123%	82%	88%

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

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

Sr. No.	Name of the holding/Subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	All Colour Garments Pvt. Ltd.	Subsidiary	100%	Yes
2	SNS Clothing Pvt. Ltd.	Subsidiary	100%	Yes
3	Vignesh Apparels Pvt. Ltd.	Subsidiary	100%	Yes
4	Gokaldasexports Acharpura Pvt. Ltd.	Subsidiary	100%	Yes
5	Sri Susamyuta Knits Pvt. Ltd.	Subsidiary	100%	No
6	Gokaldas Exports FZCO	Subsidiary	100%	No
7	Gokaldas Exports Corporation	Subsidiary	100%	No
8	Nava Apparels LLC-FZ	Subsidiary	100%	No
9	Matrix Design & Industries Pvt. Ltd.	Subsidiary	100%	No
10	Amibros S.A.	Stepdown Subsidiary	100%	No
11	Atraco Logistics Co. LLC, Dubai	Stepdown Subsidiary	100%	No
12	Ashton Apparel Manufacturing PLC. Ethiopia	Stepdown Subsidiary	100%	No
13	Ashton Mombasa Apparel EPZ Ltd.	Stepdown Subsidiary	100%	No

VI. CSR Details**24.**

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**
- (ii) Turnover (in ₹): ₹ 2,24,661.23 lakhs
- (iii) Net worth (in ₹): ₹ 2,14,492.54 lakhs

VII. Transparency and Disclosures Compliances**25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the Company has adequate systems and processes for redressing grievances. The related documents can be accessed at https://www.gokaldasexports.com/email-address-for-grievance-redressal/ .	Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)		Nil	Nil	-	Nil	Nil	-
Shareholders		11	Nil	-	Nil	Nil	-
Employees and workers		9	2	-	4	0	-
Customers		Nil	Nil	-	Nil	Nil	-
Value Chain Partners		Nil	Nil	-	Nil	Nil	-
Other (please specify)		Nil	Nil	-	Nil	Nil	-

Note: The Company has adequate systems and processes to address the grievances raised by the workers and employees. Policy ensures confidentiality of the complainant and appropriate redressal system. The company is working on improving existing grievance redressal mechanisms accessible to all relevant stakeholders.

26. Overview of the entity’s material responsible business conduct issues:

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water and chemical management	Risk	Water and chemical management is critical in the apparel industry due to its heavy reliance on water-intensive and chemically driven processes such as dyeing, printing, and finishing. The industry is one of the largest consumers of freshwater and generates substantial wastewater, often laden with harmful chemicals. Improper management can lead to contamination of freshwater sources, harm to aquatic ecosystems, and health risks to communities. Moreover, the extensive use of hazardous chemicals poses environmental and regulatory risks if not properly handled or treated. Proactive water and chemical management opens doors for innovation, cost savings, and leadership in sustainable manufacturing. Responsible water and chemical management is essential for environmental protection, regulatory compliance, and long-term sustainability in the textile industry. It supports cleaner production and strengthens the industry's shift toward more cleaner and sustainable manufacturing.	<ol style="list-style-type: none"> 1. Installing machines with state of art technology in our laundry operations that can save water and chemicals 2. Upgrading effluent treatment plants and enhancing capacity 3. All greenfield projects are equipped with rain water harvesting 4. facility Using certified eco-friendly chemicals and waterborne chemicals in operations 	Negative
2.	Energy Management & Renewable Transition	Opportunity	Effective energy management offers significant opportunities for the textile industry to lower environmental footprint to a great extent. Adopting energy-efficient technologies, automation, and smart monitoring systems can lower operational costs, reduce carbon footprints, and improve productivity. Transitioning to renewable energy sources can further enhance sustainability while insulating manufacturers from volatile fossil fuel prices. Traditionally reliant on fossil fuels, the sector faces mounting pressure to reduce greenhouse gas emissions and transition to cleaner energy sources. This shift also aligns with global climate goals and presents a competitive edge and improved brand image. While the renewable transition poses financial and operational challenges, it also bargains long-term resilience, cost savings, and a leadership position in sustainable manufacturing.	<ol style="list-style-type: none"> 1. Installing of energy efficient equipment 2. Increasing renewable energy sourcing through PPA 3. Enhancing automation and digital footprint in operations 4. Replacing old utility equipment with new energy efficient ones 	Positive

26. Overview of the entity's material responsible business conduct issues: (Contd.)

Sr. No.	Material No. issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			As the governments and regulatory bodies are introducing stricter emission norms and offering incentives for green energy investment, early adoption positions companies to benefit from these schemes and meet global sustainability expectations. Effective energy management and renewable transition are essential for reducing carbon emissions, lowering costs, and ensuring the long-term viability of the textile industry in a climate-conscious world.		
3.	Waste management and circularity	Risk and Opportunity	Waste management and circularity are key to minimizing environmental impact, creating economic value from waste, and driving long-term sustainability in the textile industry. Poor waste handling leads to landfills, environmental pollution, and lost economic value, making sustainable waste solutions a top priority and vital to meeting both regulatory and market expectations. Effective waste management involves reducing waste generation, improving segregation, and promoting recycling and reuse. Circularity takes sustainability a step further by creating a closed-loop system where materials are reused, recycled, or repurposed. This includes using recycled textiles, designing garments for durability and recyclability. Such practices reduce dependence on virgin materials, lower carbon footprints, and create additional value streams. Adopting circular strategies brings multiple benefits as it can reduce raw material consumption and waste disposal costs, cut emissions, and support resource efficiency.	<ol style="list-style-type: none"> 1. Incorporated Computer-Aided Manufacturing (CAM) software for cutting machines to reduce fabric waste generation 2. All production waste segregated at source and recycled through authorized vendors 3. Conducting capacity building programs to educate operations personnels in practicing waste minimization efforts 	Positive
4.	Climate Change & Emissions control	Opportunity	Managing climate impact and GHG emissions is crucial for the garment industry's long-term success and environmental stewardship. From raw material production to garment processing, the industry contributes significantly to global carbon emissions, primarily through energy-intensive processes, fossil fuel use, and chemical treatments. This environmental footprint makes the sector a key player in the fight against climate change.	<ol style="list-style-type: none"> 1. Significantly enhancing of clean and renewable energy mix 2. Upgrading manufacturing and utility machineries with latest energy efficient ones 3. Implementing tree plantation and water rejuvenation drives with stakeholder partnerships 	Positive

26. Overview of the entity’s material responsible business conduct issues: (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Attrition and absenteeism	Risk	<p>Addressing GHG emissions is essential not only for environmental responsibility but also for business sustainability. Reducing emissions through energy efficiency, renewable energy adoption, and low-impact materials can help manufacturers align with international climate goals. global brands and conscious consumers increasingly demand climate accountability in the supply chain. Manufacturers that take proactive steps to measure, report, and reduce their carbon footprint can gain a competitive edge, improve buyer relationships, and access green finance or sustainability-linked incentives. Failure to act on climate risks may lead to operational disruptions, reputational damage, and loss of market share. In contrast, climate action opens opportunities for innovation, cost savings, and leadership in responsible manufacturing.</p> <p>Attrition and absenteeism are critical workforce challenges in the garment manufacturing industry, directly affecting productivity, quality, and operational stability. In an industry that relies heavily on skilled and semi-skilled labor, maintaining a stable workforce is essential. Consistent absenteeism and high attrition rates lead to frequent employee result in increased recruitment and training costs, disruption of workflow, and loss of experienced workers. Similarly, high absenteeism causes production delays, missed deadlines, and reduced efficiency on the factory floor. It also impacts product quality, as frequent staff changes can lead to errors and lack of accountability. Managing attrition and absenteeism is crucial for sustaining a reliable workforce, ensuring consistent production quality, and maintaining competitiveness in the garment manufacturing industry. Investing in people is key to long-term operational success and sustainability.</p>	<ol style="list-style-type: none"> 1. Increasing our efforts in providing safe, secure and inclusive work environment for our workers and employees 2. Implementing programs to promote women in leadership roles 3. Continuously focusing on employee well-being and capability building opportunities 	Negative

26. Overview of the entity's material responsible business conduct issues: (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Supply chain transparency and traceability	Risk and Opportunity	Supply chain transparency and traceability are no longer optional; they are vital for risk management, compliance, responsible sourcing, and building trust in the garment manufacturing industry. Due to rising concerns around environmental degradation, labor rights, and ethical sourcing, global brands, regulators, and consumers are demanding greater visibility into textile supply chains. The industry often involves complex, multi-tiered supply chains spread across countries, making it vulnerable to unethical practices such as child labor, unsafe working conditions, and environmental violations. Without transparency, brands risk reputational damage, regulatory penalties, and loss of consumer trust. Transparency measures allow clearly identifying and sharing information about every stage of the supply chain. Implementing traceability systems allows manufacturers and brands to monitor sourcing, labor conditions, and environmental impacts at each stage and help track the origin and movement of materials, ensuring ethical and sustainable practices.	<ol style="list-style-type: none"> 1. Implementing responsible sourcing principles and supply chain management practices with key vendors 2. Engaging with key supply chain partners in exchanging information on social and environmental performance improvement 3. Implementing digital systems to enhance traceability of key raw material together with key partners 	Negative
7.	Safety and Working Condition	Risk	Maintaining strong safety standards and good working conditions is essential for ethical manufacturing, legal compliance, and long-term success in the garment industry. Workers in this sector often face risks such as poor ventilation, exposure to hazardous chemicals, long working hours, and inadequate emergency preparedness. A safe workplace is the foundation of a sustainable business. Ensuring a safe and healthy work environment not only protects workers' lives but also boosts morale, reduces absenteeism, and improves productivity.	<ol style="list-style-type: none"> 1. Implementing Life and Building Safety (LABS) standards across our facilities 2. Carrying out impactful training programs on ESH and emergency preparedness covering all facilities at regular intervals 3. Hazards and risk assessments exercises have been conducting by the on-site safety personnels and safety committees in each facility 	Negative

26. Overview of the entity’s material responsible business conduct issues: (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Good working conditions including proper lighting, clean workspaces, ergonomic setups, access to clean drinking water, and adequate rest breaks foster a more motivated and stable workforce. Investing in safety measures, worker training, and health programs enhances operational efficiency and aligns with international frameworks like the ILO conventions and local labor laws. Prioritizing safety and good working conditions in the textile industry is key to ethical manufacturing, operational success, integrity, and social responsibility.		

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements:

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy & Management Process									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	www.gokaldasexports.com								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle:	The Company has certifications from the global bodies for sustainability and ESG Standards such as ISO 9001:2018, Higg Index, SLCP, ZDHC, GOTS, GRS, Organic 100 content standard, RCS, BCI, C-TPAT, SCAN and Global Security Verification.								

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements. (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has been implementing activities to achieve net-zero emissions by 2045. By 2030, the company aspires to be carbon neutral of own operations and water positive. The company is on its way to achieve zero-to-landfill before the target year of 2030.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The company is maintaining high HIGG FEM score and SLCP accuracy level. The performances of the newly acquired entities have seen significant improvement over the year.								

Governance, leadership and oversight

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The Company's importance on the ESG is emphasized in the page no. 22 of the annual report.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Prabhat Kumar Singh Designation: Executive Director - Whole-Time Director DIN: 08275987								
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes, The Company has corporate social responsibility committee of the Board to review the CSR activities. In addition the Company's management who take decisions with regard to social responsibility also considers sustainability related matters suitably.								

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Company follows annual review cycle for all policies								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Company follows annual review cycle for all policies								

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements. (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	Yes, The Company deploys robust internal mechanism to evaluate the effectiveness of policies implemented across the facilities. The company frequently undergoes evaluation and verification of ESG policies by independent agencies (BV, PDCA International Limited, Teks Tech)								
12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:									
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training & Awareness Programmes held	Topics/Principles covered under the training & its impact	% age of persons in respective category covered by the awareness programme
Board of Directors	4	The Board of Directors and the Key Management Personnels receive updates on issues related to business strategy, regulations, corporate governance, sustainability initiatives, CSR and supply chain management.	100
Key Managerial Personnel	4		
Employees other than BOD & KMP	710	SST, WCP, SDP, PoSH, 5s, First Aid	100

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year: (Contd.)

Segment	Total number of training & Awareness Programmes held	Topics/Principles covered under the training & its impact	% age of persons in respective category covered by the awareness programme
Workers	4034	PACE, First Aid, WCP, PoSH, We-Lead, RISE, H&S, STM, Safety, Grievance Redressal	100% (all workers have attended at least one training program)

Note:

SST: Supervisory skill training

WCP: Workplace cooperation program

SDP: Supervisory development program

PACE: Personal advancement and career enhancement

We-Lead: Women Empowerment and Leadership Development Program

RISE: Re-Imagining Industry to Support Equality

H&S: Health and Safety

STM: Sharp Tool Management

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

		Monetary			
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement Compounding fee					

		Non-Monetary			
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment					

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

Case Details	Name of the Regulatory/enforcement agencies/judicial institutions
Not Applicable	Not Applicable

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

We have adopted zero-tolerance approach to corruption, bribery and fraud. The Company's code of conduct provides (<https://www.gokaldasexports.com/wp-content/uploads/2024/06/Code-of-Conduct.pdf>) sufficient guidance to our employees on anti-bribery and anti-corruption. The Company includes clauses on anti-corruption and anti-bribery appropriately in purchase orders and contracts to guide the vendors on ethical business practices.

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

Particulars	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	No complaint received during the current & Previous financial Year			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

The Company did not have any such instances during the Year.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	52	51

Note: Data on standalone basis

9. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-

9. Open-ness of business: (Contd.)

Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	4.6%	0.1%
	b. Sales (Sales to related parties/ Total Sales)	1.4%	0.1%
	c. Loans & advances (Loans & advances given to related parties/Total loans& advances)	100%	100%
	d. Investments (Investments in related parties/Total Investments made)	41.0%	69.1%

Note: Data on standalone basis

Leadership Indicators**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness principles held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

The Company constantly engages with the value chain partners and regularly communicates about company's Code of Conduct and Business Ethics policies. The Company also makes the value chain partners aware on zero tolerance approach to bribery and corruption. The Company guides the vendors through its purchase orders/contracts on anti-bribery and anti-corruption approaches, ethical business practices, compliance with all national/international laws of the Company and reporting mechanisms in case of violation of code of conduct.

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

Yes, The Company's Policy on Code of Conduct is applicable to all the officers and Directors on the board. The policy promotes ethical code of conduct, compliances to all the national and international laws & includes suitable guidance on conflict of interests. Company's "code of conduct" provides for reporting mechanisms in case of violation of conflict of interests.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental & social impacts
R & D	0	0	
CAPEX	41%	34%	Company made regular investments in high energy efficiency equipment in the last 2 years.

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

The basic raw materials (Fabric and Trims) are purchased mostly from vendors nominated by customers (Global Brands). All nominated vendors are regularly assessed for compliances and voluntary sustainability standards by the buyers with alignment to the globally acceptable specifications. Our Suppliers CoC provisions also supplement the principles of sustainable sourcing.

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

13% of the Company’s total fabric purchase value account for recycle fabric.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Majority of our final products (garments) are exported to various countries and the company has no direct control over retailing or reclaiming of products. However, for the pre-consumer production waste generated from our operations, the Company follows regulatory norms defined by the pollution control boards in respect of collection, segregation, storage in separately designated areas for different types of wastes. Accordingly, disposal of these waste is made through authorized vendors.

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

Yes, EPR registration has been completed and we are in compliance with the norms.

Leadership Indicators

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

No

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link
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NIL

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

Category	% age of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	4727	4727	100%	-	-	-	-	-	-	-	-
Female	24478	24478	100%	-	-	24478	100%	-	-	312	1%
Total	29205	29205	100%	-	-	24478	100%	-	-	312	1%
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Note: Data for Gokaldas Exports only

C. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	1%	1%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of Employees covered as a % age of total employees	No. of Workers covered as a % age of total workers	Deducted & deposited with the Authority (Y/N/N.A.)	No. of Employees covered as a % age of total employees	No. of Workers covered as a % age of total workers	Deducted & deposited with the Authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	36	100	Y	42	100	Y
Others - Please specify	-	-	N.A	-	-	N.A

3. Accessibility of workplaces.

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

The Company is compliant with the requirements of differently abled employees and workers under the Rights of Person with Disabilities Act, 2016.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company provides fair and equal opportunity to all the employees and workers irrespective of their race, sex, disabilities etc. in matters relating to job openings, promotions, postings thereby fulfilling non-discriminatory approach in its working.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	78.2%	71.9%	78.2%	71.8%
Total	78.2%	71.9%	78.2%	71.8%

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, The Company has various grievance redressal mechanism channels so as to prevent & prohibition of any sort of issues before gets recorded. Any complaints if recorded are addressed according to the procedure mentioned in the grievance redressal policy. The channels are suggestion boxes, access to Hotline, whistle blower policy, various committees, help desk, Open door policy etc provide sufficient mechanisms for redressal of grievances raised.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/workers in respective category A	No. of employees/Workers in respective category who are part of socation(s) or Union (B)	% (B/A)	Total employees/workers in respective category A	No. of employees/Workers in respective category who are part of socation(s) or Union (B)	% (B/A)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

The Company has union but present in certain units. Management engages with union and duly elects works committee to resolve work place concerns.

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Male	4723	4723	100	275	5.8	3742	3742	100	243	6.5
Female	1610	1610	100	85	5.3	1237	1237	100	73	5.9
Total	6333	6333	100	360	5.7	4979	4979	100	316	6.3
Workers										
Male	7181	7181	100	42	1	4152	4152	100	35	1
Female	26771	26771	100	821	3	24419	24419	100	771	3
Total	33952	33952	100	863	3	28571	28571	100	806	2.8

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3948	2627	67	3742	2883	77
Female	1392	885	64	1237	956	77
Total	5339	3512	66	4979	3839	77
Workers						
Male	4519	213	5	4152	332	8
Female	24444	4234	17	24419	5170	21
Total	28963	4447	15	28571	5502	19.2

Note: Data for Gokaldas Exports only

10. Health and safety management system:

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

The company has been steadfastly implementing "Safety First" approach across all its operations and have qualified Health safety officers on site. Company follows Health and Safety management in alignment with some of the global benchmarks. Health and safety performance and management systems are independently assessed by authorized/accredited third parties.

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

Each facility has on-site Safety Officer and has a safety committee consisting of employees/workers and management that are mandated to identify various work-related hazards and remove/mitigate the risks pertaining to these hazards. "Hazard identification and Risk Assessment (HIRA)" framework is followed in the operations extensively. The committee reviews the status of identification of hazards/risks and closure status in its periodic meetings.

All the workers are encouraged to provide suggestions to the committee on identification of risks and solutions to remove/mitigate the risks.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks (Yes/No).

Yes. The Company's safety committee conducts periodic meetings at each unit for the identification and removal/mitigation of risks in a proactive manner. All the workers undergo regular safety training and emergency preparedness training.

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

Yes, All the employees/workers have free access to the ambulance services and doctors at every facility of the Company. All eligible workers are covered under ESIC policy and rest of the employees are covered under company's Group medical health insurance program.

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

Safety/Incident Number	Category	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
		Employees	Workers	Employees	Workers
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees				
	Workers		0.38		0.46
Total recordable work-related injuries	Employees		310		282
	Workers				
No. of fatalities	Employees		0		0
	Workers		0		0
High consequence work-related injury or ill-health (excluding fatalities)	Employees		0		0
	Workers		0		0

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

"Safety First" is the motto of the company's approach to creating a safe and healthy workplace environment to the employees and workers. All units undergo assessment of health and safety standards by independent/accredited Third Parties in compliance with global standards/requirements (LABS, SLCP/ FSLM, SMETA etc.). The company has constituted Safety Committee across all our manufacturing units and this committee is responsible for proactively managing health and safety standards in our facilities. We have qualified and experienced Safety Officer at every manufacturing unit for implementation of health and safety standards and strive towards sustenance and continual improvement. We have adopted HIRA and JSA tools for determining the potential hazard and risks. Accordingly, we have developed and implemented hierarchy of control methods for minimizing the hazards and risks thereby creating safe and Healthy working environment.

All the workers undergo regular safety training and emergency preparedness training on the potential risks. Machine safety is another priority and all machines are checked on a periodical basis to ensure its proper functioning. The factories are equipped with adequate fire protection equipment to prevent fire hazards. The workers are encouraged to undergo regular health check-ups to prevent any health-related hazards

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	5	-	-	4	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	100%
Working conditions	100%

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

The Assessments carried out identifies no significant risk/concerns related to health and safety practices and working conditions.

Leadership Indicators

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

No, However eligible employees/workmen have been covered under ESI or under group personal accident insurance policies Compensatory packages is considered on merit basis by management.

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

All our contracts/purchase orders with vendors explicitly spells and lays thrust on business integrity and ethical practices. Our discussions with vendors include compliances in matters pertaining to timely statutory dues deduction and remittance.

3. Provide the number of employees/workers having suffered high consequence work- related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes.

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

PRINCIPLE 4 Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company identified the key stakeholder groups that are affected by or can affect our business. Company maintains a map of key stakeholders based on their influence, interest and impact.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of Engagement (Annually, Half Yearly/Quarterly/ Others - Please specify)	Purpose and scope of engagement including Key topics and concerns raised during such engagement
Employee & Workers	No	Emails, notice board, workshop, townhall meetings, training programs	As per planned scheduled	Ensure safe and fair working conditions; promote worker welfare, training, and retention; enhance productivity, reduce turnover and absenteeism; foster accountability and performance management.
Customers	No	Meeting with the customers on one-to-one basis through virtual and physical meeting including visits to our manufacturing plants	Continuous engagement throughout the year	Align business goals with operational realities and sustainability goals; develop the long-term business partnerships; understand their expectations.
Government	No	Virtual and Physical Meetings, Conference or Group meetings	Need Basis	Discuss industry schemes, incentives, or support; discuss regulations, and trade policies
Suppliers	No	Meeting with the Suppliers on one-to-one basis through virtual and physical meeting	Continuous engagement throughout the year	Maintain quality, ethical sourcing, and timely delivery; ensure compliance with social and environmental standards; build long-term, transparent relationships.
Investors	No	Intimation to Exchanges, New paper publication, Emails, results conference call, one-on-one meetings in either virtual or physical, and Annual General Meeting.	As per planned scheduled	Communicate financial performance and ESG metrics; build investor confidence and reduce investment risks

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other)	Frequency of Engagement (Annually, Half Yearly/Quarterly/ Others - Please specify)	Purpose and scope of engagement including Key topics and concerns raised during such engagement
Media	No	Interactions through interviews via Television, Print Media, articles, and events	Need basis	Communicate our quarterly or annual financial performance and to address queries on business performance; understand evolving market preferences and sustainability expectations
Local Community and NGO	No	Periodical interactions with local community leaders, Panchayat members, school teachers and Health care workers.	Need Basis	Create employment opportunities and support local development; build goodwill and social license to operate; collaborate on developmental and environmental initiatives.
Industry Associations	No	Virtual and Physical Meetings, Conference or Group meetings	Need basis	Stay updated on best practices and industry trends; develop collective platforms for advocacy and improvement.

Leadership Indicators

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

Periodic stakeholder interactions/consultations are organized with the Company management. The consultations outcomes are discussed with respective boards committees like Stakeholder Relationship Committee, CSR committee, Risk Management committee and NRC committee. The respective committee's reviews, monitors, and provides strategic direction to the Company's social responsibility obligations and other societal and sustainability practices.

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

Yes, company receives suggestions/requests from various stakeholder groups about social development needs and community engagement opportunities in our operating areas. Accordingly, we have aligned and increased our CSR deployment in the area of improving Health, Hygiene, Women Empowerment, Climate Action and Education Initiatives through partnership with external implementing agencies.

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

Company has undertaken few initiatives to support a school providing education to differently abled children and also provided resources to improve the services in an oldage home.

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

a) Median remuneration/wages:

Gender	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (₹)	Number	Median remuneration/ salary/wages of respective category (₹)
Board of Directors (includes only VC&MD, WTD and ED)	3	980497	-	-
Key Managerial Personnel (excludes MD and WTD)	2	176038	-	-
Employees other than BOD & KMP	4013	34958	1541	25338
Workers	4727	18104	24478	17404

Note: Data for Gokaldas Exports only

- I. Non-Executive Directors (4 no.) are paid sitting fees only, hence not considered.
- II. All the salary/wages furnished above is on a monthly basis.
- III. ED upto September 30, 2024.

b) Gross wages paid to females as a % of total wages paid by the entity in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as a % of total wages	61%	62%

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

Yes, the organization has different forums in place to address the human rights issues.

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

The Company has various grievance redressal mechanism channels so as to prevent and address the grievances related to human rights issues. The Company has an internal grievances committee consisting of representatives from management and workers/employee. Any complaint is addressed according to the procedure mentioned in the grievance redressal policy. The channels are suggestion boxes, access to Hotline, whistle blower policy, various committees, help desk, Open door policy etc provide sufficient mechanisms for redressal of grievances raised. The company is continuously organizing variety of awareness and sensitization programs for workers and employees.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	4	2		0	0	
Discrimination at Work Place	0	0		0	0	
Child Labour	0	0		0	0	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related Issues	0	0		0	0	

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	0
Complaints on POSH as a % of female employees/workers	0.10	0
Complaints on POSH upheld	0	0

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

The Company believes in conducting its affairs in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity and ethical behavior in consonance with Code of Conduct.

In line with this commitment the Company's whistle blower policy aims to provide an avenue for Directors/employees to raise concerns and reassurance that they will be protected from reprisals or victimization for whistle blowing.

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

Yes, the Company has zero tolerance approach to unethical business practices. Compliances to human rights requirements forms one of the pillars of ethical business practices.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others - please specify	100

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

Not Applicable

Leadership Indicators

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints. Company has not changed or modified existing business processes. However, steps have been considered to reinforce grievance redressal mechanisms.

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

The company has undertaken Human rights due-diligence initiated by some of the global customers. The scope of such exercises includes internal stakeholders, local communities, key value chain partners and ecosystem impacts. Our social compliance performance in accordance with the global standards, validated by the independent third parties, reinforces our vision of zero tolerance to the human rights violation.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Company fulfils the requirements of differently abled visitors under the Rights of person with Disabilities act, 2016.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	Though the company has not independently assessed the social compliance performance of the individual value chain partners, however most of our value chain partners are signatory/member/certified entities that follow globally accepted standards on ethical business practices. The company has access to third party verified reports of the value chain partners on social compliance performance.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No significant risks/concerns have been reported under the assessment.

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

Essential Indicators

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) TJ	34	4
Total fuel (Biomass) consumption (B) TJ	362	257
Energy consumption through other sources (C) TJ	0	0
Total energy consumed from renewable sources (A+B+C) TJ	396	261
From non-renewable sources		
Total electricity consumption (D) TJ	63	64
Total fuel consumption (E) TJ	44	15
Energy consumption through other sources (F) TJ	-	-
Total energy consumed from non-renewable sources (D+E+F) TJ	107	79
Total energy consumed (A+B+C+D+E+F)	503	340

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0000000167 TJ/INR	0.0000000157 TJ/INR
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.0000000172 TJ/INR	0.0000000159 TJ/INR
Energy intensity in terms of physical output (TJ/shipped piece of garment)	0.0000123703	0.0000115766

Note: The Company has engaged Bureau Veritas, PDCA International Limited and Teks Tech Inspection India Private Limited for validation of environmental data as prescribed by HIGG FEM 4.0.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, The Company's sites/facilities are not identified as designated consumers (DCs) under the PAT scheme of GOI. However, the Company carries out energy saving initiatives on its own.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	231696	215867
(iii) Third party water	236860	104692
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	468556	320558
Total volume of water consumption (in kilolitres)	169829	132883
Water intensity (Liter) per rupee of turnover	0.0000056455	0.0000061389
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	0.0000057956	0.0000062274
Water intensity in terms of physical output (Water Consumed in Liter/shipped piece of garment)	4.18	4.52

Note: The Company has engaged Bureau Veritas, PDCA International Limited and Teks Tech Inspection India Private Limited for validation of environmental data as prescribed by HIGG FEM 4.0.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iv) Sent to third-parties		
- No treatment (CETP and municipal sewage line)	54254	45880
- With treatment – please specify level of Treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	54254	45880

Note: The Company has engaged Bureau Veritas, PDCA International Limited and Teks Tech Inspection India Private Limited for validation of environmental data as prescribed by HIGG FEM 4.0.

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

Yes, company has installed ZLD system at all its wet process units for recycling of waste water thereby reducing the fresh water consumption. Our ZLD system has been designed to recycle more than 92% recovery and recycled water is being Re-used for processes. Our ZLD system comprises of latest membrane technologies and includes Ultra Filtration, Reverse Osmosis and Membrane Bio-reactor (MBR) followed by multiple effect evaporators with Agitated Thin Film Driers (ATFD).

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	mg/Nm ³	32.2	38.4
SOx	mg/Nm ³	9.8	10.1
Particulate matter (PM)	mg/Nm ³	31.1	34.9
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)	ppm	≤ 0.5	≤ 0.5

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Hazardous air pollutants (HAP)		-	-
Others		-	-

Note: The assessment has been carried out by an NABL accredited and MOEF certified external agency National Analytical Laboratories and Research Center, Bangalore. The data represents average values of 22 production facilities. The Company has engaged Bureau Veritas, PDCA International Limited and Teks Tech Inspection India Private Limited for validation of environmental data as prescribed by HIGG FEM 4.0.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	41722	28297
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	14230	14455
Total Scope 1 and Scope 2 emissions (MT of CO₂e) per rupee of Turnover		0.0000018600	0.0000019751
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)		0.0000019094	0.0000020036
Total Scope 1 and Scope 2 emission intensity in terms of physical output (MT of CO₂e) per shipped piece of garment		0.001376029	0.001455652

Note: The Scope 1 emission data includes biogenic emissions as well. The Company has engaged Bureau Veritas, PDCA International Limited and Teks Tech Inspection India Private Limited for validation of environmental data as prescribed by HIGG FEM 4.0.

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

Company has been consistently investing on latest machineries which are more energy efficient and resulted in substantial GHG reduction. The company will continue to upgrade machines and utility equipment in coming years with latest technologies which will further help in reducing GHG emissions. Also, company is investing on sourcing of more renewable energy by investing on group captive solar park.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	131	154
E-waste (B)	0.5	1
Bio-medical waste (C)	39	4
Construction and demotion waste (D)	-	-
Battery waste (E)	0.8	1
Radioactive waste (F)	-	-
Other Hazardous waste (G) (ETP sludge, ATDF Salt, used Oil and Oil soaked cotton waste)	490	343
Other Non-hazardous waste generated (H) (Fabric Waste, Trims waste and packaging material)	4391	4998
Total (A+B + C + D + E + F + G + H)	5052	5501
Waste intensity per rupee of turnover (MT per rupee of Turnover)	0.0000001679	0.0000002541
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP)	0.0000001724	0.0000002578
Waste intensity in terms of physical output (MT per shipped piece of garment)	0.000124244	0.000187302
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3483	3612
(ii) Re-used	0.2	29
(iii) Other recovery operations	0	0
Total	3483	3641
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	34	26
(ii) Landfilling	511	286
(iii) Other disposal operations (food waste for composting and animal feed)	1024	1548
Total	1569	1860

Note: The Company has engaged Bureau Veritas, PDCA International Limited and Teks Tech Inspection India Private Limited for validation of environmental data as prescribed by HIGG FEM 4.0.

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

The company ensures that no production wastes go to landfill. Solid waste mainly fabric, plastic, paper, metal scrape etc., generated across our operations are recycled or repurposed through pollution control board authorised agencies. The Company follows regulatory norms defined by the Pollution control boards in respect of collection, segregation, storage in separately designated areas for different types of wastes.

Company has implemented globally recognised and accepted Zero Discharge of Hazardous Chemicals (ZDHC) program across our operations for use non hazardous chemicals.

We comply with ZDHC Manufacturing Restricted Substance List (MRSL) and brands Restricted Substance Lists (RSL) in our chemical management systems. We have been using only waterborne paints or inks in our garment printing operations.

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

The Company does not operate any of its facilities in the ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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As per the MoEF & CC EIA notification no. S.O. 1533 (E) dated 14th September 2006 section 2(i) Requirements of prior Environmental Clearance (EC) All new projects or activities listed in the Schedule to this notification (Schedule table page no 10 to 18) the garment industry does not qualify under any category that requires an Environmental Clearance report. The EIA notification specifies certain industrial activities that necessitate a detailed assessment to evaluate their potential environmental impact. Henceforth, the garment manufacturing sector does not require Environmental Clearance.

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

The Company is in compliant with all the prescribed regulations/guidelines under the above laws at all the production facilities.

Leadership Indicators

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

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

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	231696	215867
(iii) Third party water	236860	104692
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	468556	320558
Total volume of water consumption (in kilolitres)	169829	132883
Water intensity (Liters) per rupee of turnover	0.0000056455	0.0000061389
Water intensity (Water Consumed in Liter/ shipped piece of garment)	4.18	4.52
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iv) Sent to third-parties		
- No treatment (CETP and municipal sewage line)	54254	45880
- With treatment – please specify level of Treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
Total water discharged (in kilolitres)	54254	45880

Note: The Company has engaged Bureau Veritas, PDCA International Limited and Teks Tech Inspection India Private Limited for validation of environmental data as prescribed by HIGG FEM 4.0.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The Company has not assessed Scope 3 emissions	
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	-	-	-

Note: Details Scope 3 assessment has not been undertaken yet. However, the company has been scouting for an agency to design a system for capturing Scope 3 emission data.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

The Company does not operate any of its facilities in the ecologically sensitive areas.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of energy efficient equipment	In our efforts to conserve energy and reduce waste various new machines like Elastic joining machines, computerized quilting machines with servo motor, Universal-Flap-Pocket-Machine, continuous fusing machine were installed.	Lesser consumption of energy
2	7.5 MW Solar Park	The solar park became fully operational, and 13 of our manufacturing units in Karnataka have been integrated under the wheeling and net metering scheme. As a result, approximately 72%-73% of our grid electricity consumption is now offset by solar energy.	Enhancement of clean and renewable energy
3	Enhance digital footprint in operations and automation	To enhance operational efficiency, precision, and productivity across our manufacturing units, the Company has adopted several automation technologies, including automated hanger systems, twin-head needle detection machines, button feeders, and universal flap machines. Installed Computer-Aided Manufacturing (CAM) software for cutting machines in phased manner during the year. These machines can significantly contribute to energy saving through optimized processes and reduced waste	Energy conservation and raw material waste reduction
4	Replaced old utility equipment with new energy efficient ones	Replaced 50% of reciprocating compressors with high-efficiency screw air compressors. These new compressors consume less energy and require minimal maintenance, leading to improved efficiency and reduced operational costs. Upgraded old boilers, which had an efficiency of 55%, to a new high-efficiency model with 80% efficiency, resulting in significant energy savings and improved performance.	Saving energy and emission prevention

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

The Company has risk management policy (<https://www.gokaldasexports.com/wp-content/uploads/2022/08/Policy-on-Risk-Management.pdf>) that outlines ways and means to respond each element of business risks and how are such risks impact the business continuity and the going concerns. The Company has instituted emergency preparedness plans in each production location to deal with

emergency situations. It also provides response mechanism to deal with hazard & risks and environmental impacts arising from emergency situations. The HR team of factory units impart regular training and share information to the employees to remain aware of the emergency situations. The Company periodically evaluates its annual business plan, assess its infrastructure adequacy, capacity utilization etc. and takes appropriate measures to mitigate risks associated with the business. The Company has risk management committee of the board who periodically reviews the risks measures and advise on the action as deemed necessary.

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

The Company does not independently carry out formal evaluation of the Environmental impact on value chain activities. However, we expect most of our value chain partners are covered under brand promoted assessment program and are assessed with specific reference to environmental and social impacts.

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

Please refer to the above.

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

- a. By the listed entity: NA
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NA

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations.

The Company is a member of 6 chambers/associations. Designated representatives of the Company engage in various dialogues with the associations.

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to:

Sr. No	Name of the trade and industry cambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Apparel Export Promotion Council (AEPC)	National/International
2	Bangalore Chamber of Industry & Commerce (BCIC)	State
3	Confederation Of Indian Industry (CII)	National
4	Garments Exporters & Manufacturers Association (GEMA)	National/International
5	Indian Technical Textile Association (ITTA)	National/International
6	The Clothing Manufacturers Association of India (CMAI)	National/International

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

Name of Authority	Brief of the Case	Corrective action taken
	The Company has not received any such adverse orders	

Leadership Indicators

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

Sr. No	Public Policy advocated	Methods resort for such advocacy	Whether Information available in public domain (Yes/No)	Frequency Review by Board (Annually/Half Yearly/Quarterly/ Others – Please specify)	Web Link, if available
-	-	-	-	-	-

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**Essential Indicators****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name & brief details of Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes/No)	Results communicated in Public domain (Yes/No)	Relavant Web Link
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The Company was not required to undertake any such project during the current or the previous financial year

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

Sr. No	Name of Project for which R & R is ongoing	State	District	No. of affected Projects (PAFs)	% of PAFs covered by R & R	Amounts paid to PAFs in the FY (in ₹)
Not Applicable						

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

The Company engages with various stakeholder groups at different levels. The local management team of the production sites regularly interacts with the community representatives and takes their feedbacks. The CSR team facilitates interaction between communities and the senior leadership team to take inputs from the local stakeholders. Community development programs are designed and implemented accordingly. In addition, various informal and formal sessions are conducted with the community to engagement with children, youth, women and community and panchayat representatives.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/small producers	6.6%	2.7%
Directly from within India	70.9%	74.2%

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

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	9.6%	7%
Semi-urban	2.5%	3%
Urban	29.1%	30%
Metropolitan	58.7%	60%

Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan).

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
The Company was not required to undertake any such project during the current year or the previous financial year.	

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

Company has implemented CSR activities in many districts, however, the districts covered are not categorized as aspirational districts as identified by the Government bodies.

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

No, 90% of Fabric and Trims purchase are mostly from customer (Global Apparel Brands) nominated/qualified sources and hence we do not have any specific policy on sourcing from marginalized/vulnerable groups.

(b) From which marginalized/vulnerable groups do you procure?

Not Applicable as explained above.

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

Not Applicable as explained above.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Sr. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
-	-	-	-	-

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:

Name of the Authority	Brief of the Case	Corrective action taken
		Not Applicable

6. Details of beneficiaries of CSR Projects:

Sr. No	CSR Project	No. of persons benefitted per year from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Blood transportation vehicle to Kidwai hospital	30,000	> 50%
2	Support BBMP hospitals with Medical equipments	90,000	> 70%
3	Support of medical equipment for TB Diagnosis among communities to Govt Health institutes	6000	> 70%
4	Engagement and support to marginalized communities	500	100%
5	Support provided towards promotion of education and enhancing infrastructure of educational institutes	5000	> 95%
6	Conservation & Sustainable Management of Freshwater Resources in Urban-Rural Interface	15,000	> 50%

6. Details of beneficiaries of CSR Projects: (Contd.)

Sr. No	CSR Project	No. of persons benefitted per year from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
7	Rainwater Harvesting Projects	3000	> 70%
8	Community Driven Climate actions, Agroforestry in ecological sensitive regions	4500	100%
9	Plantation and Urban Forestry projects	12,000	> 80%
10	Afforestation activity at Bangalore Rural Areas	25,000	100%
11	Support research on Textile Waste management & Circularity	-	-

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company's activities are B2B, hence there are minimal interactions with the end consumers. However, we continuously engage with our institutional buyers to collect feedback and implement improvement actions.

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

	As a Percentage of total turnover
Environmental and Social parameters relevant to the product	This Information has not been calculated or assessed
Safe and responsible Usage	
Recycling and/or safe disposal	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of Essential Services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

	Number	Reasons for Recall
Voluntary Recalls	0	Not Applicable
Forced Recalls	0	Not Applicable

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

The Company has well-defined cyber policies and procedures covering aspects of data privacy and information security, that ensures data confidentiality at all times. The Company uses proven IT tools with pre-defined security protection. The logs records are reviewed on a daily basis for detection and remediation of unauthorized access. The Company has a robust data recovery plan in place to ensure uninterrupted business.

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

No instances have been observed during the last 5 years.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: None
- b. Percentage of data breaches involving personally identifiable information of customers: NA
- c. Impact, if any, of the data breaches: NA

Leadership Indicators

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

Most of the business is on a B2B basis and hence the organization does not have a formal channel/platform for information on products and services.

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

Access to end users of our manufactured products is limited as we supply our products to global apparel brands and practice B2B business model.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No).

The Company works on a B2B business model and hence not applicable.