



SMALL STEPS BIG IMPACT  
**RENEWABLE ENERGY**  
Solar Concentrators  
MINIMISING CARBON FOOTPRINT  
**WATER RECYCLING**  
LOCALLY SOURCED  
FARM TO FASHION  
**MADE IN INDIA**

# ANNUAL ESG REPORT

## FY 2023-24

WOMEN EMPOWERMENT  
**EDUCATION**  
HEALTH CARE  
FOSTERING SUSTAINABILITY  
EVERY SMILE COUNTS  
A Better World today and tomorrow  
**LET'S GROW TOGETHER**  
PATH TO ZERO PLASTIC  
**Make Green Choices**  
**EARTH FRIENDLY**



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*This report encompasses the Home Textile and Spinning operations of Indo Count Industries Limited (ICIL), located across Gokul-Shirgaon, Kagal, and Hatkanangale in Kolhapur, Maharashtra, as well as the newly acquired facilities in Bhilad, Gujarat, and the company's offices in Mumbai and Thane, Maharashtra.*

The purpose of this report is to provide a detailed account of ICIL's comprehensive and structured approach to sustainability. It outlines ICIL's sustainability performance for the financial year 2023-24 and highlights the company's sustainability roadmap and strategy. The report thoroughly explains ICIL's sustainability journey, current trajectory, initiatives, and efforts to integrate sustainability into all its activities.

At ICIL, sustainability is deeply embedded in our business model, influencing our policies and procedures. Our vision for a sustainable future is rooted in a commitment to transparency with both established and emerging stakeholders and proactive management of evolving business risks.

This report reflects ICIL's ESG (Environmental, Social, and Governance) performance, covering various aspects such as environmental management, sustainable procurement, governance, customer-centric approaches, diversity, inclusion, and community engagement.

Following the Global Reporting Initiative's (GRI) guidelines, this report includes an index at the end that provides detailed information about the indicators used throughout. Additionally, the company's performance has been mapped to the United Nations Sustainable Development Goals (SDGs).

**Reporting standards** GRI Standards 2021 index in accordance, SASB, TCFD  
**Reporting period** FY 2023-2024 (unless otherwise specified)  
**Reporting scope** ICIL's domestic business facilities, including its main office located in Nariman Point, Mumbai and Thane Maharashtra.  
**Reporting cycle** Annual  
**Disclosure principles** Publicly disclosed on ICIL's website (Indo Count.com)

# COMPANY PROFILE



ICIL maintains a robust omnichannel presence for its branded portfolio, including both owned and licensed. The company has recently secured two licensed brand partnerships with the renowned international brands Jasper Conran and Gaiam. It exports to over 50 countries worldwide and is the fourth-largest importer of home textiles into the US. Having established a dominant presence in the US market, ICIL is now strategically working to diversify its global footprint by focusing on expanding its customer base through deeper engagement in the EU, UK, and Australia.

Sitting: MR. ANIL KUMAR JAIN, EXECUTIVE CHAIRMAN

Standing: MR. MOHIT JAIN, EXECUTIVE VICE CHAIRMAN

Indo Count Industries Limited (ICIL) is a leading vertically integrated bedding provider with over three decades of industry presence in India. ICIL's extensive product portfolio is dedicated to curating comprehensive sleep experiences.

Renowned for our commitment to innovation, we focus on delivering ultimate comfort to consumers through our high-quality, luxurious bedding solutions, manufactured at our state-of-the-art facilities in Kolhapur, Maharashtra, and Bhilad, Gujarat.

In a significant development, ICIL acquired the home textiles division of Gujarat Heavy Chemicals Limited (GHCL) in Bhilad, Gujarat. This acquisition has enhanced the company's production capacity by 45 million meters and opened doors to a larger customer base, reinforcing its position as a leader in the industry.

**153**  
million meters of  
Installed Capacity

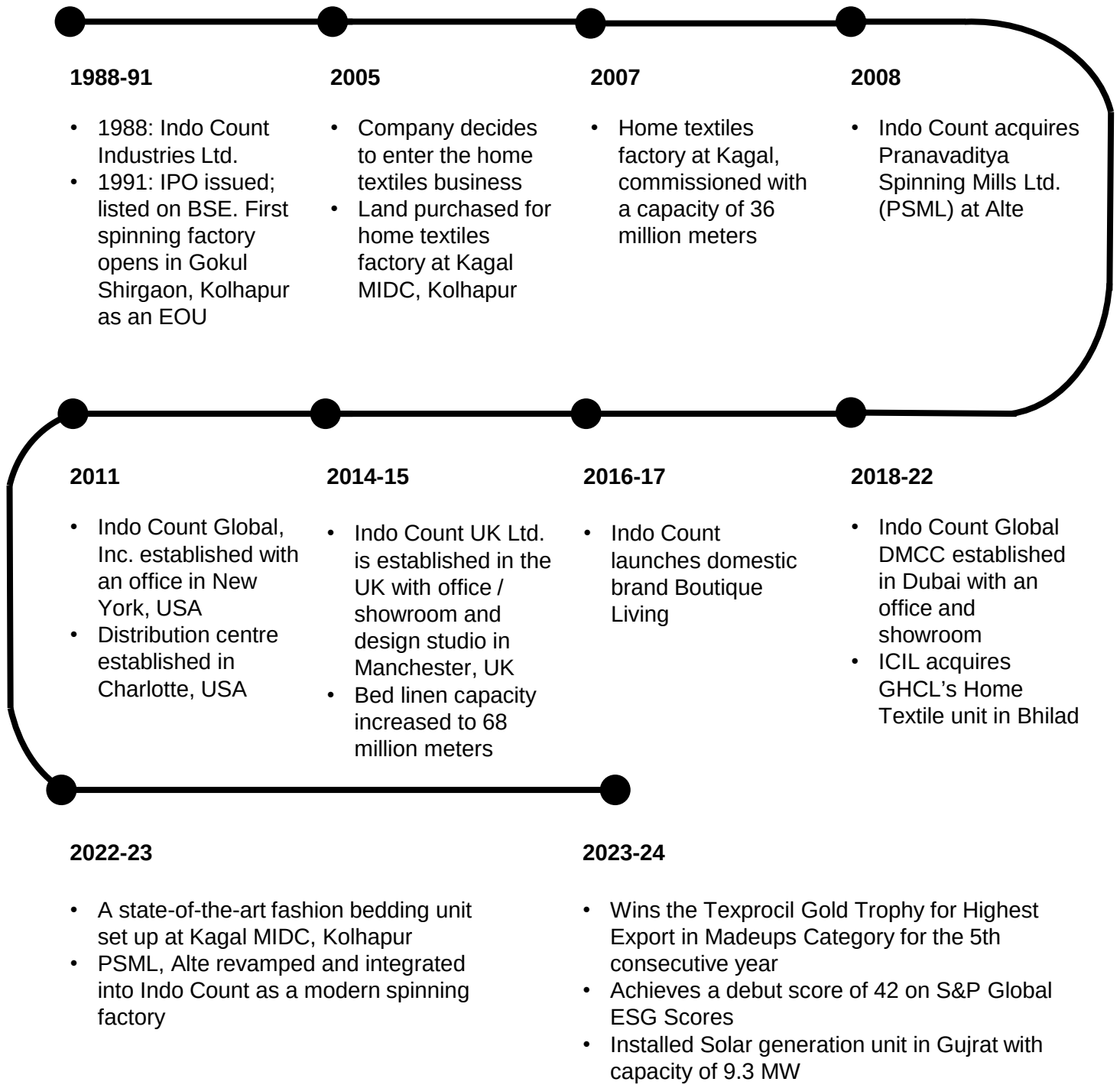
**5**  
star export houses

**2**  
state  
manufacturing  
presence





# COMPANY HISTORY



# PRODUCT PORTFOLIO



## BED SHEETS

- Flat Sheets
- Fitted Sheets
- Pillowcases

## UTILITY BEDDING

- Mattress Pads
- Protectors
- Filled Pillows
- Comforters
- Down Alt Quilts

## FASHION BEDDING

- Comforters
- Shams
- Quilts
- Coverlets
- Decorative Pillows

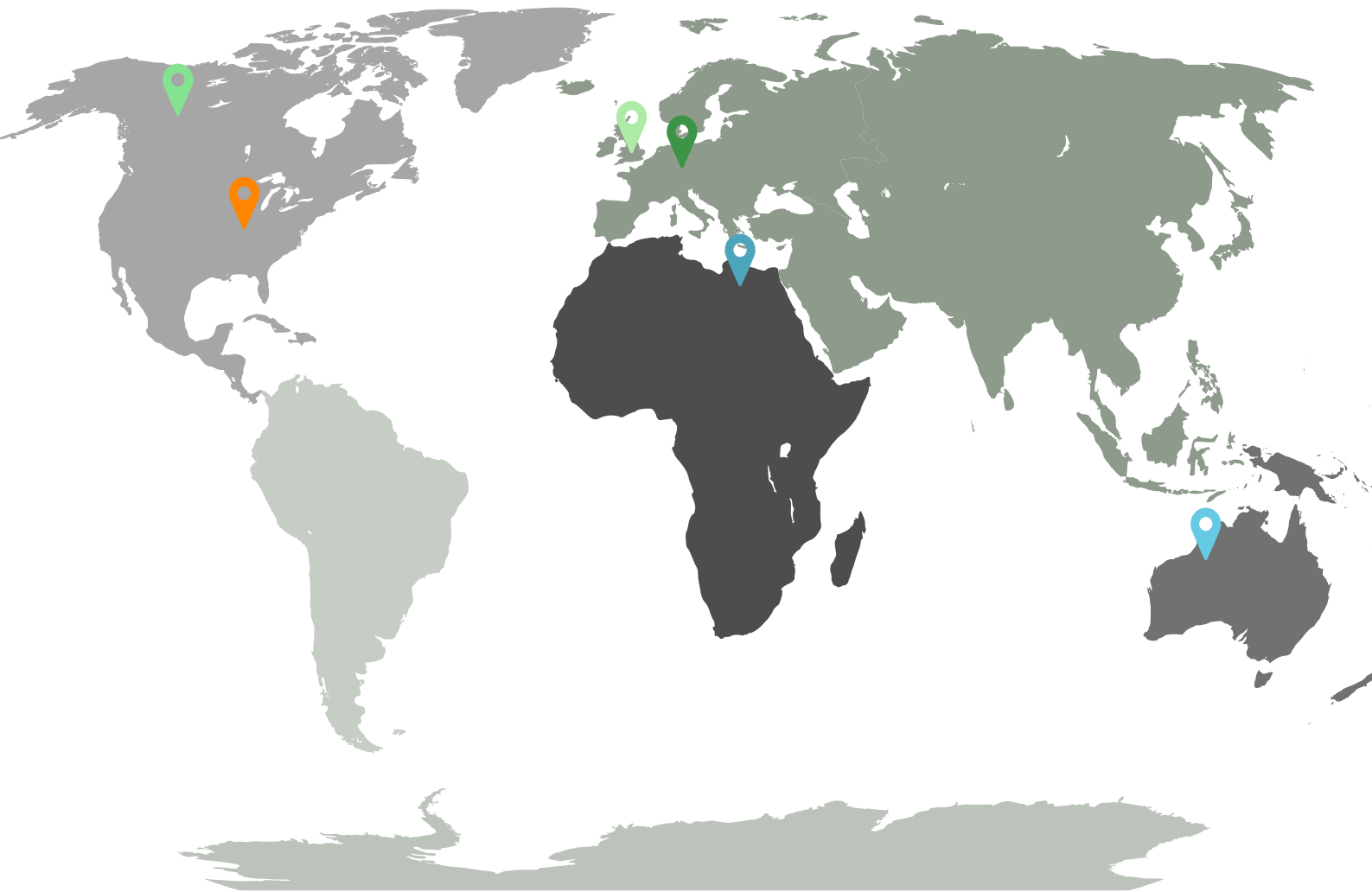
## INSTITUTIONAL BEDDING

- Basic White Sheets
- Shams
- Bed Skirts
- Duvet Covers





# MAJOR MARKETS SERVED



United States of America (USA)



Canada



United Kingdom



Europe



Middle East & North Africa (MENA)



Australia

Approximately 70% of ICIL's revenue originates from the United States of America (USA), making it the Company's largest market. Approximately 96% of the Company's revenue is derived from Exports.



# GOVERNANCE



# BOARD OF DIRECTORS

The Board is headed by Mr. Anil Kumar Jain, Executive Chairman of the Company. During the year under review, there has been no change in the composition of the Board of Directors of the Company.

*Meet our Board of Directors: A team of visionary leaders committed to driving sustainable growth and excellence.*

The composition of the Board is in conformity with the requirements of Regulation 17 of the SEBI Listing Regulations. All Directors are competent and experienced personalities in their respective fields.



MR. ANIL KUMAR  
JAIN  
**Executive Chairman**



MR. MOHIT JAIN  
**Executive Vice  
Chairman**



MR. KAILASH R.  
LALPURIA  
**Executive Director  
& CEO**



MR. KAMAL MITRA  
**Director (Works)**

## 01 Board Meetings

The Company maintains a balanced mix of distinguished Executive and Independent Directors on its Board. The Board convenes quarterly to approve financial results and the strategic business plan. Additionally, special and urgent meetings are held as needed. The annual schedule of Board Meetings is tentatively agreed upon at the start of each year.

## 02 Annual General Meeting

As a mandatory requirement, the Company holds its Annual General Meeting (AGM) every year to seek approval on various matters, including the adoption of audited financial statements, declaration of dividends, and appointment or reappointment of Directors. The 34th AGM of the Company for FY 2022-23 was held on August 21, 2023, via video conferencing, as permitted by the Ministry of Corporate Affairs.



# BOARD COMPETENCY MATRIX

Industry Knowledge/Experience	Technical Skills/Competencies	
Industry Experience & Global Business	Finance & Accounting	Leadership
Textile Sector Knowledge	Legal & Governance	Business Administration
Knowledge of Broad Public Policy Domain	Sales & Marketing	Corporate Restructuring
Understanding of Government Legislation/Legislative Processes	Information Technology	Human Resource Management
Sustainability	Public Relations	Strategy & Business Development
Supply Chain Management	Risk Management	Corporate Social Responsibility

(For further details, please refer to Page 46 of ICIL's Annual Report 2023-24)





# COMMITTEES OF THE BOARD

The Board has constituted various committees to ensure accountability and monitoring. These committees are responsible for carrying out specific functions assigned by the Board. These committees meet periodically during the year to supervise and review performance and make specific recommendations to the Board on various matters whenever required.

At ICIL, the following committees are in place:

## 01 Audit Committee

The Audit Committee of the Board oversees the quality and integrity of accounting, auditing and financial reporting process including review of the internal audit reports/ risk management system and action taken report. The Committee is also responsible for reviewing all the Related Party transactions proposed to be entered with Related Parties. The Committee comprises of 5 Directors / Members out of which 4 are Independent Directors, its Chairman being an Independent Director.

## 03 Risk Management Committee

Risk Management Committee of the Board maintains an oversight on the risk and monitor the effectiveness of Company's risk management plans, and process including risk mitigation measures. The Company identifies all strategic, operational and financial risks that the Company faces, by assessing and analysing the latest trends in risk information available internally and externally and using the same to plan for risk management activities. During the year under review, these controls were evaluated, and no material weaknesses were observed in their design or operations.

## 02 Nomination & Remuneration Committee

The Nomination and Remuneration Committee of the Board deals inter alia with nomination and remuneration of Directors, Key Managerial / Senior Management Personnel(s), including reviewing and recommending their performance along with their remuneration on a periodic basis. The Committee comprises of 4 Directors / Members with Non- Executive Independent Director as Chairman of the Committee.

## 04 ESG & Corporate Social Responsibility Committee

The ESG & CSR Committee recommends to the Board, the CSR activities to be undertaken in the areas of Education, Healthcare, Women empowerment, Water & Sanitation, Sports, Livelihood enhancement of farmers including development of Community infrastructure. These CSR activities are carried out preferably in the local areas where the Company operates. In addition to this, the Committee also focuses on the macro-level trends and developments in ESG parameters, guide the creation of ESG goals, review the actions taken to achieve such goals and monitor the ESG performance keeping in line with the Regulatory requirements.

**06****Stakeholders' Relationship Committee**

The Stakeholder Relationship Committee primarily considers and resolves grievances of the security holders of the Company including complaints related to transfer/transmission of shares, non-receipt of declared dividends, etc. The Committee also reviews measures taken for effective exercise of their voting rights, adherence to service standards in respect of services rendered by the Registrar and Share Transfer Agent and also suggests improvements to investor relations initiatives undertaken at the Company. The Committee comprises of 3 Directors/ Members, its Chairperson being an Independent Director.

**05****Share Transfer Committee**

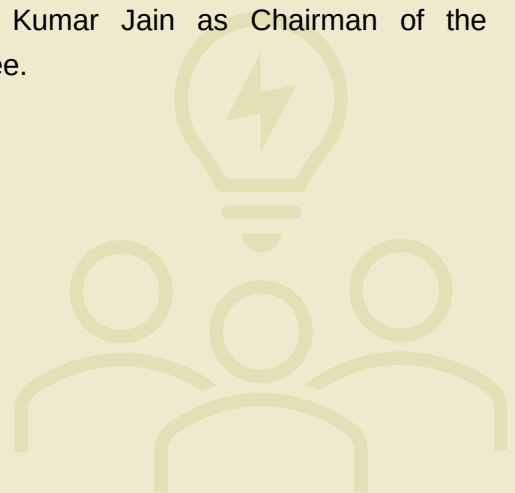
The Share Transfer Committee of the Board was constituted to deal with various matters relating to share transfers, transmission, issue of duplicate share certificates, change transposition/ deletion of name, split and consolidation of shares and other matters relating to transfer and registration of shares. During the year under review, the Committee comprises of 2 Directors, being Mr. Anil Kumar Jain, as its Chairman. Further, the Board has delegated certain powers like authorising share transfers/ transmissions, issue of duplicate share, etc to the Executive Directors and Company Secretary when it is not possible to hold Share Transfer Committee Meeting.

**07****Finance & Corporate Affairs Committee**

The Company has constituted the Finance and Corporate Affairs Committee to deal with routine financial and administrative matters, inter alia opening & closing of bank accounts of the Company, change in signatories of bank accounts of the Company, to consider and approve borrowings from banks up to certain limits, for the creation of charge on assets of the Company, and to authorize employees of the Company to represent it before Government Authorities.

**08****Project Management Committee**

The Company has in place a Project Management Committee (Committee) to evaluate and approve proposals pertaining to CAPEX plans and to take decisions relating to implementation of CAPEX proposals. During the year under review, the Committee comprises of 4 Directors/ Members, being Mr. Anil Kumar Jain as Chairman of the Committee.





# RISK MANAGEMENT FRAMEWORK

ICIL has established a Risk Management Policy, which the Board has approved. This policy is a fundamental component of the company's internal control and corporate governance framework. A comprehensive risk management framework exists to identify and manage key business risks effectively. It enables the proactive identification, assessment, management, and escalation of risks and opportunities, thereby minimizing the impact of unforeseen events and known risks on the company's operational and financial performance. Additionally, the company has formed a Risk Management Committee to evaluate risks and review the company's risk management plans. The Audit Committee reviews both Internal Audit Reports and the Risk Management Framework



## **Business Dynamics Risk Mitigation**

- I. Planning and implementing strategies to diversify market presence in other geographies.
- II. Continuously expanding the customer base to maximise the potential sales volumes
- III. Focusing on increasing volumes with existing customers based on quality and customer satisfaction



## **Credit Risk Mitigation**

- I. Establishing systems for assessment of creditworthiness of customers.
- II. Obtaining ECGC cover for probable credit risk.
- III. Implementing appropriate recovery management and follow up processes



## **Market Risk Mitigation**

- I. Development of alternative sources for the uninterrupted supply of raw materials.
- II. Raw materials procurement from different sources at competitive prices.
- III. Robust inventory control system.
- IV. Hedging adverse commodity (cotton/ coal) price movements by availing hedge products in commodity exchanges.



## **Capacity Risk Mitigation**

- I. Exploring new markets to increase the overall order book and thereby optimizing Plant utilisation.
- II. Ensuring overall cost optimization
- III. Utilisation of machines to manufacture alternative products

# RISK MANAGEMENT FRAMEWORK



## System Risks

Mitigation

- I. Upgrading systems on a continuous basis.
- II. Ensuring “Data Security” through access control and restrictions.
- III. Data Back up and redundancy to protect data



## Competition Risk

Mitigation

- I. Offering end-to-end bedding solutions under the home textile value chain.
- II. Persistent focus on capturing market share through strong R&D and value-added solutions



## Cyber Security Risk

Mitigation

- I. Creating a cyber security framework for effective controls.
- II. Installing cyber security compliant tools/hardware to protect the system from cyber-attacks.



## Environmental Risk

Mitigation

- I. Adherence to a diverse set of regulatory guidelines charted out at local, state, national and international levels.
- II. Consistent monitoring of regulatory changes ensuring compliance with all applicable regulations.
- III. Frequent upgradation of technology.
- IV. Achievement of ‘Giga Guru’ status from Walmart for contributions towards environmental sustainability

## Foreign Exchange And Interest Rate Risk

### Management

Mitigation



- I. Consistent monitoring of exposure to currency fluctuations.
- II. Using structured and systematic hedging mechanisms



## People Risk

Mitigation

- I. Adopting leading employment practices at workplaces.
- II. Continue to work towards skills upgradation to meet the requirements of technological advancement.
- III. Provide opportunities for growth and development to manpower as per evolving business environment.
- IV. Take appropriate measures to attract and retain skilled manpower.



ICIL is a member of various trade bodies, chambers and associations including FICCI, CII, CITI, ASSOCHAM and BTRA. The Company, through various industry associations, participates in advocating matters for the advancement of the textile sector, with respect to policies, economic reforms and public good. ICIL supports various initiatives relevant to the textile industry which facilitate progressive steps towards inclusive development. There are no instances of monetary or non-monetary sanctions for non-compliance with laws and regulations in the current year.

The Company represents itself through memberships with Trade and Industry associations and/or directly at government forums in a responsible and transparent manner. ICIL provides its feedback from time to time to the government on issues related to the ease of doing business and sustainability through its authorised representatives on various forums/government departments.



# POLICIES THAT FOSTER ETHICAL PRACTICES



## Code Of Conduct

Integrity, transparency and trust form part of the core beliefs of all activities at Indo Count, and this has been the basis of its growth and development. The Company has adopted a Code of Conduct applicable equally to all its Directors, members of the Senior Management and all employees of the Company. The Code is available on the Company's website.

## Posh Policy

The Company is committed to provide a conducive work environment that is free from discrimination and harassment, including sexual harassment. The Company has zero tolerance towards sexual harassment at the workplace and has adopted a policy for prevention of Sexual Harassment of Women at the workplace. An Internal Committee has been set up under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to investigate complaints relating to sexual harassment at the workplace.

## Whistleblower Policy

The Company has a Vigil Mechanism / Whistleblower Policy to enable employees of the Company to report concerns relating to unethical behaviour, actual or suspected, fraud, and/or violation of the Code of Conduct that could adversely impact the Company's operations, business performance and / or reputation, in a secure and confidential manner. The said policy provides adequate safeguards against victimisation of the Whistleblower, and direct access to Chairman of Audit Committee in exceptional cases. The Vigil Mechanism / Whistleblower Policy is available on the Company's website.

## Anti-Bribery and Anti-Corruption Policy

The Company has an Anti-Bribery and Anti-Corruption policy in place. This policy prohibits employees, suppliers and vendors from receiving kickbacks or improper payments or comparable benefits intended to or perceived to obtain undue favors for the conduct of business. Everyone involved in the Company's business is committed to uphold this policy. Any breach of this policy is regarded as a serious matter by the Company and is likely to result in disciplinary action.





# STAKEHOLDER ENGAGEMENT

# CRITERIA FOR IDENTIFICATION AND PRIORITIZATION OF STAKEHOLDERS

Stakeholders play a crucial role in ICIL's business operations, significantly influencing its business strategy. To align with the value chain and engage effectively with stakeholders, we categorize them based on expectations and requirements.

Our strategic approach emphasizes openness, cooperation, and the pursuit of common goals, fostering robust and productive relationships with stakeholders. Through this strategy, we aim to cultivate an environment of transparent communication and collaboration, strengthening the bond between the business and its stakeholders.

A comprehensive review of our business value chain helps identify key stakeholder groups and understand their expectations.





# STAKEHOLDERS ENGAGEMENT

Stakeholder Group	Identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication	Frequency of Engagement	Purpose & Scope of Engagement including Key Topics & Concerns raised during such Engagements
Customer	No	E-mail, Meetings, Website, Phone, Conferences, Visit to Manufacturing Facility	Continuous	Sales, Product and Service related
Employee	No	E-mail, Meetings (including workshop & inductions), Website, Notice Board	Continuous	HR & Operations related
Community	Yes	Field Visit, Focus Group Discussions, CSR Projects & Engagements	Continuous	Community Initiatives & Service related
Regulatory Authorities	No	Industrial Forums, E-mail, Meetings, Website	Periodical	Ease of doing business, National and International trade development, Reducing Socio-economic imbalances by Policies amendments, improvements
Shareholders and Investors	No	One-on-one meetings, Board Presentations, Annual General Meetings, Reports, Investor Presentations	Quarterly	Continuous access to capital to facilitate progress on strategies and goals and Shareholder voting rights
Business Partners	No	Meetings, E-mail, Phone	Ad hoc (Need-Based)	<ol style="list-style-type: none"> <li>1. General Business Management</li> <li>2. General Services for business needs.</li> <li>3. Adherence to SOPs, compliances and regulations.</li> </ol>
Suppliers and Vendors	No	Direct Interactions, E-mail, SMS, WhatsApp, Online Portal	Continuous	Procurement of Materials & Service related. Performance Review of Products & Services

# DETERMINING MATERIALITY

S. N.	Material Issue Identified	Risk or Opportunity	Rationale for Identifying the Risk/Opportunity	Incase of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or Opportunity
1	GHG Emissions	Risk	The expansion of manufacturing capacity to accommodate increases in demand can potentially result in a subsequent rise in greenhouse gas (GHG) emissions	The adoption of new and efficient technologies and the transition towards greener options, such as onsite solar projects and the purchase of renewable energy through power purchase agreements (PPAs), will lead to a reduction in greenhouse gas (GHG) emissions. ICIL has also committed to science-based targets (SBTi) in the near term and net zero by 2040.	Negative
2	Energy Management	Opportunity	Robust processes and meticulously designed systems are in place to optimize energy efficiency with the commitment to continuously improve them to enhance energy-saving initiatives	For efficient energy management, solar panels and LEDs are installed at various facilities. 'Back Pressure Turbines' have been installed to reuse excess steam to generate electricity for internal usage and to optimize usage of steam pressure in wet processing machines	Positive
3	Sustainable Sourcing	Opportunity	Various raw materials are used in the manufacturing process and there is a continuous effort to source most of them sustainably to produce eco-friendly products and reduce impact on the environment	A continuous connect is maintained with suppliers to motivate and drive them to adopt sustainable practices. Sustainability is a key factor in shortlisting and onboarding suppliers	Positive
4	Health & Safety	Risk	The health and safety of ICIL's human resources, including its contract workforce, is of utmost priority. Certain resources at the plants may have health concerns due to complexities involved in the manufacturing processes	To uphold ethical standards for human rights and health and safety all ICIL's plants are accredited by global standards such as BSCI, SEDEX and ISO 45001-2018. Regular training on topics including health and safety, fire safety, disaster readiness etc. are provided to all our human resources.	Positive
5	Business Ethics, Integrity & Code of Conduct	Risk	ICIL's brand and reputation are of utmost priority as we engage with customers around the globe. To protect and enhance its brand value, the Company is committed to conducting its operations ethically and establishing good governance across the organization	The Company has a well-defined Code of Conduct, Grievance Redressal mechanism and a Whistleblower mechanism in place	Positive



**SUSTAINABILITY AT ICIL**



## Industrial Excellence Award

Executive Chairman, Shri Anil Kumar Jain, has been honoured with the “Industrial Excellence Award” by The Textile Association of India.



## Top 20 Successful people

ICIL's Executive Vice Chairman Shri Mohit Jain featured in Home Textiles Today among the 20 successful people to watch

## Niryat Shree Gold Trophy

The 'Niryat Shree' is awarded to member exporters of FIEO for achieving outstanding performance in the export of goods and services.



## Special Achievement Award



Gold Trophy for the Highest Exports of Bed Linen/Bed Sheet/Quilts for the years 2021-2022, 2022-2023 (fifth year in a row) and Gold trophy for the Special Achievement Award in cotton made-ups for the year 2022-2023 by Texprocil.



## CITI Birla Economic & Textile Research Foundation for the year 2023-24.

Winner - Best Practices adopted by Textile Mills, especially in Social Responsibility & Green Practices

Winner - Innovative Material Management in Textile Mills

Runner-Up - Best Sustainable Retail Practices

## E-Retail Brand of the Year, 2023

Boutique Living has been recognized as the E-Retail Brand of the Year, 2023, at the ET Retail E-commerce and Digital Natives Awards (eDNA) 2023.



## ASSOCHAM

'Indo Count Foundation', the CSR arm of Indo Count Industries Ltd awarded in Best CSR in Healthcare (Implementing Organization)-2nd Runner Up

## CII's National Award

Winner 'Within the Fence' category in CII's National Award for excellence in Water Management



## GIGA GURU by Walmart

Awarded the title of 'GIGA GURU' for reducing GHG emissions across various Gigaton Pillars

# GLOBAL DISCLOSURES & ASSOCIATIONS

**CDP (Carbon Disclosure Project):** ICIL has upheld its performance on the CDP (Carbon Disclosure Project), a prominent global disclosure platform. Achieving a 'B' score, the Company has surpassed the global average of 'C' for companies, reflecting its concerted efforts in addressing climate-related challenges

**Higg Index:** ICIL is associated with and certified by the SAC (Sustainable Apparel Coalition) for our facilities at Kolhapur and Bhilad. Using the Higg Index suite of tools, the Company assesses and rates its supply chain and its products' sustainability performance periodically.

**Project Gigaton & Giga Guru:** This is a project launched in 2017-18 by Walmart, a key customer of ICIL to inspire suppliers to reduce upstream and downstream greenhouse gas (GHG) emissions from the global supply chain. Globally the Project aims to reduce one Gigaton (one billion metric tons) of CO2 emissions from the global supply chains of Walmart by 2030. ICIL has collaborated with Walmart in this endeavor and has contributed significantly by continuing to implement projects that promise to reduce its carbon footprint. The Company has been consistently maintaining the Giga Guru title for the past five consecutive years.

ICIL is a member of **ZDHC (Zero Discharge of Hazardous Chemicals)**.

ICIL participated in the **United Nations Global Compact India & ACCENTURE led CEO study on Sustainability for 2022**

ICIL is an official member of the **U.S Cotton Trust Protocol**

Secured score of 42 against the industry average of 28 in **S&P Global ESG ratings** in the debut year 2023






















# SUSTAINABILITY JOURNEY

ICIL has adopted a scientific approach in its journey for Climate action by joining the global campaign led by SBTi (Science Based Target initiatives). In alignment with the Paris agreement, the Company has set near-term targets for GHG emission reduction till the year 2030.

*These targets are in-line with a 2-degree Celsius trajectory.*

The Company's sustainability strategy was launched in the fiscal year 2020-21 with the aim of achieving sustainable manufacturing across all its operations and value chain. During the reporting year, ICIL has implemented several initiatives and measured its performance to establish a baseline. It also strengthened its governance framework, assessed risks and opportunities, and made its ESG goals more ambitious. Over the years, ICIL has undertaken numerous initiatives to improve its sustainability performance across the Company.

Sustainability Metrics	Applicable SDGs	Sustainability Metrics	Applicable SDGs
Carbon Neutrality Scope (1,2)	  	Zero Waste to Landfill	 
Sustainable Raw Material Sourcing Capability	  	Impacting Cotton Farmers	 
Impacting the Local Community through Creating Shared Value (CSV) Strategies	    	Tree Plantation	 





**ENVIRONMENT**

# WATER MANAGEMENT

The global water crisis is an imminent concern, with UNICEF reporting that approximately two-thirds of the world's population faces severe water scarcity for at least one month each year. This dire situation is exacerbated by the looming threats of climate change.

ICIL is acutely aware of its water footprint resulting from its business operations. In response, it has taken significant steps to mitigate the impact of its operations on the world's water resources through vital water conservation measures.



Expansion of an advanced Effluent Treatment Plant (ETP) featuring a three-stage RO system.



Adoption of a system for the efficient reuse of hot water.



Investment in rainwater harvesting solutions to replenish the water to be used in the manufacturing process



Deployment of a state-of-the-art Multi-Effect Evaporator for zero effluent discharge through RO.



Utilization of calibrated water meters to precisely monitor water consumption.



Optimization of manufacturing processes to enhance water consumption efficiency



# SOLAR ENERGY UNIT

Indo Count Industries Ltd (ICIL) has inaugurated solar power generation unit, marking a significant step towards sustainable operations and environmental stewardship. Situated in Arniwada-Banaskantha, Gujarat, this unit has an installed capacity of 9.3 MW. Dedicated to captive consumption at ICIL's Bhilad unit, this solar power initiative underscores ICIL's commitment to renewable energy.



By harnessing solar energy, ICIL underscores its commitment to environmental stewardship and sustainable operations. This strategic initiative ensures that over 90% of the Bhilad unit's operations are powered by renewable sources, marking a substantial step towards green energy. ICIL's solar power unit not only exemplifies its dedication to reducing emissions and energy costs but also aligns with broader goals of sustainable development and responsible corporate practices. This advancement highlights ICIL's role as a leader in the textile industry, setting a benchmark for integrating renewable energy into manufacturing processes.





# RESOURCE

# EFFICIENCY

Recognizing that India's energy landscape primarily relies on thermal sources which have a substantial carbon footprint, ICIL has placed energy management at the core of its sustainability strategy. The Company's approach is twofold, emphasizing both reduction and recycling, and transitioning toward renewable energy sources.

*ICIL has taken steps to shift a portion of its energy supply from thermal to renewable sources, exemplified by the installation of solar panels capable of generating ~ 21+ million units of electricity.*

Additionally, a biogas plant has been integrated to produce energy for internal consumption. The Company's ongoing commitment to innovation includes the implementation of diverse energy conservation initiatives across its facilities, all aimed at diminishing its carbon footprint.

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## Power

- a) Increased biogas capacity to double the power output from this renewable energy source, enhancing genset capacity from 125 KVA to 250 KVA. This reduces MSEB power requirement by nearly 490,000 units annually
- b) Installed high-efficiency blowers at Non-Colored ETP to maintain Dissolved Oxygen (DO) levels, conserving 10% more power compared to conventional blowers
- c) Implemented skylights in the New TOB unit to utilize natural lighting, thereby reducing power requirements from MSEB

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## Water

- a) Enhanced ETP/RO/MEE capacity to decrease freshwater consumption from 50% to 25%, advancing towards Zero Liquid Discharge (ZLD)
- b) Increased condensate recovery by an additional 25%, maintaining feed water temperature at 85°C. This leads to dual benefits of fuel and water savings

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## Coal/ Steam

- a) Replaced insulation on the Steam & Oil header line in the boiler house to minimize radiation losses, resulting in decreased energy requirement and coal consumption, thereby reducing Scope 1 emissions
- b) Installed a Steam Dryness Fraction meter on the steam header to monitor steam dryness for improved heat transfer, leading to fuel and coal savings

# CLIMATE STRATEGY

01

## **Net Zero Emissions by 2040:**

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ICIL is committed to achieve net-zero greenhouse gas emissions by the year 2040. As part of this commitment, the Company has set specific reduction targets for Scope 1 and Scope 2 emissions, aiming for a 33.0% reduction by FY 2030. It is also focused on reducing Scope 3 emissions by 14.8% by FY 2030, using FY 2018 as the base year.

02

## **Increased use of renewable energy:**

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ICIL has set a target to increase its consumption of energy from renewable sources, ensuring a greater reliance on clean energy for its operations.

03

## **Adoption of an Environment Management Policy:**

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ICIL has implemented a robust Environment Management Policy to guide its sustainability efforts and ensure environmental responsibility throughout its operations.

04

## **Collaboration with Sustainable Apparel Coalition (SAC):**

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ICIL has associated with and is certified by the SAC across its manufacturing facilities at Kolhapur & Bhilad.

05

## **UNGC (United Nations Global Compact):**

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The Company has aligned itself to global standards like UNGC/SDGs for driving continuous improvement in sustainability performance and disclosure on global platforms



# CLIMATE STRATEGY

## 06

### **Sustainable Materials:**

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By prioritizing sustainably sourced raw materials and packaging, ICIL aims to significantly reduce its carbon footprint, promote biodiversity, and support the responsible use of natural resources. Sustainable fiber, fabric, and dyes are sourced from reliable suppliers of global repute who share ICIL's commitment to sustainability. There is an improved focus on sourcing plant and earth-based dyes, such as those used in the PureEarth Organic bed-linen collection.

## 07

### **Coal Consumption Reduction:**

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ICIL has implemented various measures to reduce coal consumption, by reducing steam pressure at processing, including the installation of Back Pressure Turbines, optimization of steam consumption in Processing, and installation of Hot Water heat recovery systems and Auto Blowdown systems in the boilers.

## 08

### **Miyawaki Plantation Multi-year Project:**

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The Company has undertaken a massive plantation activity using the Miyawaki Technique on 5 acres of MIDC Waste Land at Kolhapur location in 2022-23 and has ensured maintaining the sites successfully continued. This project has transformed the land into a green area, with 100% survival of the 17,959 trees planted. The project helps in significant carbon sequestration and balances local microclimates. Similarly, at Bhilad location plantation of 9000 trees in 2 acres area using the Miyawaki Technique has been completed in year 2023-24.

## 09

### **New Product Development:**

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ICIL's forward-thinking approach in product development, exemplified through various initiatives including the use of Earth-based dyes in our products, showcases its ability to innovate in harmony with climate-friendly principles. The reduction in water, energy, and chemical consumption through these innovations positions the Company to excel across diverse climate scenarios.



# EFFLUENT MANAGEMENT

As an integral part of ICIL's dedication to responsible environmental management, the Company has implemented an effective effluent management system through which it aims to minimize its ecological footprint, conserve precious water resources, and champion sustainable practices, aligning with its overarching commitment to environmental stewardship.

ICIL's facilities operates within the bounds of a consent that permits the discharge of up to 25% of treated water to the Common Effluent Treatment Plant (CETP). Demonstrating a proactive approach to environmental sustainability, the Company has initiated a phased project with the ambitious goal of achieving Zero Liquid Discharge (ZLD) by the year 2030.



In the initial phase, strategic investments have been made to expand the Effluent Treatment Plant (ETP), Reverse Osmosis (RO), and Multiple Effect Evaporator (MEE) units, thereby augmenting the Company's capacity for water recycling.

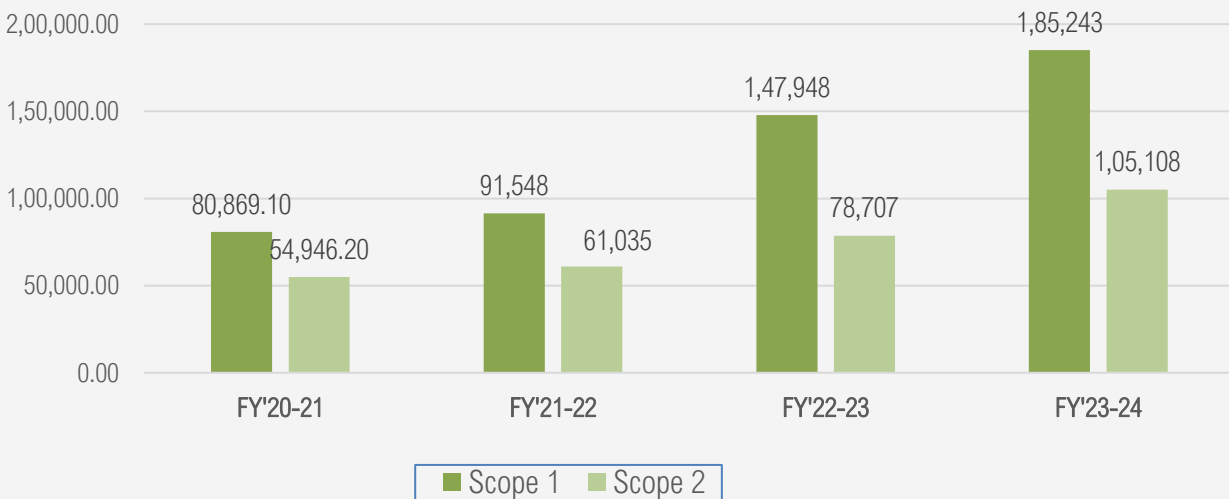




# METRICS & TARGETS

## Scope 1, 2 emissions

\*In MT CO2e

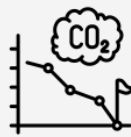


\*For year 2023-24 - Includes data for plant located at Kagal (T3), Kagal T4, Gokul (Home textile and Spinning division), Alte Spinning, Bhilad and office at Thane and Mumbai.  
 For year 2022-23- Includes data for plant located at Kagal (T3), Gokul (Home textile and Spinning division), Bhilad and office at Thane and Mumbai.  
 For Scope-2: Non-renewable purchased electricity considered.



**Base Year**

2018



**33% reduction in  
Scope 1 & Scope 2**

2030



**Net Zero Emissions**

2040

ICIL's Vision for 2030 is structured around six pillars of sustainability, namely, carbon neutrality, sustainable sourcing of raw materials, zero waste to landfill, Creating Shared Value (CSV), strategies benefiting cotton farmers, and tree plantations. Additionally, operational performance is aligned with nine Sustainable Development Goals (SDGs). Substantial investment plans aimed at achieving these targets are subjected to review and approval by the Board. The Company has also embraced near-term science-based targets for GHG emission reduction (Scope 1 and Scope 2 emissions by 33.0%, Scope 3 emissions by 14.8%) by 2030 in alignment with the Paris Agreement. These targets align harmoniously with the 2-degree Celsius trajectory and have been validated by the Science-Based Targets initiative (SBTi)

# SUSTAINABLE MATERIALS

Sustainability is ingrained in ICIL's corporate culture and operational framework. The Company has systematically integrated sustainable practices throughout its value chain and has extended this ethos to its vendors and suppliers as well. Consequently, sustainable procurement practices play a pivotal role in fostering the Company's commitment to sustainability. ICIL's overarching philosophy, translated into policies and actions, strives to strike a balance between achieving sectoral excellence in value creation and upholding corporate citizenship. We aim to achieve 100% sustainable sourcing for our raw materials and packaging by 2030. Currently, approximately 22% of our materials, including cotton, yarn, fabric, dyes, chemicals, and packaging, are sustainably sourced.

## **Fibre & Yarn Sourcing**

Focus on use of sustainable materials such as BCI Cotton, Egyptian, Carbon Neutral Tencel, GOTS, Fairtrade, GRS, Organic fibres.



## **Fabric Sourcing**

Emphasis on sustainable options, including Oekotex, GRS, Fair Trade



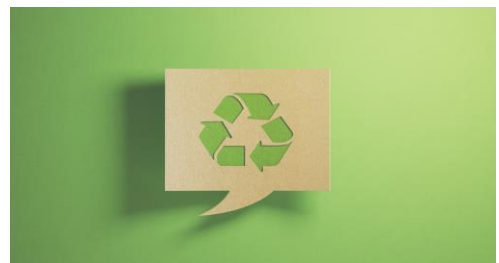
## **Organic Dyes & Chemicals**

Compliance with STeP, Oekotex, ZDHC, and GOTS standards. Bluesign, REACH and ECO Passport certified Compliant with California Prop 65



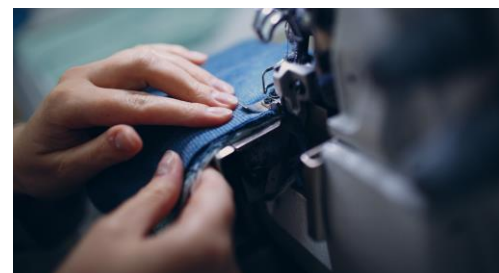
## **Packaging**

We utilize sustainably produced materials, such as self-fabric bags and FSC-certified packaging products. Oekotex & GRS certified, Compliant with California Prop 65



## **Stitching & Trims**

Utilization of recycled labels, trims, and sewing threads to further reduce environmental footprint





**SOCIAL**



# DIVERSITY AND INCLUSION

ICIL is over 6,000 employees strong and growing, with its highly skilled and trained workforce adding to its core strengths. The Company continues to demonstrate leadership in management activities that internalize the values of human rights, diversity and tolerance, which respect the freedom and human rights of workers and staff in all areas where it operates, and which provide a conducive work environment with optimal conditions for all employees to work safely and receive fair treatment.

Details	Total	Male		Female	
		No.	%	No.	%
<b>Employees</b>					
Permanent	1,051	958	91%	93	9%
Other than Permanent	73	67	92%	6	8%
<b>Total</b>	<b>1,124</b>	<b>1,025</b>	<b>91%</b>	<b>99</b>	<b>9%</b>
<b>Workers</b>					
Permanent	2,575	2,368	92%	207	8%
Other than Permanent	3,734	2,931	78%	812	22%
<b>Total</b>	<b>6,318</b>	<b>5,299</b>	<b>84%</b>	<b>1,019</b>	<b>16%</b>



# DIVERSITY AND INCLUSION

Regular scheduled training sessions are held year-round to assess the strengths and weaknesses of employees and work with them to improve job skills. ICIL strongly believes that Investing in people increases productivity, improves quality control and adds to the overall contentment of its workforce.

Details	Total		Male		Female	
	No.	No.	%	No.	%	
<b>Differently Abled Employees</b>						
Permanent	6	5	83.34%	1	16.67%	
Other than Permanent	0	0	0.00%	0	0.00%	
<b>Total</b>	<b>6</b>	<b>5</b>	<b>83.34%</b>	<b>1</b>	<b>16.67%</b>	
<b>Differently Abled Workers</b>						
Permanent	27	26	1.01%	1	0.04%	
Other than Permanent	11	10	0.27%	1	0.03%	
<b>Total</b>	<b>38</b>	<b>36</b>	<b>94.7%</b>	<b>2</b>	<b>5.2%</b>	

## Board Representation



9.09% Female representation in the Board

(For more information on the board members, please see Page 46 of ICIL's Annual Report 2023-24)



29% female representation in management positions in revenue-generating functions



# HUMAN RIGHTS

ICIL is committed to uphold human rights in every environment in which it operates, and it recognizes the importance of providing training to its workforce on human rights issues and its policies relating to human rights. This proactive approach ensures that the Company's workforce is well-informed and equipped to foster a culture of respect, dignity, and inclusivity.

The Company is committed to providing a safe and conducive work environment to all its employees and workers. Employees are encouraged to share their concerns to their Reporting Manager or to members of the Senior Management. They may also reach out independently to the Human Resource Department. In addition, the Code of Conduct and the Whistleblower Policy enables employees to report any kind of suspected or actual misconduct, unethical behaviour, suspected or actual fraud or violation of the Code of Conduct, and grievances related to human rights issues in a safe and secure manner.

*All ICIL manufacturing facilities are annually audited by Sedex Global*

## Human Rights Certification & Highlights



ISO 45001

H&S Certification



Internal Audit

Weekly Internal Audit on H&S and Working Conditions



ISO 9001

Frequent and periodic external Code of Conduct audits by independent, customer-nominated agencies



ISO 14001



SMETA



BSCI

Frequent and periodic external Code of Conduct audits by independent, customer-nominated agencies



# HEALTH & SAFETY

In order to uphold ethical standards for human rights and health and safety all of ICIL's plants are accredited by global standards such as ISO 45001:2018. Regular safety training on topics including fire safety and disaster readiness is provided to all its resources including the contractual workforce. Internal audits on Health and Safety practices are conducted regularly and routinely. Statutory authorities including the Directorate Industrial Safety and Health, and Boiler and Electrical Inspectors inspect the plant premises and ensure that robust health and safety practices are adhered to. In addition to this, there are frequent third-party audits by customer-nominated, independent agencies based on the Code of Conduct.



Implemented a Proactive Approach to Occupational Health and Safety with ISO 45001:2018 Certification - Our Commitment to Sustainable Workplace Well-being

Details	FY 2023-24					FY 2022-23				
	Total	Health & Safety Measures		Skill Upgradation		Total	Health & Safety Measures		Skill Upgradation	
<b>Employees</b>										
Male	958	958	100%	614	64%	897	897	100%	150	17%
Female	93	93	100%	93	100%	82	82	100%	12	15%
<b>Total</b>	<b>1051</b>	<b>1051</b>	<b>100%</b>	<b>707</b>	<b>67%</b>	<b>979</b>	<b>979</b>	<b>100%</b>	<b>162</b>	<b>17%</b>
<b>Workers</b>										
Male	2368	2368	100%	383	16%	2,362	1,444	61.6%	73	3%
Female	207	207	100%	22	11%	185	163	75%	36	19%
<b>Total</b>	<b>2575</b>	<b>2575</b>	<b>100%</b>	<b>405</b>	<b>16%</b>	<b>2,547</b>	<b>1,607</b>	<b>61.6%</b>	<b>109</b>	<b>4%</b>

# CSR INITIATIVES AND CSR SPEND

ICIL, through its CSR arm Indo Count Foundation (ICF), partners closely with its people and communities to drive change and improve their quality of life. Our social interventions embrace a synergistic and inclusive approach that recognizes the interdependence of society and business. We believe that local communities are our most important stakeholders, and we are committed to creating a stable and sustainable future for them. By taking a holistic development approach, we go beyond symptomatic solutions to address social issues at their roots and create lasting social values.

*Total expenditure incurred on the CSR activities for the year amounted to ₹757.43 lakhs, and more than 2.75 lakh people were directly impacted*

In the financial year 2023-24, the Indo Count Foundation (ICF) made a significant impact in the Kolhapur district through its comprehensive Corporate Social Responsibility (CSR) activities. The foundation spent ₹426.86 lakhs in this region, focusing on health, education, water and sanitation, environmental sustainability, infrastructure development, and renewable energy. These efforts align with the UN Sustainable Development Goals (SDGs).



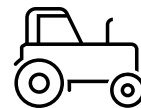
## Population Coverage



**6,50,000+**  
Health



**65,000+**  
Education



**20,000+**  
Farmers



**3,20,000+**  
Water &  
Sanitation



**20,000+**  
Tree  
Plantation



**500+**  
Differently Abled &  
Old Age Care



**300+**  
Sports



# EDUCATION

The Indo Count Foundation's initiative equipped 138 schools in Kolhapur with e-learning facilities, benefiting over 50,000 students annually and significantly enhancing educational outcomes.

The Indo Count Foundation (ICF), in partnership with the Wockhardt Foundation, launched an initiative to enhance education quality in Kolhapur district schools by providing e-learning facilities and improving WASH infrastructure, including constructing toilets. E-Learning: 138 schools equipped, benefiting over 50,000 students annually. Infrastructure: 130 schools received new desks and benches, benefiting 130 students; track suits provided to 130 Ashram School students. Gender Impact: 59% female beneficiaries. Participation: 43% of students attend daily, 40% weekly. Subjects: Math (94%), history (81.6%), and language (79.7%) are the most attended e-learning subjects. Academic Improvement: Enhanced independent study, mathematical, and reading skills reported. Motivation: Increased school attendance due to e-learning.



This initiative aligns with the UN Sustainable Development Goals (SDGs) and significantly improves educational outcomes and infrastructure in Kolhapur.

## Indo Count Foundation's E-learning Initiative Boosts High School Performance

The Indo Count Foundation has been instrumental in fostering educational opportunities, particularly through its E-learning initiative for high school students, including software maintenance.



E-learning tools installed in 3 secondary schools in Bhilad have benefited around 1,200 students.

This year's high school 10th board results saw a remarkable increase of 9.68% compared to last year, rising from 83.35% to an impressive 93.03%.





# HEALTHCARE



Indo Count Foundation, in partnership with Wockhardt Foundation, has deployed 4 Mobile Medical Vans in Kolhapur District to enhance healthcare accessibility.

This CSR initiative targets vulnerable and marginalized populations in rural and urban slums, aiming to provide essential medical services.

Objectives include offering regular medical check-ups and free medication to underserved individuals, reducing health disparities in rural areas, ensuring timely medical interventions, promoting overall health and well-being, and raising awareness about communicable and non-communicable diseases through community counselling.

Each mobile van is fully equipped with essential medical tools and equipment, functioning as a mobile clinic to deliver comprehensive healthcare services directly to patients.

Staffed by a medical doctor, nurse, and pharmacist, the team conducts regular check-ups, diagnoses ailments, provides free medications, and offers basic treatments.

The mobile vans serve a wide area, encompassing Gokul Shirgaon, Kagal, Kolhapur Urban, and Hatkangale clusters, covering 72 villages and 24 urban slum areas to ensure broad healthcare coverage.

Our health van treated over 85,000 patients this year, and to date, more than 6.5 lakh patients have benefited from this initiative



# HEALTHCARE



## Operational Route and Service Areas

The mobile vans operate along a structured route to optimize their coverage and effectiveness across four clusters:

1. Gokul Shirgaon: Focused on providing healthcare to rural communities with limited access to medical facilities.
2. Kagal: Serving both rural and peri-urban populations in the area.
3. Kolhapur Urban: Addressing the healthcare needs of urban slum residents who often lack sufficient medical services.
4. Hatkangale Cluster: Extending medical assistance to remote villages, ensuring regular access to healthcare services.

Mobile Medical Van (MMV) Patients Cluster-wise Coverage Status for 2023. The data below offers a summary of patient coverage by Mobile Medical Vans (MMV) across various clusters in Kolhapur district for 2023. The analysis includes population figures alongside the number of patients served in each cluster.

S.N.	Clusters	Population	Patients Covered
1	Gokul Shirgaon	1,48,410	16,785
2	Kagal	1,56,302	21,371
3	Kolhapur Urban	5,49,236	34,490
4	Hatkanangale	1,61,879	13,135
	<b>Total</b>	<b>10,15,827</b>	<b>85,781</b>



# ENVIRONMENT

It is common knowledge that carbon dioxide in the atmosphere traps heat and thus becomes one of the main contributing factors for global warming. Research suggests that the green foliage of trees absorbs the carbon dioxide emitted into the air through the process of carbon sequestration by which trees capture and store carbon dioxide from the atmosphere. With this in mind, ICIL's environmental initiatives partner with ICF to plant and maintain a variety of greenery, including plants, shrubs and trees, within our factory premises and in its localities on common or government wasteland. ICF has also taken on the responsibility of planting and maintaining greenery along the road divider and on traffic islands in the Kagal MIDC area.

*ICF has planted and is maintaining 20,000 saplings in Kolhapur for optimal growth.*



Established a Miyawaki forest in Kolhapur with 15,000 plants, now a thriving forest with a nursery growing 500 additional saplings for future transplantation. Two different models of Miyawaki plantation were undertaken at Bhilad location planting around 9,000 trees.

Installed a 15-kW solar power system at Helpers of Handicapped Organization in Kolhapur, generating an average of 1,800 units of electricity monthly.

Installed a 30.8 kW solar power system at ISKCON's Talasari Campus, generating an average of 3,650 units of electricity monthly.

Supported SARHAD's Girls Hostel in Pune with a 24-kW solar power system, generating an average of 2,850 units of electricity monthly.

Installed a solar geyser at the Blind School in Kolhapur, improving living conditions for students.



# WATER AND SANITATION

ICF is involved in maintaining three public RO systems installed earlier at public places in Kolhapur for providing safe drinking water to local communities. The Foundation is currently involved in partnerships that enable installation of water filters in local schools in the Bhilad area.

ICF addressed the need for safe drinking water by installing and maintaining 3 RO units in public places, delivering over 320,000 liters of safe water and significantly improving community health and hygiene. ICF constructed 9 school toilets, primarily benefiting schools with a large female student population. Two mobile toilets (Toilets on Wheels) for males and females were constructed and placed near the Mahalaxmi Temple complex. These are used by over 5,000 people monthly, with maintenance by local authorities.



*ICF installed and maintained 3 RO units in public places, providing over 320,000 liters of safe drinking water, significantly improving community health and hygiene.*

To improve sanitation facilities, 2 community toilets were constructed in Karambele and Borlai-2 Village Primary Schools, Umargam Taluka, Gujarat, under the WATSAN campaign. Approximately 297 students and teachers from these schools benefit from the new facilities.



# AGRICULTURE

Indo Count, in collaboration with the Government of Maharashtra and Dr. Punjabrao Deshmukh Krishi Vidyapeeth (PDKV), established a Centre of Excellence (COE) for Cotton Farming. This initiative aims to enhance sustainable economic growth by developing best practices, research, and training programs to increase the income of cotton farmers.



*The COE is located at Ekarjuna, an Agricultural Research Station of PDKV in Chandrapur District. It involves funding from both the government and the company, with ongoing research activities including varietal testing, demonstrations, and on-field farmer training. Infrastructure development is underway to ensure the COE's full functionality soon.*





## Project Gagan

Indo Count Foundation, with the help of four scouts, is implementing the BCI cotton project in four districts of Maharashtra state.

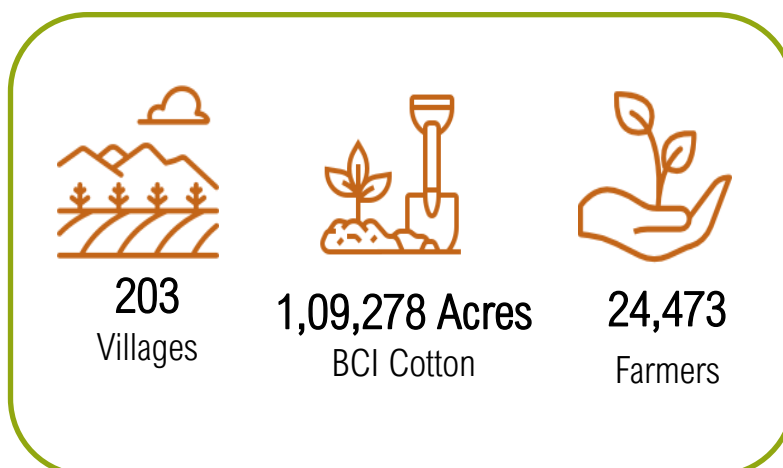
Indo Count Limited's 'Gagan' initiative promotes sustainable agricultural practices among cotton farmers, through activities like group meetings, individual sessions, and field visits.

Indo Count also supported CITI CDRA for promoting BCI cotton in Maharashtra. This project covered 139 villages across 4 districts, involving 13,596 cotton farmers with 60,404 acres of land. Key impacts include increased cotton yield per hectare, higher prices due to lint-based price awareness, reduced burning of agro residues, value addition of agro waste residues, cleaner cotton picking and storage, reduced production costs, and increased adoption of high-density plantation systems.

Adoption of good practices and reduced use of fertilizers and chemicals have decreased cultivation costs by 12% for project farmers in Maharashtra.



*Gagan initiative has led to a 41% increase in cotton yields for participating farmers compared to non-project areas in Chandrapur district, as reported in 2023-24.*

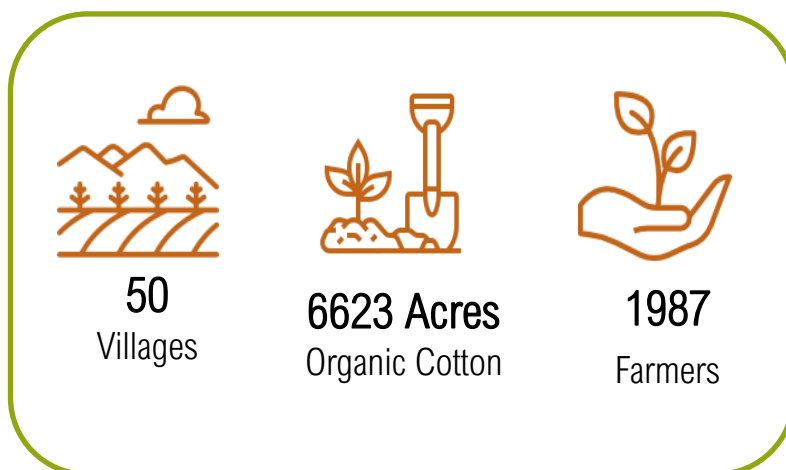


## Project Avani

Project Avani was created to promote sustainable social infrastructure and support systems for the farming community. It aims to conserve biodiversity and natural resources to build an environmentally sustainable business model. The focus of this project is the supply chain for organic cotton.

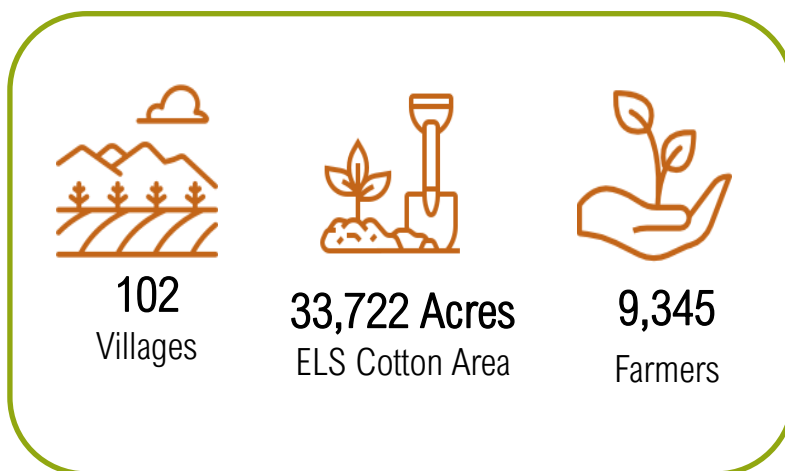


The project, which was started in the year 2021 to promote organic cotton in the tribal belt of Yavatmal district of Maharashtra, has transformed the way local farmers grow their crops, with more focus on environment friendly practices. With inputs and support from the Indo Count team, cotton farmers have adopted sustainable practices including avoiding the usage of chemical fertilizers and have stopping the practice of burning cotton stalks, which they now use for composting. Besides this, they have also embraced the practice of intercropping which enhances biodiversity, and reduced seed costs by using local varieties. These and other organic farming practices have served to enrich the soil and enhance the quality of the crop produced. The project has facilitated farmer access to government schemes, securing over INR 10 lakhs in benefits to nearly 2000 farmers.



## Project Anant

Indo Count's Project Anant, in collaboration with CITICDRA, supports tribal farmers in Madhya Pradesh to grow high-quality extra-long staple (ELS) cotton. Launched in June 2021 in Alirajpur district, the project initially focused on ELS cotton production training. In 2023-24, it shifted focus to Jhabua and Ratlam districts to improve long-fiber cotton quality. Micronutrient kits were provided in MP to enhance focus on micronutrients and boost cotton production. Field Level Demonstrations (FLDs) and training sessions on latest production technologies were conducted.





# INCLUSIVE

# GROWTH

The Indo Count Foundation is committed to causes that promote social equity and strives to actively participate in programs that involve the inclusion of socially excluded groups such as visually-impaired and physically-challenged youth. The Foundation has keenly taken up activities that promote social causes, including revamping the infrastructure in a Government-aided school for the blind in Kolhapur, and providing E-Learning systems, wheelchairs and crutches to 'Helpers of Handicapped' schools, thus enabling mobility and support for the differently-abled and helping over 500 students through this.

## Sports Promotion



In collaboration with the Sports Department and Collector's office in Kolhapur, Indo Count constructed a state-of-the-art gymnasium in the Krida Sankool of the Divisional Sports Complex. The Bhoomi puja was conducted by Guardian Minister of Kolhapur, Mr. Deepak Kesarkar, along with Indian Olympian and Arjuna Awardee Ms. Tejaswini Sawant and the District Collector. The gymnasium covers 2,800 sq. feet, featuring separate male and female toilets. Gym equipment installation is underway, aiming to enhance the fitness capabilities of Kolhapur's athletes.





**Appendix: GRI, SASB**

# GRI, SASB INDEX

# GRI Index

Classification	GRI Standards 2023*	Page number(s)
GRI 2 : Governance		
2-1	Organizational detail	Page 3-6
2-2	Entities included in the organization's sustainability reporting	Page 2
2-3	Reporting period, frequency, and contact point	Page 2
2-6	Activities, value chain and other business relationships	Page 3-4
2-7	Employees	Page 36-37
2-8	Workers who are not employees	Page 36-37
2-9	Governance structure and composition	Page 8-12
2-10	Nomination and selection of the highest governance body	Page 8, 10-12
2-11	Chair of the highest governance body	Page 8
2-17	Collective knowledge of the highest governance body	Page 9
2-18	Evaluation of the performance of the highest governance body	Page 10-12
GRI 2 : Strategy, policies and practices		
2-24	Embedding policy commitments	Page 16
2-26	Mechanisms for seeking advice and raising concerns	Page 16
2-28	Membership association	Page 15
GRI 2 : Stakeholder engagement		
2-29	Approach to stakeholder engagement	Page 18-19
GRI 3 : Material Topics		
3-1	Process to determine material topics	Page 20
3-2	List of material topics	Page 20
3-3	Management of material topics	Page 20
GRI 205 : Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	Page 16
GRI 302 : Energy		
302-4	Reduction of energy consumption	Page 28, 29

# GRI Index

Classification	GRI Standards 2023*	Page number(s)
GRI 303 : Water and Effluents		
303-1	Interactions with water as a shared resource	Page 27
303-2	Management of water discharge-related impacts	Page 29
303-4	Water discharge	Page 32
GRI 305 : Emissions		
305-1	Direct (Scope 1) GHG emissions	Page 33
305-2	Energy indirect (Scope 2) GHG emissions	Page 33
GRI 305 : Emissions		
305-5	Reduction of GHG emissions	Page 33
GRI 306 : Waste		
306-1	Waste generation and significant waste-related impacts	Page 32
GRI 403 : Occupational Health and Safety		
403-1	Occupational health and safety management system	Page 39
403-5	Worker training on occupational health and safety	Page 39
403-8	Workers covered by an occupational health and safety management system	Page 39
GRI 405 : Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Page 36-37



# SASB Index

Topic	Metric	Code	Reference
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	Page 34, Sustainable Materials
Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.1	Page 34, Sustainable Materials
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	CG-AA-430a.1	Page 32, Effluent Management
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	Page 24, Associations
Labour Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	Page 39, Health & Safety
Labour Conditions in the Supply Chain	Priority non-conformance rate and associated corrective action rate for suppliers' labour code of conduct audits	CG-AA-430b.2	
Labour Conditions in the Supply Chain	Description of the greatest (1) labour and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	Page 20, Determining Materiality
Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities	CG-AA-440a.3	
Raw Materials Sourcing	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	CG-AA-440a.4	Page 32, Sustainable Materials

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