



FIL/SE/2023-24/21
1st September, 2023

National Stock Exchange of India Limited
Listing Department
5th Floor, Exchange Plaza, C-1, Block-G,
Bandra-Kurla Complex, Bandra (E)
Mumbai-400 051
Security Symbol: **FILATEX**

BSE Limited
Listing Department
25th Floor, Pheroze Jeejeebhoy Towers
Dalal Street,
Mumbai - 400 001
Security Code: **526227**

Sub.: Business Responsibility and Sustainability Report for the financial year 2022-23

Dear Sir/Madam,

Please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

This is for your information & record please.

Thanking You,

Yours Faithfully,
For FILATEX INDIA LIMITED

RAMAN KUMAR JHA
COMPANY SECRETARY

Encl.: a/a

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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	L17119DN1990PLC000091
2.	Name of the Listed Entity	Filatex India Limited
3.	Year of incorporation	1990
4.	Registered office address	S.No. 274, Demni Road, Dadra - 396193, U.T of Dadra & Nagar Haveli, India
5.	Corporate address	43, Community Centre, New Friends Colony, New Delhi - 110025
6.	E-mail	secretarial@filatex.com
7.	Telephone	+91-11-26312503
8.	Website	www.filatex.com
9.	Financial year for which reporting is being done	April 01, 2022 to March 31, 2023
10.	Name of the Stock Exchange(s) where shares are listed	NSE BSE
11.	Paid-up Capital	₹ 4430.11 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	Raman Kumar Jha
	Designation	Company Secretary
	Email	secretarial@filatex.com
	Telephone	+91-11-26312503
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The Disclosures made in this report are on standalone basis.

II. Products/services

14. Details of business activities:

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
a)	Manufacturing of Man Made Fibre	Manufacturer of Synthetic Partially Oriented Yarn, Draw Texturised Yarn, Fully Drawn Yarn, Polyester Chips and Narrow Woven Fabric	100.00%

15. Products/Services sold by the entity:

S. No.	Product/Service	NIC Code	% of total Turnover contributed
a)	Polyester Chips	22201	1.26%
b)	Polyester Multifilament Yarn	20203	96.18%

III. Operations**16. Number of locations where plants and/or operations/offices of the entity are situated:**

S. No.	Location	Number of plants	Number of offices	Total
a)	National	2	3	5
b)	International	-	-	-

17. Markets served by the entity:

a) Number of locations

Locations	Number
National (No. of States & Union Territories)	15
International (No. of Countries)	19

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

Export
2.17%

c) A brief on types of customers:

The Company's major clients include Yarn Spinners, Fabric Weavers and Knitters.

IV. Employees**18. Details as at the end of Financial Year:**

a) Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
Employees						
1	Permanent	1000	982	98.20%	18	1.80%
2	Other than Permanent	4	4	100.00%	-	-
3	Total Employees	1004	986	98.20%	18	1.80%
Workers						
4	Permanent	1501	1501	100.00%	-	-
5	Other than Permanent	2390	2381	99.62%	9	0.38%
6	Total Workers	3891	3882	99.77%	9	0.23%

b) Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male	(% of Total)	Female	(% of Total)
Employees						
1	Permanent	-	-	-	-	-
2	Other than Permanent	-	-	-	-	-
3	Total Employees	-	-	-	-	-
Workers						
4	Permanent	3	3	100.00%	-	-
5	Other than Permanent	-	-	-	-	-
6	Total Workers	3	3	100.00%	-	-

19. Participation/Inclusion/Representation of women:

	Total (A)	Female	(% of Total)
Board of Directors	8	1	12.50%
Key Management Personnel*	5	-	-

* Key Managerial Personnel are Managing Director, Whole-Time Directors and Company Secretary.

20. Turnover rate for permanent Employees and Workers:

	FY23			FY22			FY21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.35%	15.79%	22.25%	24.15%	23.53%	24.14%	15.94%	18.75%	15.98%
Permanent Workers	39.00%	-	39.00%	35.41%	-	35.41%	45.17%	-	45.17%

V. Holding Companies:**21. Holding, Subsidiary and Associate Companies (including joint ventures):**

Not Applicable

VI. CSR Details:**22.**

1	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
2	Turnover (in ₹ lakhs)	4,30,387.32
3	Net worth (in ₹ lakhs)	1,09,901.79

VII. Transparency and Disclosures Compliances:**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (If Yes, then provide web-link for grievance redress policy)	FY23			FY22		
		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	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		12	1	Resolved by the team	21	21	Resolved by the team
Employees and Workers		-	-	-	-	-	-
Customers		-	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

#The policies guiding Filatex to conduct business with all its stakeholders including grievance mechanism are available on the Company's website. The link to our policies: <https://www.filatex.com/codes-policies>

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N
4	Name of the national and international codes/ certifications/labels/standards adopted by your entity and mapped to each principle.	ISO 45001, ISO 14001, ISO 9001, OHSAS 18001, OEKO-TEX STANDARD 100								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are in the process of creating specific goals with timelines.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by the Management and Board of Directors.								
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).	<p>At Filatex, we strive to be a purposeful business - one that is responsible towards itself, its stakeholders and the external environment. We make incremental changes to our processes, work towards cost savings, use innovation to make our processes more efficient and contribute to the betterment of the environment and society.</p> <p>We believe it is imperative to focus efforts on sustainability in today's global scenario. It is no longer an option but a dire necessity for all businesses. Hence, our aim is to integrate environmental and social dimensions of sustainability into our core business strategy.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Madhu Sudhan Bhageria (Chairman & Managing Director)								
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.	The Board periodically monitor the financial, environmental, and social performance of the Company while addressing key risks and opportunities. The Company also has a Risk Management Committee which reviews entity-wide risks including ESG risks.								
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								
	Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	-	Y	Y
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	-	Y	Y
	Subject for Review	Half-Yearly								
	Performance against above policies and follow up action	All policies are reviewed periodically by the Management and Board of Directors								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The company complies with the extant regulations as applicable.								
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.	No external assessment was conducted, However The Company conducts periodic review of the policies internally.								
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	Filatex is a member of various industrial and trade bodies and plays a key role in advocating issues of the sector through them. It actively participates in industry forums and is also involved in supporting formulation of relevant policies. Though the organization does not have a stated policy on advocacy currently, it continues to follow and monitor the business and regulatory environment closely.								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Corporate Governance, Complaint Management, Corporate Social Responsibility Activities, Regulatory Compliances and Updates.	100.00%
Key Managerial Personnel	4	Business, Strategy, Risk, BRSR, Code of Conduct, Information Security Awareness, Anti-Bribery and Anti-Corruption, Prevention of Sexual Harassment	100.00%
Employees other than BoD and KMPs	20	Various trainings pertaining to health, safety, behavioural, skill upgradation, management, operations, etc.	75.00%
Workers	44	Various trainings pertaining to health, safety, behavioural, skill upgradation, management, operations, etc.	88.00%

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):

Nil

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

Not Applicable

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

The code of conduct serves as a guiding policy to all the Employees of the company across all levels and grades. The Company's code of conduct is also applicable to all external stakeholders, suppliers, contractors etc., the company follows zero tolerance on any acts of bribery, corruption etc. by such agencies during their dealings with the company. The code is available on the Company's website: <http://www.filatex.com/code-policies/> Additionally, as part of HR policy, the Company has framed/circulated policies which deal with (i) Ethics at workplace; and (ii) restraining giving and receiving of gifts and other benefits during business relationship etc. These policies are applicable to the Employees at all levels.

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

There have been no cases involving disciplinary action taken by any law enforcement agency on charges of bribery/corruption against directors/KMPs/employees/workers that have been brought to the Company's attention.

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

Nil

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

Not Applicable

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:

	FY23	FY22	Details of improvements in environmental and social impacts
R&D	100.00%	100.00%	Chemical Recycling of Polyester in all forms
Capex	0.26%	0.99%	Solar Rooftop in Dadra and Dahej Plant

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

The Company strives to integrate social, ethical and environmental factors across the entire supply chain. We are in the process of developing a framework for sustainable sourcing across the portfolio.

In our continued efforts to increase the share of renewable power, the Company entered into a PPA to source hybrid wind and solar power from a reputable third-party power provider. With the commissioning of this project, the company is estimated to receive 50 million units of renewable power on an annual basis.

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

Not Applicable

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:

The Company does not have any specific product to reclaim at the end of life. However, at the plant sites, there are system in place to recycle, reuse and dispose in line with regulatory requirement for waste being generated during course of manufacturing.

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.

The Company is following all the guidelines as per ERP.

PRINCIPLE 3 Businesses should respect and promote the well-being of all Employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of Employees:

Category	% of Employees covered by										
	Total (A)	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 Employees											
Male	982	982	100.00%	982	100.00%	-	-	982	100.00%	-	-
Female	18	18	100.00%	18	100.00%	18	100.00%	-	-	-	-
Total	1000	1000	100.00%	1000	100.00%	18	1.80%	982	98.20%	-	-
Other than Permanent Employees											
Male	4	4	100.00%	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	4	4	100.00%	-	-	-	-	-	-	-	-

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

Category	% 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	1501	1182	78.75%	1501	100.00%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	1501	1182	100.00%	1501	100.00%	-	-	-	-	-	-
Other than Permanent Workers											
Male	2381	-	-	2381	100.00%	-	-	-	-	-	-
Female	9	-	-	9	100.00%	-	-	-	-	-	-
Total	2390	-	-	2390	100.00%	-	-	-	-	-	-

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

Benefits	FY23			FY22		
	No. of Employees covered as a % of total Employees	No. of Workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/NA)	No. of Employees covered as a % of total Employees	No. of Workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/NA)
PF	98.50%	100.00%	Yes	98.41%	100.00%	Yes
Gratuity	100.00%	100.00%	No	100.00%	100.00%	No
ESI	0.30%	-	Yes	0.40%	-	Yes
NPS	1.90%	-	Yes	1.58%	-	Yes

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 in the process of equipped with the necessary accessibility provisions at workplace.

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 Code of Conduct recognises the importance of treating everyone with fairness, respect and dignity. It expects everyone to act in a way that is consistent with our sense of fairness and equal opportunity.

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	100.00%	100.00%	-	-
Female	100.00%	100.00%	-	-
Total	100.00%	100.00%	-	-

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	We have grievance redressal policy
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of Employees and worker in association(s) or Unions recognised by the listed entity: Not applicable to us as we have no union:

Not Applicable

8. Details of training given to Employees and Workers:

Category	FY 2022-23					FY 2021-22				
	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	982	780	79.43%	740	75.36%	934	770	82.44%	730	78.16%
Female	18	11	61.11%	10	55.56%	14	6	42.86%	5	35.71%
Total	1000	791	79.10%	750	75.00%	948	776	81.86%	735	77.53%
Workers										
Male	1501	1501	100.00%	1318	87.81%	1,436	1436	100.00%	1151	80.15%
Female	-	-	-	-	-	-	-	-	-	-
Total	1501	1501	100.00%	1318	87.81%	1,436	1436	100%	1151	80.15%

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

Category	FY23			FY22		
	Total (A)	No. (B)	% (B/A)	Total (A)	No. (B)	% (B/A)
Employees						
Male	982	982	100.00%	934	934	100.00%
Female	18	18	100.00%	14	14	100.00%
Total	1000	1000	100.00%	948	948	100.00%
Workers						
Male	1501	1501	100.00%	1436	1436	100.00%
Female	-	-	-	-	-	-
Total	1501	1501	100.00%	1436	1436	100.00%

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?

Yes. Occupational health and safety management system has been implemented by the entity. Filatex is ISO 45001:2018 accredited for Occupational Health and Safety (OH&S) Management and has designed and maintained an OH&S system as well as developed its own 'Occupational Health and Safety Policy' to meet the standards.

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

In accordance with ISO 45001:2018, the Company conducts weekly safety meetings with plant heads and section heads to review and discuss safety measures for a safe working culture and ZERO risk operations.

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

Yes, the Company has processes for Workers to report work related hazards and to remove themselves from such risk.

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

Yes

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

Safety Incident/Number	Category	FY23	FY22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	4	3
	Workers	16	20
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Safety & Health procedure implemented as per ISO 45001:2018 (Occupational Health and Safety Management System)

13. Number of Complaints on the following made by Employees and Workers:

No complaints received by employees and workers regarding Working Conditions and Health & Safety in 2022-23

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00%
Working Conditions	100.00%

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.

All identified unsafe conditions are reviewed in regular safety committee meetings.

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 aims to meet the expectations of its stakeholders that include shareholders, consumers, Employees, suppliers, and various service providers. The Company understands the needs of its stakeholders and develops action plans to fulfill them while achieving its business goals. The Company also has in place an investor grievance redressal system, a consumer complaint redressal system, and various other committees to protect the interest of all the stakeholders. It discloses all the relevant information about its products, business, financial performance, and other statutory information on the website of the Company to ensure effective stakeholder engagement.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees & Workers	No	Circulars and messages from Corporate and line management, Welfare initiatives for employee and their families, Training and Skill Development Emails	Regularly	Employees' growth and benefits, their expectation, career growth, professional development and skill training
Customers	No	Business Interactions, Customer Satisfaction Surveys	Regularly	Resolution of Customer Complaints, Quality and Safety Details, New products offerings, Feedback, Challenges
Suppliers/ Contractors	No	Business interactions	Regularly	Business opportunities, Quality of raw materials, Supplier evaluation programme, Materials management and schedule, Issues faced by Company/ suppliers, supply chain issue
Community	No	Engagement for improving health awareness and participation in various social/religious events.	Regularly	Social concerns in the region, Local employment, Partnership with local NGOs for servicing wider set of local communities, Local infrastructure development, and other necessary support

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
Shareholders & Investors	No	Press Releases, Quarterly Results, Annual Reports, AGM (Shareholders interaction), Stock Exchange Filings, Corporate Website and Email	As and when required	Financial and non-financial performance, Corporate Governance
Government & regulatory Bodies	No	Press release, quarterly results, Annual Reports, sustainability/ stock exchange filings, issue specific filings, representations	As and when required	Compliance requirements, Rules and regulations, Industry representation on key matters

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

1. Employees and Workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY23			FY22		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (D)	% (D/C)
Employees						
Permanent	1000	1000	100.00%	948	948	100.00%
Other than permanent	4	4	100.00%	4	4	100.00%
Total Employees	1004	1004	100.00%	952	952	100.00%
Workers						
Permanent	1501	1501	100.00%	1436	1436	100.00%
Other than permanent	2390	2390	100.00%	2005	2005	100.00%
Total Workers	3891	3891	100.00%	3441	3441	100.00%

2. Details of minimum wages paid to Employees and Workers, in the following format:

Category	FY23					FY22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	1000	-	-	1000	100.00%	948	-	-	948	100.00%
Male	982	-	-	982	100.00%	934	-	-	934	100.00%
Female	18	-	-	18	100.00%	14	-	-	14	100.00%

Category	FY23					FY22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Other than Permanent	4	-	-	4	100.00%	4	-	-	4	100.00%
Male	4	-	-	4	100.00%	4	-	-	4	100.00%
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	1501	-	-	1501	100.00%	1436	-	-	1436	100.00%
Male	1501	-	-	1501	100.00%	1436	-	-	1436	100.00%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	2390	-	-	2390	100.00%	2230	-	-	2230	100.00%
Male	2381	-	-	2381	100.00%	2222	-	-	2222	100.00%
Female	9	-	-	9	100.00%	8	-	-	2	-

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

(₹ In lakhs)

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (Annual)	Number	Median remuneration/ salary/wages of respective category (Annual)
Board of Directors (BoD)*	4	139.90	-	-
Key Managerial Personnel	1	14.54	-	-
Employees other than BoD and KMP	977	3.48	18	4.38
Workers	1501	2.46	-	-

*Non-Executive Independent Director receive a fee for attending the meeting and Non-Executive Non- Independent Director do not receive any remuneration, thus not included above.

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

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

The grievances related to human rights are submitted to the Human Resources Department who follow the grievance redressal policy.

6. Number of Complaints on the following made by Employees and Workers:

Nil

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

The Company firmly believes in upholding and promoting human rights. Human Rights are protected under Code of Business Conduct, Whistle Blower Policy, Works Committee, Anti - Sexual Harassment Policy, Labor, and Employee Welfare Policies.

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

No

9. Assessments for the year:

No third-party assessment was carried out in manufacturing plants and offices on child labour, sexual harassment, etc. However, in Filatex, there is zero tolerance towards any such kind of issue.

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

Not applicable

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	FY23	FY22
Total electricity consumption (A)	11,39,863.53	10,60,638.58
Total fuel consumption (B)	21,96,681.91	21,33,471.72
Energy consumption through other sources (C)	8,593.71	7,762.18
Total energy consumption (A+B+C)	33,45,139.15	32,01,872.48
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.00007772	0.00008364

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

Energy audits were undertaken by M/S Subodh Energy Services & M/s Nainesh Energy Audit.

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

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

Parameter	FY23	FY22
Water withdrawal by source (in kilolitres)	-	-
(i) Surface water	-	-
(ii) Groundwater	46,405.00	54,983.00
(iii) Third party water	6,31,138.00	5,96,665.00
(iv) Seawater/desalinated water	-	-
(v) Others	2,64,676.00	2,18,158.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,42,219.00	8,69,806.00
Total volume of water consumption (in kilolitres)	9,42,219.00	8,69,806.00
Water intensity per rupee of turnover (Water consumed/turnover)	0.00002189	0.00002272

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

No

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

Yes, we have a mechanism for Zero Liquid Discharge in place. We have installed Effluent Treatment Plants with RO systems and have Evaporation Processes in place.

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

Parameter	Please specify unit	FY23	FY22
NOx	micro gram/m3	42.10	27.70
SOx	micro gram/m3	33.30	26.30
Particulate matter (PM)	micro gram/m3	114.00	43.00
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others - Carbon Monoxide	micro gram/m3	0.11	NA

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

Air audit was undertaken by Aryan Eco Green Pvt. Ltd.

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

Parameter	Unit	FY23	FY22
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)	Metric tonnes of CO ₂ equivalent	3,959.22	12,598.99
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)	Metric tonnes of CO ₂ equivalent	2,62,243.60	1,86,130.08
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	0.000006185	0.000005191

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

No

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

Company has entered into contract with reputed power company for sourcing Hybrid Wind Solar Power	Electrical Saving + Reduction of GHG
Installation of new Electrostatic Precipitators (ESP) in Thermic Fluid Heaters	Reduction of GHG
Consumption of Lower GCV Ash in our Boilers for generating power	Coal Saving
Using super Efficiency class IE-3 induction motors to get Improved efficiency	Electrical Saving
LED lights replacement for power saving as well as better illumination in power plant	Electrical Saving
Replacing Reciprocating Compressor with 2.5 Bar Centrifugal Air Compressor	Electrical Saving
Installing new Waste Heat Recovery Boilers in Thermic Fluid Heaters to Generate Steam for running VAM Chillers	Electrical Saving
New Project for Rain Water Harvesting Commissioned	Water Saving
Replaced Reciprocating Compressor of 4.0 bar to Centrifugal Compressor	Electrical Saving
Replaced Screw Chiller & lower efficiency Centrifugal chiller with New Centrifugal Chiller having ATB System	Electrical Saving
Replaced Manual Winders of 4 Ends with Automatic Winders of 12 Ends	Electrical Saving

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

Parameter	FY23	FY22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	775.94	589.87
E-waste (B)	1.94	2.41
Bio-medical waste (C)	0.30	0.45
Construction and demolition waste (D)	-	-
Battery waste (E)	5.70	9.82
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	140.61	154.79
ETP Sludge	36.85	30.41
Used Oil	103.76	124.38
Other Non-Hazardous waste. Please specify, if any. (H)	9,058.05	6,772.08
FLY ASH	5,621.06	3,181.19
METAL WASTE	370.13	188.82
OTHER	95.93	192.35
PACKING WASTE	2,901.58	3,117.55
PTA WASTE	65.06	92.17
VECHILE/FORKLIFT	4.29	-
Total (A+B + C + D + E + F + G + H)	9,982.54	7,529.42
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	9,054.00	6,772.00
(ii) Re-used	4.00	-
(iii) Other recovery operations	-	-
Total	9,058.00	6,772.00
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	2.05	3.01
(iii) Other disposal operations	1,481.09	1,197.40
Total	1483.14	1200.41

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

No

9. 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.

We follow Gujarat Pollution Control Board (GPCB) norms. We do not fall under hazardous and toxic chemicals.

10. 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:

Nil

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

Not Applicable

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

Yes

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: Nine
- 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.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	PHD Chamber of Commerce & Industry	National
2	PTA User Association	National
3	Synthetic & Rayon Textiles Export Promotion Council	National
4	Silvassa Industries Association (SIA)	State
5	Dadra & Nagar Haveli Industries Association (D&NHIA)	State
6	Dahej Industrial Association	State
7	Bharuch District Management Association	State
8	Surat Chamber of Commerce	State
9	Delhi Chamber of Commerce	State

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.

Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Not Applicable - We have No SIA Notification.

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

Not Applicable: No Rehabilitation and Resettlement (R&R) were undertaken by the entity during the reporting period.

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

Not Applicable

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

Parameter	FY23	FY22
Directly sourced from MSMEs/small producers	4.00%	5.52%
Sourced directly from within the district and neighbouring districts	45.97%	61.73%

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.

Our company's complaint resolution process is aimed at providing customer satisfaction. Upon receiving a complaint through various channels such as verbal, written, or email communication, our Customer Technical Service (CTS) team reviews the product details using our comprehensive traceability system which communicates the lot number, date of production, etc. and initiates a comprehensive inquiry, including on-site visits and trials if necessary. Any relevant samples are sent to our plant for detailed analysis. Based on the findings, appropriate solutions are proposed, and the customer is informed of the results. In instances where the material does not meet our standards, provisions for goods return or claims are promptly managed. The entire process emphasizes transparent communication, thorough investigation, and timely resolution, reflecting our unwavering commitment to quality and customer satisfaction.

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

Products/Services	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as the Company does not have a specific consumer usage product range.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Not Applicable

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

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.

In alignment with our commitment to maintain the utmost security and confidentiality of the information systems and associated data, we have developed and implemented a comprehensive cyber risk management policy that adheres to industry best practices and regulatory standards. Here is an overview of our core cybersecurity strategies:

- 1. Firewall Management:** Utilizing advanced Dell Sonic Firewall devices, we have updated our firewalls with the latest anti-virus packages. These are configured with stringent policies to restrict both external and internal access, with WAN policies explicitly limiting external accessibility.
- 2. Network Configuration:** Our network leverages MPLS connectivity and Virtual Private Network (VPN) implementations across various locations, thereby ensuring secure and seamless access to data and our Enterprise Resource Planning (ERP) systems.
- 3. Malware Defense:** We have positioned our servers behind firewalls with updated anti-virus software capable of scanning and neutralizing a wide spectrum of malicious threats, including Malware, Ransomware, and various other viruses.
- 4. Data Backup and Recovery:** Comprehensive in-house data secure management is maintained, with backups conducted bi-daily and redundant copies stored on Microsoft's Azure Servers.

5. Technical Team Oversight: A dedicated and experienced technical team is in place to manage the firewalls, servers, and network infrastructure.

6. Mobile Device Management (MDM): The implementation of MDM ensures that emails are configured by the IT team exclusively on senior officers' devices, following precise management guidelines.

7. Domain Policy Enforcement: We employ stringent Domain Group Policies to restrict users from attaching unauthorized mobile devices, and to govern Internet usage across the organization.

8. Email Security: Utilization of Microsoft's O365 suite provides robust virus and spam management capabilities, enhancing email security.

9. IT Department Security: The IT department across all locations is safeguarded through restricted access to authorized personnel only, further mitigating potential internal threats.

10. Compliance and Regulatory Adherence: Our cyber risk management policy ensures compliance with all applicable legal and regulatory requirements, providing an additional layer of assurance to our investors.

These advanced technical implementations underline our robust approach to cybersecurity, emphasizing both proactive and reactive strategies to safeguard the integrity, availability, and confidentiality of our digital assets. We continually assess and update our security posture to align with emerging threats and technological advancements, reflecting our unwavering commitment to protect shareholder value and uphold our reputation as a secure and trustworthy organization.

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.

Not Applicable