



Ref. No.: SIL/CHD/2023-24/06092023

Dated: 06-09-2023

The Manager
Listing Department
BSE Limited (BSE)
Corporate Relation Department,
Phiroze Jeejeebhoy Towers, 25TH Floor
Dalal Street, Mumbai-400001

The Manager,
Listing Department,
National Stock Exchange of India Ltd (NSE)
Exchange Plaza, C-1 Block G, Bandra Kurla
Complex, Bandra, Mumbai -400051

BSE Scrip Code: 526951

Trading Symbol: STYLAMIND

Dear Sir / Madam,

Sub: Submission of Business Responsibility and Sustainability Report - FY 2022-23

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2022-23.

The above will also be available on the website of the Company www.stylam.com

You are requested please take above information on your record.

Thanking you.

For Stylam Industries Limited

Sanjeev
Kumar Sehgal

Digitally signed by
Sanjeev Kumar Sehgal
Date: 2023.09.06
15:07:38 +05'30'

Sanjeev Kumar Sehgal

Company Secretary and Compliance Officer

Stylam Industries Limited

Regd. Office: SCO 14, Sector 7C, Madhya Marg, Chandigarh (INDIA)-160019, **T:** +91-172-5021555/5021666, **F:** +91-172-5021495

Works I: Plot No. 192-193, Industrial Area Phase-1, Panchkula (Haryana) INDIA - 134109, **T:** +91-172-2563907/2565387

Works II: Village Manak Tabra towards Raipur Rani, Mattewala Chowk, Distt. Panchkula (Haryana)

W: www.stylam.com, **CIN:** L20211CH1991PLC011732 (Govt. of India recognised Star Export House)

Business Responsibility Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L20211CH1991PLC011732																								
2	Name of the Listed Entity	STYLAM INDUSTRIES LIMITED																								
3	Year of incorporation	28-10-1991																								
4	Registered office address	SCO 14SECTOR 7 C MADHYA MARG CHANDIGARH																								
5	Corporate address	SCO 14SECTOR 7 C MADHYA MARG CHANDIGARH																								
6	E-mail	cs@stylam.com																								
7	Telephone	01725021555																								
8	Website	www.stylam.com																								
9	Financial year for which reporting is being done																									
	Current Financial Year																									
	Previous Financial Year																									
	Prior to Previous Financial year																									
		<table border="1"> <thead> <tr> <th colspan="3">Start date</th> <th colspan="3">End date</th> </tr> </thead> <tbody> <tr> <td>01</td> <td>04</td> <td>2022</td> <td>31</td> <td>03</td> <td>2023</td> </tr> <tr> <td>01</td> <td>04</td> <td>2021</td> <td>31</td> <td>03</td> <td>2022</td> </tr> <tr> <td>01</td> <td>04</td> <td>2020</td> <td>31</td> <td>03</td> <td>2021</td> </tr> </tbody> </table>	Start date			End date			01	04	2022	31	03	2023	01	04	2021	31	03	2022	01	04	2020	31	03	2021
Start date			End date																							
01	04	2022	31	03	2023																					
01	04	2021	31	03	2022																					
01	04	2020	31	03	2021																					
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange , Bombay Stock Exchange																								
11	Paid-up Capital (In ₹)	84740300																								
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: Sanjeev Sehgal Contact: 7508003099 Email: cs@stylam.com																								
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).	Standalone basis																								

II. Products/services

14 Details of business activities (accounting for 90% of the turnover)

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Maufacturing	HIGH PRESSURE LAMINATES	95.00%

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

S. No	Product/Service	NIC Code	% of total Turnover contributed
1	Laminates and allied products	16219	95.00%

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
1	National	2	05	07
2	International	0	0	0

17 Markets served by the entity

A Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	80

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

67%

C Brief Note of Customers:

Stylam is dedicated to providing its clients with top-notch goods and services. Trade partners (stockists, distributors, wholesalers, dealers, and retailers), OEM, project and institutional clients, architects, designers, and fabricators are some of our clients. Through a large selection of high-quality products, we have been successful in earning our clients' trust.

IV. Employees

18 Details as at the end of Financial Year

A. Employees and workers (including differently abled)

S. No	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
EMPLOYEES								
1	Permanent (D)	456	443	97.15 %	13	2.85 %	0	0.00%
2	Other than permanent (E)	0	0	0.00%	0	0.00%	0	0.00%
3	Total employees(D + E)	456	443	97.78%	13	2.85 %	0	0.00%
WORKERS								
4	Permanent (F)	686	686	100.00%	0	0.00%	0	0.00%
5	Other than permanent (G)	522	522	100.00%	0	0.00%	0	0.00%
6	Total workers (F + G)	1208	1208	100.00%	0	0.00%	0	0.00%

B. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1	Permanent (D)	1	1	100.00%	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0		0		0	
3	Total differently abled employees (D + E)	1	1	100.00%	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS								
4	Permanent (F)	0	0		0		0	
5	Other than Permanent (G)	0	0		0		0	
6	Total differently abled workers (F + G)	0	0		0		0	

19 Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	1	1	100.00%
Key Management Personnel	0	0	

20 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Particulars	Turnover rate in current FY (2022-23)				Turnover rate in previous FY (2021-22)				Turnover rate in the year prior to the previous FY (2020-21)			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	1.75%	1.00%	0.00%	1.75%	2.50%	0.00%	0.00%	2.5%	2.00%	0.00%	0.00%	2.00%
Permanent Workers	4.00%	0.00%	0.00%	4.00%	4.50%	0.00%	0.00%	4.5%	3.5%	0.00%	0.00%	3.5%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21 (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No	Name of the holding / subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	STYLAM PANELS LIMITED	Subsidiary	100.00%	No
2	ALCA VSTYLE SDN. BHD.	Associate	34.00%	No

VI. CSR Details**22 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)****YES**(ii) Turnover (in ₹) **9521338802**(iii) Net worth (in ₹) **4123944283****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 (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY (2022-23)			PY (2021-22)		
			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	NO		0	0	0	0	0	0
Investors (other than shareholders)	YES	https://stylam.com/investors-2/	0	0	0	0	0	0
Shareholders	YES	https://stylam.com/investors-2/	1	1	0	0	0	0
Employees and workers	YES	https://stylam.com/corporate-governance/	0	0	0	0	0	0
Customers	YES	https://stylam.com/	0	0	0	0	0	0
Value Chain Partners	NO		0	0	0	0	0	0

24 Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate governance and risk management Corporate governance and risk management	O	(i) To enhance corporate governance practices by establishing board-level priorities. The Company's directors oversee management activities to actively contribute to the enhancement of shareholder value. (ii) To the enhancement of shareholder value. To enhance corporate governance practices by establishing board-level priorities. The Company's directors oversee management activities to actively contribute to the enhancement of shareholder value.	-	Positive Implications
2	Management of hazardous chemicals	R	Proper handling of hazardous chemicals is essential to reduce health and safety risks and lower environmental impacts.	<ul style="list-style-type: none"> The Company has Environment Health & Safety (EHS) policy which is communicated to all the employees The Company conducts regular risk assessments and closely monitors the implementation of action plans derived from these assessments until their completion. Training and awareness programs are conducted to educate employees about hazards, associated risks, emergency preparedness & response, and safe handling practices of hazardous chemicals. Procedures are in place for the adoption of inherently safe design based on various applicable standards for all new infrastructures and implementing the same for existing infrastructures in a phased manner. 	Negative Implications

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Environment	R	<ul style="list-style-type: none"> • Climate change due to Green House Gases (GHG) emissions leading to global warming and impact to business operations. • Changes in existing regulations / emerging sourcing of materials, emissions, waste generation, storage and use of material or quality of finished goods. 	<ul style="list-style-type: none"> • The Company has taken several initiatives to reduce the impact of GHG emissions by adopting measures on renewable energy sources, water reduction/conservation and waste reduction. • The Company has established systems and processes to monitor emerging regulations, incidents, and developments, and to assess their applicability for compliance purposes 	Negative Implications
4	Product Quality & Safety	R	Product quality and safety is important for manufacturing enterprises such as stylam. We recognize that failure to meet quality and safety standards can lead to negative consequences including reduced positive customer experiences, loss of supply chains, value chains and might result in legal actions or fines leading to significant financial losses for the company	"Stylam consistently ensures that the product quality and safety of all its products is at par with global best-practices. However, stylam will be investing in management systems to ensure product safety, monitoring noncompliances and ensuring best products and safe use along with topquality. investing in these measures will increase customer trust, and build a robust value chain.	Positive Implications
5	Occupational health and safety	R	The Company's operation has inherent health and safety hazards. Proper process safety management and controls are required to eliminate / minimise any potential health and safety hazards/ risks.	<ul style="list-style-type: none"> • The Company is committed to the Occupational Health & Safety of all across its value chain with a goal of 'Zero Harm'. • The Company has adopted ISO 45001:2018 for the management of Health & Safety across its operations. • The Company continues to drive improvements in process safety management and people safety. 	Negative Implications

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Economic performance	O	Strong economic performance is key to the stakeholders of an organization. The company's efforts have been to ensure sustainable growth for its value chain and the economy.	-	Positive Implications
7	Community development	O	The Company is a firm believer in the inclusion of the community in which it operates, thereby providing direct economic and social growth for all its stakeholders.	-	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://stylam.com/corporate-governance/ under policy tab								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> ISO 14001:2015 Environmental Management System ISO 45001:2018 Occupational Health and Safety Management, FSC, Greenguard and Greenguard Gold, NSF FSC, GRIHA, GreenProenPro 								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The details of Company's Sustainability strategy, commitments, goals, targets and progress against targets are available in the Sustainability Report, which is available in public domain at https://www.stylam.com								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Company has taken material assessment exercise in fy 2022-23 and is in a process of setting specific commitments and targets against the identifies material issue								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, leadership and oversight

7.	<p>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> <p>challenges into its decision-making processes. The environmental focus is on reduction in consumption of fresh water & energy, reduction in Greenhouse Gas (GHG) emissions, increasing the usage of renewable energy and reduction and recycling of waste with focus on plastic packaging. On the social front, the focus is to cultivate a thriving work environment by building a diverse workforce, investing in enhancing the workforce's skills, career development pathways, and ensuring the workforce's overall well-being. The Corporate Social Responsibility (CSR) initiatives are directed towards sustainable development through focused initiatives to improve the quality of life and the wellbeing of local communities.</p> <p>The Company has established long term targets for reducing freshwater consumption, optimizing energy consumption, increasing usage of renewable energy, recycle / reduce / reuse of plastic packaging and reducing waste disposed to landfill. Robust systems are in place to monitor the performance of environmental targets. Various initiatives are regularly carried out across the manufacturing locations to improve environmental performance.</p> <p>The Company continues to elevate occupational safety conditions and overall health and safety culture across the business. Safety performance improvement focuses more on leading indicators like near miss/unsafe act/condition reporting, audits, surveys etc. The Company has deployed several key initiatives to improve overall health and safety performance like safe handling of hazardous chemicals, machine guarding, contractor safety management, etc. which comprise of 6 rules focusing on travel safety, permit to work system, working at height, Lifting Safety, Machine guarding & Energy isolation and Adherence to the safety control system.</p> <p>The Company has always believed in contributing to the betterment of the society where it operates. With the objective to enhance the quality of life and wellness of the surrounding communities, over the past several years, the Company has been involved in several social and community service initiatives that are related to agriculture, animal husbandry, health, education, women's empowerment, water conservation and more.</p> <p>The Company is committed to comply with all applicable laws and regulations including that of applicable environmental laws and regulations.</p>									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr sachin bhatla wholetime director of the company is the responsible for decision making on sustainability related issues.								
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.	NO								

10. Details of Review of NGRBCs by the Company

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. If Yse, Provide name of the agency	No	No	No	No	No	No	No	No	No

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	5	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. The topics covered includes: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters 5) Business Process Improvements	100.00%
Key Managerial Personnel	5	1) Corporate Induction 2) POSH, Company Policies and Procedures 3) CSR Awareness and field visits 4) Well-being and Safety related sessions 5) Session on Code of Conduct to Regulate, Monitor and Report Trading by Designated Person	100.00%
Employees other than BoD and KMPs	25		75.00%
Workers	20	1) Training on Company Policies and Processes 2) EHS Induction and annual refresher training 3) Job Specific Training	90.00%

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):

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

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

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

S. No	Case Details	Name of the regulatory/ enforcement agencies/judicial institutions
	N.A	N.A
	N.A	N.A

4. Does the entity have an anti-corruption or anti-bribery policy?

No

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

	FY (2022-23)	PY (2021-22)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Stakeholder group from whom complaint is received	FY (2022-23)		PY (2021-22)	
	Number	Remarks	Number	Remarks
Communities	0	NIL	0	NIL
Other (please specify)	0	NIL	0	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.

Nil

Leadership Indicators

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

S. No	Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
	NIL	NIL	NIL
	NIL	NIL	NIL
	NIL	NIL	NIL
	NIL	NIL	NIL

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board?

Yes as Company has its own Code of conduct

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.

	FY (2022-23)	PY (2021-22)	Details of improvements in environmental and social impacts
R&D	0.50%	0.55%	Incorporate sustainable raw materials in manufacturing without compromising cost and performance parameters and final product developments
Capex	0.00%	0.00%	

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

No

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for

- Plastics The Company follows the Extended Producer Responsibility (EPR) approach to manage plastic packaging waste in its downstream operations.
- E-waste from Company's establishments are collected and disposed off .
- Hazardous waste from manufacturing units and warehouses is disposed off
- Other wastes are disposed off as per relevant products standards.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes

If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Yes

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

Yes

If yes, provide details

S. No	NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	If yes, provide the web-link.
1	16219	High Pressure Laminate thin panel .6 to 1 mm	72.00%	Cradle to Grave	Yes	Yes	https://www.environdec.com/library/epd9219
2	16219	High Pressure Laminate thick panel 6mm to 12 mm	72.00%	Cradle to Grave	Yes	Yes	https://www.environdec.com/library/epd6473

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

S. No	Name of Product/Service	Description of the risk/concern	Action Taken
1	High Pressure Laminate	Formaldehyde Emission	Controlled with in limits as per EN 717-2 Class E1 Norms

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY (2022-23)	PY (2021-22)
Kraft Paper	55.00%	55.00%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY (2022-23)			PY (2021-22)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	296	0	0	0
E waste	0	0	0	0	0	0
Hazardous waste	0	0	1.24	0	0	0
Other waste	0	0	0	0	0	0
Kraft Paper	0	418.55	0	0	0	0
BOPP	0	0	47.07	0	0	0
SANDING DUST	0	0	2372.635	0	0	0
SANDING DUST ACRYLIC	0	0	174.92	0	0	0
SCRAP METAL	0	0	118.067	0	0	0
SCRAP PAPER	0	0	1770.956	0	0	0
SCRAP WOOD	0	0	92.17	0	0	0
SCRAP RUBBER	0	0	0.956	0	0	0
SCRAP OTHER	0	0	8.4	0	0	0

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Nil

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	443	78	17.61%	443	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	13	0	0.00%	13	100.00%	13	100.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0	0.00%	0	0.00%
Total	456	456	17.61 %	456	100.00%	13	2.85%	0	0.00%	0	0.00%
Other than permanent employees											
Male	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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	686	644	93.88%	686	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0
Total	686	644	93.88 %	686	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than permanent workers											
Male	522	522	100.00%	522	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	522	522	100.00%	522	100.00%	0	0.00%	0	0.00%	0	0.00%

2. Details of retirement benefits

Benefits	FY (2022-23)			PY (2021-22)		
	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/N.A.)	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/N.A.)
PF	97.00%	99.00 %	Yes	98.00 %	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	18%	94.00 %	Yes	24.00%	94.00%	Yes
Others – please specify						

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?

YES

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

Company has internal policy document regarding the rights of person with Disabilities. as per act

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	0	0	0	0
Female	0	0	0	0
Other	0	0	0	0
Total	0	0	0	0

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers:	Permanent Employees / workers / other than permanent employees and workers are encouraged to share their concerns with their Reporting Manager or the members of the senior management.
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:

Category	FY (2022-23)			PY (2021-22)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	0	0		0	0	0
Male	0	0		0	0	0
Female	0	0		0	0	0
Other	0	0		0	0	0

Category	FY (2022-23)			PY (2021-22)		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0
Other	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY (2022-23)					PY (2021-22)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	% (E / D)	% (F / D)
Employees										
Male	443	443	100.00%	0	0.00%	373	373	100.00%	0	0.00%
Female	13	13	100.00%	0	0.00%	10	10	100.00%	0	0.00%
Other	0	0	0	0	0.00%	0	0	0.00%	0	0.00%
Total	456	456	100.00%	0	0.00%	383	383	100.00%	0	0.00%
Workers										
Male	686	686	100.00%	35	5.10%	590	590	100.00%	10	1.69%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	686	686	100.00%	35	5.10%	590	590	100.00%	10	1.69%

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

Category	FY (2022-23)			PY (2021-22)		
	Total (A)	No.(B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	443	443	100.00%	373	373	100.00%
Female	13	13	100.00%	10	10	100.00%
Other	0	0	0.00%	0	0	0.00%
Total	456	456	100.00%	383	383	100.00%
Workers						
Male	686	686	100.00%	590	590	100.00%
Female	0	0	0.00%	0	0	0.00%
Other	0	0	0.00%	0	0	0.00%
Total	686	686	100.00%	590	590	100.00%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).
Yes, Accidental insurance coverage and ESIC.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
Company has Standard operating procedure for operating hazardous and non hazardous processes
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks?
Yes
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?
Yes

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

	Category	FY (2022-23)	PY (2021-22)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	1	1
	Workers	1	2
No. of fatalities	Employees	0	0
	Workers	2	0
High consequence work related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The health and safety management system are based on ISO 45001:2018, the International Standard for Occupational Health and Safety. The key focus areas remain the safety of our people by investing in technologies and processes that eliminate / minimize the interface of man and machinery. A few of the examples are automation in processes, process safety control, fire protection systems, machine guarding, tamper proof interlocks on packaging machineries etc. The processes on which we are focusing are Permit Management Systems, EHS SOPs & technical specifications implementation, Risk Assessment.

At the design stage of any process, the focus is on eliminating the hazards or providing engineering controls to control the various hazards during manufacturing. The Company has implemented Project Risk Assessment (PRA) for assessing risks for all new or significant modifications of processes, plants, equipment and buildings. In our new plants automation and process control systems are being embedded as part of the design. Further, the Company has a systematic process for identification of work-related hazards through periodic assessments of workplace activities through various internal and external audits and action planning to mitigate or eliminate the identified hazards.

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

	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health & Safety	0	0	0	0	0	0

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.

No such action taken during the year

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

- (A) Employees (Y/N) Yes
(B) Workers (Y/N). Yes

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

No

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY (2022-23)	PY (2021-22)	FY (2022-23)	PY (2021-22)
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?

No

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0.00%
Working Conditions	0.00%

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

Nil

PRINCIPLE 4

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

The process of stakeholder engagement involves identifying key internal and external stakeholders followed by analyzing the impact of each stakeholder groups on our business and vice versa. Based on the exercise carried out, the Company has prioritized its key stakeholders to understand their expectations and concerns. Through regular interactions with the stakeholders across various channels, the Company has been able to strengthen its relationships and enhance the organizational strategy.

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

S. No	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Workforce	No	E-mail	Quarterly	<ul style="list-style-type: none"> • Skill development • Workplace satisfaction • Healthy and safe operations • Employee engagement and involvement • Career progression • Emotional and mental well-being
2	Customers	No	Advertisement	Quarterly	<ul style="list-style-type: none"> • Availability of the product • Pricing of the product • Quality of the product • New product development • Logistics • Efficient service • Grievance redressal and transparency • Information on the safe

S. No	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
3	Investors and Shareholders	No	E-mail	Quarterly	<ul style="list-style-type: none"> • Financial performance • Business growth • Business strategy • Future investments • Transparency • Good governance practices
4	Dealers	No	Website	Quarterly	<ul style="list-style-type: none"> • Product availability • Product portfolio • New product development • Market trend
5	Suppliers	No	Website	Quarterly	<ul style="list-style-type: none"> • Long-term association • Innovation opportunities
6	Non-governmental organizations (NGOs)	No	E-mail	Half yearly	<ul style="list-style-type: none"> • Support on implementation of program in Company's focus areas • Support for community- based organizations
7	Regulatory authorities	No	E-mail	Quarterly	<ul style="list-style-type: none"> • Regulatory compliance

Leadership Indicators

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

Nil

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics.

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Nil

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

Nil

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	FY (2022-23)			PY (2021-22)		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (D)	No. of employees/workers covered (D)	% (E / D)
Employees						
Permanent	456	40	8.77%	383	20	5.22%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	456	40	8.77%	383	20	5.22%
Workers						
Permanent	686	30	4.37%	590	25	4.24%
Other than permanent	522	0	0.00%	480	0	0.00%
Total Workers	1208	30	2.48%	1070	25	2.34%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY (2022-23)					PY (2021-22)				
	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)	% (E / D)	% (F / D)
Employees										
Permanent	456	0	0.00%	456	100.00%	383	0	0.00%	383	86.46%
Male	443	0	0.00%	443	100.00%	373	0	0.00%	373	86.74%
Female	13	0	0.00%	13	100.00%	10	0	0.00%	10	76.92%
Other										
Other than Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Workers										
Permanent	686	0	0.00%	686	100.00%	590	0	0.00%	590	86.01%
Male	686	0	0.00%	686	100.00%	590	0	0.00%	590	86.01%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than Permanent	522	0	0.00%	522	100.00%	480	0	0.00%	480	91.95%
Male	522	0	0.00%	522	100.00%	480	0	0.00%	480	91.95%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

Gender	Male		Female		Other	
	Number	Median remuneration/ salary/ wages of respective category ₹ in lakhs	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	10800000	0	0	0	0
Key Managerial Personnel	2	2746006	0	0	0	0
Employees other than BoD and KMP	441	279912	13	283947	0	0
Workers	686	149133	0		0	0

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business?

No

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

Company has grievance redressal committee

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

	FY (2022-23)			PY (2021-22)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

Company has sexual harassment policy, grievance handling policy

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

No

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0.00%
Forced/involuntary labour	0.00%
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Wages	0.00%

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

There were no significant risks/concern arising from the above assessments.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Nil

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

Nil

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

Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
Others – please specify	0.00%

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

NIL

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:

	FY (2022-23)	PY (2021-22)
Total electricity consumption (A)	60267452	49950961
Total fuel consumption (B)	540164366	430581733
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	600431818	480532694
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.06	0.07
Energy intensity (optional) – the relevant metric may be selected by the entity	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No

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?

No

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

Parameter	FY (2022-23)	PY (2021-22)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	187035	161951
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	187035	161951
Total volume of water consumption (in kilolitres)	166585	141088
Water intensity per rupee of turnover (Water consumed / turnover)	0.000017	0.000021
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

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

Parameter	Please specify unit	FY (2022-23)	PY (2021-22)
NOx	Mg/nm ³	NA	NA
SOx	Mg/nm ³	NA	NA
Particulate matter (PM)	Mg/nm ³	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) Yes

If yes, name of the external agency.

By Haryana State Pollution Board

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

Parameter	Unit	FY (2022-23)	PY (2021-22)
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)	THE ORGANISATION DOESNOT HAVE THE DATA OF GHG EMISSION AT PRESENT BUT WILL GET THE SAME IN FUTURE	0	0
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)	0	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	0	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	0	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

7. Does the entity have any project related to reducing Green House Gas emission?

No

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

Parameter	FY (2022-23)	PY (2021-22)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	276.44	157.21
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0.03	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	276.47	157.21
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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	276.443	157.21
Total	276.443	157.21

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

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.

The organisation has implemented system for Environmental Management System as part of the Integrated Management System. The procedures for identification, handling storage and disposal of all hazardous, e-waste, battery waste, solid waste and plastic waste and any other waste has been documented and implemented. All types of waste generated is processed as per these procedure.

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:

Nil

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).

Yes

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY (2022-23)	PY (2021-22)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	60267452 MJ	49950961 MJ
Total fuel consumption (E)	540164366 MJ	430581733 MJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No

2. Provide the following details related to water discharged:

Parameter	FY (2022-23)	PY (2021-22)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	20450	20863
No treatment	20450	20863
With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	20450	20863

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No.

Details For each facility / plant located in areas of water stress

Sr. No.	Particulars		
1	Name of the area	Haryana	
2	Nature of operations	Manufacturing of laminates, Decorative vaneers	
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter	FY (2022-23)	PY (2021-22)
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	0.00	0.00
	(ii) Groundwater	187035.00	161951.00
	(iii) Third party water	0.00	0.00
	(iv) Seawater / desalinated water	0.00	0.00
	(v) Others	0.00	0.00
	Total volume of water withdrawal (in kilolitres)	187035	161951
	Total volume of water consumption (in kilolitres)	166585.00	141088.00
	Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
	Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) Into Surface water	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	(ii) Into Groundwater	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	(iii) Into Seawater	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	(iv) Sent to third-parties	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	(v) Others	0	0
	No treatment	0.00	0.00
	With treatment – please specify level of treatment	0.00	0.00
	Total water discharged (in kilolitres)	0	0

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

Parameter	Unit	FY (2022-23)	PY (2021-22)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	0	0
Total Scope 3 emissions per rupee of turnover	NA	0	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Nil

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
1	Recycling	Resale of process waste kraft to paper suppliers for recycling	Lower requiremnet of fresh paper resulting in less cutting of trees	Nil
2	Recycling	Disposal of waste BOPP to recycling plants for making BOPP granules	Reduced need for the disposal of BOPP disposal in to the environment	Nil
3	Use of Recycle product	Increase the recycled content in kraft usage by substititing virgin kraft with recycled kraft	Lower requiremnet of virgin pulp kraft	Nil
4	Reduction in resource consumption	Reduction in water consumption in resin making process by using Paraformaldehyde	Reduction in water consumption	Nil

7. Does the entity have a business continuity and disaster management plan?

Yes

Being an internal document of the company hence its not available on the website

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

Nil, EPD covers as similar to Life Cycle Assessment

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

0.00%

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.
- 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/International)
1	FFSC	State
2	FFSC	National
3	THE PLASTIC EXPORT PROMOTION COUNCIL	National
4	PHD CHAMBER OF COMMERCE AND INDUSTRY	State
5	HARYANA CHAMBER OF COMMERCE AND INDUSTRY ALSO	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.

NIL

Leadership Indicators

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

NIL

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.

NIL

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

NIL

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

Currently Company dont have the structured mechanisim To receive and redress grivances of the community however Company is planning to develop such mechanism in future

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

	FY (2022-23)	PY (2021-22)
Directly sourced from MSMEs/ small producers	1.29%	2.89%
Sourced directly from within the district and neighbouring districts	20.32%	18.85%

Leadership Indicators

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

Nil

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

NIL

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

NO

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

NIL

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

NIL

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Provide material and Monetary contribution to Mata Mansa Devi Sewak Dal for Development.	10000	70.00%
2	Setting up old age homes, day care centers and such other facilities for senior citizens and under privilege childrens.	80	90.00%
3	Contributing to promote nationally recognized sports	15	100.00%
4	Welfare of cows	100	100.00%

PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has an online complaint management system where all customer complaints are recorded. Upon receipt of the complaints, these are investigated and based on the root cause analysis the corrective and preventive actions are taken. The feedback of the actions are communicated back to the complaint initiator

THE COMPANY USES SALES FORCE SOFTWARE TO MANAGE ONLINE COMPLAINTS FOR EXPORT AND DOMESTIC MARKET

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	90.00%
Safe and responsible usage	90.00%
Recycling and/or safe disposal	90.00%

3. Number of consumer complaints in respect of the following

	FY (2022-23)			PY (2021-22)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	0
Advertising	0	0	0	0	0	0
Cyber-security	0	0	0	0	0	0
Delivery of essential services	0	0	0	0	0	0
Restrictive Trade Practices	0	0	0	0	0	0
Unfair Trade Practices	0	0	0	0	0	0
Other	0	0	0	0	0	0

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

	Number	Reasons for recall
Voluntary recalls	0	0
Forced recalls	0	0

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Yes

Being an internal document of the company hence its not available on the website

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.

Company has maintained the fully secured server with access control related with various stakeholders

Leadership Indicators

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

All products information available on our website www.stylam.com

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

Dedicated sales and marketing team keep guiding about usage

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

Company is working on it

4. Does the entity display product information on the product over and above what is mandated as per local laws?

If yes, provide details in brief.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole?

No

5. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact- Nil

b. Percentage of data breaches involving personally identifiable information of customers- Nil