



**MONTE CARLO FASHIONS LIMITED**

**BUSINESS RESPONSIBILITY**

**AND**

**SUSTAINABILITY REPORT**

**2023-2024**

## **BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**

### **SECTION A: GENERAL DISCLOSURES**

#### **I. Details of the listed entity:**

1.	Corporate Identity Number (CIN) of the Listed Entity	L51494PB2008PLC032059
2.	Name of the Listed Entity	Monte Carlo Fashions Limited
3.	Year of Incorporation	2008
4.	Registered Office Address	B-XXIX-106, G.T. Road, Sherpur, Ludhiana, PB - 141003.
5.	Corporate Office Address	B-XXIX-106, G.T. Road, Sherpur, Ludhiana, PB - 141003.
6.	E-mail Id	csmcfl@owmnahar.com
7.	Telephone	0161-5048610
8.	Website	www.montecarlocorporate.com
9.	Financial Year for which reporting is being done	2023-2024
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd & National Stock Exchange of India Limited
11.	Paid-up Capital	Rs. 2,073.21 Lakhs
12.	Name and Contact Details (telephone and E-mail address) of the person who may be Contacted in case of any queries on the BRSR report	Mr. Ankur Gauba Company Secretary and Compliance Officer Telephone No. : 0161-5066628 E-mail id: companysecretary@montecarlocorporate.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 for all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this report are made on a standalone basis.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

#### **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.	Manufacturing	Garments and Textiles	100

##### **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.	Garments and Textiles	18101	100

#### **III. Operations:**

##### **16. Number of locations where plants and/or operations/offices of the entity are situated: activities (accounting for 90% of the turnover):**

Location	No. of Plants	No. of Offices	Total
National	4	3	7
International	0	0	0

**17. Markets served by the entity:**
**a. Number of locations**

Location	Number
National (No. of States)	21 states and 4 UTs
International (No. of Countries)	0

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

The contribution of exports as a percentage of the total turnover of the entity is zero.

**c. A brief on types of customers:**

The Company manufactures, markets and retails readymade garments, apparels, home textiles and accessories across the country. The Company caters to its various customers through its retail stores, large format stores, national chain stores, shop-in-shop and through online modes across age groups and price segments, that appeal to a wide section of the society.

**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	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	915	833	91.04	82	8.96
2.	Other Than Permanent (E)	--	--	--	--	--
3.	Total Employees (D+E)	915	833	91.04	82	8.96
Workers						
4.	Permanent (F)	1099	814	74.07	285	25.93
5.	Other Than Permanent (G)	--	--	--	--	--
6.	Total Workers (F+G)	1099	814	74.07	285	25.93

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1.	Permanent (D)	--	--	--	--	--
2.	Other Than Permanent (E)	--	--	--	--	--
3.	Total differently abled employees (D+E)	--	--	--	--	--
Differently Abled Workers						
4.	Permanent (F)	--	--	--	--	--
5.	Other Than Permanent (G)	--	--	--	--	--
6.	Total differently abled workers (F+G)	--	--	--	--	--

	Total (A)	No. and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	12	3	25
Key Management Personnel	7	2	28.571

	FY 2023-2024			FY 2022-2023			FY 2021-2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.43	31.42	11.26	9.44	31.43	11.27	9.43	17.65	10.16
Permanent Workers	3.72	3.94	3.12	3.73	3.95	3.11	5.92	8.43	6.55

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.	Monte Carlo Home Textiles Limited	Subsidiary	100%	No, as the company is yet to start its operations.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-2024			FY 2022-2023		
	<i>(If Yes, then provide web-link for grievance redressal policy)</i>	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 <a href="http://www.montecarlocorporate.com/investor-relation/policies-code">www.montecarlocorporate.com/investor-relation/policies-code</a>	Nil	Nil	--	Nil	Nil	--
Investors (other than shareholders)	Not Applicable						

Shareholders	Yes www.montecarlocorpore.com/investor-relation/policies-code	Nil	Nil	--	Nil	Nil	--
Employees and workers	Yes www.montecarlocorpore.com/investor-relation/policies-code	Nil	Nil	--	Nil	Nil	--
Customers	Yes www.montecarlocorpore.com/investor-relation/policies-code	Nil	Nil	--	Nil	Nil	--
Value Chain Partners	Yes www.montecarlocorpore.com/investor-relation/policies-code	Nil	Nil	--	Nil	Nil	--

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

The material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as under:

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.	Fashionable and Sustainable Products	Opportunity	Prioritizing fashionability and sustainability significantly enhances a company's reputation and brand image. By committing to these principles, a company can attract a dedicated customer base, foster stronger brand loyalty, and cultivate lasting relationships with customers	NA	Positive
2.	Responsible Procurement.	Opportunity	By prioritizing suppliers that adhere to ethical, social, and environmental standards, the Company can effectively mitigate supply chain risks, minimize environmental impact, and support sustainable development goals. This approach also fosters innovation and meets stakeholder expectations. Responsible procurement practices ultimately enhance the Company's overall sustainability and bolster its reputation.	NA	Positive
3..	Product Quality and Safety	Opportunity	Product quality and safety are integral to the Company's brand reputation. A strong reputation for delivering safe and reliable products builds trust among customers, suppliers, and other stakeholders. A positive brand image can attract new customers, create opportunities for market expansion, and distinguish the Company from its competitors.	NA	Positive

4.	Clean Energy.	Opportunity	The Company utilizes rooftop solar power plants to ensure a continuous supply of clean energy, resulting in significant savings on electricity costs	NA	Positive
5.	Ethics and Compliance	Risk	Maintaining ethical standards and complying with relevant laws and regulations are crucial for the Company to operate lawfully. Non-compliance can lead to legal penalties, fines, litigation, and harm to the Company's reputation. By prioritizing ethics and compliance, the Company reduces legal and regulatory risks and upholds responsible business practices.	1. Policies & procedures 2. Ethics committee & helpline 3. Whistle blower policy 4. Legal compliances	Negative
6.	Environmental Risk Management	Risk	Environmental regulations are growing increasingly stringent worldwide. Implementing effective environmental risk management ensures compliance with these regulations, helping to avoid legal complications, penalties, and damage to the Company's reputation.	To mitigate environmental risks, the Company has established a comprehensive risk management framework. This framework allows for the identification, assessment, categorization, and mitigation of relevant risks through a well-defined process with clear roles and responsibilities at each stage. It is designed to ensure ongoing risk mapping and categorization, along with regular monitoring, tracking, review, and mitigation, all supported by a robust governance and process structure	Negative
7.	Human rights	Risk	Violations of human rights or failure to comply with statutory norms can result in reputational damage.	The Company adheres to human rights principles across all its manufacturing units, ensuring that everyone associated with its workplaces, supply chain, and distribution network is treated with respect, dignity, and fairness.	Negative

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	The policies of the company can be accessed through the link i.e. <a href="https://www.montecarlocorporate.com/investor-relation/policies-code">https://www.montecarlocorporate.com/investor-relation/policies-code</a> .								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the Policies have been made as per the National Guidelines on Responsible Business Conduct, 2019 released by the Ministry of Corporate Affairs. In addition, the company's policies are in line with the ISO certifications namely ISO 9001:2015 (Quality management System) & ISO 14001:2015 (Environmental Management Systems). The certification for ISO 45001:2018 (Occupational Health & Safety Management Systems) is in progress.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our strategies, business model and operations are based on environment protection, employee, and customer safety.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.								
<b>Governance, leadership and oversight</b>									
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:</p> <p>The Company is committed to integrating Environmental, Social and Governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. The Company has taken measures to inculcate beneficial and fair business practices to the labour, human capital and to the community at large. It provides employees and workers with working conditions that are clean, healthy and safe.</p>									

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Sandeep Jain Designation: Executive Director DIN: 00565760
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 company does not have any specified committee of the board. However the Board of Directors of the company is responsible for managing the sustainable issues of the company.

**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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Yes. All principles reviewed by Board of Directors. Additionally, audit committee reviews the code of business principles.									Whenever there is change in the laws and policies and maximum one year.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Board of Directors reviews the Statutory Compliances on applicable laws.									Quarterly								
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
										No independent assessment has been carried out.								

**12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:**

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable, since question (1) above is Yes								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**
**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

We are dedicated to adopt the highest standards of Corporate Governance and strive to implement the code of Corporate Governance with utmost integrity. Our approach to Corporate Governance is centered on ensuring transparency in all operations, making comprehensive disclosures, and enhancing shareholder's value while strictly adhering to laws and regulations. We view Corporate Governance as essential to fostering valuable relationships and trust with stakeholders, supported by a well-defined policy framework for ethical conduct.

We actively promote ethical behavior across all business activities and have established a robust mechanism for reporting illegal or unethical conduct. Our Whistleblower Policy and Vigil Mechanism enable employees and



## Monte Carlo Fashions Limited

directors to report any unethical behavior, actual or suspected fraud, or violations of the Code of Conduct and applicable laws, ensuring appropriate redressal.

Essential Indicators					
<b>1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:</b>					
Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% age of persons in respective category by the awareness programs		
Board of Directors	1	All Principles	100%		
Key Managerial Personnel	1	All Principles	100%		
Employees other than BoD and KMPs	Ongoing	Principles relevant to their work areas	100%		
Workers	Ongoing	Principles relevant to their work areas	100%		
<b>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:</b>					
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	P1-P9	NA	Nil	NA	NA
Settlement	P1-P9	NA	Nil	NA	NA
Compounding fee	P1-P9	NA	Nil	NA	NA
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	P1-P9	Nil	No Case	NA	
Punishment	P1-P9	Nil	No Case	NA	
<b>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.</b>					
Case Details			Name of the re-enforcement agencies/ judicial institutions		
<b>NOT APPLICABLE</b>					
<b>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.</b>					
<p>Our Company's Code of Conduct incorporates an anti-corruption and anti-bribery policy, which is communicated to employees and workers through face-to-face training sessions. These sessions aim to raise awareness, help them evaluate scenarios, and make informed decisions. Monte Carlo Fashions Limited is committed to upholding ethical business practices and maintaining integrity across all business activities. Our reputation for integrity is a crucial asset that relies on the dedication of all Directors, officers, and employees to adhere to the Company's Code of Conduct and all relevant laws and regulations. All the policies are accessible at <a href="https://www.montecarlocorporate.com/investor-relation/policies-code">https://www.montecarlocorporate.com/investor-relation/policies-code</a>.</p>					

**5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:** No disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption against any of the Directors/KMPs/employees.

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	N.A	Nil	N.A
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	N.A	Nil	N.A

**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

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

	FY 2023-2024	FY 2022-2023
Number of days of accounts payables	49	63

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

Parameter	Metrics	FY 2023-2024	FY 2022-2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	82.28%	84.73%
	b. Number of dealers / distributors to whom sales are made	4040 approx	3851 approx
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	24.30%	21.24%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	14.30%	14.82%
	b. Sales (Sales to related parties / Total Sales)	0.50%	0.48%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Note: a. For Trading Houses - Vendors of material goods and services of the Company are not classified as trading houses as there is no specific guidance on trading houses in the SEBI Circular.

b. For Sales to Dealers/Distributors –Sales from company owned stores and own website is excluded.

#### Leadership Indicators

- Awareness programmes conducted for value chain partners on any of the Principles during the financial year:** The Company is developing a well-defined training programme for the value chain partners. This programme is aimed at inculcating the NGRBC Principles. We continuously engage with them through various mediums and facilitate capacity building workshops and awareness sessions for its key value chain partners. The Company emphasizes and ensures that suppliers strive to adhere to Company's Code of Conduct as well as Health, Safety and Sustainability initiatives.

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

Yes, the Company has a Code of Conduct, which is explicitly also applicable to Directors, senior management and Independent Directors. It provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company.

The Company receives an annual declaration from its Board of Directors and senior management personnel on the entities they are interested in, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with each entities. The policy is available on the Company's website at <https://www.montecarlocorporate.com/investor-relation/policies-code>.

**PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE:**

The Company is distinguished as a 'Superbrand' for woolen knitted apparel in editions of Consumer Superbrands India. It operates through a strategic combination of Exclusive Brand Outlets (EBOs), Multi-Brand Outlets (MBOs), shop-in-shops, distributors, and national chain stores across 21 states and four union territories, complemented by a robust online presence. Our dedicated and experienced design team, consisting of over 30 professionals, diligently monitors global fashion trends.

**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: NIL**

**2. a. Does the entity have procedures in place for sustainable sourcing: Yes, Monte Carlo has procedures in place for sustainable sourcing.**

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

The Company is using sustainable fibres like cotton, jute, rayon, BCI cotton, recycled Polyester, liva (viscose), modal, tencel and bamboo fibre. We have consumed more than 40% sustainable fibre of the total fibre consumed.

**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.**

❖ Plastic waste is sent to authorized recyclers, approved by the State Pollution Control Board.

❖ We have tie-ups with certified e-waste recyclers who specialize in safely dismantling and processing electronic devices. The recyclers extract valuable materials such as metals, plastics, and glass, which can be reused in the manufacturing of new products.

❖ Waste water is treated and recycled back into process for resource conservation.

❖ ETP sludge is being dried and sent to Ramky Enviro Engineers Limited (Unit – Punjab Waste Management Project) in notified place, at Village Ninbuva, Tehsil Derabassi, Distt. Mohali, Punjab for safe disposal of sludge.

**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 responsible for safe disposal of the waste generated during production process. For this purpose the company has signed agreement with the agencies approved by the State Pollution Control Board for disposal of ETP sludge and E waste. The plastic waste is also sold to buyers approved by the State Pollution Control Board.

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? No Life Cycle Assessment has been carried out for any product of the Company.**

**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. Not Applicable**

**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) Nil.**

- PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

The Company places immense value on our workforce and consider it as the biggest, most valuable asset. It is our constant endeavour to provide a safe, productive and positive environment for our employees that is free from any form of discrimination, including but not limited to sexual harassment, thus supporting them, so that they can maintain a healthy work-life balance and develop their professional as well as personal skills.

The Company endeavours to provide equal opportunity to each individual by evaluating him/her on its performance and ensure that there is no discrimination amongst its employees based on caste, creed, religion, disability, gender, age, sexual orientation, race, colour, ancestry, marital status and medical background. The Company has received no complaints related to Sexual harassment, Discriminatory employment, child labour, forced labour or any form of involuntary work.

**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)	% (/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	833	Covered through ESI and some employees who are exempted from ESI are getting medical allowances		833	100	Covered through ESI		N.A.		Have creches in all units	
Female	82			82	100	Maternity Leave (with Full Salary) for 6 months)					
Total	915			915	100						
Other than Permanent employees											
Male	N.A.										
Female											
Total											

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	814	Covered through ESI		814	100	Covered through ESI		N.A.		Have creches in all units	
Female	285			285	100						
<b>Total</b>	1099			1099	100						
Other than Permanent workers											
Male	N.A.										
Female											
<b>Total</b>											

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

	<b>FY 2023-2024</b>	<b>FY 2022-2023</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.04	0.03

**2. Details of retirement benefits, for Current FY and Previous FY.**

<b>Benefits</b>	<b>FY 2023-2024</b>			<b>FY 2022-2023</b>		
	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority (Y/N/N.A.)</b>	<b>No. of employees covered as a % of total employees</b>	<b>No. of workers covered as a % of total workers</b>	<b>Deducted and deposited with the authority</b>
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	42	96	Y	30	96	Y

**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:**

All the premises / offices of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

The Company has internal processes with respect to diversity, equity and inclusion with the intention of encouraging the employability abilities of disadvantaged sections of society, such as persons with disabilities

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

Return to work and Retention rates of permanent employees and workers is 100%.

**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:**

	<b>Yes/No (If Yes, then give details of the mechanism in brief): Yes</b>
Permanent Employees/Workers	<ul style="list-style-type: none"> <li>The Whistle-Blower Policy has been formulated for employees and Directors to report concerns about unethical behaviour, actual or suspected fraud or violation of the code of conduct policy. For this purpose the Company has a dedicated e-mail id i.e. <a href="mailto:whistleblower@owmnahar.com">whistleblower@owmnahar.com</a>.</li> <li>The Company has zero tolerance for sexual harassment at the workplace and is compliant with provisions relating to the constitution of Internal Complaints Committee under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.</li> <li>The Company is committed to redressing every grievance of its employees in a fair and just manner.</li> <li>The Company provides various channels of grievance redressal and safeguard employees against any form of victimisation.</li> <li>The company has also established Grievance Committee. The employees and workers can address their grievances to the committee.</li> </ul>
Other than Permanent Employees/Workers	

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

Category	FY 2022-23			FY 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)
<b>Total Permanent Employees</b>	There is no such Association/Union					
- Male						
- Female						
<b>Total Permanent Workers</b>						
- Male						
- Female						

**8. Details of training given to employees and workers:**

During the year under review, the Company has conducted various training programs, designed to meet the changing skill requirements of our employees/workers. These programs include:

- i) Fire Fighting Drills,
- ii) First Aid Training,
- iii) Health & Safety Training,
- iv) Besides orientation programs for new employees and various programs for skill-enhancing are also conducted by the company. For mid-level and senior level executives management development program are also conducted to upgrade their knowledge and management skills.

**9. Details of performance and career development reviews of employees and workers:**

The company provides performance and career development reviews to all eligible employees and workers.

**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?**

Keeping in view the nature of the industry, the company has well defined Occupational health and Safety Policy and supporting processes to ensure the safety and well being of its employees and workers. The company has Health and Safety Committee. The Meeting of the committee is held once in every 3 months by Elected Members, Management Representative and Workers for educating them on health and safety systems. Moreover workshops/training program conducted on skill development.

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

The company is engaged in the manufacturing of Ready-made garments, Home- textiles, apparels and accessories. The company has risk management system in place. The companies identifies the occupational health and safety risks, for its business activities, processes, products or services and access the risk on routine basis.

**C. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.**

The company is periodically educating and providing training to workers regarding benefits of using PPE'S, Getting Annual Medical Checkup of workers working in sensitive areas. The company has reporting risk management system and all the workers can report all work-related incidents (which include accidents, unsafe conditions and unsafe acts). The company investigates and takes necessary corrective actions so that such incidents would be eliminated.

**D. Does all the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No):**

The company recognizes the overall physical and mental well-being of its employees and workers. The company undertakes several well-being programs for the mental health, physical health, safety at home, hospital services, occupational health services and organizes medical camps for their employees and workers.

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

Safety Incident/ Number	Category	FY 2023-24	FY 2022-2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees	NIL	NIL
	Workers		
No. of fatalities	Employees	NIL	NIL
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers		

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

The Company always make efforts to provide a safe, productive and positive environment for employees/workers. The company has also taken several measures to prevent and mitigate significant occupational health & safety impacts which are given hereunder:

- Provision and maintenance of fire detection, alarm and suppression systems
- Regular site review, inspections and audits to assess safety preparedness
- Regular mock drills for fire as well as medical emergencies
- Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation etc.
- Regular meetings and training/educating workers and employees regarding safety and healthy workplace.

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

	FY 2023-24			FY 2022-23		
	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	NIL	NIL	N.A.	NIL	NIL	N.A.
Health & Safety	NIL	NIL	N.A.	NIL	NIL	N.A.

**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
Working Conditions	100

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

The Safety at the workplace/ office premises is one of the highest priority of the company. The company has established systems to address safety related incidents, if any. Moreover the company is undertaking safety inspections including installation and checking of firefighting equipment's, educating and providing required PPE'S to workers, conducting St. John ambulance training programme for workers and educating them about using PPE's at regular intervals. The deviations/gap and findings, if any, are identified and corrective actions are taken to improve upon the systems.

### Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N): Yes
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. The company educates the value chain partners so that they deduct statutory dues and deposit with the Authority as per applicable laws, rules and regulations. In case of any difficulty by the value chain partner they can approach the company for help.
3. Provide the number of employees having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	NIL		NIL	
Workers				

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

The company has no transition assistance program. However the company's continued skill development and upgradation during their working career helps the employees/workers in their employment after retirement.

5. Details on assessment of value chain partners:

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

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.

Significant risks/concerns, if any, related to health and safety practices and working conditions are evaluated during the assessments and no such significant risks/concerns were recorded.

### 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.

Our process of stakeholder engagement involves identifying key internal and external stakeholders followed by assessing their contribution towards day-to-day business activities. We have identified the key stakeholder's group and each stakeholder continues to contribute in their own way in creating a shared value. Our key stakeholders are our investors, customers, employees, shareholders, and value chain partners.



**2. List of 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	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topic and concerns raised during such engagement
Shareholders/ Investors	No	Email, Post, Newspaper notices, Website, Meetings- like AGM, Postal ballot	Quarterly	Statutory Communication
Investors	No	Meetings, Calls, One-on-one interactions.	Quarterly, Investor calls on ad-hoc basis	Statutory Communication and company performance and reports.
Value Chain Suppliers	No	Meetings, Calls, One-on-one interactions	On ad-hoc basis.	Company requirements and terms of trade.
Employees	No	Emails, Townhall, Sessions, Meetings, One-on-one interaction	On real-time basis	Employee- matters.
Customer	No	Email, SMS, Newspaper campaigns, Website, Conferences	On ad-hoc basis.	New products, Fashion Updates, Launches, Campaigns, to understand the Issues, Order Booking, etc

**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.**

The consultation with stakeholders on Economic, Environmental, and Social topics has been delegated in the organization to the departments who are responsible for engaging with stakeholders on continuous basis. The feedback of the department is shared with the Board.

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

The consultation with the stakeholders always helps the company in devising company's policy on economic, environmental, and social topics.

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

The Company is dedicated to identify and supporting disadvantaged, vulnerable, and marginalized stakeholder groups through needs assessments and targeted CSR activities. We are committed to the welfare of these communities, both independently and in collaboration with M/s Oswal Foundation. Our special initiatives aim to benefit local communities and other marginalized groups, focusing on areas such as healthcare, education, and sustainable livelihoods. All CSR projects are designed based on the specific needs of the communities. Our vision embodies inclusive growth and aims to enhance the dignity and quality of life for the underprivileged.

**PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

The Company fosters a culture of fairness and inclusion, with a firm commitment to provide equal employment opportunities for all. Our values emphasize the dignity of labor, and our policies and managerial framework are designed to fully protect the human rights of employees. We have established policies and processes such as POSH, Whistleblower, Grievance Redressal, Equal Employment Opportunity, and Code of Conduct to safeguard employee rights. During the financial year under review, no complaints related to human rights violations were reported.

## Essential Indicators

- | Category               | FY 2023-2024 |                                       |            | FY 2022-2023 |                                       |            |
|------------------------|--------------|---------------------------------------|------------|--------------|---------------------------------------|------------|
|                        | Total (A)    | No. of employees/ workers covered (B) | % (B/A)    | Total (C)    | No. of employees/ workers covered (D) | % (D/C)    |
| <b>Employees</b>       |              |                                       |            |              |                                       |            |
| Permanent              | 915          | 915                                   | 100        | 843          | 843                                   | 100        |
| Other than Permanent   | --           | --                                    | --         | --           | --                                    | --         |
| <b>Total Employees</b> | <b>915</b>   | <b>915</b>                            | <b>100</b> | <b>843</b>   | <b>843</b>                            | <b>100</b> |
| <b>Workers</b>         |              |                                       |            |              |                                       |            |
| Permanent              | 1099         | 1099                                  | 100        | 1099         | 1099                                  | 100        |
| Other than Permanent   | --           | --                                    | --         | --           | --                                    | --         |
| <b>Total Workers</b>   | <b>1099</b>  | <b>1099</b>                           | <b>100</b> | <b>1099</b>  | <b>1099</b>                           | <b>100</b> |

- | Category                    | FY 2023-24   |                          |            |                           |         | FY 2022-23   |                          |            |                           |            |
|-----------------------------|--------------|--------------------------|------------|---------------------------|---------|--------------|--------------------------|------------|---------------------------|------------|
|                             | Total<br>(A) | Equal to<br>Minimum Wage |            | More than<br>Minimum Wage |         | Total<br>(D) | Equal to<br>Minimum Wage |            | More than<br>Minimum Wage |            |
|                             |              | No.(B)                   | %<br>(B/A) | No.(C)                    | % (C/A) |              | No.(E)                   | %<br>(E/D) | No.(F)                    | %<br>(F/D) |
| <b>Employees</b>            |              |                          |            |                           |         |              |                          |            |                           |            |
| <b>Permanent</b>            | 915          | NIL                      | --         | 915                       | 100     | 843          | 76                       | 9          | 767                       | 90.98      |
| Male                        | 833          | NIL                      | --         | 833                       | 100     | 773          | 70                       | 9          | 764                       | 98.84      |
| Female                      | 82           | NIL                      | --         | 82                        | 100     | 70           | 7                        | 10         | 60                        | 85.71      |
| <b>Other than Permanent</b> | NIL          |                          |            |                           |         |              |                          |            |                           |            |
| Male                        |              |                          |            |                           |         |              |                          |            |                           |            |
| Female                      |              |                          |            |                           |         |              |                          |            |                           |            |
| <b>Workers</b>              |              |                          |            |                           |         |              |                          |            |                           |            |
| <b>Permanent</b>            | 1099         | 62                       | 5.64       | 1037                      | 94.36   | 1099         | 99                       | 9          | 1000                      | 91         |
| Male                        | 814          | 14                       | 1.72       | 800                       | 98.28   | 810          | 73                       | 9          | 737                       | 91         |
| Female                      | 285          | 48                       | 16.84      | 237                       | 83.16   | 289          | 26                       | 9          | 263                       | 91         |
| <b>Other than Permanent</b> | NIL          |                          |            |                           |         |              |                          |            |                           |            |
| Male                        |              |                          |            |                           |         |              |                          |            |                           |            |
| Female                      |              |                          |            |                           |         |              |                          |            |                           |            |

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
*Board of Directors (BoD)	9	1,00,000	3	86,21,247
**Key Managerial Personnel	5	1,84,95,860	2	86,21,247
Employees other than BoD and KMP (including workers)	1646	2,04,426	367	1,21,704

\* Board of Directors Include Executive Directors, Non- Executive Director and Independent Directors and Independent Directors are being paid Rs. 25,000 for attending Board Meeting.

\*\*Remuneration of Chairman and Managing Director and 3 Executive Directors, CFO and CS has been included in KMP.

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2023-2024	FY 2022-2023
Gross wages paid to females as % of total wages	25.93%	24.86%

- 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)** Yes, the company has appointed Labour Welfare Officers who are responsible for addressing the human rights impacts or issues caused or contributed to by the business.

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

The company has formulated and adopted Vigil Mechanism/Whistle Blower Policy for its directors and employees/workers. Grievances related to Human rights impacts are addressed via the Whistle Blower reporting channels. Any such grievance or violation of policy can be reported through this medium.

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

	FY 2023-24			FY 2022-23		
	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	-	-	NA	-	-	NA
Discrimination at workplace	-	-	NA	-	-	NA
Child Labour	-	-	NA	-	-	NA
Forced Labour/Involuntary Labour	-	-	NA	-	-	NA
Wages	-	-	NA	-	-	NA
Other human rights related issues	-	-	NA	-	-	NA

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

	FY 2023-2024	FY 2022-2023
Total Complaints reported under Sexual Harassment on of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

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

Vigil Mechanism Policy and the Policy on Prevention of Sexual Harassment provides the mechanism to prevent adverse consequences to the complainant in discrimination and harassment cases. In Exceptional circumstances, the complainant can also approach to the Chairman of Audit Committee.

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

Yes, The Company always advocates the supremacy of Human Rights.

**10. Assessments for the year:**

	% of your offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. The company has internal system for monitoring compliance of all relevant laws and policies pertaining to these issues. The Company is in compliance with the laws, as applicable and no adverse observation was observed during the financial year 2023-24.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above: No significant risks were identified**

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.:** Not applicable as no such modifications have been introduced in the current reporting year

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

The Company's Human rights policy recognizes the following priority issues:

- i) Labour laws,
- ii) Zero tolerance to the child, forced or compulsory labour in operations and supply chains,
- iii) Equal opportunity for all employees,
- iv) Provide opportunities for all employees to express concerns and seek redressal,
- v) Health and Safety of our employees/workers/staff.

**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?**

All the offices and workplace are accessible to differently abled visitors as per the requirement of Rights of Persons with Disabilities Act, 2016.

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/ Involuntary Labour	100
Wages	100
Others- please specify	Nil

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

As a responsible corporate entity, company is fully aware of its obligation and responsibility to maintain highest standard of Environmental Management, as the climate changes and Global Warming are posing great threat to the global environment and to the Human kind. The company uses multiple energy sources in its daily operations and electricity being the primary source. The company has increased the share of renewable electricity (RE) over the years through Rooftop solar generation.

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A) Own generation (F.O) (Kwh)	1062291	1098969
Total fuel consumption (B) (M.Ton)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1062291</b>	<b>1098969</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (Kwh)	6180887	6061540
Total fuel consumption (E) (M.Ton)	46.96	50.33
Energy consumption through other sources (F) (Kwh)	150619	160688
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>6331552.96</b>	<b>6222278.33</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>7393843.96</b>	<b>7321247.33</b>
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)		
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity (optional) – the relevant metric may be selected by the entity	N.A.	N.A.
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.	The independent assessment/ evaluation /Energy Audit has been carried out by Namdhari Eco Energy Private Limited	

**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.**

As we are not an energy-intensive industry, however, all our manufacturing units are registered in PAT scheme.

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

The company optimizes water consumption through conservation, sewage treatment and reuse, and rainwater harvesting. All units have been designed for higher water efficiencies, recycling and treatment of sewage, and rainwater harvesting. The detailed break up is given below:

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	NIL	NIL
(ii) Groundwater	65542	70304
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL

(v) Others	NIL	NIL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>65542</b>	<b>70304</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>65542</b>	<b>70304</b>
<b>Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)</b>	0.62	0.63
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	0.62	0.63
<b>Water intensity in terms of physical output</b>	N.A.	N.A.
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	N.A.	N.A.
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 independent assessment/ evaluation has been carried out by an external agency related to water consumption. However the company make assessment/ evaluation of water consumption internally.	

\*The company is maintaining the records on the daily as well as monthly basis of water consumption, it is pertinent to mention here that as and when water is on higher side the company take necessary steps accordingly to reduce the water consumption.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-2024	FY 2022-2023
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	25639	27949
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	As per norms of respective SPCB	
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	12352	12373
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	As per norms of respective SPCB	
<b>Total water discharged (in kilolitres)</b>	<b>37991</b>	<b>40322</b>
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 independent assessment/ evaluation has been carried out by an external agency related to water consumption. However the company make assessment/ evaluation of water consumption internally	

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

The Company has sewage and affluent treatment plant. The discharged water of this plant is reused. The Company has installed 360 KLD Zero Liquid Discharge System. It's single stage system followed by the the R.O Membranes, used for treating the ETP water. The treated water is reused in plant.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx		NIL	
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others- Carbon Monoxide Percentage			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	Not Applicable	Yes	No

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	Nil	
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>		
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)			
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)			
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity (optional)</b> – 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? (Y/N) If yes, name of the external agency.			

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

In addition to the existing solar system installed at the Registered Office, the Company has installed 188 KW solar plant at Unit-1 and 240KW solar plant at Unit-2 of the Company. Also, the company is in process of installing solar plant of 120 KW at Company's Warehouse premises situated at Neelon, Punjab

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	200	175
E-waste (B)	147 Kg	482 Kg
Bio-medical waste (C)	—	—
Construction and demolition waste (D)	—	—
Battery waste (E)	—	—
Radioactive waste (F)	—	—
Other Hazardous waste. Please specify, if any. (G) M.Ton	1145	1565
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)- Textile Waste ( M.Ton)	—	—
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1492</b>	<b>2222</b>
<b>Waste intensity per rupee of turnover(Total waste generated / Revenue from operations)</b>	1.40	1.98
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)</b>	1.40	1.98
<b>Water intensity in terms of physical output</b>	1.40	1.98
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	1.40	1.98
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	—	—
(ii) Re-used M. Ton	—	—
(iii) Other recovery operations	—	—
<b>Total (M. Ton)</b>	—	—
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	—	—
(ii) Landfilling	—	—
(iii) Other disposal operations(Sold to local buyers)	420	595
<b>Total (M. Ton)</b>	420	595
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 independent assessment/ evaluation has been carried out by an external agency related to waste management. However the company makes assessment/ evaluation of waste management internally.	



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

Hazardous waste is being kept in a separate room/ place as per guidelines of State Pollution Control Board. Such waste is disposed off only through the firms authorized by the State Pollution Control Board for the purpose.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable, as no manufacturing unit of the company is situated in and around ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Nil					

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

The company is in compliance with the applicable environmental law / regulations / guidelines in India. No fine/penalty/action was initiated against the entity under any of the applicable environmental laws/regulation/guidelines.

S. No.	Specify the law/ regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL				

### Leadership Indicators

- 1. 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:**

- (i) **Name of the area:** All the garments manufacturing units have their own sewage treatment plants.  
(ii) **Nature of operations:** The Company is engaged in manufacturing of Ready Made Garments, Home Textiles, Apparels and Accessories.  
(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	--	--
(ii) Groundwater	65542	70304
(iii) Third party water	--	--
(iv) Seawater / desalinated water	--	--
(v) Others	--	--
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>65542</b>	<b>70304</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>65542</b>	<b>70304</b>

<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	<b>0.62</b>	<b>0.63</b>
<b>Water intensity</b> (optional)- the relevant metric may be selected by the entity	--	--
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	25639	27949
- No treatment		
- With treatment – please specify level of treatment	As per norms of respective SPCB	
(ii) Into Groundwater		
- No treatment	As per norms of respective SPCB	
- With treatment – please specify level of treatment	NIL	
(iii) Into Seawater	NIL	
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NIL	
- No treatment		
- With treatment – please specify level of Treatment		
(v) Others	12352	12373
- No treatment		
- With treatment – please specify level of treatment	As per norms of respective SPCB	
<b>Total water discharged (in kilolitres)</b>	<b>37991</b>	<b>40322</b>
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 independent assessment/ evaluation has been carried out by an external agency related to water consumption. However the company makes assessment/ evaluation of water consumption internally.	

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	Nil	
<b>Total Scope 3 emissions per rupee of turnover</b>			
<b>Total Scope 3 emission intensity</b> (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? (Y/N) If yes, name of the external agency.			

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

Not applicable

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

In addition to the existing solar system installed at the Registered Office, the Company has installed 188 KW solar plant at Unit-1 and 240 KW solar plant at Unit-2 of the company. Also, the company is in process of installing solar plant of 120 KW at Company's Warehouse premises situated at Neelon, Punjab

The Company has also installed whole garment machines to increase efficiency, productivity and reduce wastage.

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

The company does not have any such plans for the present. However, the company is in discussion for deliberating in house business continuity and disaster management plan.

The company has standardized procedure to maintain business continuity and ensure effective management of incidents. A risk-based approach is followed to identify credible business risks and is reviewed regularly. In addition, to safeguard our data and IT systems, the company has a Data Recovery Capability Standard. The purpose of this Standard is to specify controls to ensure that our data, applications and systems can be recovered to meet business operational requirements following a disruptive cyber incident.

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

No significant adverse impact envisaged from company's value chain.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.** This is being done across all the value chain partners at the time of onboarding.

**PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**Essential Indicators**

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

The Company is affiliated with two trade chambers/associations and values their role in our industry. These associations serve as vital platforms for sharing information and engaging in discussions with both association officials and representatives from various sectors.

Our management and senior leadership team regularly interact with professional bodies and organizations to stay abreast of government regulations, economic developments, industry trends, and advancements in public goods and services. This engagement enables us to anticipate changes and adapt effectively.

**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	Confederation of Indian Industry [CII]	National
2	Apex Chamber of commerce and industry (apex chamber)	National

**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.**

The Company has not engaged in any anti-competitive conduct.

**Leadership Indicators**

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

The company focuses on developing and maintaining partnerships with relevant government officials, business organizations, industry associations, and community organizations for the purpose of developing mutually-beneficial partnerships.

S. No.	Public policy advocated	Method resorted for such advocacy available	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/ Quarterly/ others-please specify)	Web link, if available
1.	The company is member of industry association and the Company's Policy on Responsible Advocacy provides the framework for necessary interface with Government/ Regulatory Authorities	The Company works with apex industry institutions that are engaged in policy advocacy Confederation of Indian Industry [CII and Apex chamber of commerce and industry (apex chamber) The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and taking into consideration interests of all stakeholders.	For more details, refer to 'Report of the Board of Directors & Management Discussion and Analysis' section forming part of Annual Report of the company.	As and when required	-

#### PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Monte Carlo believes that its business is built around strong social relevance of inclusive growth by supporting the common man in meeting their financial needs. Inclusive growth and business sustainability are the core of strategy and business practices.

As a responsible organisation, the Company is committed towards the above objective and is keen on developing a sustainable business model to ensure and activate future growth drivers.

Pursuant to the requirements detailed in Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014 issued by the Ministry of Corporate Affairs ("MCA") the Company has developed its Corporate Social Responsibility ("CSR") policy. The key focus areas of the Company's CSR programs are the promotion of education, preventive healthcare, rural development, skill enhancement, environment protection, and other areas as defined in Schedule VII of the Companies Act 2013.

In 2023-24, the Company spent INR 269.00 Lakhs as prescribed under Section 135 of the Companies Act, 2013. The details of the CSR initiatives undertaken by your Company are set out in Annexure A to the Directors' Report included in the Annual Report for the Financial Year 2023-24.

The Company internally performs an impact assessment of its initiatives at the end of each year to understand the efficacy of the program in terms of delivery of desired benefits to the community and to gain insights for improving the design and delivery of future initiatives.

#### Essential Indicators

- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.** No, requirement of Social Impact Assessments (SIA) of projects was not applicable to the Company in the FY 2023-24.
- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:** There was no project involving R&R during the FY 2021-22, 2022-23 & 2023-24.
- Describe the mechanisms to receive and redress grievances of the community.**  
We have established multiple channels for receiving grievances from the community, including an email address for the Company Secretary and Compliance Officer, our website, and a customer help-line/toll-free number. The Customer Happiness Team, Company Secretary, Compliance Officer, and the Stakeholders' Relationship Management Committee of the Board collaboratively address these grievances. Additionally, we hold regular meetings with community stakeholders to better understand their needs and aspirations

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs / small producers	1%	1 %
Sourced directly from within the district and neighboring districts	This information is not available for the current year and the company is trying to change the system to make it available in the coming years.	

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

Location	FY 2023-2024	FY 2022-2023
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	-	-

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

**Leadership Indicators**

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):** Not Applicable
- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount spent (In INR)
1.	Punjab	Ludhiana	269.00* Lakhs

\*The company is undertaking CSR activities in collaboration with the group companies through Oswal Foundation, which is a Registered Society formed in 2006, having its charitable objects in various fields and main focus on Rural Development, medical relief and research, Environment Protection / Sustainability, Promoting Education, Social Upliftment and /or any other activity as envisaged in the Companies Act, 2013. The CSR amount has been paid to Oswal Foundation.

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

The company does not have any preferential procurement policy at present. However, we try to procure goods & services from MSME vendors and schedule their payments within stipulated period.

- From which marginalized /vulnerable groups do you procure?**

Please refer to the above answer.

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

Please refer to answer for Q.4 in Principle 8, Essential Indicators.

- 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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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

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

**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.	<p>To meet its CSR obligation under section 135 of the Companies Act, 2013 company is undertaking CSR activities in collaboration with the group companies through Oswal Foundation, which is a Registered Society formed in 2006, having its charitable objects in various fields.</p> <p>During the year company the Company paid an amount of Rs. 269.00 Lakhs to Oswal Foundation for undertaking Rural Development Project as approved by the consortium of the Group Companies.</p>	The whole community living in the state of Punjab. The most beneficial are the residents of Ludhiana district who are getting benefit.	

**PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

The Company is steadfast in its commitment to deliver high-quality products while prioritizing both fashion and safety for its customers. We are dedicated to foster trust through transparent and accurate information, including the use of cautionary statements and clear communication.

We ensure that our marketing and advertising campaigns, as well as all targeted communications, adhere strictly to these guidelines and do not mislead or confuse our customers.

The Company fully complies with all applicable laws and regulations, including providing comprehensive information on labels to enable customers to make informed decisions. We remain committed to continually offering fashionable, innovative, and improved products to better serve our customers.

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

A well-established system is in place for dealing with customer feedback and complaints. Customers are provided multiple options to connect with the Company through email, telephone, website, social media, feedback forms, etc. All complaints are appropriately addressed and resolved. To understand the customers better, the Company adopts several procedures including customer surveys, customer audits, and direct feedback. There is Customer Happiness team, which is dedicated to attend and address consumer feedback and queries.

**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	The Company complies with disclosure requirements as per prevailing laws.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	N.A.	N.A.	NIL	N.A.	N.A.
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

The company has not recalled its product on account of safety issues.

**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.**

Yes, the same is available at

<https://www.montecarlocorporate.com/Pdfs/PRIVACY%20POLICY1691046161.pdf>

**6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services:** No such incident related to the mentioned topics has been reported.

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches- Nil
- Percentage of data breaches involving personally identifiable information of customers- Nil
- Impact, if any, of the data breaches- Nil

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

The same is available at [www.montecarlocorporate.com](http://www.montecarlocorporate.com) and [www.montecarlo.in](http://www.montecarlo.in). In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.

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

Our product tags include instructions on how to use our products safely and responsibly, such as washing, drying, and ironing instructions. These instructions are printed on all our garments apparels and clothing solutions.

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

As the company is engaged in the manufacturing of Readymade Garments, Apparels and Accessories, no such mechanism is applicable to the company.

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

Yes, the product description is displayed on all the products as per the local law. The entity also carries out consumer surveys via an SMS link, which helps the consumer to provide feedback after the purchase of the product or services.

**For and on behalf of Board of Directors**

**Place: Ludhiana**  
**Date: 05.08.2024**

**Jawahar Lal Oswal**  
**Chairman & Managing Director**  
**(DIN: 00463866)**

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