

RSWM/SECTT/2022  
September 1, 2022

BSE Limited  
Corporate Relationship Department,  
1st Floor, New Trading Ring,  
Rotunda Building, P.J. Towers,  
Dalal Street,  
**MUMBAI - 400 001.**  
Scrip Code: 500350

**Sub: Business Responsibility and Sustainability Reporting (BRSR)**

Please refer to our submission of Annual Report of the Company for the financial year 2021-22 including the Business Responsibility and Sustainability Report (BRSR) on 10/08/2022 in accordance with Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Further to our submission of Business Responsibility and Sustainability Report for the financial year 2021-22 in XBRL mode on 16/08/2022, please find attached the BRSR in pdf form.

Kindly take the same on record.

Thanking you,

Yours faithfully,  
**For RSWM LIMITED**



**SURENDER GUPTA**  
**VICE PRESIDENT – LEGAL & COMPANY SECRETARY**  
**FCS-2615**

Encl: As above.

[rswm.investor@lnjbhilwara.com](mailto:rswm.investor@lnjbhilwara.com)

(Formerly Rajasthan Spinning & Weaving Mills Limited)

**Corporate Office :**  
Bhilwara Towers, A-12, Sector-1  
Noida - 201 301 (NCR-Delhi), India  
Tel: +91-120-4390300 (EPABX)  
Fax: +91-120-4277841  
Website: www.rswm.in  
GSTIN: 09AAACR9700M1Z1

**Regd. Office:**  
Kharigram, Post Office Gulabpura - 311 021  
Distt. Bhilwara, (Rajasthan), India  
Tel: +91-1483-223144 to 223150, 223478  
Fax: +91-1483-223361, 223479  
Website: www.lnjbhilwara.com  
GSTIN: 08AAACR9700M1Z3

**Corporate Identification Number: L17115RJ1960PLC008216**

# REPORT ON BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## Director Responsibility Statement

### RSWM's Core Competency for Growth & Resilience: -

We at RSWM Limited, engaged in the production of textiles, commit ourselves to total stakeholder's satisfaction by setting high standards of Quality, Environment, Health & Safety practices by:

- Consistently meeting the customer and periodical review of there product related requirements through CRM.
- Continual improvement in our quality, environmental, health & safety management and performance by setting & reviewing objectives and targets. Continuous cost cutting exercises through internal program "Kifayat".
- Complying with all the applicable legal & other requirements related to our products, environmental aspects and health & safety hazards. Implemented compliance management system (Developed by an independent agency).
- Preventing defects, pollution, injuries & ill health through the use of modern technology, improved processes' competence and systems.
- Involvement of all concerned.

### VISION: - Journeying into a bright future

Our Vision is to forge ahead in the new millennium with an immediate sense of purpose and to be seen as the undisputed leader, fully equipped to deliver the best, across the diverse spectra of our many business, fuelled by a commitment to invest in plants, machinery, processes and, most importantly, our people – Team Bhilwara; all towards satisfying and fulfilling our customer's needs in today's globally competitive environment.

We aspire to innovate new trends in textile industry through Excellence and seamlessly grow to pose as a Global Leader by positioning our finest and diverse product worldwide. We are committed to achieve growth by promoting integrity & Ethics and Co-prosperity to ensure that our success is mutually beneficial for our costumer, employees and the community.

Going forward, the company will enhance the capacity of its melange yarn to enhance the proportion of revenue from value added products.

### MISSION & VALUES:-

RSWM envisages itself as a trend setter of the textile industry. It is committed to introduce innovative products in the industry which will set new standards.

To continuously grow on a sustainable basis and be a major, innovative, profitable and the most admired textile manufacturer in Asia.

### Our Core Values:-

- (a) Giving back to Society
- (b) Respect for Individual
- (c) Integrity
- (d) Passion

The Company's dedication goes beyond compliance with the law and encompasses the integration of sound environmental practices into its business decisions. It is guided by its environmental principles and consider the environment in all aspects of its business.

**Water management:** RSWM manufactures yarns dyed with advanced techniques that use less water and chemicals. The Company treats all its post- process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment as clean as when used initially. The Company has also set up Sewage Water Treatment Plants at its operating facilities. The treated water is used for plantation activities. Over the years, the Company has successfully implemented numerous initiatives to reduce the consumption of fresh water.

**Energy management:** For RSWM, energy consumption is not just a cost element, but is considered as its burden on the Earth. As a result, the Company zealously works toward reducing its energy consumption at all levels. The shopfloor team continuously monitors energy consumption real-time; this is then analysed and steps to optimise consumption are implemented. The Company continues to replace legacy equipment with contemporary and energy-efficient variants; lighting solutions have been altered in favour of LED solutions. The Company, with an aim to reduce consumption of fossil fuel, enhanced its dependence on renewable energy. This trend is expected to continue over the coming years.

RSWM Limited, Group units were awarded by State Energy Conservation Award on different positions in different financial years.

### Energy Policy: -

RSWM Limited is committed to achieve energy performance improvements in manufacturing cotton & synthetic blended grey, dyed and speciality yarn, Melange yarn and Polyester staple fibre including entire boundaries of the organisation, by conserving the energy use and consumption by procurement of energy efficient products and services, design for energy performance improvements.

This will be achieved by ensuring the availability of information and resources combined with applicable legal and other requirements related to energy use, reviewing energy objective and targets and laid down procedures to improve continually the energy performance and ensure that it is adequate and effective.

This policy is committed to all the levels of the organisation by displaying at strategic locations and providing the training to all the employees.

The policy is reviewed during management review to ensure that it remains relevant and appropriate to the organisation.

**Clean energy:** The Company's clean energy initiative comprises solar installation and tie-ups for sourcing of wind power. RSWM has entered in PPA arrangement with a company engaged in generation and supply of wind power to RSWM. The total capacity of wind power is 20 MW's.

RSWM has also installed Solar Power Plants at its various manufacturing locations including Kanyakheri, Mandpam, Gulabpura, Kharigram, Mordi, Ringas and Rishabdev. The total solar capacity is 26 MW's.

**Responsible sourcing:** The Company sources its raw materials from environment respecting vendors for its man-made and natural fibre requirements. Man-made fibre are sourced from reputed corporates that are environmentally conscious and compliant with global environment standards. For natural fibre, the Company sources its requirements from mandis at the fair market prices. Furthermore, the Company assists cotton grower to enhance their farm output.

### Recycle & waste management:

RSWM is one of the few textile players in India who can claim to be converting waste into wealth.

- 1) **Yarn to fabric:** The Company recycles post-consumer waste fabrics into new usable fibres. About 30 tonnes of waste fabrics is effectively and efficiently recycled every month.
- 2) **Plastic to fabric:** Plastic/PET bottles have become a menace for the Earth – on land and in water. RSWM, albeit in a small way, is trying to address this issue. The Company has invested in a 120 MT/day green fibre unit which processes about 150 MT of waste plastic bottles per day into green fibre, which is then spun into yarn. This plant has received approval from global brands with regard to the fibre quality and its usage for their products.

RSWM Limited recently received Global Recycle Standard (GRS) Certification for its Ringas location.

Company recycles plastic pet bottles using advanced technology and as per undermentioned process: -

1. **Washing Line** – Input of PET bottle in wash line to convert into wash flakes. First soil & dust removed by Dealer after that PET bottles goes into hot water tank for the purpose of pre-wash. After that PET bottles go into label remover and manual sorting conveyer belt. Further PET-Bottle cuts into 12-14 mm pieces which are called PET Flakes.

2. **Spinning** – Washed Flakes charged into hopper through pneumatic flow, after that flakes comes into crystallizer for removal of moisture and crystallization. Flakes stored in dryer for 4-5 hours for removal of moisture, than flakes melt into polymer in Extrusion process. In precise spinning process, polymer melt or solution is extruded from a fine hole and is elongated by applying a tensile external force on the extruded portion. As the polymer melt or solution is pulled, it is cooled or precipitated, respectively, to form a solid filament and converted into TOW.

3. **Draw Line** – Transfer the collected TOW in Draw line for stretching. TOW passes through different speeds on draw rolls for stretching, further stretched and flatted TOW passed through Crimper machine, which helps to make crimps, crimped TOW passes through Hot Air Chamber's Dryer for moisture removal, then fibre goes into cutting section in which we cut the length of fibre according to customers demand.

### Supporting Inclusive Growth and Equitable Development

Through CSR (Corporate Social Responsibility) initiatives as well as an ingrained mechanism for sustainable development in core business activities, RSWM supports the principles of inclusive growth and equitable development.

The Company has in effect, a detailed CSR policy monitored by a CSR Committee appointed by the Board of Directors. CSR initiatives at RSWM are developed with a key emphasis on promoting education, offering advanced health care facilities, contributing to rural development, conservation of environment etc.

RSWM is committed to invest in growing its people – their skills and capabilities – through knowledge-enhancing initiatives. People are the cornerstones of RSWM's success and sustained growth. Their dedicated passion and disciplined efforts have positioned RSWM as one of the leading players in the Indian textile industry.

Team building is an essential part of RSWM's people practices. The Company encourages cross functional teams to address complex operational challenges. It leverages people knowledge for operational improvements by encouraging members to suggest and implement ideas. Team bonding happened through cultural events and festival celebrations.

Good governance practices stem from the dynamic culture and positive mindset of the organisation. We are committed to meet the aspirations of all our stakeholders. This is demonstrated in shareholder returns, high credit ratings, governance processes and an entrepreneurial performance focused work environment.

Ethical business practices and high governance standards have been the bedrock of our business policies and practices. Efficient conduct of the business of the Company through complete transparency in discharging its corporate responsibilities and accurate accountability thereof has resulted in sustained business excellence and delivering value to all our stakeholders.

RSWM's Code of Conduct aims at maintaining highest standards of business conduct in line with the Ethics of the Company, provides guidance in difficult situations involving conflict of interest & moral dilemma and ensures compliance with all applicable laws. It extends to all directors and senior employees of the Company. They are mandated to read and understand this code and agree to abide by it.

Over the years, we have strengthened governance practices. These practices define the way business is conducted and value is generated. Stakeholders' interests are taken into account, before making any business decision.

The Company has put in place an internal governance structure with defined roles and responsibilities of every constituent of the system. The Company's shareholders appoint the Board of Directors, which in turn governs the Company. The Board has established seven Committees to discharge its responsibilities in an effective manner.

At RSWM, we strive to conduct our business and strengthen our relationships in a manner that is dignified, distinctive and responsible. We adhere to ethical standards to ensure integrity, transparency, independence and accountability in dealing with all stakeholders. Therefore, we have adopted various codes and policies to carry out our duties in an ethical manner. Some of these codes and policies are:

1. Dividend Distribution Policy
2. Preservation of Documents
3. Sexual Harassment Policy
4. RSWM Economic Environment And Social Policy
5. RSWM Board Performance Evaluation Policy
6. Related Party Transaction Policy
7. Whistle Blower Policy
8. Nomination & Remuneration Policy
9. Determination Materiality of Events
10. Material Subsidiary
11. CSR Policy
12. Policy of Archival
13. Risk policy
14. HR Policy
15. Energy Policy
16. Quality, Environment, Health & Safety Policy

RSWM maintains the highest standards of Corporate Governance. It is the Company's constant endeavour to adopt the best Corporate Governance practices keeping in view the international codes of Corporate Governance and practices of well-known global companies. Some of the best implemented global governance norms include the following:

1. The Company has a designated Director with their defined roles.
2. All securities related filings with Stock Exchanges and SEBI are reviewed on regular intervals by the Company's respective officials.

3. The Company has independent Board Committees for matters related to Corporate Governance and stakeholders' interface and nomination of Board members.
4. The Company's internal audit is also conducted by independent auditors.
5. The Company also undergoes secretarial audit conducted by an independent company secretary who is in whole-time practice. The quarterly secretarial audit reports are placed before the Board and the annual secretarial audit report placed before the Board, is included in the Annual Report.

#### Key events and achievements:-

- 1) RSWM Limited being the first to create a market in Europe for Polyester/ Viscose, blended yarn and amongst the first three to produce blend for the first time in the world.
- 2) RSWM Limited, Kharigram unit was India's first composite textile unit to get the coveted ISO 9001 certification.
- 3) RSWM Limited is the winner of SRTEPC Highest Export Award for Polyester/ Viscose yarn exports for the last 19 consecutive years.
- 4) RSWM Limited, Rishabhdev unit bagged National Export Award for the year 1997-98. Rishabhdev unit also bagged SRTEPC Excellence Award for highest production in export of 100% Polyester spun yarn in the year 1996-97.
- 5) RSWM Limited has been awarded with Star Trading House by the Government of India.
- 6) RSWM Limited, Mayur Nagar, Banswara unit won "Rajeev Gandhi National Quality Award-2006" (commendation certificate) in large scale Textile manufacturing company.
- 7) RSWM Limited, Kharigram unit won "Rajeev Gandhi National Quality Award-2007" (commendation certificate) in large scale textile manufacturing company.
- 8) RSWM Limited, Rishabhdev unit won "Rajeev Gandhi National Quality Award-2008" (commendation certificate) in large scale textile manufacturing company.
- 9) RSWM Limited Mandpam unit is the first unit in Mélange Yarn which is certified for Global Recycle Standard (GRS).
- 10) RSWM Limited had received Rajasthan Export Awards for the year 2009-10.
- 11) RSWM Limited units were awarded by State Energy Conservation Award on different positions in different financial years.
- 12) RSWM Limited recently received Global Recycle Standard (GRS) Certification for its Ringas location.
- 13) RSWM Limited has won the TEXPROCIL GOLD TROPHY for highest export of cotton melange yarn during the year 2017-18 in category - II. In 2016-17, Texprocil Gold Trophy in the category - I and in 2014-15 and 2015-16 Bronze Trophy.
- 14) RSWM Limited was the highest exporter of Melange Yarn in 2020-21 in Rajasthan.
- 15) Best employer award in FY 2021-22.

RSWM's long-standing commitment to being a responsible organization is pivoted in its ability to embrace and align with global sustainability best practices. These facets of sustainability play a pivotal role in formulating every business strategy at the Company.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN)	L17115RJ1960PLC008216
2.	Name of the Entity	RSWM Limited
3.	Date of incorporation	17/10/1960
4.	Registered office address	Kharigram, P.O. Gulabpura – 311 021, Distt. Bhilwara, Rajasthan
5.	Corporate office address	Bhilwara Towers, A-12, Sector -1, Noida - 201301 (U.P.)
6.	E-mail	rswm.investor@lnjbhilwara.com
7.	Telephone	Tel. : +91-1483-223144 to 223150, 223478 Fax : +91-1483-223361, 223479
8.	Website	<a href="http://www.rswm.in">www.rswm.in</a>
9.	Financial year for which reporting is being done	April 2021 to March 2022
10.	Name of the Stock Exchange(s) where shares are listed	1). BSE Limited (Code - 1) 2). National Stock Exchange of India Limited (Code - 1024)
11.	Paid-up Capital	23.55 Crores
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 - Mr. Avinash Bhargava (Chief Financial Officer) Contact Details:- Telephone - 9414005164 Email ID- cfo.rswm@lnjbhilwara.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).	RSWM is reporting on standalone basis.

#### II. Products/services

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

Sr. no.	Description of Main Activity	Description of Business	% of Turnover of the entity
1	Manufacturing	Textile and other	100%

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

Sr. no.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Spinning, Weaving & Processing of Man made Textile fibres	2470	63.94 %
2	Cotton Spinning & Weaving	2352	36.06 %

As a leader in the domestic and international textile industry, our innovative mindset and visionary approach has blessed us with associations across the globe.

We understand our customers' and our planet's needs. To do our best, we constantly execute strategies to produce high-quality yarns and at the same time, reduce our carbon footprint. We're proud to produce a natural and beautiful array of hues, textures, blends and various other concoctions when it comes to yarn.

We produce various blends of yarns including cotton, synthetic, core-spun, zero-twist, hollow-core, greige, dyed and fancy, melange and eco-friendly, and green yarns meant for knitting and weaving which can be utilized in various segments such as suiting, shirting, knits, sewing thread, home furnishing, carpets and industrial applications.

We are committed to produce quality by which we have earned an excellent reputation amongst many international and domestic brands.

### III. Operations

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

Location	Number of Plants	Number of offices	Total
National	11	7	18
International	0	0	0

#### 17. Market Served by the entity:

##### a. Number of locations

Locations	Number
<b>National (No. of States)</b>	Across all states in India
<b>Name of States</b>	Maharashtra, Rajasthan, Gujarat, Punjab, Delhi, Haryana, Tamil Nadu, Karnataka, Uttar Pradesh, West Bengal, Dadra And Nagar Haveli And Daman And Diu (Newly Merged Ut), Madhya Pradesh, Uttarakhand, Andhra Pradesh, Jharkhand, Himachal Pradesh, Goa, Telangana, Odisha, Bihar, Kerala, Chhattisgarh, Jammu And Kashmir, Chandigarh, etc.)
<b>International (No. of Countries)</b>	71 Countries (In FY 2021-22)
<b>Name of Countries</b>	Afghanistan, Algeria, America, Argentina, Australia, Bangladesh, Belgium, Brazil, Bulgaria, Cambodia, Canada, Chile, Colombia, Denmark, Djibouti, Dominican Republic, Ecuador, Egypt, Ethiopia, France, Germany, Greece, Guatemala, Honduras, Hong Kong, Indonesia, Ireland, Israel, Italy, Japan, Jordan, Kenya, Kuwait, Lebanon, Lithuania, Madagascar, Malaysia, Mexico, Moldova, Mongolia, Morocco, Mozambique, Oman, Panama, Peru, Philippines, Poland, Portugal, Romania, Russia, South Korea, Salvador, Saudi Arabia, Singapore, Slovenia, South Africa, Spain, Sri Lanka, Switzerland, Syrian Arab Republic, Taiwan, Tanzania, Thailand, Tunisia, Turkey, Ukraine, United Arab Emirates, United Kingdom, Venezuela, Vietnam, Yemen

We began as a small textile mill in Bhilwara and have become a leader in the domestic and international textile industry transforming Bhilwara into one of the most important textile hubs in India.

Our diverse products are used in many different markets worldwide. Our yarns and fabrics can be customised for high-end fashion apparel and activewear. With our advanced technology in fire retardancy, bacterial resistance and moisture control, we create fabrics and yarns suitable for uniforms for students and government professionals as well as protective wear for military personnel and other high-risk professions. We also specialise in home and commercial interior textiles used for curtains, carpets, bed covers and upholstery.

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

Exports are incredibly important to modern economies because they offer entities many more markets for their goods. One of the core functions of diplomacy and foreign policy between governments is to foster economic trade, encouraging exports and imports for the benefit of all trading parties.

We produce and supply high-quality yarns to some of the most renowned brands in 71 countries all over the world. Our diverse products are used in many different markets worldwide.

The total turnover of the entity for the period April 2021 to March 2022 is 3817.42 crores, and a significant part i.e. 37.18 % is covered by export. RSWM is committed to contribute to nation's growth and prosperity by exporting its high quality products all across the world.

#### Summary of export awards received by RSWM:-

RSWM has received various awards for its contribution to nation's growth and development through its high volume of exports:-  
SRTEPC award details:-

Sr. No.	Awards	Year	EPC
1	Best Export Performance Spun Yarn	2020-21	SRTEPC- The Synthetic & Rayon Textiles Export Promotion Council
2	Second Best Export Performance Man-made Fibre Yarn Blended with Natural Fibre	2020-21	
3	Third Best Overall Export Performance in Synthetic & Rayon Textiles	2020-21	
4	Best Export Performance Spun Yarn	2019-20	
5	Second Best Export Performance Man-made Fibre Yarn Blended with Natural Fibre	2019-20	
6	Third Best Overall Export Performance in Synthetic & Rayon Textiles	2019-20	
7	Best Export Performance Spun Yarn	2018-19	
8	Second Best Export Performance Man-made Fibre Yarn Blended with Natural Fibre	2018-19	
9	Fourth Best Overall Export Performance in Synthetic & Rayon Textiles	2018-19	
10	Best Export Performance Spun Yarn	2017-18	
11	Second Best Export Performance Man-made Fibre Yarn Blended with Natural Fibre	2017-18	
12	Fourth Best Overall Export Performance in Synthetic & Rayon Textiles	2017-18	
13	Best Export Performance Spun Yarn	2016-17	
14	Second Best Export Performance Man-made Fibre Yarn Blended with Natural Fibre	2016-17	
15	Third Best Overall Export Performance in Synthetic & Rayon Textiles	2016-17	

#### TEXPROCIL award details :

Sr. No.	Awards	Year	EPC
1	Silver Trophy For The Second Highest Export Performance In Cotton Yarn - Processed Yarns under Category II : Melange Yarns	2019-20	TEXPROCIL- The Cotton Textiles Export Promotion Council
2	Silver Trophy For The Second Highest Export Performance In Cotton Fabrics - Denim Fabrics under Category II : Denim Fabrics	2019-20	
3	Silver Plaque For The Second Highest Export Performance In Cotton Yarn - Counts Sos & Below under Category I : Banswara Cotton Export	2019-20	
4	Highest Exports of Processed Yarns - Gold Trophy/Plaque : Melange Yarns	2017-18	
5	Denim Fabrics - Silver Trophy/Plaque	2017-18	
6	Highest Exports of Processed Yarns - Gold Trophy/ Plaque: Melange Yarns	2016-17	
7	Highest Exports of Denim Fabrics - Gold Trophy/Plaque	2015-16	
8	Processed Yarns- Bronze Trophy/Plaque : Melange Yarns	2015-16	
9	Processed Yarns- Bronze Trophy/Plaque : Melange Yarns	2014-15	
10	Denim Fabrics - Bronze Trophy/Plaque	2014-15	

##### c. A brief on types of customers

At RSWM, we try to understand what drives value for our customers and offer best quality products with a prime focus on developing memorable customer experience.

In keeping with our customer first philosophy, RSWM engages with its customers at multiple forums to know the customer satisfaction level so that necessary steps may be taken to enhance the same. The Company engages with customers at multiple knowledge-sharing forums to exchange ideas on emerging trends, new technologies and innovative products. These engagements cements a lasting bonding between RSWM and its customers.

RSWM is one of the India's leading manufacturer of high-quality cotton, melange, synthetic and novelty yarns, along with knitting and denim fabric. Mainly, our company is engaged in Business to Business (B-2-B) transaction as the products manufactured by our company needs further processing before it reaches final consumer. Our customers consists of fabric manufacturers and wholesalers.

**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)
<b>EMPLOYEES</b>						
1	Permanent (D)	1,516	1,471	97.03	45	2.97
2	Other than Permanent (E)	5	5	100.00	-	-
3	<b>Total Employees (D+E)</b>	<b>1,521</b>	<b>1,476</b>	<b>97.04</b>	<b>45</b>	<b>2.96</b>
<b>WORKERS</b>						
4	Permanent (F)	15,099	12,971	85.91	2,128	14.09
5	Other than Permanent (G)	1,427	1,196	83.81	231	16.19
6	<b>Total Workers(F+ G)</b>	<b>16,526</b>	<b>14,167</b>	<b>85.73</b>	<b>2,359</b>	<b>14.27</b>

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

S.No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	1	1	100.00	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	<b>Total Differently abled Employees (D+E)</b>	<b>1</b>	<b>1</b>	<b>100.00</b>	-	-
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	<b>Total differently abled Workers (F+ G)</b>	-	-	-	-	-

**19. Participation/Inclusion/Representation of women**

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10.00
Key Management	2	-	-
Personnel	18,047	2,404	13.32

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

	FY 2021-22 (Turnover rate in Current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.68	18.18	16.72	17.85	12.50	17.72	20.98	11.76	20.73
Permanent Workers	57.64	58.88	57.81	52.37	46.69	51.53	68.46	55.15	66.47

**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	Bhilwara Energy Limited	Associate	7.56	No
2	LNJ Skills & Rozgar Private Limited	Associate	47.30	No

**VI. CSR Details**

22. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in Lakh ₹)	3,81,742.30
(iii) Net worth (in Lakh ₹)	99,853.58

CSR (Corporate Social Responsibility) initiatives as an ingrained mechanism for sustainable development in core business activities, RSWM supports the principles of inclusive growth and equitable development. The Company has in effect, a detailed CSR policy monitored by a CSR Committee appointed by the Board of Directors.

CSR initiatives at RSWM are developed with a key emphasis on promoting education, offering advanced health care facilities, contributing to rural development, conservation of environment etc.

**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 2021-22			FY 2020-21		
		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	Our Corporate Finance Department is regularly keeping track over the complaints of communities to resolve them on real time basis.	-	-	-	-	-	RSWM's CSR initiatives addressing priority areas of improving lives and livelihood.
Investors (Others than Shareholders)	The Company has created a dedicated email id rswm.investor@lnjbhilwara.com where the members can send their grievances and the same are addressed promptly.	-	-	-	-	-	Demonstration of LNJ Bhilwara Group's ethical and governance practices, transparent and adequate disclosure, business and profitability performance and prospects and capital appreciation. Regular interactions with investors helps us in understanding their requirements and taking actions in the response.
Shareholders	We have a separate department "Secretarial Department" to look over the grievances of shareholders and resolve them on real time basis.	3	-	-	9	-	Regular meetings and discussions helps us in understanding our Investors/Shareholders concerns and take required actions on real time basis.

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 2021-22			FY 2020-21		
		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
Employees and Workers	Company is having detailed HR Policy covering different areas including grievance redressal mechanism for employees and workers.	-	-	-	-	-	Productivity, training, learning and development, career growth, work environment and culture. Regular interactions of Senior management with employees and workers at respective units helps in encouraging them to raise their concerns.
Customers	Company has sales policy and standard operating procedure in place to resolve the grievances of its customers and ensure best level of customer satisfaction.	871	177	Quality related complaints	892	127	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions also include virtual meet with customers by senior management including JMD.
Value Chain Partners	We have separate departments "Corporate Commercial Department" & "Corporate Finance Department" to look over the grievances and resolve them on real time basis.	-	-	-	-	-	RSWM is committed to serve its value chain partners in a sustainable and economically beneficial manner, RSWM is regularly engaged in discussion on business issues and requirements, quality improvements and business plans with its value chain partners.

The Company is committed to pursue its business objectives in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behaviour and for the purpose encourage and protect all of its stakeholders who wish to raise and report their genuine concerns.

During current and previous financial year, company has received complaints from its shareholders and customers. RSWM is committed to serve its customers needs on priority basis, our set procedures for responding and resolving grievances of customers helps us in taking care of customers grievances in the mutual benefits of both the parties involved.

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

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:

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)
1	Increased demand of Yarn	Major opportunity	In the midst of Covid-19, demand plunged and liquidity cycle was disrupted, which forced yarn manufacturers to operate only at partial capacities. Due to low capacity utilisation, inventories dried out from godowns. With the receding impact of Covid-19 and increasing demand, weavers & knitters started looking for faster delivery of yarns. With its proactive measures and committed teams, RSWM was able to capitalise on emerging opportunities at a rapid pace.	-	It has increased Company's revenue and Company is better placed among competitors. RSWM is constantly progressing towards growth evidenced by its better position in security markets and increased revenues.

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)
2	Lack of ground water level	Risk	Sufficient amount of water was not available from tube wells during the reporting period	Company has constructed rain water harvesting system to conserve the water and make efficient utilisation of the same	It resulted into expense of ₹32.65 Lakh for the company.
3	Compressor room	Risk	It was close to electric panels, which may lead to various technical hazards	Company has shifted it separately to avoid any of such hazardous incidents	It resulted into expenses of ₹26.40 Lakh.
4	Customer Credit Rating	Risk	1. Absence of a comprehensive enterprise wide credit rating policy/ framework and customer wise credit appraisal and monitoring process based on scientific approach. 2. Lack of defined roles and responsibilities to ensure independent evaluation/ monitoring of customer's creditworthiness/financial health. 3. Non compliance with defined credit rating policy guidelines and procedures, including monitoring of exception reports. 4. Overrides/bypassing of defined credit rating policy guidelines and procedures, including credit limit enhancements and approvals. 5. Lack of technology support/infrastructure to enable business to assess customer's risk profile. e.g., ability to proactively determine/assess historical trends in default rates. 6. Inability to assess specific credit risk factors on a timely basis, e.g., country risk, 7. High exposure/unsecured trade receivables. 8. Concentration of trade receivables.	The Company has established comprehensive customer credit rating process. Credit risk is managed by the Company through credit approvals, establishing credit limits and continuously monitoring the creditworthiness of customers to which the Company grants credit terms in the normal course of business. The Company evaluates the concentration of credit risk with respects to trade receivables. Any Non compliance/ deviations from defined credit rating policy guidelines and procedures, are closely monitored. Overrides/ bypassing defined credit rating policy guidelines and procedures are not allowed.	The risk of default on its obligation by the counterparty / customer resulting in a financial loss.
5	Fraud Risk	Risk	1. Lack of comprehensive and up-to-date policies & procedures (SOPs) with regard to financial reporting and internal controls processes. 2. Non adherence / non compliance with defined policies and procedures, internal and external reporting and disclosure requirements. 3. Lack of segregation of duties towards management and reporting of financial information (e.g., sharing of sensitive M3 user IDs and passwords) 4. Inadequate or lack of documentation and maintenance thereof (source and capture of all transactions). 5. Absence of maker checker controls, reconciliations. Manual processes. 6. Lack of training, awareness and knowledge with regard to finance & accounts.	1. Comprehensive policies and procedures and awareness thereof on finance & accounts aspects. 2. Periodic training and awareness sessions on required finance & accounts aspects, including changes in regulatory, statutory requirements. 3. Periodic inspection by internal teams to ensure compliance. 4. Generation of relevant reporting & MIS for detailed analysis, comparisons and reconciliations. 5. Implementation of segregation of duties/ maker-checker controls for all critical functions. 6. Automation of all critical and sensitive financial & business transactions. 7. Findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature are reported to the Board	Risk of fraud, material financial misstatements and errors / omissions due to lack of robust internal control processes and required checks and balances.

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)
6	Key Insurance Policies	Risk	<ol style="list-style-type: none"> <li>Number of instances identified where absence of a key insurance policy has led to monetary loss during the period.</li> <li>Number of instances identified for inadequate coverage in a insurance policy that has led to monetary loss during the period.</li> </ol>	<ol style="list-style-type: none"> <li>Professional indemnity policy to cover the financial risks have been taken.</li> <li>Key Person Insurances have been taken.</li> <li>Adequate insurance covers for loss against fire, property, theft, others etc. as required.</li> </ol>	<ol style="list-style-type: none"> <li>Increase in the number of litigations, customer complaints.</li> <li>Inadequate coverage on professional indemnity /Key Persons Insurance / ixed Assets / Fire / Theft, etc.</li> <li>Failure to estimate accurate coverage amount for the insurance policies taken.</li> </ol>
7	Environment, Health & Safety (EHS)	Risk	<ol style="list-style-type: none"> <li>No. of instances where emissions and hazardous wastes had resulted in operational disruptions during the period.</li> <li>No. of instances where non compliance with EHS norms have resulted in notices / penalties from Statutory authorities.</li> <li>No. of instances of accidents or near misses during the period, where reasons are attributed to EHS factors (ref. "impact scale" tab for EHS consequence guidelines).</li> </ol>	<ol style="list-style-type: none"> <li>The Company's operations are ISO 9001: 2008 (Quality Management Systems) and ISO 14001: 2004 (Environmental Management Systems) certified.</li> <li>The Company has in place sound Governance policies and procedures for EHS, including monitoring by Sr. Management of RSWM.</li> <li>The Company is committed for protection and restoration of the environment. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment, implying Zero discharge.</li> <li>The Company's products are sustainable, approx. 40% of input material is sustainable. We have a polyester recycle plant in place.</li> <li>RSWM has institutionalised important training practices for its team members including workmen. It has various HR monitored development activities that are carried out from time to time for employees at different levels. The organization subscribes to various economic, environmental and social or charters, codes or voluntary initiatives.</li> <li>The Company complies with stringent EHS measures as prescribed by key global clients such as Levi's.</li> </ol>	Risk of potential health hazards and/ or accidents due to non compliance with defined EHS norms and guidelines resulting in production disruptions, potential financial losses and statutory fines / penalties.
8	High Intensity of Noise Pollution	Risk	Machines Continuously Running on High Speed create high intensity of noise.	Company has provided ear plugs to its employees for working in a noise free and soothing environment	It results into negative financial implication for the company, but as company is committed to providing best working environment to its personnel and for the same such types of expenses are essential in nature.

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)
9	Demand Risk	Risk	<ol style="list-style-type: none"> <li>Lack of future product development, innovation, research and marketing strategy, e.g., in medium to long term.</li> <li>Inability to create / position market differentiators and value added products.</li> <li>Changing market trends, customer preferences for new or different products. Ineffective tracking / monitoring of market trends / indicators.</li> <li>Insufficient yarn and fabric capacity infrastructure, i.e., infrastructure / logistics / production capacity challenges etc.</li> <li>Changing regulatory and environmental requirements.</li> <li>Lack of engagement with customers - leading to lesser understating of their strategies, goals and plans.</li> <li>Any future pandemic / COVID - 19 wave.</li> <li>Competition.</li> </ol>	<ol style="list-style-type: none"> <li>Market segmentation.</li> <li>Monitoring and awareness with regard to market trends, demand patterns, changing regulatory / environmental requirements and developing a strategy accordingly.</li> <li>Continued focus on value-added products that cater to the demanding aspiration of global brands; product development, innovation and sustainable products.</li> <li>Multiple initiatives on new and sustainable product developments.</li> <li>Increasing / expanding yarn and fabric capacity infrastructure.</li> <li>Outsourcing strategy for higher demand volumes.</li> </ol>	Risk of potential loss of market share and / or inability to meet market demands.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>									
Code of Conduct	<a href="https://www.rswm.in/Code of Conduct">https://www.rswm.in/Code of Conduct</a>	<a href="https://www.rswm.in/Economic Environment and Social Policy">https://www.rswm.in/Economic Environment and Social Policy</a>	<a href="https://www.rswm.in/Sexual Harassment Policy">https://www.rswm.in/Sexual Harassment Policy</a>	<a href="https://www.rswm.in/Dividend Distribution Policy">https://www.rswm.in/Dividend Distribution Policy</a>	<a href="https://www.rswm.in/Sexual Harassment Policy">https://www.rswm.in/Sexual Harassment Policy</a>	<a href="https://www.rswm.in/wp-content/uploads/2020/04/RSWM_sustainability.pdf">https://www.rswm.in/wp-content/uploads/2020/04/RSWM_sustainability.pdf</a>			
Whistle Blower Policy	<a href="https://www.rswm.in/Whistle Blower Policy">https://www.rswm.in/Whistle Blower Policy</a>								
Related Party Transaction Policy	<a href="https://www.rswm.in/Related Party Transaction Policy">https://www.rswm.in/Related Party Transaction Policy</a>								
Determination of Material Events	<a href="https://www.rswm.in/Determination Materiality of Events">https://www.rswm.in/Determination Materiality of Events</a>								
Code Of Conduct For Regulating, Monitoring & Reporting Trading By Insiders And For Fair Disclosure	<a href="https://www.rswm.in/Code of Conduct for Insider Trading">https://www.rswm.in/Code of Conduct for Insider Trading</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes, RSWM is committed to conduct its operation as per prescribed policies in place, top level management has circulated all relevant policies across all units and respective departments and company ensures that all the conducted tasks has been done keeping in mind the established policies and procedures of the entity.								
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	RSWM always encourage its value chain partners to work in ecologically and socially beneficial manner. RSWM conducts its business operations according to sustainability requirements and adherences to its various policies and procedures. Company always ensures that its business operations add value to the society and help to heal the environmental disparities. Currently companies policies applies to it on standalone basis. However, company is making continuous efforts to persuade its value chain partners to join hands with RSWM for working towards benefit of environment and society.								
<b>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.</b>	ISO 14001:2015 & ISO 9001:2015	ISO 9001:2015	OHSAS 18001:2007	ISO 14001:2015	SA 8000:2014	Global Recycled Standard (GRS) - Version 4.0		ISO 14001:2015 & SA 8000:2014	

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	RSWM is continuously working towards betterment of environment and society. The Company's dedication goes beyond compliance with the law and encompasses the integration of sound environmental practices into its business decisions. It is guided by its environmental principles and consider the environment in all aspects of its business.								
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	Company is committed to work towards betterment of environment and sustainability related issues through its efficient water management, energy conservation and waste management practices. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment as clean as when used initially. The Company has also set up Sewage Water Treatment Plants at its operating facilities. The treated water is used for plantation activities. Company is also zealously working towards reducing its energy consumption at all levels. Plastic/PET bottles have become a menace for the Earth – on land and in water. RSWM, albeit in a small way, is trying to address this issue. The Company has invested in a 120 MT/day green fibre unit which processes about 150 MT of waste plastic bottles per day into green fibre, which is then spun into yarn. This plant has received approval from global brands with regard to the fibre quality and its usage for their products.								

### Governance, leadership and oversight

#### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Company has provided, Directors' statement in the beginning of the report over Business Responsibility and Sustainability Reporting.

<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies).</b>	Name - Mr. Avinash Bhargava (Chief Financial Officer) Contact Details:- Telephone - 9414005164 Email ID- cfo.rswm@lnjbhilwara.com		
<b>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.</b>	Yes. The Company has constituted Risk Management Committee (RMC) of the Board which oversees the sustainability related issues. RMC meets at least twice in a financial year to discuss and review the business responsibility and sustainability related issues.		
<b>Risk Management Committee</b>			
<b>SL. NO.</b>	<b>NAME</b>	<b>DESIGNATION</b>	<b>DIN</b>
1	Shri Riju Jhunjunwala	Chairman	00061060
2	Dr. Kamal Gupta	Member	00038490
3	Shri Amar Nath Choudhary	Member	00587814



10. Details of Review of NGRBCs by the Company:

Subjects 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
Performance against above policies and follow up action	Company conducts regular audits and evaluations for compliance of its policies and procedures across all units and offices.  Evaluation has been done by external professional agencies and also internally.									
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	RSWM ensures compliance of all statutory requirements and taking immediate action in case of any non compliance identified. Company has incorporated various control and checks in its day to day operating activities to avoid non-compliance.									

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.									

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)	N/A								
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: PRINCIPAL WISE PERFORMANCE DISCLOUSER

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 year

Segment	Total Number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of person in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BOD and KMPs	37	1) Learning for Leap - leadership development 2) Training on Prevention, Prohibition & redressal against Sexual Harassment of Women 3) Mock drill for fire safety 4) Training ISO 45001:2018 5) Career Planning 6) Knowledge of Hazardous Waste(MSDS) 7) Stress Management and many more.	>60%
Workers	427	1) SA -8000 Awareness 2) Fire & safety 3) Material Handling & Chemical Handling and many more.	>70%

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 Lakh)	Brief of the Case	Has an appeal been preferred?(Yes/No)
Penalty / Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-
-	-

**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.**

Being a responsible organisation, RSWM has proactively taken measures in combating bribery and corruption. As an additional pillar to support the existing governance mechanism, it has consciously worked towards establishing a robust Anti-Bribery Management System (ABMS).

Requirements and guidance to achieve these goals were already available in some form, albeit in different documents. Mainly our HR policy has detailed description over this to prevent or detect and correct such matters.

Company has also implemented compliance management system developed through independent agency to prevent non-compliances of policies in place and to prevent any unethical practices.

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

Company's robust code of conduct and internal check and controls helps in avoiding any of such instances. Ethical business practices and high governance standards have been the bedrock of our business policies and practices. Efficient conduct of the business of the Company through complete transparency in discharging its corporate responsibilities and accurate accountability thereof has resulted in sustained business excellence and delivering value to all our stakeholders.

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

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints relation to issues of Interest of the Directors	-	-	-	-
Number of complaints relation to issues of Interest of the KMPs	-	-	-	-

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

Not applicable, as company has not undergone through any of such instances.

**Leadership Indicators**

**1. 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, RSWM's Code of Conduct aims at maintaining highest standards of business conduct in line with the Ethics of the Company, it provides guidance in difficult situations involving conflict of interest & moral dilemma and ensures compliance with all applicable laws. It extends to all directors and senior employees of the Company. They are mandated to read and understand this code and agree to abide by it.

The Directors and Senior Management are scrupulous in avoiding 'conflicts of interest' with the Company. In case there is likely to be a conflict of interest, in the case of Senior Management personnel, he/she should make full disclosure of all facts and circumstances thereof to the Managing Director and a prior written approval should be obtained. In case there is likely to be a conflict of interest in the case of Managing Director, he should make full disclosure of all facts and circumstances to the Chairman of the Board. The Chairman and any Director of the Board in like circumstances should make full disclosures to the Board. The Code of Conduct is available at the Company's website.

Weblink for companies code of conduct is: - <https://www.rswm.in/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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	0.07	0.09	testing of water and air emission
Capex	0.22	0.00	For improvement of ground water level

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

The Company is not having specific procedures in place for sustainable sourcing. However company sources its raw materials from environment respecting vendors for its man-made and natural fibre requirements. Man-made fibre are sourced from reputed corporates that are environmentally conscious and compliant with global environment standards. For natural fibre, the Company sources its requirements from mandis at the fair market prices. Furthermore, the Company assists cotton grower to enhance their farm output.

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

RSWM sources approximately 99.99% of its fibre (other than cotton) from vendors who are certified to be compliant with social, environmental standards such as SA 8000, ISO 14001 etc.

**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.**

We are producing textile products which are normally disposable. However, we are reusing the used fabrics and making recycled denim fabrics.

With respect to other waste generated, RSWM is following practice of selling all waste generated to renowned customers of such waste, the customers will reuse the sold waste as per their individual requirement.

**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.**

Company sold all its E-waste to environmental reputed vendors, to ensure safe disposal of E-waste generated. Company is also having set norms related to E-waste and other hazardous waste to ensure that their disposal will not result into environmental degradation. However, Extended Producer Responsibility is not applicable to the company.

**Leadership Indicators**

**1. 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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Recycled Polyester Fibre (In Spinning)	17.99	19.87
Plastic Pet Bottles (In Recycled fibre manufacturing)	100.00	100.00

**2. 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 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	56,079	351	-	68,993	327
E-Waste	-	-	3	-	-	2
Hazardous Waste	-	-	250	-	-	333
Other Waste	-	47	1,423	-	82	1,108

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category
Synthetic Blended Yarn	44.22
Recycled Fabric	13.48
RCPF Fibre	100.00

**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)	
<b>Permanent Employees</b>											
Male	1,471	1,672	113.59	1,699	115.42	-	-	-	-	65	4.42
Female	45	50	111.11	51	113.33	45	100.00	-	-	2	4.44
<b>Total</b>	<b>1,516</b>	<b>1,722</b>	<b>113.51</b>	<b>1,750</b>	<b>115.36</b>	<b>45</b>	<b>2.97</b>	-	-	<b>67</b>	<b>4.42</b>
<b>Other than Permanent Employees</b>											
Male	5	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>5</b>	-	-	-	-	-	-	-	-	-	-

**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)	
<b>Permanent Employees</b>											
Male	12,971	5,578	43.00	14,597	112.54	-	-	-	-	388	2.99
Female	2,128	933	43.84	2,245	105.50	1,468	68.98	-	-	2	0.09
<b>Total</b>	<b>15,099</b>	<b>6,511</b>	<b>43.12</b>	<b>16,842</b>	<b>111.54</b>	<b>1,468</b>	<b>9.72</b>	-	-	<b>390</b>	<b>2.58</b>
<b>Other than Permanent Employees</b>											
Male	1,196	506	42.31	1,527	127.68	-	-	-	-	334	27.93
Female	231	105	45.45	125	54.11	90	38.96	-	-	43	18.61
<b>Total</b>	<b>1,427</b>	<b>611</b>	<b>42.82</b>	<b>1,652</b>	<b>115.77</b>	<b>90</b>	<b>6.31</b>	-	-	<b>377</b>	<b>26.42</b>

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

Benefits	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	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	99.87	89.71	Yes	99.74	91.45	Yes
Gratuity	99.61	85.27	NA	99.68	88.69	NA
ESI	15.31	95.33	Yes	12.65	65.60	Yes

**3. Accessibility of workplaces**

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

RSWM considers its team as most valuable asset. The Company has a culture of empowerment which values and respects individual potential and helps each one in achieving it to the fullest. The individual is made to feel like he owns the jobs and not just perform it. Also, the Company strive hard to improve the quality of work-life for total job satisfaction and social harmony of its people.

We believe that no person should be discriminated on the basis of an individual's disability. We have constructed our premises by keeping in mind the hardships of differently abled persons. We provide our best to mitigate the discrimination against the differently abled people.

Our premises has elevator and ramps for the benefit of wheel chair users, accessible restrooms available on our plants.

**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.**

RSWM provides equal opportunity to all the persons. Company recruits all those who are capable of being selected based on required ability and qualifications for the respective job and doesn't discriminate with any one. However, Company is not having specific written policy in place with respect to same.

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	-	-	-	-
Female	-	-	-	-
<b>Total</b>	-	-	-	-

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

	Yes/No (if Yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

RSWM is committed to protect the interests of its employees and worker. The management safeguard the interests of the employees and ensure that the grievances of the employees are attended promptly and effectively within a time frame defined in the policy.

Grievance redressal at RSWM follows a three-tier mechanism. The following contact points are at the disposal of employees for reporting their concerns:

- 1) Immediate or Next Supervisor/HOD
- 2) Plant HR Head/Plant Head
- 3) Functional Head/Business Head
- 4) If the employee is not comfortable resolving the issue with above three-tier, can directly report his/her concerns to CHRO.

Note: Any grievance raised beyond HOD, should be intimated to CHRO.

At all units and offices of RSWM senior level management regularly interacts with workers and staff members, in case of any issue they can freely report the same to the senior management and get it resolved on real time basis.

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	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>						
Male	1,471	-	-	1,502	-	-
Female	45	-	-	40	-	-
<b>Total Permanent Workers</b>						
Male	12,971	11,438	88.18	11,623	11,623	100.00
Female	2,128	2,090	98.21	2,206	2,154	97.64

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

Category	FY 2021-22 (Current Financial Year)					FY 2020-21 (Previous Financial Year)				
	Total (A)	On Health and Safety		On Skill Upgradation		Total (D)	On Health and Safety		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	1,476	870	58.90	1,168	79.08	1,509	873	57.85	1,055	69.91
Female	45	31	68.89	13	28.89	40	25	62.50	8	20.00
<b>Total</b>	<b>1,521</b>	<b>901</b>	<b>59.20</b>	<b>1,181</b>	<b>77.60</b>	<b>1,549</b>	<b>898</b>	<b>57.97</b>	<b>1,063</b>	<b>68.62</b>
<b>Workers</b>										
Male	14,167	7,619	53.78	7,597	53.62	13,182	6,623	50.24	6,671	50.61
Female	2,359	666	28.23	689	29.21	2,392	887	37.08	872	36.45
<b>Total</b>	<b>16,526</b>	<b>8,285</b>	<b>50.13</b>	<b>8,286</b>	<b>82.83</b>	<b>15,574</b>	<b>7,510</b>	<b>48.22</b>	<b>7,543</b>	<b>48.43</b>

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	1,476	1,366	92.48	1,509	1,158	76.74
Female	45	42	93.33	40	33	82.50
<b>Total</b>	<b>1,521</b>	<b>1,408</b>	<b>92.51</b>	<b>1,549</b>	<b>1,191</b>	<b>76.89</b>
<b>Workers</b>						
Male	14,167	3,881	27.39	13,182	2,685	20.37
Female	2,359	597	25.31	2,392	541	22.62
<b>Total</b>	<b>16,526</b>	<b>4,478</b>	<b>27.10</b>	<b>15,574</b>	<b>3,226</b>	<b>20.71</b>

**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?**

RSWM implemented the occupational health and safety management system to consistently identify and control its health and safety risks, reduce the occurrence for incidents, helps in achieving compliance with health and safety legislation and continually improve its performance.

It covers safe risk procedure and written instruction, health and safety training instruction, identifying hazards and managing risks, Inspection of premises, equipment, workplaces & work practices, Investigation of incidents, Program administration, Occupational health and safety programs and health & safety committee headed by Safety officer and senior Plant representatives.

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

At all units of RSWM, Company has constituted a separate department named safety department. The safety department is headed by Safety officer(HOD) and safety officer is entrusted with the task of prevention or detection and correction of any work related hazard. Safety department regularly conducts trainings on safety related issue for workers, Workers are instructed to report immediately to safety officer in case any safety related issue noticed. Safety officer also visit plant at regular intervals for identification of any work related hazard if any. Company celebrates 4th of March as safety day, and give token of appreciation to all those workers who reported any safety related incident to safety officer and helped in saving any major loss on account of that issue.

**c. whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

Yes, Please refer above explanation.

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

Human resource being the most valuable asset, company ensures protection of their interest and rights and is committed to provide best working conditions to its employees and workers. In line, RSWM provides non occupational medical healthcare services to its employees and Workers.

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

Safety Incident / Number	Category	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	25	27
No. of Fatalities	Employees	-	-
	Workers	1	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	7	3

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

RSWM's endeavour to create a culture of safe and healthy work place by its various programmes and diverse practices followed across all locations. The main goal of safety and health programs is to prevent workplace injuries, illnesses, and deaths, as well as the suffering and financial hardships.

Company's Safety and health programs helps to:

- 1). Prevent workplace injuries and illnesses
- 2). Improve compliance with laws and regulations
- 3). Reduce costs, including significant reductions in workers' compensation premiums
- 4). Engage workers
- 5). Enhance their social responsibility goals
- 6). Increase productivity and enhance overall business operations

Company strives to achieve the objective of safe and healthy work place:

- Educate all employees, workers and contractors by conducting seminars, workshops, training and discussion forums.
- Designing plants with proper and adequate safeguards for ensuring process safety.
- Following effective use of safe working procedures and practices for operation, maintenance, inspection and emergency situations.
- Reviewing regularly and updating of system and procedure.
- Conducting all work in a safe manner and to ensure integrity of all the assets by providing personal protective equipment, tools and tackles.
- Auditing periodically internal and external work procedure and practices.
- Investigating all incidents relating to Health and safety, including minor ones and near misses, followed implementation of corrective measures.
- Communicating learning from investigation of incidents, internal and external, to all employees and taking steps to prevent such occurrence in its works.
- Identifying and evaluating health risks related to operations and carrying out pre-employment and periodic medical check-up of its employees.

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

	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

**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 Condition	100%

RSWM is committed towards taking health and safety measures and providing best working conditions to its employees. Company has constituted a separate department "Safety Department" at each of its manufacturing facilities for ensuring provision of best working conditions to its employees and the safety officer is charged to ensure the same. All manufacturing facilities of RSWM has been reviewed by outside agency through an special audit program named Environment, Health and Safety (EHS) audit to ensure best Health & Safety and Working conditions.

**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.**

Due to robust safety control system at its plants, Company has not identified any major safety related incident throughout the year, However in case any issue is identified , the company deals with such issue in a set manner examined in earlier questions.

**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, Company's Medclaim and accidental policies extend to the event of death of employees and Workers. In case of Death of employees or workers of the company, a defined amount is paid to their family members.

**2. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported**

	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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Employees	-	-	-	-
Workers	33	30	-	-

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

**Essential Indicators**

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

The Company believes that the stakeholder engagement is the greatest source of input for its development activities and it also broadens the horizon for improving the Company's sustainability performance. The mapping of internal and external stakeholders is an outcome of the analysis of issues that have the potential impact on the Company's activities as well as that are of critical importance to the Company's stakeholders.

RSWM interacts with stakeholders frequently through various modes and ensures prompt actions to meet stakeholder expectations.

One of the reasons for the Company's prominence in the Indian textile industry has been its collaborative approach towards various internal and external stakeholder groups.

RSWM identifies its key stakeholder groups by determining impact of various stakeholders group on the operations of the entity, analysis of their needs in relation to entities business and then prioritise the list. RSWM has identified six stakeholders group, RSWM considers each and every group of people as stakeholder who is directly or indirectly affected by Company and whose protection of interest is Company's responsibility.

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

Stakeholders Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board website), Others	Frequency of engagement (Annually/ Half Yearly/ Quarterly /Others-Please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Meetings conferences and correspondence.	Annually	Demonstration of LNJ Bhilwara Group's ethical and governance practices, transparent and adequate disclosure, business and profitability performance and prospects and capital appreciation
Employees	No	Personal/group interactions, mails and trainings.	All over the period	Productivity, training, learning and development, career growth, work environment and culture
Suppliers/ Partners	No	Meetings and annual report.	Annually	Discussion on business issues and requirements, quality improvements, business plans and information on applicable statutory requirements and safety standards
Customers/ Dealers	No	Meeting, Survey and Web portal	Quarterly	Timely redressal of issues, understand aspirations and evolving trends, market knowledge and technology exchange, servicing solutions also include virtual meet with customers by senior management including JMD.
Community	No	CSR initiatives	Whenever required	CSR initiatives and Affirmative Action (AA) initiatives addressing priority areas of improving lives and livelihood.
Government/ Regulators	No	Industry representations, meetings, filings	Whenever required	Compliance, Ethics, Corporate governance, Corporate citizenship

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 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Permanent	1,516	-	-	1,542	-	-
Other than permanent	5	-	-	7	-	-
<b>Total Employees</b>	<b>1,521</b>	<b>-</b>	<b>-</b>	<b>1,549</b>	<b>-</b>	<b>-</b>
<b>Workers</b>						
Permanent	15,099	-	-	13,829	-	-
Other than permanent	1,427	-	-	1,745	-	-
<b>Total Workers</b>	<b>16,526</b>	<b>-</b>	<b>-</b>	<b>15,574</b>	<b>-</b>	<b>-</b>

RSWM is committed to protect interest of its employees and workers, we have detailed HR manual which includes all relevant policies for prevention of human rights and the policy abides all the employees and worker of the company. Company has not conducted any formalised training program on the issue of Human Rights for its employees and workers, however we regularly encourage our employees and workers to report their grievance, if any.

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

Category	FY 2021-22 (Current Financial Year)					FY 2020-21 (Previous Financial Year)				
	Total (A)	Equal to Minimum wages		More than minimum wages		Total (D)	Equal to Minimum wages		More than minimum wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1,471	-	-	1,471	100.00	1,502	-	-	1,502	100.00
Female	45	-	-	45	100.00	40	-	-	40	100.00
<b>Other than permanent</b>										
Male	5	-	-	5	100.00	7	-	-	7	100.00
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	12,971	214	1.65	12,757	98.35	11,623	241	2.07	11,382	97.93
Female	2,128	41	1.93	2,087	98.07	2,206	54	2.45	2,152	97.55
<b>Other than permanent</b>										
Male	1,196	453	37.88	743	62.12	1,559	392	25.14	1,167	74.86
Female	231	146	63.20	85	36.80	186	127	68.28	59	31.72

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

	Male		Female	
	Number	Median remuneration/Salary/ Wages of respective category	Number	Median remuneration/Salary/ Wages of respective category
Board of Directors (BoD)	9	12,00,000	1	9,00,000
Key Managerial Personnel	2	58,39,217	-	-
Employees other than BoD and KMP	1,471	4,53,492	45	3,78,012
Workers	12,971	1,67,227	2,128	1,67,227

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, complaints at RSWM is being addressed and investigated by the "Internal Complaints Committee" (Internal Committee/ICC). Any aggrieved may make, in writing, a complaint to the Internal Complaints Committee. Also, at every unit and offices of RSWM, Company has constituted a Human Resource department and the Head of Department is entrusted with the task of taking care of any human rights related issues identified at respective locations. Head of HR department regularly interacts with employees and Workers to encourage them to report such issue, if any. Head of HR department also takes various unformalized training sessions on Human rights.

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

The Company, through its redressal mechanism, ensures a healthy and safe work environment.

The complaints at RSWM is being addressed and investigated by the "Internal Complaints Committee" (Internal Committee/ICC). Any aggrieved may make, in writing, a complaint to the Internal Complaints Committee. The Labour Welfare Officer ensures that all basic amenities necessary for a congenial working ecosystem are in place in every manufacturing location and is available to all workers.

Grievance redressal at RSWM follows a three-tier mechanism. The following contact points are at the disposal of employees for reporting their concerns:

- 1) Immediate or Next Supervisor/HOD
- 2) Plant HR Head/Plant Head
- 3) Functional Head/Business Head
- 4) If the employee is not comfortable resolving the issue with above three-tier, can directly report his/her concerns to CHRO.

Note: Any grievance raised beyond HOD, should be intimated to CHRO.

Further, the senior officials of the plant regularly interact with the employees and workers to address their grievances with the objective of maintaining a harmonious working environment. RSWM is certified under OHSAS 18001 by BSI since 2013. During the year, no complaints were received pertaining to human rights violation.

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplaces	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

Employees are encouraged to resolve the grievance in the workplace at the earliest possible opportunity and usually with the least possible formality. In case of unsatisfactory outcome we encourage our employees to take the matter to higher authorities of company as per grievance redressal mechanism of RSWM. Due to friendly attitude and robust governance system, company has not identified any complaints from its employees and workers during the financial year.

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

At the request of the complainant, the respective senior management at units and offices of RSWM (as the case may be) may provide interim measures till the final judgement on the identified issue such as: transfer of the aggrieved or the respondent to any other workplace; granting leave to the aggrieved person; restrain the respondent from reporting on the work performance of the aggrieved or writing confidential report, which duties may be transferred to other employees.

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

Yes, All business agreements and contracts specifically mentions that the entity is required to follow all required and applicable statutory norms. Company is committed to follow human rights requirements, as non compliance of such requirements is against the companies internal norms and policies.

### 9. Assessments for the year:

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

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

Not applicable, as no such incidences has been reported during the financial year.

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

#### Essential Indicators

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)	1,685	1,357
Total fuel consumption (B)	0.50	0.82
Energy Consumption through other sources (C)	-	-
<b>Total Energy Consumption (A+B+C)</b>	<b>1,685.50</b>	<b>1,357.82</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover In Rupees)	0.0000000044	0.0000000036
Energy 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? (Y/N) If yes, name of the external agency.

Company is involved in regular evaluation exercises performed through its internal technical team to ensure efficient consumption of energy.

#### 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.

RSWM is committed to conduct its operations in a sustainable and environment friendly manner, we ensure safe disposal of all types of waste that we generate and also contribute towards betterment of environment through recycling the waste of others. However, PAT scheme of Government of India is not applicable to the company.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	11,81,790	9,52,197
(ii) Ground Water	8,75,723	8,84,155
(iii) Third Party water	46,340	28,142
(iv) Seawater/ desalinated water	-	-
(v) Others	15,119	14,101
<b>Total Volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>	<b>21,18,972</b>	<b>18,78,595</b>
<b>Total Volume of water Consumption (in kilolitres)</b>	<b>21,18,972</b>	<b>18,78,595</b>
Water intensity per rupee of turnover (Water consumed/ Turnover)	0.00006	0.00008
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? (Y/N) If yes, name of the external agency.

Company is committed to conducts its operations as per government prescribed norms and standards.

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

Yes, RSWM manufactures fabrics dyed with advanced techniques that use less water and chemicals. The Company treats all its post-process water in its effluent treatment plant and further purifies it via reverse osmosis before returning it to the environment as clean as when used initially.

The Company has also set up Sewage Water Treatment Plants at its operating facilities. The treated water is used for plantation activities. Over the years, the Company has successfully implemented numerous initiatives to reduce the consumption of fresh water. The Company is working towards reducing fresh water consumption by use of STP water for plantation through drip irrigation, water drip irrigation, use of rejected R.O. water for plantation.

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

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	ug/m3	22	28
Sox	ug/m3	10.9	13.5
Particulate Matter (PM)	ug/m3	73.4	80.3
Persistent organic pollutants (POP)	Microgram/m3	<0.5	<1
Non Methane Hydrocarbon	mg/Nm3	30	-
Oxides of Nitrogen	ppmv	264	-
Carbon Monoxide	mg/Nm3	122	-
Suspended Particulate Matters (SPM)	µg/m2	326.4	-
Sulphur Dioxide	mg/Nm3	BDL(<2.0)	-

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.

Yes, Company conducts regular testing programs through independent agencies for testing of its air emissions and to have proper control for safe and healthy environment. The independent agencies involved in testing are Mumbai Waste Management Limited & Enviro Tech Services.

The independent agency has used different methods like Gravimetric Method, Improved West and Greak Method, Modified Jacob and Hochheiser Method, Chemical Method, IS: 5182-1975 PartX, Indophenol Blue Method, AAS Method etc. for testing the air quality/air emission in the air.

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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<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)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<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)	Metric tonnes of CO <sub>2</sub> equivalent	-	-
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		-	-
<b>Total Scope 1 and Scope 2 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.

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

Not Applicable, as company is not involved in green house gas emissions.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Waste generated (in Metric Tonnes)</b>		
Plastic Waste (A)	323.88	353.93
E-Waste (B)	-	-

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Bio-Medical Waste (C)	2.34	2.52
Construction and demolition waste (D)	1.00	3.00
Battery Waste (E)	356.55	63.62
Radioactive Waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	334.07	250.85
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	793.84	1,310.80
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,811.69</b>	<b>1,984.71</b>

### For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of Waste	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>

### For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of Waste	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (Sales of waste generated)	1,811.69	1,984.71
<b>Total</b>	<b>1,811.69</b>	<b>1,984.71</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.

### 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.

RSWM is committed to undertake continuous efforts in reducing the adverse impact of its products and facilities on the Earth and its environment. The Company's dedication goes beyond compliance with the law and encompasses the integration of sound environmental practices into its business decisions.

The Company recycles post-consumer waste fabrics into new usable fibres. Plastic/PET bottles have become a menace for the Earth – on land and in water. RSWM, albeit in a small way, is trying to address this issue. We are following practice of converting waste material into fibre. In this process, the loss of useful resources is minimised. Disposed PET bottles are converted into flakes which are finally turned into fibre in different denier and cut for spinning into yarn. By using waste PET bottles which would otherwise have been incinerated or dumped into landfills or oceans, we are contributing to the mission of saving the environment and our soil. Company has received approval from global brands with regard to the fibre quality and its usage for their products.

RSWM usage ecologically favourable inputs and committed to serve the society by its environmental friendly waste management practices.



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:

S.no.	Location of operations/offices	Type of Operation	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
N/A			

11. 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
Rain water Harvesting	F. No. 10-50/2018- IA.III	27.11.2019	Yes	No	-

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

S.no.	Specify the law/ regulation/ guidelines	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
N/A				

Entity is committed to conduct its operations in a true and fair manner and by complying all statutory norms. For compliances of statutory requirement company has implemented various checks and controls in its internal system to ensure prevention or detection and correction of non compliances on real time basis. During current financial year company has complied with all the requirements of applicable environmental laws/regulations/ guidelines and no non compliances has been identified.

**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 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	196	242
Total fuel consumption (B)	-	-
Energy Consumption through other sources (C)	-	-
<b>Total Energy Consumed from renewable sources(A+B+C)</b>	<b>196</b>	<b>242</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,489	1,115
Total fuel consumption (E)	16,659 MT	27,200 MT
Energy Consumption through other sources (F)	-	-
<b>Total Energy Consumed from Non-renewable sources (D+E+F)</b>	<b>1,489+16,659 MTs</b>	<b>1,115+27,200 MTs</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

2. Provide the following details related to water discharged:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(I) To Surface Water	N/A	
- No Treatment		
- With Treatment-please specify level of treatment		
(ii) To Groundwater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iii) To Seawater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iv) Sent to third-Parties		
- No Treatment		
- With Treatment-please specify level of treatment		
(V) Others		
- No Treatment		
- With Treatment-please specify level of treatment		
<b>Total Water discharged (in Kilolitres)</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.

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:

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface Water	N/A	
(ii) Ground Water		
(iii) Third Party water		
(iv) Seawater/ desalinated water		
(v) Others		
<b>Total Volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)</b>		
<b>Total Volume of water Consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed/ Turnover)		
<b>Water Intensity</b> (Optional) - the relevant metric may be selected by the entity		

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Water discharge by destination and level of treatment (in kilolitres)</b>	N/A	N/A
(i) Surface Water		
(ii) Ground Water		
- No Treatment		
- With Treatment-please specify level of treatment		
(ii) To Groundwater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iii) To Seawater		
- No Treatment		
- With Treatment-please specify level of treatment		
(iv) Sent to third-Parties		
- No Treatment		
- With Treatment-please specify level of treatment		
(V) Others		
- No Treatment		
- With Treatment-please specify level of treatment		
<b>Total Water discharged (in Kilolitres)</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

**4. Please provide details of total Scope 3 emissions & its intensity:**

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
<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.

**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.**

RSWM is a member of several industrial and trade associations' is certified by 11 trade 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)
1	Confederation of Indian Industry (CII)	National
2	The Denim Manufacturing Association	National
3	The Cotton Textile Export Promotion Council (TEXPROCIL)	National
4	Federation of Indian Exporters Organization (FIEO)	National
5	Indian Spinners Association (ISA)	National
6	Rajasthan Textile Mills Association (RTMA)	State
7	Synthetic and Rayon Textile Export Promotion Council (SRTEPC)	National
8	Rajasthan Employers Association	State
9	Indian Merchant Chambers (IMC)	National
10	Northern India Textile Research Association (NITRA)	National

**Quality & Other Social Compliance Certifications -**

S. No.	Certification	Certification Number	Certification Body
1	Quality Management System - QMS ---ISO 9001 : 2015	FM-602678	BSI
2	Environmental Management System - EMS --- ISO 14001 : 2015	EMS-602680	BSI
3	Health & Safety Management System - OHS ---ISO 45001	OHS-602681	BSI
4	Social Accountability --- SA 8000: 2014	SA 613026	BSI
5	Global Recycle Standard --- GRS	CU 812424 GRS-2021-00076685	CUC
6	Recycled Claim Standard --- RCS	CU812424 RCS-2021-00119385	CUC
7	Forest Stewardship Council --- FSC	C862424 CU-COC- 01.2021	CUC

**Product related certifications**

S. No.	Certification	Certification Number	Certification Body
1	Oeko Tex Raw White (Grey ) & Dyed --- Oeko Tex 100	07.JA.52858	Hohenstein, Germany
2	Cellulosic Oeko Tex --- Oeko Tex 100	07.JA.52856	Hohenstein, Germany
3	Organic Cotton Oeko Tex --- Oeko Tex 100	21.HIN.45612	Hohenstein, Germany

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

Name of authority	Brief of the case	Corrective action taken
N/A		

**Principle 8 Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of projects	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-

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

S. no.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY(in ₹)
N/A						

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

RSWM is committed to serve communities by contributing in their well beings through its CSR initiatives. RSWM believes that growth of community by contributing to improving their lives and livelihood will ultimately affects enties growth and development.

Extensive engagement with the community in all phases of programme planning and implementation not only helps in identifying needs of the stakeholders, but also leads to a greater sense of ownership among the people and better capacity to plan and manage the programme. This ensures continued support for the initiative and adoption of good practices even after the exit of RSWM from the intervention area.

Multiple interactions are held with the communities through meetings, and meetings with local administration and officials from the line departments to understand the basic necessities of people and invest in addressing these. The Company continues to support the provision of quality health care through interventions such as infrastructure building. Such initiatives help build a positive perception about the business and earn the public goodwill, which is important for the adoption of the programme in the long run.

RSWM also encourages regular feedback from the beneficiaries to continuously improve facilities and services in locations where there is a demand.

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directly sourced from MSMEs/ small producer	21.26	28.00
Sourced directly from within the district and neighbouring districts	32.99	37.63

**Leadership Indicators**

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

No, Company is not having specific written policies in place for purchase from marginalised / vulnerable group. However, company procures a huge amount of its input materials from micro, small and medium enterprises to encourage and help small suppliers to grow and contribute to overall nations growth and development.

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

Company produces significant portion of its input requirements from MSME vendors.

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

It covers approx. 25% of total procurement.

**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	Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation (including contribution to the Swatch Bharat Kosh) and making available safe drinking water;	We ensure betterment and development of society through our CSR projects. Company contributes for development of society at large.	
2	Promoting education, including special education and employment enhancing vocation skills especially among children , women, elderly, and the differently abled and livelihood enhancement projects;		
3	Promoting gender equality, empowering women, setting up homes and hostels for women and orphans; setting up old age homes, day care centres and such other facilities for senior citizens and measures for reducing inequalities faced by socially and economically backwards groups;		
4	Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water		
5	Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art, setting up public libraries, promotion and development of traditional arts and handicrafts;		
6	Measures for the benefit of armed forces veterans, war widows and their dependents;		
7	Training to promote rural sports, nationally recognized sports, Paralympics sports and Olympic Sports;		

**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.**

Customers are the life blood of business. We understand what drives values for our customers and we offer best quality products with a prime focus on developing memorable customer experience. Keeping this in mind,RSWM engages in multiple forums to know the customer complaints and valuable feedback so that take necessary steps to clear the same.

The Company follow the several modes to connect with customers to understand the complaints and feedbacks. RSWM process of receiving and redressal of customer complaint is as follows:-

- 1 Receive the customer complaints (Letter/Fax/E-mail) & record details in ERP system after sharing all information with Quality Assurance and Technical teams.
- 2 Send the Supporting details/samples of the complaints to HOD(QA) & Plant head along with copy of letter/Fax/E-Mail from the customer
- 3 Internal investigation of complaint by QA team is discussed with concerned department head/plant team as well as with the Plant Head for corrective and preventive action.
- 4 If required the complaints are investigated at customer's site by deputing a person for visit/discussion with the customer.
- 5 In case Quality Assurance is unable to complete the investigation or any dispute / un –resolved matter remain between plant and marketing, the same is discussed at senior level. Further, if required investigation is done through outside agencies like SITRA, BTRA, ATIRA etc.
- 6 Based on the finding of the internal/external complaint investigations, necessary corrective & preventive actions are taken by the plant team. Also comprehensive analysis report is submitted to marketing team.
- 7 Coordinate through respective CMO/BH/Respective Marketing Team Member to arrive at mutually agreed redressal with the customer through any of the following means:  
By paying in claim.  
By Replacing the material  
By Convincing the Customer

- 8 After the above action, the respective Head of marketing shall close the complaint & get updated in ERP system.
- 9 Redressal of complaints within maximum period specified in Company SOP from the date of receipt.

**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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	29%

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

Category	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essentials Respective Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Quality Complaints	871	177	-	892	127	-

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

Not applicable, as no such product recalls happened during current financial year.

**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 entities IT policy includes instructions over cyber security and risk related to data privacy, IT policy ensures to protect our organization from data breaches.

RSWM, maintains safe and encrypted database its value chain partners, Company regularly updates security software and also provide regular training to its staff members related to the data security and privacy.

We can get an idea about robust IT system of company through the fact that company has not faced any data breach till now.

**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.**

As the company has not faced any complaints or issue relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls and no amount paid as penalty to regulatory authority on account of safety product and services. However, company policies and procedures has set patterns for corrective actions, wherever required.

**Leadership Indicators**

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

The Company website provides detailed information about its wide range of product.

Link: <https://www.rswm.in/collections/>

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

RSWM, cares the customer satisfaction and their values. The company engages with customer on different forums to educate the responsible usage of products. Company shares information with its customer on responsible usage of products at the time of distribution, conducting various meeting and seminars for its customers.

**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)**

RSWM continued its efforts for reducing the environmental, health and safety impacts of its products throughout their lifecycle. RSWM adheres to all the compliance of product information and product labelling. The Company's marketing communication efforts adhere to the brand standards/guidelines with regard to visual manifestation, brand promise, relevance and salience of the target group. RSWM adheres to all legal statutes with respect to product labelling and display of product information.

Understanding the needs of the customers is of paramount importance to RSWM. The Company follows several modes of customer engagement to understand customer needs and is always vigilant towards providing superior customer experience. RSWM conducts various meeting both physically and virtually with its customers. This has helped the Company to ensure periodical fulfilment of service delivery promise, conformance to internal norms and standards, identification of process improvement areas and understand customer attitude and behaviour change to ascertain that needs are met at all stages.