

**BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT****SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1	Corporate Identity Number (CIN) of the Listed Entity	L25209DN1985PLC000162
2	Name of the Listed Entity	Nilkamal Limited
3	Year of incorporation	5 <sup>th</sup> December, 1985
4	Registered office address	Survey No. 354/2 and 354/3, Near Rakholi Bridge, Silvassa-Khanvel Road, Vasona, Silvassa – 396 230, Union Territory of Dadra and Nagar Haveli and Daman and Diu.
5	Corporate address	Nilkamal House, 77/78, Road No.13/14, MIDC, Andheri (E), Mumbai – 400 093, Maharashtra.
6	E-mail	investor@nilkamal.com
7	Telephone	022 4235 8888
8	Website	www.nilkamal.com
9	Financial year for which reporting is being done	April 1, 2022 to March 31, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1,492.25 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Paresh B. Mehta, Chief Financial Officer Email Id: investor@nilkamal.com Contact Number: 022 4235 8888
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).	This report is being prepared on Standalone basis for Nilkamal Limited.

**II. Products/services****14. Details of business activities (accounting for 90% of the turnover):**

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturing of Plastics & other products	82.28%
2	Retail Trade	Lifestyle Furniture, Furnishings & Accessories & E-Commerce	10.43 %

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturing of Plastics & other products	222	82.28%
2	Retail sales in non-specialized stores	471	6.30%
3	Retail sale Via E-Commerce	479	4.13%

**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	10	67	77
International	--	--	--

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

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	41

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

Exports sales of ₹ 6842 Lakhs was made during the year 2022-23. The contribution of Exports as a percentage to total turnover is about 2.22%.

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

Nilkamal serves B2B, B2C & D2C customers.

**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)	2,718	2,495	91.80	223	8.20
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total employees (D + E)</b>	<b>2,718</b>	<b>2,495</b>	<b>91.80</b>	<b>223</b>	<b>8.20</b>
<b>WORKERS</b>						
4.	Permanent (F)	775	775	100.00	0	0
5.	Other than Permanent (G)	7,615	7,557	99.24	58	0.76
6.	<b>Total workers (F + G)</b>	<b>8,390</b>	<b>8,332</b>	<b>99.31</b>	<b>58</b>	<b>0.69</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	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	<b>Total differently abled employees (D + E)</b>	<b>1</b>	<b>1</b>	<b>100</b>	<b>0</b>	<b>0</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	1	1	100	0	0
5.	Other than Permanent (G)	1	1	100	0	0
6.	<b>Total differently abled employees (F + G)</b>	<b>2</b>	<b>2</b>	<b>100</b>	<b>0</b>	<b>0</b>

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

	Total(A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	11	1	9%
Key Management Personnel	2	1	50%

**20. Turnover rate for permanent employees and workers**

(disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	20%	2%	22%	16%	2%	18%	16%	2%	22%
<b>Permanent Workers</b>	5%	0%	5%	4%	0%	4%	6%	0%	6%

**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.	* Nilkamal Storage Systems Private Limited	Subsidiary	100%	Yes
2.	Nilkamal Crates and Bins, FZE	Subsidiary	100%	No
3.	Nilkamal Foundation	Subsidiary	98%	No
4.	Nilkamal Eswaran Plastics (Private) Limited	Subsidiary	96.28%	No
5.	Nilkamal Eswaran Marketing (Private) Limited	Subsidiary	96.28%	No
6.	Cambro Nilkamal Private Limited	Associate	50%	Yes

**\*Note:- Nilkamal Storage Systems Private Limited, the wholly owned subsidiary of the Company is Amalgamated with the Company effective from April 22, 2023. The appointed date of the Amalgamation is October 1, 2022.**

**VI. CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) : 30,79,31,21,000/-

(iii) Net worth (in ₹) : 12,51,83,89,000/-

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2022-2023			FY 2021 - 2022		
		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
Shareholders	Yes	3	0	All complaints resolved	4	0	All complaints resolved
Employees and workers	Yes	0	0	No grievance received.	0	0	No grievance received.
Customers & Value Chain Partners – Distributors, Franchisee	Yes	351	7	regarding manufacturing, packaging & quality. 100% pending complaints resolved for previous year	420	13	regarding manufacturing, packaging & quality. 100% pending complaints resolved in FY 2022-23

\* The Policies of the Company are placed on the Company/s website under Corporate Governance section and the same can be accessed through the weblink: <https://nilkamal.com/corporate-governance/> & <https://www.nilkamalfurniture.com/pages/esclation-form> . Further, there are some internal policies placed on the intranet of the Company.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Occupational Health and Safety (OHS) and Environment Safety	Risk and Opportunity	<p><b>Risk:</b> Inherently associated with business activities and processes.</p> <p><b>Opportunity:</b> Strong internal controls and governance mechanism are in place at each of the factory. This improves the employee /worker safety and overall health wellbeing, leading to improved productivity.</p>	<p>The assessment of health and environmental risks are done on a continuous basis.</p> <p>Various methods to mitigate risk are done from time to time. The Grievance redressal mechanism is in place. At each of the factory, proper remedial action are planned and implemented.</p>	<p>Risk: Negative</p> <p>Opportunity: Positive</p>
2	Safety risk	Risk and Opportunity	The manufacturing operations of the Company require employees to interact with plant, machinery, and material handling equipment, all of which carry an inherent risk of injury	Adherence to safety standards, the Company's EHS Policy and highest operational standards for handling hazardous materials at plants;	<p>Positive: Adoption Of safety related protocols and measures to create a safe work environment.</p> <p>Negative: Impact on health and well-being of employees at the Company.</p>
3	Reputation	Opportunity	Bad publicity arising out of any act/ inaction by the Company on social media or any other platform	<ul style="list-style-type: none"> <li>• Active monitoring of voices on social media and having a crisis management plan ready;</li> <li>• Actively addressing product complaints;</li> <li>• Ensuring product delivery as promised;</li> <li>• Compliance with all regulatory norms;</li> <li>• Strengthening corporate governance norms, including adherence to the code of conduct by all; and</li> <li>• Sign off for all Product/Warranty promises to the customer.</li> </ul>	Positive: Opportunity to improve brand presence and reputation through proactively managing possible issues.
4	Social responsibility towards society	Opportunity	<p>The Company had formalized a process of earmarking a portion of its profits each year to support projects which fulfil a social obligation.</p> <p>The Company primarily implements its CSR initiatives on its own through NGOs or through the Nilkamal Foundation, a Section 8 Company. Key areas of CSR activities in FY22-23 were:</p> <ol style="list-style-type: none"> <li>1. Education</li> <li>2. Upliftment of under privileged community of the society.</li> <li>3. health care &amp; hygiene.</li> </ol> <p><b>Positive:</b> The Company recognizes the importance of being socially responsible.</p>	-	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Supply Chain Management	Risk and Opportunity	<p><b>Risk:</b> The supply chain and high dependency on limited suppliers / vendors can adversely affect the procurement.</p> <p><b>Opportunity:</b> The relationships with suppliers/vendors are maintained so as to have the uninterrupted supplies.</p>	The Company's relationship with multiple suppliers/vendors are decades old. Continuous discussions with the suppliers/vendors are maintained to ensure that the production is not hampered due to the required supplies.	Positive
6	Reduction in emission of carbon and other hazardous gases / phasing out lead stabilers	Opportunity	<p><b>Opportunity:</b> Geographical presence of the Company through its manufacturing plants spread across the country results in reduced transportation and thereby reduction of emission of carbon and other hazardous gases in the environment.</p>	-	Positive
7	Risk Management and Cyber Security	Risk	The inadequacy of risk mapping and management system adversely affects the overall business operations and relationship with the customers.	Risk Management Committee constituted by the Board ensures that timely actions are taken on the actual and or potential threats, so as to mitigate the adverse effects.	Negative
8	Employee Wellbeing	Opportunity	<p><b>Opportunities:</b></p> <ul style="list-style-type: none"> <li>- Prioritizing employee well-being can lead to increased productivity, efficiency, and overall job satisfaction.</li> <li>- By promoting employee well-being, a supportive work environment can be created that reduces absenteeism and turnover rates.</li> </ul>		<p>Positive:</p> <ul style="list-style-type: none"> <li>- Healthy and engaged employees tend to be more motivated, focused, and committed to their work.</li> <li>- When employees feel valued and their wellbeing is prioritized, they are more likely to remain with the company, reducing the costs and disruptions associated with high turnover.</li> </ul>

**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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	The Policies which are statutorily required to be adopted by the Board, have been approved by them, while the others policies are formulated and implemented by the Human resources department of the Company.								
c. Web Link of the Policies, if available	Refer Note 1								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company encourages the value chain partners to follow its policies								
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.	Yes. The policies confirm with the standards laid in the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business issued by the Ministry of Corporate Affairs, Government of India and also of the requirements of the Companies Act, 2013, BIFMA Level 3 and Green-guard certifications from UK cert, ISO 45001:2018, International Standards namely ISO 9001 - 2015, ISO 14001 -2015, ISO 50001- 2018 etc.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set targets for ESG commitment, inter alia, related to Energy conservation, Nature positive, Safe workplace, equitable & inclusive workplace, Water stewardship, Ethics, transparency, quality and accountability, governance and Sustainable supply chain management. The Company monitors the performance against the specific commitments on an ongoing basis.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors of the Company has empowered the Management to exercise oversight on the implementation of targets committed under ESG.								

**Governance, leadership and oversight**

<p><b>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)</b></p> <p>Nilkamal undertakes its welfare activities directly and through its implementing Agency Nilkamal Foundation. The Company has focused primarily on Upgradation of educational facilities, educational assistance to downtrodden and economically deprived students of the society, Promoting healthcare including Sanitation and preventive healthcare, Employment enhancing vocation skills amongst industrial workers etc.</p> <p>Nilkamal is moving towards sustainable development by reducing the carbon emission and mitigating the adverse impacts on environment. The Company's strategy is to combat adverse climate change, transitioning to low a carbon emission and thereby reduction in carbon footprint and taking the required initiatives to monitor and reduce energy consumption. The Company is continuously driving towards the usage of more and more green energy for its manufacturing activities.</p>	
<p><b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b></p>	<p>Mr. Hiten V. Parekh Managing Director Din: 00037550</p>
<p><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></p>	<p>Corporate Social Responsibility Committee (CSR Committee).</p> <p>For composition of CSR Committee, please refer Page 20 of the Annual Report FY 2022-23.</p>

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Review of principles undertaken by and frequency
Performance against above policies and follow up action	The performance against the BRSR Policies is reviewed periodically and as and when need arises. The updates in policies are carried out after considering the reviews and suggestions of the Executive Directors and Business heads.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in Compliance with all the statutory requirements of principles to the extent applicable.

**11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

No

**Note 1:**

Principle(s)	Applicable Policies	Link for policies
Principle 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable	Code of Conduct to Regulate, Monitor and Report Trading by Designated Person, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information, Policy on dealing with and materiality of Related Party Transactions, Whistle Blower Policy	<a href="https://nilkamal.com/corporate-governance/">https://nilkamal.com/corporate-governance/</a> <a href="https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf</a> <a href="https://nilkamal.com/wp-content/uploads/2019/05/CODES-OF-PRACTICES-AND-PROCEDURES-FOR-FAIR.pdf">https://nilkamal.com/wp-content/uploads/2019/05/CODES-OF-PRACTICES-AND-PROCEDURES-FOR-FAIR.pdf</a>
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	Environment, Health and Safety Policy	<a href="https://nilkamal.com/wp-content/uploads/2019/01/Environment_Policy.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Environment_Policy.pdf</a> <a href="https://nilkamal.com/wp-content/uploads/2019/01/Health_and_Safety_Policy.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Health_and_Safety_Policy.pdf</a>
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	Anti Sexual Harassment Policy, Code of Business Ethics & Internal HR Policies for Employees	<a href="https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf</a>
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	CSR Policy, Customer Policy, Code of Business Ethics, Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information.	<a href="https://nilkamal.com/wp-content/uploads/2019/01/CSR-Policy-1.pdf">https://nilkamal.com/wp-content/uploads/2019/01/CSR-Policy-1.pdf</a> <a href="https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf</a> <a href="https://nilkamal.com/wp-content/uploads/2019/05/CODES-OF-PRACTICES-AND-PROCEDURES-FOR-FAIR.pdf">https://nilkamal.com/wp-content/uploads/2019/05/CODES-OF-PRACTICES-AND-PROCEDURES-FOR-FAIR.pdf</a>
Principle 5: Businesses should respect and promote human rights	Code of Business Ethics	<a href="https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf</a>
Principle 6: Businesses should respect and make efforts to protect and restore the environment	Environment, Health and Safety Policy	<a href="https://nilkamal.com/wp-content/uploads/2019/01/Environment_Policy.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Environment_Policy.pdf</a> <a href="https://nilkamal.com/wp-content/uploads/2019/01/Health_and_Safety_Policy.pdf">https://nilkamal.com/wp-content/uploads/2019/01/Health_and_Safety_Policy.pdf</a>
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	NA	NA
Principle 8: Businesses should promote inclusive growth and equitable development	CSR Policy	<a href="https://nilkamal.com/wp-content/uploads/2019/01/CSR-Policy-1.pdf">https://nilkamal.com/wp-content/uploads/2019/01/CSR-Policy-1.pdf</a>
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	Customer Policy	<a href="https://nilkamal.com/corporate-governance/">https://nilkamal.com/corporate-governance/</a>

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	11	<a href="https://nilkamal.com/wp-content/uploads/2023/05/Familiarization-Programme-For-Independent-Directors-2022-23.pdf">https://nilkamal.com/wp-content/uploads/2023/05/Familiarization-Programme-For-Independent-Directors-2022-23.pdf</a>	100
Key Managerial Personnel (KMPs)	2		100
Employees other than BoD and KMPs	3 classroom sessions conducted	Health and Safety trainings, Code of business conduct, whistle blower & PoSH policies etc.	97%
Workers	Multiple classroom sessions conducted	Health and Safety trainings, Code of business conduct, whistle blower and PoSH policies etc.	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):**

<b>Monetary</b>					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an Appeal been referred? (Yes/No)
Penalty/ Fine	NIL				
Settlement					
Compounding Fee					
<b>Non-Monetary</b>					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	NIL				
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
Not Applicable	



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

In the Company's policy named "Code of Business Ethics", the guidance on Bribery and Corruption is outlined. Our employees and those representing us, including agents and intermediaries shall not directly or indirectly, offer or receive any illegal or improper payments or comparable benefits that are intended or perceived to obtain undue favours for the conduct of our business.

The policy is placed on the Company's website at [https://nilkamal.com/wp-content/uploads/2019/01/Code\\_of\\_Business\\_Ethics.pdf](https://nilkamal.com/wp-content/uploads/2019/01/Code_of_Business_Ethics.pdf)

**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	FY 2020-21
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of Directors	0	None	0	None
Number of complaints received in relation to issues of Conflict of interest of KMPs	0	None	0	None

**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.**

There were no cases of corruption or conflicts of interest which required action by regulators / law enforcement agencies / judicial institutions.

### Leadership Indicators

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

During the year the Company has undertaken training programmes for its dealers, sales agents, vendors, suppliers, customers. The Company also upgrades the skill of its assemblers by providing trainings at its State of Art training center at Bhiwandi so as to enable them to provide a seamless service to its customers.

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes	Remarks
1	Franchisee Owned Franchisee Operated (FOFO) Meet	10% of Total Furniture Sale	
1	Channel Partner (CP) Meet	75% Contribution of Total Furniture Sale	
8	FOFO Product Training & Soft skills.	10% of Total Furniture Sale	
1	Online Meet with Depot in-charge regarding damage documentation & Depot operations.	100% Depot In - charge were covered.	
1	Branch Commercial officer (BCO) meet regarding company Credit Policies	100% BCOs were covered for effective credit policy adherence.	
1	Sales Meet for product and sales strategy for the year	100% of Sales Team attended the meet	
5	Product training to Sales team-Molded Furniture (MF)	100% of Sales Team were covered	Product training on existing and new products in MF range
16	Region wise Product Training- Mattress	100% of Sales Team were covered	
4	Dealers training- Mattress	60% Dealer covered to attend the training	Product Training of Spine Health and Doctor Dreams to Dealers

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

Yes. Please refer code of conduct available on the website of the Company at <https://nilkamal.com/corporate-governance>.

**PRINCIPLE 2 : Businesses should provide goods and services in a manner that is sustainable and safe.**

**Essential Indicators**

**1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022-23	FY21-22	Details of improvements in environmental and social impacts
R&D	The Company has invested on the research and innovation which have resulted in the reduction of emission and improve the efficiency of the processes. The details are provided in the Annexure – C to the Directors’ Report at page 25 of the Annual Report FY 2022-23.		
Capex			

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

The core raw material of the Company is procured from the world class manufacturers, who are constantly upgrading its technology, Research & Development in order make the product sustainable.

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

0%

**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) :-** The returned plastic finished goods by the customers & in-house generated waste are being grinded & reused by using optimum quantity without affecting quality. The Company works proactively with its large customers for repossessing the used products from the market and recycling and reusing the same for manufacturing of new finished goods.

**(b) E-waste :-** As per the policy of the Company on the completion of the lifecycle of the product, the e-waste are sold to the vendors. The vendor than collects the material and necessary e-waste certificate is being issue to the Company.

**(c) Hazardous waste :-** The Company has arrangements with Pollution Control Board Authorised Hazardous Waste Treatment, Storage & Disposal Facilities near to each of its Plants.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

The EPR is applicable to the Company as the brand owner. The Company has successfully registered in Central Pollution Control Board’s portal (CPCB) and subsequent steps would be followed.

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details:**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the if any, web-link.
--	CHR2245-A	--	Cradle-to-gate	NO	NO
--	TRENDY/HEXA-B	--	Cradle-to-gate	NO	NO
--	Wedding / Decorator Chair	--	Cradle-to-gate	NO	NO

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Plastic material (PP &/HD)	3.5%	4.0%

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

	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastic (including packaging)	2,268	539	-	2,521	740	-
E-waste	-	-	0.583	-	-	.014
Hazardous waste	-	-	53	-	-	43
Other waste	-	-	851	-	-	927

5. 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
MONO	1.3%
VAP	5.1%
NVAP	1.9%

**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	2,495	1,275	51	2,495	100	0	0	0	0	0	0
Female	223	110	49	223	100	223	100	0	0	0	0
<b>Total</b>	<b>2,718</b>	<b>1,385</b>	<b>51</b>	<b>2,718</b>	<b>100</b>	<b>223</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</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 workers</b>											
Male	775	0	0	775	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>775</b>	<b>0</b>	<b>0</b>	<b>775</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent workers</b>											
Male	7,557	7,557	100	7,557	100	0	0	0	0	0	0
Female	58	58	100	58	100	58	100	0	0	0	0
<b>Total</b>	<b>7,615</b>	<b>7,615</b>	<b>100</b>	<b>7,615</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**2. Details of retirement benefits.**

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	46	85	Y	46	85	Y
WC Policy	20	21	Y	20	21	Y

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

The manufacturing locations are accessible for differently abled employees/workers as per the rights of persons with the Rights of Persons with Disabilities Act, 2016.

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

Nilkamal is an equal opportunity employer. The company have equal opportunity policy and human resource policy. The is applicable to all plant and offices.

Weblink : <https://nilkamal.com/wp-content/uploads/2023/06/Equal-Opportunities-Policy-Statement-.pdf>

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

No parental leaves are availed by male employees or workers during the reporting FY. However, eligible female employees and workers took the maternity leave, post which they have resumed work and are retained.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Paternal leave not available	Paternal leave not available	Paternal leave not available	Paternal leave not available
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</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.**

	<b>Yes/No (If yes, then give details of the mechanism in brief)</b>
<b>Permanent Workers</b>	Yes, the grievances of the employees & workers are addressed and resolved through the following mechanism and committees: 1. The issues are resolved in presence of concerned workers. 2. Safety committee/ grievance committee team handles the grievance which are raised or occur at the company. 3. Working committee addresses and sorts the grievances that are raised at the workplace. 4. Complaint box is kept at easily accessible and visible location in plant. The employees put his/her grievance inside the box. Weekly or once in a month as preferred, the complaints are read. Basis the complaints, corrective actions are taken on it. 5. The Works and Health and Safety Committee has been formulated to redress complaints and grievances of employees and workers.
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	

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

Category	FY 2022-23			FY 2021-22				
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)		% (B / A)	Total employees / workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)		% (D/C)
Total Permanent Employees	2,715	0	0	0	2,745	0	0	0
-Male	2,495	0	0	0	2,508	0	0	0
-Female	223	0	0	0	237	0	0	0
Total Permanent Workers	775	0	0	0	615	0	0	0
-Male	775	0	0	0	615	0	0	0
-Female	0	0	0	0	0	0	0	0

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	3,270	2,578	79	2,498	76	3,123	2,110	68	2,177	70
Female	223	111	50	164	75	237	115	49	102	43
<b>Total</b>	<b>3,493</b>	<b>2,689</b>	<b>77</b>	<b>2,662</b>	<b>76</b>	<b>3,360</b>	<b>2,225</b>	<b>66</b>	<b>2,279</b>	<b>68</b>
<b>Workers</b>										
Male	7,557	5,946	79	6,086	80	7,094	4,830	68	4,948	70
Female	58	40	69	38	66	58	45	78	42	72
<b>Total</b>	<b>7,615</b>	<b>6,004</b>	<b>79</b>	<b>6,124</b>	<b>80</b>	<b>7,152</b>	<b>4,875</b>	<b>68</b>	<b>4,990</b>	<b>70</b>

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

At Nilkamal, we have a well-defined annual appraisal process conducted at the end of the financial year, during which a one-to-one discussion is done with employees regarding their individual performance and development.

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	3,270	3,270	100	3,123	3,123	100
Female	223	223	100	237	237	100
<b>Total</b>	<b>3,493</b>	<b>3,493</b>	<b>100</b>	<b>3,360</b>	<b>3,360</b>	<b>100</b>
<b>Workers</b>						
Male	7,557	7,557	100	7,094	7,094	100
Female	58	58	0	58	58	0
<b>Total</b>	<b>7,615</b>	<b>7,615</b>	<b>100</b>	<b>7,152</b>	<b>7,152</b>	<b>100</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?**

Yes. All locations are certified for Occupational Health & Safety Management System. The system covers all employees, workers and interested party’s health and safety at each certified location. The system includes everything from planning to developing processes, as well as monitoring and analyzing data and improving it continually.

**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 the certified locations, in order to identify the work-related hazards, HIRA (Hazard Identification and Risk Assessment) is conducted. HIRA assesses both the routine and non-routine activities to determine the risk from them. Material Safety database sheet (MSDS) is maintained at all the locations.

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

Yes. The process is available at all the locations. The processes include direct interaction with controller or safety officer, suggestion box, approaching the Work’s Committee or Health and Safety Committee.

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

Yes. At all plants and offices we have easy and ready access to Medical services.

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

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

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

Health & Safety Committee, Grievance committee, Works redressal Committee, Worker Welfare Committee.

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

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

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100 %
Working Conditions	100 %

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

Corrective actions have been taken post consultation of managerial and non-managerial employees and workers. Effectiveness of the corrective actions have also been monitored.

**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).**

(A) Employees (Y/N): Yes.

(B) Workers (Y/N): Yes.

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

The Company has a process in place for ensuring the compliance of the statutory dues such as GST, direct tax, employee related deductions etc. and its payments as applicable of the relevant value chain partners of the Company.

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

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

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

Yes. Some employees, after retirement age, are considered for advisory role in the Company only at the discretion of management.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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

Currently the Organisation has not taken any specific measures for assessment of value Chain partners.

**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.**

Any individual and group of people or institutions that adds value for business are the stakeholders for the Company. The key stakeholders inter alia include employees, shareholders / investors, Distributors, Customers, Channel partners, Vendors, suppliers, regulators and government agencies.

The process for identification of such key stakeholders is of Qualitative nature. It is conducted in consultation with and feedback from different departments along with Senior Management and Board.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, notice board, intranet	Regularly	Rewards & Recognition, Talent Management, Compliance with policies of the Company, CSR & Sustainability updates
Shareholders / Investors	No	Emails, Newspaper, Advertisement, website of the Company and Stock Exchanges and AGM	Quarterly and as and when need arises	Disclosing Quarterly/ Half Yearly/ Yearly Results, sending Annual Reports and Notice for General Meetings, Dividend updates
Distributors/ Channel Partners	No	Email, Physical and video - conference etc.	Regularly	Sales Orders, Discount Policies, general updates, Advertisement, Events (campaigns & announcement) etc
Customers	No	Email, sms, ads, website, newspaper, social media etc.	Regularly	Through Distributors and also direct interaction
Suppliers	No	Email, website, meetings etc.	Regularly	Query and grievance redressal, SCM
Government Agencies	No	Email, one-on-one meetings, Video-conference	Regularly	On various Law points, regulations, amendments, and approvals
Communities	No	Directly/ through Nilkamal Foundation	Regularly	CSR initiatives

**Leadership Indicators**

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

We maintain a constant and proactive engagement with our key stakeholders that enables us to communicate our strategy and performance. We practice continuous communication and engagement to align expectations. This also enables the Company to form its strategies and improve its performance to serve the stakeholders in better way. The board is regularly aligned on various developments and feedback on the same is sought from them.



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

Yes, The Company has interactions on Environmental and Social areas with the Government Regulatory Authorities, Distributors, Suppliers and the local community. It helps in identifying material topics that are the most relevant and applicable for Nilkamal and actions are to be taken on them. We ensure that we take inputs received from stakeholders and integrate them into our processes and policies.

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

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of the society. Kindly refer to the Annexure – A i.e. Annual Report on Corporate Social Responsibility Activities at page 20 for further details.

**PRINCIPLE 5 : Businesses should respect and promote human rights.**

**Essential Indicators**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2,718	2,176	80	2,745	2,223	81
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>2,718</b>	<b>2,176</b>	<b>80</b>	<b>2,745</b>	<b>2,223</b>	<b>81</b>
<b>Workers</b>						
Permanent	775	662	85	615	471	77
Other than permanent	7,615	6,092	80	7,152	5,577	78
<b>Total Workers</b>	<b>8,390</b>	<b>6,754</b>	<b>81</b>	<b>7,767</b>	<b>6,048</b>	<b>78</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum wage		More than Minimum Wage		Total (D)	Equal to Minimum wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	3,270	0	0	3,270	100	3,123	0	0	3,123	100
Female	223	0	0	223	100	237	0	0	237	100
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Workers</b>										
<b>Permanent</b>										
Male	775	0	0	775	100	615	0	0	615	100
Female	0	0	0	0	0	0	0	0	0	0
<b>Other than Permanent</b>										
Male	7,615	0	0	7,615	100	7,152	0	0	7,152	100
Female	58	0	0	58	100	58	0	0	58	100

**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)	10	8,55,000	1	4,50,000
Key Managerial Personnel (KMP)	1	1,84,94,323	1	24,27,318
Employees other than BoD and KMP	2,491	4,44,156	222	4,72,910
Workers	8,332	1,55,870	58	1,49,128

\* Median Salary - Annual Basis

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. The Human Resources department’s head in the respective units are responsible for addressing human rights impacts.

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

Nilkamal has in place various processes and committees to redress the grievances related to human rights. Some such structures within the organization includes Internal Complaints Committee (PoSH related)/ Worker Committee/Grievances Committee are various institutional mechanisms present to address the grievances related to human rights

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	None	0	0	None
Discrimination at workplace	0	0	None	0	0	None
Child Labour	0	0	None	0	0	None
Forced Labour/Involuntary Labour	0	0	None	0	0	None
Wages	0	0	None	0	0	None
Other human rights related issues	0	0	None	0	0	None

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

Nilkamal has over the years built the culture of transparency, trust and openness in the Organisation. There is a robust Induction process where all new joinees are told about the various processes in place to avoid any kind of adverse consequences to the complainant. Some examples of the initiatives include development of works committee and Health and Safety Committee who can provide the necessary protection to the complainant. Nilkamal follows zero tolerance policy for such cases and identity and information of complainant is kept confidential.

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

Yes, human rights requirements form part of our business agreements and contracts.

**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
Others – please specify	NIL

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

Currently there is no mechanism in place to assess the risks arising out of Question No 9. As a policy at Nilkamal there is no employment of Child Labour. There is POSH committee and a grievance redressal committee which is accessible to all employees and workers.

There is regular internal audit being conducted to ensure wages are in line with the statutory norms.

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

NIL

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

NIL

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

Yes. All our Factories are accessible to differently abled employees. Head office is not easily accessible, however the need has not yet arisen and the Management is open to making any such changes.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0%
Discrimination at workplace	0%
Child Labour	0%
Forced Labour/Involuntary Labour	0%
Wages	0%

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

Currently, we have not conducted assessments of our value chain partners.

**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:**

(in Giga Joules)

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1,78,755.74	1,63,791.26
Total fuel consumption (B)	1,266.04	668.78
Energy consumption through other sources (C)	53,928.12	53,242.26
<b>Total energy consumption (A+B+C)</b>	<b>2,33,949.89</b>	<b>2,17,702.30</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	1.04	1.11
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.

No

**2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (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.**

None of the sites are covered under the PAT scheme

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	53,741	42,749
(ii) Groundwater	3,24,337	2,92,719
(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>3,78,078</b>	<b>3,35,468</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,78,078</b>	<b>3,35,468</b>
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	<b>0.0129 Ltr/Rs</b>	<b>0.0135 Ltr/Rs</b>
<b>Water 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.

No

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

Yes the Company do have Zero Liquid Discharge mechanism in place as the discharged water is being used for our gardening purpose.

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

**1. Industrial treated water is 100% used for Gardening purpose.**

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	Ppmv	0.60	0.36
Sox	mg/Nm3	477	301
Particulate matter (PM)	mg/Nm3	356	120
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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.

M/s. Pollucon Laboratories Pvt. Ltd, M/S SGS laboratories

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	7,286	7,740
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 Equivalent	10,985	12,403
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>		0.0006 Kg/Rs	0.0008 Kg/Rs
<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.

No

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

1. Energy reduction in injection molding machine is under progress
2. Company canteen LPG reduction by using solar water heater
3. By development of local vendor for packing items
4. Optimization Press Setting
5. Leakage Testing
6. VFD For Cooling Tower
7. PNG Gas Line Leakage Elimination
8. RO Reject water to be used for Bath / Wash room
9. Water Leakage Monitoring
10. Under Ground Line replacement
11. Rain Water Harvesting
12. Tree Plantation
13. Solar Panels implemented already.

**8. Provide details related to waste management by the entity:**

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	2,656	3,113
E-waste <b>(B)</b>	0.5830	0.0140
Bio-medical waste <b>(C)</b>	0.0005	0.0005
Construction and demolition waste <b>(D)</b>	0.0000	0.0000
Battery waste <b>(E)</b>	0.2100	0.0000
Radioactive waste <b>(F)</b>	0.0000	0.0000
Other Hazardous waste. Please specify, if any. <b>(G)</b> , Used or spent oil - Schedule I, 33.2 Contaminated cotton rags or other cleaning materials - Schedule I, 33.1 Empty barrels/ containers/ liners contaminated with hazardous chemicals /wastes/ Chemical Sludge from ETP	53	43
Other Non-hazardous wastegenerated <b>(H)</b> . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) (Process wastes, residues and sludges, Bag, Lumps, Wood, Paper, Metal, Plastic)	851	927
<b>Total (A+B + C + D + E + F + G + H)</b>	3,560	4,083
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	539	740
(ii) Re-used	2,268	2,521
(iii) Other recovery operations	-	-
<b>Total</b>	2,807	3,261
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	753	822
<b>Total</b>	753	822

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

No

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

The Company follows The Hazardous Waste Management Rule Rules, 2008 as amended from time to time.

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:

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable. Nilkamal does not have any operations / offices in / around ecologically sensitive areas.			

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
Not Applicable. Nilkamal has not undertaken any projects that require an Environmental Impact Assessment (EIA).					

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:

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

**Leadership Indicators**

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

Parameter	FY 2022-23, Giga Joules	FY 2021-22, Giga Joules
<b>From renewable sources</b>		
Total electricity consumption (A)	15,757.95	15,831.32
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	23,077.90	22,866.97
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>38,835.85</b>	<b>38,698.29</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,62,997.78	1,47,959.94
Total fuel consumption (E)	1,266.04	668.78
Energy consumption through other sources (F)	30,850.22	30,375.28
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>1,95,114.04</b>	<b>1,79,004.01</b>

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

No

## 2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of Treatment	1,45,403	1,11,413
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of Treatment	10,581	12,982
(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>	<b>1,55,984</b>	<b>1,24,395</b>

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

No

## 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:

- Name of the area: All units
- Nature of operations: Manufacturing of injection moulded articles ,Metal & wooden furniture and Mattress
- Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	53,741	42,749
(ii) Groundwater	3,24,337	2,92,719
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>3,78,078</b>	<b>3,35,468</b>
<b>Total volume of water consumption (in kilolitres)</b>	-	-
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	0.0129 Ltr/Rs	0.0135 Ltr/Rs
<b>Water intensity (optional) – the relevant metric may be selected by the Entity</b>	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water		
- No treatment		
- With treatment – please specify level of treatment	1,45,403	1,11,413
(ii) Into Groundwater	-	-
- No treatment		
- With treatment – please specify level of treatment	10,581	12,982
(iii) Into 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>	<b>1,55,984</b>	<b>1,24,395</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.

**External Agency for FY 2022-23 - M/s. Eco Paryavaran Laboratories & consultant Pvt. Ltd., Mohali ,Punjab**

**External Agency for FY 2021-22 M/S. Eco Pro Engineers Pvt. Ltd.,Ghaziabad ,UP**

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<i>Metric tonnes of CO2 Equivalent</i>	9,266	9,699
<b>Total Scope 3 emissions per rupee of turnover</b>		0.0003 Kg/Rs	0.0004 Kg/Rs
<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.

No

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

N.A.

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

Nilkamal have always strived to improve the resource efficiency. Steps have been taken at its various locations to purchase/generate renewable electricity.

**7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. –**

Emergency plan is prepared at all plants and mock drills are conducted in once in Three months. There are various Committees and teams have been formed for on ground response such as emergency response team, firefighting team, first aiders, communications team, power and utility teams.

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

The Company has not carried out any environmental assessment Impacts of its business partner.

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

N.A.

**PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**Essential Indicators**

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

The Company is affiliated with four (5) trade and industry chambers/associations.

**b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2	Retailers Association of India (RAI)	National
3	Federation of Indian Exporter Organisation (FIEO)	National
4	Organisation of Plastic Processors of India (OPPI)	National
5	Society of Manufacturing of Industrial Storage Systems (SMISS)	National



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

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

### Leadership Indicators

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

The Company does not have a separate policy on "policy advocacy"

### PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

#### Essential Indicators

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

Not Applicable. As there were no projects that required SIA as per law in the current year.

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

Not Applicable

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

The Company has a well-established process & procedures to receive any kind of enquiry/ grievance from an external stakeholder.

The Company has Internal Complaint Committee through which any Internal person can report the unethical issue which he/she seems, exist in the Company with respect to suspected violations of the Company's Code of Conduct or applicable laws. This channel provides a reporting platform for internal and external stakeholders where issues related to Ethics and compliance issues, fraud, misconduct, corruption, financial issues, conflicts of interest, insider trading, theft, embezzlement, employee relations and human resources issues, such as harassment, discrimination, improper workplace conduct, loss prevention and asset protection, workplace violence, environment, health and safety, such as occupational health and safety violation etc.

As far as shareholders are concerned, the grievances can be lodged by the shareholders through various ways for e.g. approaching the compliance officer, write down an e-mail or contact over the phone with the details as mentioned in the website and to address the grievances of other stakeholders, for e.g suppliers, vendors, business partners etc. the Company has its complaint redressal mechanism, through which can person can contact and lodge their respective grievances.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	0.94%	1.05%
Sourced directly from within the district and neighbouring districts	30%	30%

### Leadership Indicators

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

Not Applicable

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

Please refer Annexure – A to Directors' Report i.e. Annual Report on CSR Activities at page 20.

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

No such preferential procurement policy exists as of now.

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

Not Applicable

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

Not Applicable

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

Not Applicable

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

Not Applicable

**6. Details of beneficiaries of CSR Projects:**

Please refer Annexure – A to Directors’ Report i.e. Annual Report on CSR Activities at page 20.

**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.**

Customer complaint flow chart is available to monitor the customer complaint and customer feedback survey report available for receiving the customer suggestion. Attached samples



Customer complaint Mechanis



Annam Enterprises feedback survey rep

**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	NA
Safe and responsible usage	0.033 %
Recycling and/or safe disposal	0.009 %

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	None	0	0	None
Advertising	0	0	None	0	0	None
Cyber-security	0	0	None	0	0	None
Delivery of essential Services	0	0	None	0	0	None
Restrictive Trade Practices	0	0	None	0	0	None
Unfair Trade Practices	0	0	None	0	0	None
Other	351	7	regarding manufacturing, packaging & quality.100% pending complaints resolved for previous year	420	13	regarding manufacturing, packaging & quality.100% pending complaints resolved in FY 2022-23

**4. Details of instances of product recalls on account of safety issues: Not Applicable**

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

- 1) **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.**

The Company do have a security policy. The same has been uploaded on the intranet of the Company.

5. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

No such event has been reported for the FY 2022-23 and hence not applicable.

#### Leadership Indicators

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

[www.nilkamalmattrezzz.com](http://www.nilkamalmattrezzz.com) , [www.nilkamalfurniture.com](http://www.nilkamalfurniture.com), [www.at-home.co.in](http://www.at-home.co.in), [www.doctordreams.com](http://www.doctordreams.com), [www.nilkamalmaterialhandling.com](http://www.nilkamalmaterialhandling.com)

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

Assembly instruction guidelines/product manuals are provided for all Ready to assemble furniture's. Care instructions displayed in our ecommerce sites. Product features and Benefits are also mentioned on E-commerce websites, in Marketing Collaterals etc.

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

Not applicable

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

Yes- Along with price tag, we display product key features and benefits. Features and Benefits are also mentioned on E-commerce websites, in Marketing Collaterals etc.

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

- a. Number of instances of data breaches along with impact  
No instances of data breach were reported or observed for FY 2023.
- b. Percentage of data breaches involving personally identifiable information of customers  
No instances of data breach were reported or observed for FY 2023.