



Complete Comfort

# ESG

# DATABOOK

Indo Count Industries Limited



Through ESG management we aim to pursue sustainable development of the Company and the society, and seek to enhance long-term corporate values rather than short-term profitability.

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## About the Company

Indo Count Industries Limited (ICIL), one of India's leading home textile bed linen companies, ranks in the top three global bed sheet suppliers in the US. For three decades, it has seamlessly delivered innovative, quality, and luxurious bedding solutions. It has a diversified brand portfolio, including recent collaborations with Jasper Conran and Gaiam, and a recent acquisition of Gujarat Heavy Chemicals Limited (GHCL) home textile division. Currently exporting to 50+ countries, with the US as the primary market where it holds more than 20% market share in bed sheets, Indo Count's future growth targets encompass the EU, UK, and Australian markets. It maintains a global presence through international subsidiaries and extensive distribution networks. In India, it has made a mark with its domestic brands 'Boutique Living' and 'Layers'.

ICIL prioritizes sustainability through its eco-friendly product range, workforce of 5,000+ employees, and has spent ₹15.40 Cr. on CSR initiatives over the past five years. In FY 2022-23, it recorded a consolidated net revenue of ₹3,011.55 Cr. and an EBITDA of ₹485.71 Cr

## About the ESG Data Book

Indo Count Industries Limited (hereafter referred to as 'Indo Count,' 'ICIL', 'We', 'The Company') is pleased to publish its inaugural ESG Data Book for Financial Year 2022-23.

Indo Count annually reports on its financial and sustainability disclosures, aligned with nine UNSDGs. Additionally, the report encompasses the Global Reporting Initiative's (GRI) index and Business Responsibility and Sustainability Report (BRSR). Standing up to its reputation of transparency and honesty, ICIL is introducing the ESG Data Book (FY 2022-23), to uniformly synchronize its ESG disclosures aligned with the reporting requisites.

## Scope & Boundary

The ESG Data Book is compiled to highlight the ESG performance of Indo Count Industries Limited. We have released our Integrated Annual Report, detailing the ESG performance of the company on a standalone basis.

The ESG Data Book presents last four years (FY 2019-20, FY 2020-21, FY 2021-22, and FY 2022-23) standalone numbers for environmental and social KPIs of Indo Count Industries Limited. The economic and governance KPIs referenced from ICIL's Integrated Annual Reports of the corresponding years.

Company Data	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Reported Revenue in INR (in Lakhs)	19,650.7	25,147.5	28,059.5	27,835.9
Revenues in US Dollars (in Millions)	260.66	342.3	370.12	339.13
Total Employees (Permanent employees)	628	2198	2219	3489

## Economic & Governance Disclosures

Our company is committed to transparency in sustainability reporting. We publicly disclose our reporting boundaries. This coverage extends to 75-100% of our revenues, ensuring a comprehensive representation of our sustainability efforts. In terms of indicators, our sustainability disclosure covers both environmental and social aspects, reflecting our dedication to a holistic and accountable approach to sustainability.

### Board of directors: one-tier system

The composition of the Board is in conformity with the Companies Act, 2013 and Listing Regulations, which mandate a specified combination of Executive and Non-Executive Directors, with at least one Women Independent Director and not less than 50% of the Board comprising Independent Directors. Currently (FY 2023-24), the Board of ICIL consists of 7 independent directors including 1 women independent directors, making up 63% of the board composition with a board gender diversity of 9%

Particular	Indicators/Measures (FY2022-23)
Executive Directors	4
Independent Directors	6
Total Board Size	10

## Corporate Governance

Particular	Indicators/Measures
Chairperson	Mr. Anil Kumar Jain (Executive Chairman, Director)
CEO	Mr. Kailash R. Lalpuria (CEO, Executive Director)
Board Independence Statement	The composition of the Board is in conformity with the Companies Act, 2013 and Listing Regulations, which mandate a specified combination of Executive and Non-Executive Directors, with at least one Women Independent Director and not less than 50% of the Board comprising of Non-Executive Directors. The Board of ICIL as on 31st March 2023 consists of 6 Non Executive Independent Directors including 1 women Independent director, making up 60% of the board composition with a board gender diversity of 10%.
Board Independence Target Share	50%
Number of Female Directors	1
Average Board Meeting Attendance in FY 2022-23	94%
Minimum of attendance for all members required, at least (in %)	25%
Average tenure of board members	12.36 years
Board Mandates: Number of other mandates of the board of directors/supervisory board members. This only applies to non-executive and independent directors, not executive directors, or employee representatives.	5

## Board Effectiveness

Particular	Indicators/Measures
Board Performance Review: Performance assessment of board of directors/ supervisory board members.	Regular self-assessment of board performance
Board Election Process	Board members are elected individually (as opposed to elected by slate)

*At our organization, the roles of CEO and Chairperson are distinct and executed by separate individuals. Mr. Anil Kumar Jain, functioning as our Executive Chairman. Meanwhile, the responsibilities of Executive Director and Chief Executive Officer are carried out by Mr. Kailash R. Lalpuria.*

## Board Industry Experience

Particular	Indicators/Measures
Number of independent or non-executive members with industry experience (e.g., excludes executives):	2
Please list the independent or non-executive directors included in the above count:	Mr. Prem Malik, Dr. Sanjay Kumar Panda

### ❖ Board Competency Matrix

Industry Knowledge/Experience	Technical Skills/Expertise/Competencies	
Industry Experience	Finance & Accounting	Leadership
Knowledge of Sector (Textiles)	Legal & Governance	Business Administration
Knowledge of broad public policy direction	Sales and Marketing	Corporate Restructuring
Understanding of government legislation/ legislative process	Information Technology	Human Resource Management
Global Business	Public Relation	Strategy and Business Development
Supply Chain Management	Risk Management	Corporate Social Responsibility

The Company's Board comprises of qualified members, who possesses aforesaid knowledge, experience, technical skills, expertise and competencies for effective contribution to the Board and its committee. Details of the skills/expertise/ competencies possesses by the Directors who were part of the Board as on March 31, 2023 are as follows:

Name	Qualifications	Years of Experience	Expertise
Mr. Anil Kumar Jain	B.Com (Hons.)	40+	Business & Corporate Strategy, Industry Experience, Textile field expertise
Mr. Mohit Jain	Graduate from Babson College, USA	20+	Global Marketing, Economics, Finance and Entrepreneurship
Mr. Kamal Mitra	Bachelor's degree in Textile Engineering	30+	Production and Technical, Textile field expertise
Mr. Kailash R Lalpuria	Chartered Accountant	35+	Textile Sector, Strategic growth, Planning Joint Ventures, Developing Overseas Sales Team, Business Development, Sales and Marketing.
Mr. Dilip J. Thakkar	Chartered Accountant. Fellow Member of Institute of Chartered Accountants of India	60+	Finance, FEMA and Taxation, Accounts & Audit
Mr. Prem Malik	Master's in arts (MA Hons.)	55+	Textile and Clothing industry, Business strategies and Risk Management
Mr. Sushil Kumar Jiwaraajka*	Prominent Industrialist	37+	Business Development
Dr. (Mrs.) Vaijayanti Pandit	PhD. in Management Studies, Diploma in Journalism and Mass Communications Master's in political science	37+	Management Studies, Political Science, Journalism and Mass Communications, CSR
Dr. Sanjay Kumar Panda	Retired IAS Officer. Forestry, PhD in Economics	38+	Textile sector, Economics, CSR
Mr. Siddharth Mehta	L.L.M. degree from Columbia University School of Law, New York; General Course on Intellectual Property, World Intellectual Property Organization, Geneva	19+	Legal, Taxation, Financing, Merger & Acquisitions, Risk Management, Cyber Security, Capital Markets & Regulatory Areas.

\*With effect from May 3, 2023, Mr. Sushil Kumar Jiwaraajka ceased to be an Independent Director of the Company.

## Ownership

Additional Disclosure

Particular	Name(s)
Management Ownership	Our company operates with a clear and transparent ownership structure. It is important to note that we do not have any management or government ownership affiliations. This absence of such ownership ties aligns with our commitment to upholding principles of corporate governance and ensuring impartial decision-making. We believe this structure enhances transparency and underscores our dedication to ethical business practices. The absence of government or management ownership provides a foundation for robust governance, contributing to the resilience and sustainability of our operations.
Government Ownership	

## Family Ownership

Particular	Percentage (%)
Total % of voting rights of founding individuals or family members individually	58.74%

A certain percentage, specified as 27.43%, of our company's shares are owned by the promoters and their immediate family members. An additional 31.31% of the shares are held by Sandridge Investments Limited, an entity whose promoter is an associate of our promoter.

## CEO-to-Employee Pay Ratio

Additional Disclosure

CEO Compensation	Total CEO Compensation (INR)
Total annual compensation of the Chief Executive Officer (or any equivalent position): (Total compensation = fixed and variable compensation + other parts of compensation which are required to be included in total remuneration reporting)	3,18,00,000
Median annual compensation of all employees, except the Chief Executive Officer (or any equivalent position):	3,49,980
Employee Compensation	Median Employee Compensation (INR)
The ratio between the total annual compensation of the Chief Executive Officer and the mean or median employee compensation: CEO compensation divided by the median employee compensation	90.86



## Materiality

Materiality analysis is currently done alongside enterprise risk management process of our company, ensuring a uniform risk management approach across all operations and business aspects. However, we plan to conduct a third-party assessment in the upcoming year.

### ❖ *Material Issues for Enterprise Value Creation*

	Material Issue 1	Material Issue 2	Material Issue 3
Material Risk or Opportunity Please specify the material risk or opportunity impacting your business:	Air Emissions	Ethics and Compliance	Employee Wellbeing, Health & Safety
Business Case Please provide a brief rationale for why this issue is material to your business:	The expansion of manufacturing capacity to accommodate increase in demand can potentially result in a subsequent rise in greenhouse gas (GHG) emissions	Our brand and reputation are of utmost priority and as we engage with customers around the globe, they are invaluable asset for us. In order to protect our brand, we are committed to conduct our operations ethically and establishing good governance across organization	We place utmost priority on the health and safety of our human resources including contractual workforce. Resources in specific at our plants may have health concerns due to the complexities involved in the manufacturing processes
Business Impact Please select the type of impact this material issue has on your business (cost/revenue/risk):	Cost	Risk	Risk
Business strategies Please specify your primary business strategies, initiatives or products that address this issue:	The adoption of new and efficient technologies and the transition towards greener options, such as onsite solar projects and the purchase of renewable energy through power purchase agreements (PPAs), will lead	Company has well defined Code of Conduct, grievance redressal and whistle-blower mechanism in place	In order to uphold ethical standards for human rights and health and safety all our plants are accredited with global standards such as SA 8000 and ISO 45001-2018. Additionally, we provide regular safety training on topics including



	to a reduction in greenhouse gas (GHG) emissions. Additionally, we have committed for science based targets near term and net zero by 2050		fire safety, disaster readiness etc. to our resources including contractual.
Target Year Please specify the year for the target	2050	2025	2023

❖ *Material Issues for External Stakeholders*

	Impact 1	Impact 2
Material Issue for External Stakeholders Please specify the material issue that generates a positive/negative impact on external stakeholders	GHG Emission	Sustainable Sourcing
Cause of the Impact Please specify which part of your business is responsible for the external impact and the coverage of the business activity that has been considered in the assessment	Operations	Supply Chain
External stakeholder(s)/ impact area(s) evaluated Please select the stakeholder(s) group or impact areas evaluated	Environment	External Employees (Eg: Supply Chain, Contractors)
Topic relevance on external stakeholders Please provide a brief rationale why the external impact assessed is material to external societal stakeholders or the environment. Also indicate the type of impact assessed along with public disclosure, if available.	Negative	Positive

## Risk and Crisis Management

### ❖ Risk Governance

Particulars	Please indicate name and position	Reporting line: please indicate who the person or committee reports to
Highest ranking person with dedicated risk management responsibility on an operational level (not CEO)	Mr. K. Muralidharan, CFO	Mr. Kailash R. Lalpuria, CEO
Highest ranking person with responsibility for monitoring and auditing risk management performance on an operational level (not CEO)	Third Party Auditor	Risk Management Committee

### ❖ Risk Management Process

*Additional Disclosure*

Particular	Indicators/ Measures
Risk Review	Yes
Review of company's risk exposure on a regular basis	Half yearly Review (twice in a year)

### ❖ Emerging Risks

Particular	Emerging Risk 1	Emerging Risk 2
Name of the risk	Market Risks / Industry Risks	Environmental Risk
Category	Economic	Environmental
Description	The Company seeks to minimize the effects of currency risk by using derivative and non-derivative financial instruments to hedge risk exposures. The Group has Risk Management Policies to mitigate the risks in commodity prices and foreign exchange. The use of financial derivatives and non-derivatives is governed by the Group's policies approved by the Board of Directors (BOD), which provide principles to use financial derivatives and non-derivative financial instruments, to hedge currency risk and commodity price risk. The Group does not enter into or trade financial instruments, including derivative financial instruments and non-derivative financial instruments for speculative purposes. The periodical forex management	We strive to foster sustainable growth, decoupling our environmental footprint from expansion while maximizing positive social impact. Through diligent monitoring of climate change, we actively mitigate our operational impact on the environment, emphasizing reduction and responsible practices.

	report and commodity risk report as reviewed and approved by the management is placed before the Board of Directors for review.	
Mitigating Actions	I) Development of Alternative sources for uninterrupted supply of raw materials. II) Raw materials procurement from different sources at competitive prices. III) Proper inventory control system. IV) Hedging adverse commodity (cotton/ coal) price movements by availing hedge products in the commodity exchanges. V) FOREX hedging.	I) Adherence to a diverse set of regulatory guidelines charted out at local, state, national and transnational level. II) Consistent monitoring regulatory changes ensuring compliance with all applicable regulations. III) Frequent upgradation of technological equipment. IV) Achievement of 'Giga Guru' by Walmart for contributions towards environmental sustainability.

## Business Ethics

### ❖ Codes of Conduct: Systems/Procedure

To establish a strong foundation for ethical behaviour, every employee is required to endorse the code of conduct on becoming a part of the organization. Furthermore, the company regularly conducts mandatory training sessions on the code of conduct to refresh employees' understanding of its principles and guidelines.

The code of conduct encompasses a range of essential clauses, each addressing distinct aspects of professional behaviour. This includes explicit directives concerning information security, anti-corruption and anti-bribery measures, the promotion of non-discrimination and the prevention of harassment, guidelines for engaging in political and charitable activities, provisions for maintaining health, safety, and environmental standards, protocols for managing conflicts of interest, and instructions for maintaining a general code of conduct while performing duties.

### ❖ Political Contribution

During the fiscal year 2022-23, the company has not made any financial contributions to any political party.

## Policy Influence

### ❖ Contributions & Other Spending

Particular	Contribution
Lobbying, interest representation or similar	No Contribution
Local, regional or national political campaigns/ organizations/ candidates	No Contribution

Trade associations or tax-exempt groups	Included
Other spending relate to ballot measures or referendums	No Contribution

Particular	FY 2019-20	FY 2020-21	FY 2021-22	FY 2022-23
Total Contributions (INR)	6,47,800	4,32,500	2,96,000	6,68,750

❖ *Other Large Contributions*

Name of organization	Type of Organization	Total amount paid in FY 2022-23(INR)
Confederation of Indian Textile Industry (CITI)	Trade Association	4,50,000
The Associated Chambers of Commerce & Industry of India (ASSOCHAM)		1,43,750
Federation of Indian Export Organization (FIEO)		50,000

## Supply Chain Management

❖ *Supplier ESG Program*

The company maintains rigorous oversight of purchasing practices, consistently aligning them with the Supplier Code of Conduct and avoiding conflicts with ESG requirements. Non-compliant suppliers face exclusion from contracting if they cannot meet minimum ESG standards within specified timeframes. Additionally, the company prioritizes suppliers with superior ESG performance, incorporating a minimum weight for ESG criteria in the supplier selection and contract awarding process. Internal stakeholders and buyers receive training to fulfill their roles effectively in the supplier ESG program.

❖ *Supplier Screening*

We at ICIL have a well-defined supplier screening process. As a part of supplier evaluation and on-boarding process we review the suppliers from various perspectives to mitigate the risk associated. The key parameter considered for screening of supplier are:

1. Country Risk: Government/Environmental Regulations, Political and Economic stability, Corruption/Ethical Standards, Conflict Zone;
2. Sector Specific Risk: Raw material availability, Quality, Demand Volatility, Labor condition, Regulatory Compliances;
3. Commodity Specific Risk: Price Volatility, Currency Fluctuation (Import goods), monopoly supplier, substitutes availability, climate and environmental factors.

Apart from above listed parameters, we also consider their financial health, production capacity, lead time etc. to meet the growing demands of the business.

#### ❖ *Supplier Assessment and Development*

We at ICIL as a part of the supply chain management process has developed a robust mechanism for supplier assessment which shall be practiced rigorously going forward.

We plan to conduct period assessments of our Tier-1 Suppliers, contractors, and sub-contractors to ensure compliance with our supplier code of conduct, standards and regulations, and quality requirements.

The evaluation parameters cover different perspective with reference to environment, social and governance such as emissions, water consumption and discharge, waste generation and disposal, human rights, health and safety laws / regulations /codes, etc.

In case if any exceptions / non-conformance is noted, ICIL reports the same to supplier. Basis the above assessments, ICIL categorizes the supplier as Severe, Major, Moderate and Minor based on the assessment finding.

If a supplier has received "Severe" ratings in assessment, the supplier / contractor shall be given a duration of 05 days to submit a suitable corrective action plan, if they are rated "Major" 15 days are provided to submit corrective action plan and if they are rated Moderate or Minor, 30 days are provided to submit corrective action plan.

A follow-up assessment shall be conducted within 30 days if rated Severe, 90 days in case rated major and a year case of moderate / minor from the date of initial/periodic audit before which the supplier / contractor should submit the evidence of compliance.

#### ❖ *KPIs for Supplier Screening*

Supplier Screening	FY 2023
Total number of Tier-1 suppliers	1067
Total number of significant suppliers in Tier-1	267
% Of total spend on significant suppliers in Tier-1	61%
Total number of significant suppliers in non-Tier-1	0
Total number of significant suppliers (Tier-1 and non-Tier-1)	267

## Effective Tax Rate

Particulars	FY 2021 (INR)	FY 2022 (INR)	Calculated Average Rate
Earnings before Tax	4,55,74,00,000	3,23,41,00,000	
Reported Taxes	1,25,52,75,000	78,99,01,000	
Cumulative acceptable adjustments	-16,00,000	6,52,02,000	
Effective Tax Rate (in %)	27.51%	22.48%	25.4254
Cash Taxes Paid	1,16,93,00,000	85,24,00,000	
Cash Tax Rate (in %)	25.66%	26.35%	25.94751

Reason	Tax Impact FY 2021 (INR)	Tax Impact FY 2022 (INR)	Explanation
Timing - net deferred tax assets/liabilities and major issues outside of the two year period reported (including accounting adjustments for prior reporting periods due to major tax policy changes)	16,00,000	6,25,56,000	Adjustment with reference to origination and reversal of temporary differences and in respect of Income Tax of previous years

## Information Security/ Cybersecurity & System Availability

The IT Head holds responsibility for supervising all matters pertaining to information technology, encompassing, but not limited to, data privacy and cybersecurity. Should any concerns or complaints arise regarding the data privacy of stakeholders, individuals are invited to address them with the IT Head of the Company via email at [helpdesk@indocount.com](mailto:helpdesk@indocount.com).

## Innovation Management

### ❖ R&D Spending

	Unit	2019	2020	2021	2022
Total R&D spending	million USD	0.199070	0.215783	0.194383	0.537767
Number of R&D positions	FTEs	16	16	16	18
R&D Spending as % of sales	% of sales	0.06	0.062	0.051	0.158

❖ *Open Innovation*

Example of open innovation	Example of approach	Efficiency gains (e.g. reduction of cycle time/ time to market, etc.)	Access to human capital, technologies, inventions, etc.	Other impact
		Description and impact assessment	Description of how this approach improves access to the aspects mentioned above	Description other positive impact and quantification of such impact
Approach 1	Sustainable approach :  Pure Earth	❑ Initially, companies utilized petrochemical-based dyes for solid dyeing, as vegetable dyes, although available, presented feasibility and production challenges due to complex processes and limited availability. Indo Count identified a sustainable alternative in Agro-based dyes known as EARTH COLORS, derived from agro waste. Notably, these dyes are fully sustainable, as they are based on agro waste that would otherwise end up in landfills. As a significant stride toward sustainability, Indo Count introduced 100% organic fabric, dyed exclusively with Earthcolor dyes.	❑ This innovation embodies a sustainable approach across various dimensions:  1. Agro-based Dyes: By incorporating agro-based dyes, we've embraced an eco-friendly alternative, contributing to a more sustainable dyeing process.  2. True Organic Cotton: Our commitment to sustainability extends to the use of True Organic Cotton, eliminating the use of petrochemical dyes throughout the entire process.  3. Reduced Wastage: The production of these dyes from agricultural waste, such as cotton seeds and almond shells, not only enhances sustainability but also minimizes overall wastage in our processes.	❑ This has generated a high sale in terms of company revenue. Indo Count is able to work for "Sustainability" by using these NON-PETROCHEMICAL Dyes.



Example of open innovation approach	Example of approach	Efficiency gains (e.g. reduction of cycle time/ time to market, etc.)	Access to human capital, technologies, inventions, etc.	Other impact
Approach 2	Earth Friendly approach:  Rekoop Tencel Poly technology	We have saved around approx. 50+ millions of production new virgin plastic bottle with technology to reduce the impact on Mother Earth	One Sheet set uses around 62 PET bottles.  By shipping around 10 lacs sheet sets, we have saved around 50 million bottle	Indo Count has shipped almost 1 million sheet sets to few of our Potential customers.

## Environment

### Environmental Policy and Management

#### ❖ Environmental Policy

Particulars	
Environmental policy	<a href="#">Environment-Health-and-Safety-Policy.pdf (indocount.com)</a>
Board of Directors oversight	Mr. Anil Kumar Jain Executive Chairman Telephone number - 022 43419500 E-mail id - info@indocount.com

#### ❖ Environmental Management System (EMS)

Parameters	Coverage	Remarks
Third-party certification / audit / verification:	100%	Audited by Intratek, India
ISO 14001 certificate, Bhilad	ISO 14001 certificate, Gokul	ISO 14001 certificate, Kagal

❖ Environmental Violations

Parameters	FY 2019	FY 2020	FY 2021	FY 2022
Number of violations of legal obligations / regulations	Nil	Nil	Nil	Nil
Amount of fines / penalties related to the above. INR	Nil	Nil	Nil	Nil
Environmental liability accrued at year end. Currency: INR	Nil	Nil	Nil	Nil

## Emissions

❖ Direct Greenhouse Gas Emissions (Scope 1)

Additional Disclosure

Parameters	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Total direct GHG emissions (Scope 1)	MTCO <sub>2</sub> e	85,132.5	80,869.1	91,548	1,47,948
Data Coverage		100	100	100	100

a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India). All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location and FY 22-23 is for Indo Count both locations i.e. Kolhapur & Bhilad location. ICIL had previously established an internal target for Scope 1 emissions for the Financial Year 2022-23, set at 78,680.6 Metric Tonnes of CO<sub>2</sub>. However, with the acquisition of a new unit within this financial year, we have observed an unexpected increase in emissions levels.

We are currently re-evaluating our strategies towards achieving a net-zero transition, considering this recent development. In light of these changes, we are now redrafting our emissions targets for the Financial Year 2023-24 to ensure they are aligned with our revised transition pathway. Our commitment to sustainable environmental practices remains strong, and we are continually striving to adapt and improve as necessary.

b) Data verification attached here, is from 3rd party BLUWIN auditor based on Calendar year during vFEM HIGG Assessment.

❖ Indirect Greenhouse Gas Emissions (Scope 2)

Additional Disclosure

Parameters	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Total indirect GHG emissions (Scope 2)	MTCO <sub>2</sub> e	59,778.6	54,946.2	61,035	78,707
Data Coverage	%	100	100	100	100

a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India). All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location and FY 22-23 is for Indo Count both locations i.e. Kolhapur & Bhilad location. ICIL had previously established an internal target for Scope 2 emissions for the Financial Year 2022-23, set at 54,052.6 Metric Tonnes of CO<sub>2</sub>. However, with the acquisition of a new unit within this financial year, we have observed an unexpected increase in emissions levels.

We are currently re-evaluating our strategies towards achieving a net-zero transition, considering this recent development. In light of these changes, we are now redrafting our emissions targets for the Financial Year 2023-24 to ensure they are aligned with our revised transition pathway. Our commitment to sustainable environmental practices remains strong, and we are continually striving to adapt and improve as necessary.

b) Data verification attached here, is from 3rd party BLUWIN auditor based on Calendar year during vFEM HIGG Assessment.

❖ Indirect Greenhouse Gas Emissions (Scope 3)

Additional Disclosure

Parameters	Unit	FY 2019	FY 2020	FY 2021	FY 2022	Target FY 2022
Total indirect GHG emissions (Scope 3)	MTCO <sub>2</sub> e	1,66,066	2,19,943	1,49,125.5	1,34,104.6	1,57,431.5

The Scope 3 emissions data that has been reported does not encompass the emissions from our Bhilad unit, as this unit only became part of our operations during the course of Financial Year 2022-23. Currently, we are in the process of conducting an internal evaluation of this unit's emissions data. Once we have appropriately collated and reviewed this information, we will integrate it into our future emissions reporting, ensuring a comprehensive and accurate reflection of our environmental impact.

❖ Scope 3 Categories

List of Categories	Scope 3 Emissions in the reporting year (MT CO <sub>2</sub> e)	Emissions calculation methodology and exclusions
Purchased Goods and Services	1,14,273.8	Quantis GHG Scope 3 Evaluator. FY 2022-2023 data taken.
Capital Goods	8,581.9	
Fuel-and-energy-related-activities (not included in Scope 1 or 2)	0.0	
Upstream transportation and distribution	6,470.6	
Waste generated in operations	6.6	
Business travel	662.5	
Employee commuting	2,975	
Upstream leased assets	0.0	
Downstream transportation and distribution	408.75	
End of life treatment of sold products	725.5	

The Scope 3 emissions data that has been reported does not encompass the emissions from our Bhilad unit, as this unit only became part of our operations during the course of Financial Year 2022-23. Currently, we are in the process of conducting an internal evaluation of this unit's emissions data. Once we have appropriately collated and reviewed this information, we will integrate it into our future emissions reporting, ensuring a comprehensive and accurate reflection of our environmental impact.

## Resource Efficiency and Circularity

❖ Energy Consumption

Total energy consumption	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Total non-renewable energy consumption	MWh	4,61,208	4,35,686.95	4,94,528.56	5,39,363.06
Total renewable energy consumption	MWh	2,176.7	2,282.8	2,652.3	12,821.4
Data coverage		100	100	100	100

a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India).

All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location and FY 22-23 is for Indo Count both locations i.e Kolhapur & Bhilad location.

b) Energy data publicly disclosed in link provided i.e in annual reports is in MJ.

We have converted here MJ Energy to MWh Energy

Conversion factor used 0.0002777778 - Source IPCC 5th Assessment (AR5-100 Years).

❖ *Circular Fashion Commitment and Programs*

Commitments
Implementing circularity for white-labeled bed cover products is challenged by several factors. Supply chain complexity results from numerous suppliers and manufacturers, complicating material lifecycle management. Ensuring quality control with reused or recycled materials is vital but difficult, leading to varying consumer perceptions. Regulatory landscapes differ worldwide, making universal compliance challenging. Technological shortcomings can hamper effective and economic recycling, while production costs may increase due to recycling processes. Lastly, undisclosed product information due to trade secrets can complicate material reuse and recycling. These issues require comprehensive industry strategies, innovation, and shifting consumer mindsets for successful transition to a circular economy.
We have begun incorporating reused fabric into our selection of products. Our Rekoop product line exemplifies this initiative.

❖ *Circular Fashion Indicators*

	Fiscal Year 2022
Total weight of recycled post-consumer textile fibers included in new products (tonnes)	153
Total weight of items produced (tonnes)	29,498
Total weight of items sold (tonnes)	27,659

Packaging

❖ *Packaging Commitment*

Commitments
We have converted our major packing materials from PVC polybags to self-fabric bags. We ship our products in Self-Fabric bags to marquee global brands which helps them meet their sustainability goals. Further, we have reduced paper consumption in cartons and stiffeners by optimizing GSM (grams per meter square) & BF (burst factor) parameters.
100% sustainable sourcing of packaging material by 2030: Around 40% of our material is sustainably sourced. This includes cotton, yarn & fabric, dyes & chemicals and packaging material. We are working to reach 100% sustainable sourcing for our raw material and packaging material by 2030. (Currently 90% packaging is sustainable)

❖ *Packaging Material Used*

Packaging Materials	Total weight (MT)	Recycled and/or certified material
Wood/Paper fiber packaging	4653	92%

*Additional Disclosure*

❖ *Plastic Packaging*

Parameter	FY 2019	FY 2020	FY 2021	FY 2022
Total weight of all plastic packaging	264	550	479	536

*Additional Disclosure*

% of recyclable plastic packaging (as a % of the total weight of all plastic packaging)	100%	100%	100%	100%
Percentage of compostable plastic packaging (as a % of the total weight of all plastic packaging)	0	0	0	0
Percentage of recycled content within your plastic packaging (as a % of the total weight of all plastic packaging)	0	0	1.53	4.22

a) In year 2022-23 Indo Count acquired GHCL Home Textile division (Bhilad, Gujarat, India).  
All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location  
and FY 22-23 is for Indo Count both locations i.e Kolhapur & Bhilad location.

## Waste

### ❖ Waste Disposal

Additional Disclosure

Parameters	Unit	FY 2019	FY 2020	FY 2021	FY 2022	What was your target for FY 2022?
Total waste recycled/ reused	MT	7557.7	6299.4	5,308.4	11,730.8	
Total waste disposed	MT	825.5	3627.5	1,876.2	1,323.9	1688.6
Waste landfilled	MT	0	0	0	0	
Waste incinerated with energy recovery	MT	0	0	0	0	
Waste incinerated without energy recovery	MT	0	0	0	0	
Waste otherwise disposed <i>ETP Sludge &amp; Other waste</i>	MT	825.5	3627.5	1,876.2	1,323.9	
<b>Data coverage</b>		100	100	100	100	

Total waste recycled/ reused - We are giving wastes to authorised waste collectors for recycling & reusing. They will recycle / reuse the waste collected from us.

Waste data of FY 2021-2022 & FY 2022-2023 publicly disclosed in annual report FY 2022-2023.

## Water

### ❖ Water Consumption

Additional Disclosure

Parameters	Unit	FY 2019	FY 2020	FY 2021	FY 2022	Please indicate what was your target for the FY 2022
Withdrawal: Total municipal water supplies (or from other water utilities)	Million cubic meters	1.10	1.27	1.26	0.97	
Withdrawal: Fresh surface water (lakes, rivers, etc.)	Million cubic meters	0	0	0	0.60	
Withdrawal: Fresh groundwater	Million cubic meters	0	0	0	0	
Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted	Million cubic meters	0	0	0	0.15	
Total Net Fresh Water Consumption	Million cubic meters	1.10	1.27	1.26	1.72	1.884
<b>Data coverage</b>		100	100	100	100	

All data mentioned from FY19-20 to FY 21-22 is for Indo Count Kolhapur location and FY 22-23 is for Indo Count both locations i.e. Kolhapur & Bhilad location.

## Climate Strategy

### ❖ Climate Governance

Indicator	Practice
Board oversight	Yes, there is a board level committee with oversight of climate-related issues Climate/Sustainability/ESG Committee
Frequency of climate-related issues on the board meeting agenda	At least annually
Management responsibility	The Corporate Social Responsibility (CSR) Committee of the Board is tasked with providing oversight on ESG (Environmental, Social, and Governance) matters. In parallel, there is a dedicated management-level committee responsible for the continuous monitoring and reviewing of the company's ESG-related aspects.



❖ *Climate Risk Management*

Indicator	Practice
Integrated into multi-disciplinary company-wide risk management processes, i.e. a documented process where climate change risks and opportunities are integrated into the company's centralized enterprise risk management program covering all types/sources of risks and opportunities	Yes
Types of climate-related risk included in risk assessment	
Current regulation / Emerging Regulation Technology risk / Legal risk / Market risk / Reputational risk / Acute physical risk / Chronic physical risk	<ul style="list-style-type: none"> <li>• Current Regulation</li> <li>• Emerging Regulation</li> <li>• Technology Risk</li> <li>• Legal Risk</li> <li>• Market Risk</li> <li>• Reputational Risk</li> <li>• Acute Physical Risk</li> <li>• Chronic Physical Risk</li> </ul>
Value chain stages covered by climate risk assessment	
Own operations	Yes
Upstream activities	Yes
Downstream Activities and/or clients	Yes
Time horizon(s) covered by climate risk assessment	
Short-term	Yes
Medium-term	Yes
Long-term	Yes

❖ *Physical Climate Risk Adaptation*

*Additional Disclosure*

Physical climate Risk assessment	2°C or below 2°C
Context-Specific plan to adapt to physical climate risks	Yes
Coverage of existing operations (% of total revenue)	100%
Target timeline to implement relevant adaptation measures	More than 10 years

❖ *Emissions Reduction Targets*

Scope covered by the target	Target Timeframe	Baseline year emissions covered and as a % of total base year emissions	% Reduction target from base year	Is this target validated by the Science-based Targets Initiative?
Scope 1 + 2	Base Year: 2018 Fiscal Year  Target Year: 2030 Fiscal Year	Base year emissions: 151687 met. ton. CO <sub>2</sub> e % of total base year emissions: 47.74	33	No, but we consider the target to be science-based

Scope 3	Base Year: 2018 Fiscal Year  Target Year: 2030 Fiscal Year	Base year emissions: 166066 met. ton. CO <sub>2</sub> e % of total base year emissions: 52.3	14.8	No, but we consider the target to be science-based
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### Low-Carbon Products

Type and description of Low-Carbon product(s)
We are manufacturing products which are / need less carbon during their processing/ manufacturing. a) Pure Earth Dyes Products - these are special dyes from Archroma manufactured from natural waste extracts and are claimed as low carbon foot print dyes. b) Carbon Neutral Tencel Products - these are special fibers procured from Lenzing which are manufactured in a facility with Carbon Neutral phenomenon. We have reported the volumes we produced for these products.

### Net-Zero Commitment

Target Time Frame	Target scope & related emission reduction target (as % of base year emissions)	Is the target validated by Science-Based Targets initiative?
Base Year: 2018  Target Year: 2050	Scope 1 & 2:  Scope 3:	We consider the target to be science-based

### Biodiversity

#### ❖ Biodiversity commitment

In the pursuit of biodiversity conservation, our commitment extends to defining targets for priority areas aimed at achieving no net loss. We require a collective commitment from our entire value chain to refrain from operational activities in the vicinity of sites harboring globally or nationally significant biodiversity. Embracing a mitigation hierarchy, we conduct comprehensive biodiversity risk assessments and actively engage stakeholders in biodiversity initiatives. This commitment spans our entire value chain, encompassing our own operations, suppliers, and partners. Furthermore, our biodiversity policy holds the endorsement of a key leadership figure, either a member of the Board of Directors or Executive Management.

### Product Stewardship

#### ❖ Resource Efficiency Benefits of Products

% of Total Products	Description of benefits
24	In our product portfolio we have considered below 2 products as providing benefits during usage phase to end consumers i) Energy Conservation : We manufacture and sell products under Quick Dry category. These products relatively need lesser drying temperatures/time

	<p>as compared to a normal bedlinen. There are defined customer protocols which we meet for this parameter and is tested in 3rd party labs like BV/SGS/ITS. Also, on packaging we mention the attribute "Quick Dry" for consumers to get awareness and make a wise buying choice. ii) Increased product durability/longevity : In this category we manufacture products like "Freshness" products which needs less number of washings as compared to regular products. Example : 3x less washing than regular products. This attribute is also mentioned on packaging as "Freshness Products" for consumers information.</p>
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❖ *Hazardous Substances Commitment*

Indicator	Details
Description of commitment:	Our products meet international norms of Oekotex/ZDHC MRSL.
Target year:	2030 Calendar Year
Progress achieved towards target	<p>As a committed member of the Zero Discharge of Hazardous Chemicals Program (ZDHC) and adhering to the Hazardous Wastes (Management, Handling &amp; Transboundary Movement) Rules 2008, we deploy rigorous waste management processes. We efficiently manage our Effluent Treatment Plant (ETP) generated waste, Cat.35.3, by using a proprietary system to separate solid waste from water content and recycle it back into the ETP process. The remaining sludge is processed in a sludge dryer to control moisture content to about 8% before responsibly disposing of it through an authorised body (CHWTSDf). Through this, we ensure a careful and sustainable practice in managing biological sludge waste.</p>

## Social

### Discrimination and Harassment @ Indo Count

Our company maintains a strong commitment to an inclusive work environment, free from discrimination and harassment of any kind - both sexual and non-sexual. We recognize the inherent dignity of all individuals and promote the respect and acknowledgement of diverse backgrounds and experiences within our team.

Our Human Rights and Equal Opportunity policy strictly prohibits any discriminatory practices in hiring, promoting, or opportune treatment of employees based on race, color, gender, religion, age, nationality, disability, or any other characteristics. We are dedicated to upholding fairness and equality in every aspect of our employment practices.

Also, we take a firm stance against any form of harassment, which includes, but is not limited to, sexual harassment, bullying, intimidation, and the use of offensive language or behavior. Strict disciplinary action is taken if any employee is found guilty.

Our employee grievance policy urge our employees to report any instances of discrimination or harassment they encounter or witness, without fear of retaliation. We are dedicated to thoroughly investigating these complaints, protecting the rights of our employees, and ensuring their safety and comfort in the workplace.

Our goal is to provide a workplace environment that encourages respect, teamwork, and professional growth. We are proud to stand behind our Non-Discrimination and Anti-Harassment policies as we commit to promoting a company culture that values and supports diversity and inclusion.

### Labor Practice indicator

#### ❖ Total Permanent Employee

Parameter	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Employees	Nos.	2204	2203	2215	3526
Contractual	Nos.	2907	2894	2430	3005

#### ❖ Workforce Breakdown: Gender

Diversity Indicator	Percentage
Female share of total workforce (%)	15.63%
Females in all management position including senior, middle and junior management position (as % of total management workforce)	8.38%
Females in junior management position (as % of total junior management positions)	9.67%
Females in top management position, i.e., maximum two levels away from the CEO or comparable positions (as a % of total top management positions)	5.88%
Females in management positions in revenue-generating functions (e.g., sales) as a % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	23.38%
Share of women in STEM-related positions (as % of total STEM positions)	1.25%

❖ *Gender Pay Indicators*

Employee Level	Average Women Salary (INR)	Average Men Salary (INR)
Executive level (base salary only)	43,12,524	44,58,756
Management level (base salary only)	5,22,624	5,80,656
Non-management level (base salary only)	1,80,000	1,80,000

❖ *Freedom of Association*

Indo Count steadfastly upholds the principles of freedom of association and collective bargaining. We create an atmosphere wherein our employees are encouraged to express their views openly, join associations, and negotiate collectively. This firm commitment fortifies our belief in teamwork and mutual respect, fostering a productive, harmonious workplace.

Indicator	% of employees
Represented by an independent trade union or covered by collective bargaining agreements:	74.9%

❖ *Differently Abled Employees and Workers*

S. No.	Total	Male		Female	
		No.	%	No.	%
Differently Abled Employees					
Permanent	3	2	66.67%	1	33.33%
Other than Permanent	0	0	0%	0	0%
Total	3	2	66.67%	1	33.33%
Differently Abled Workers					
Permanent	10	9	90%	1	10%
Other than Permanent	11	10	90.91%	1	9.09%
Total	21	19	90.48%	2	9.52%

## Human Rights

At ICIL, we recognize the importance of upholding ethical and human rights standards throughout our value chain. We respect the human rights of all our stakeholders. Our Human Rights Policy and due diligence practices encompass all ICIL employees, workers, including trainees, part-time and contractual workforce across our business units, entities we own, and entities in which we own a majority interest. Furthermore, we ensure that our value chain partners also adhere to these principles.

To ensure the protection of human rights, we have implemented a robust system of due diligence and

continuous monitoring throughout our operations via our grievance redressal mechanisms, POSH policy, and Supplier Code of Conduct. We actively encourage stakeholders to raise any concerns or complaints related to human rights issues, and we address them promptly and appropriately.

## Human Capital Development

### ❖ Training and Development Inputs

Indicator	Values
Average hours per FTE of training and development FY 2023	7

### ❖ Employee Development Programs

	Program 1
Name & Description of Program	Samarth
Description of program objective/business benefits	ICIL's training initiative 'Samarth' empowers staff with sewing techniques and advanced machinery operation skills to produce superior-quality products and boost productivity.
% of FTEs participating in the program	5%

### ❖ Human Capital Return on Investment

	FY 2019 (INR)	FY 2020 (INR)	FY 2021 (INR)	FY 2022 (INR)
Total Revenue, as specified in the "Denominator" (a)	19,65,07,00,000	25,14,75,00,000	28,05,95,00,000	27,83,59,00,000
Total Operating Expenses (b)	18,64,69,00,000	21,99,00,00,000	24,90,93,00,000	24,94,31,00,000
Total Employee Related Expenses (c)	1,24,62,00,000	1,45,27,00,000	1,70,98,00,000	2,34,63,00,000
HC ROI (a-(b-c))/c	1.81	3.17	2.84	2.23
Total Employees, as specified in the "Denominator" question.	2,204	2,203	2,215	3,526

## Talent Attraction and Retention

### ❖ Hiring

Particulars	FY 2019	FY 2020	FY 2021	FY 2022
Total number of new employee hires	110	136	184	120

❖ *Hiring (Breakdown) & Average Hiring Cost*

	Female		Male			
FY	Count	%	Count	%	Grand Total	Average Hiring Cost (in Rs.)
2019-20	19	17.27%	91	82.73%	110	5,867
2020-21	15	11.03%	91	88.97%	136	11,790
2021-22	38	20.65%	121	79.35%	184	33,960
2022-23	12	10.00%	146	90.00%	120	28,113
Grand Total	84	15.27%	466	84.73%	550	

❖ *Hiring (Management Level & Age Group)*

	Financial Year - 2022-23				
	Female		Male		
Levels	Count	%	Count	%	Grand Total
Junior Management	7	12.07%	58	89.23%	65
Middle Management	5	12.82%	39	88.64%	44
Senior Management	0	0.00%	11	100.00%	11
Top Management	0	0.00%	0	0.00%	0
Grand Total	12	11.11%	108	90.00%	120

	Financial Year - 2022-23				
	Female		Male		
Age Group	Count	%	Count	%	Grand Total
18 to 26 years	2	18.18%	9	81.82%	11
27 to 42 years	9	11.54%	69	88.46%	78
43 to 58 years	1	3.23%	30	96.77%	31
59 to 77 years	0	0.00%	0	0.00%	0
Grand Total	12	10.00%	108	90.00%	120

❖ *Employee Turnover Rate*

Particulars	FY 2019	FY 2020	FY 2021	FY 2022
Total employee turnover rate	18.07	7.23	7.3	23.11
Voluntary employee turnover rate	17.54	7.03	6.78	22.99



## Occupational Health and Safety

### ❖ Fatalities

Particulars	FY 2019	FY 2020	FY 2021	FY 2022
Employees	-	-	0	0
Contractors	-	-	0	0

### ❖ LTIFR

Particulars	Unit	FY 2019	FY 2020	FY 2021	FY 2022
Employees	<i>n/ million hours worked</i>	-	-	-	1.58
Coverage	100%	-	-	2215 employees	2547 employees
Contractors	<i>n/ million hours worked</i>	-	-	1	1.01
Coverage	100%	-	-	-	2928 contractors

## Privacy Policy: Systems/ Procedures

Aspect	Details
<i>Privacy policy</i>	<a href="https://www.indocount.com/images/investor/Data-Privacy-Policy.pdf">https://www.indocount.com/images/investor/Data-Privacy-Policy.pdf</a>
<i>Designated person/ department responsible for privacy issues</i>	Board of Directors (Oversight) IT Head IT Security Lead
<i>Privacy policy system embedded in group-wide risk/compliance management</i>	Yes, disciplinary action, up to and including termination of employment/ contract under the Digital Personal Data Protection (DPDP) Act, 2023


## Annexure

### 1. Certifications

#### 1.1 Intertek Certificate (Kolhapur plant and Bhilad plant respectively)

**SMETA** Sedex Audit Reference: 2023INDIA42872502 • Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC: 1036475	Sedex Site Reference: (only available on Sedex System)	ZS: 1041010
Business name (Company name):	Indo Count Industries Ltd		
Site name:	Indo Count Industries Ltd		
Site address: (Please include full address)	Home Textiles Division, Plot No T-3, Five Star Kagal Halkalanganole, MIDC, Industrial Area, AI/Post- Talangade Kolhapur-416236	Country:	India
Site contact and job title:	Mr. Rajesh Mohite - AGM HR & IR (Compliance) Home Textiles		
Site phone:	91 9325616252	Site e-mail:	rmohite@indocount.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	22nd and 23rd May 2023		

Audit Company Name & Logo:		Report Owner (payer): (If paid for by the customer of the site please remove for Sedex upload)	
		Indo Count Industries Ltd	

Audit Conducted By			
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Combined Audit (select all that apply)			


If you have any concerns or queries about this SMETA report or the associated SMETA audit, please contact [grievance@sedex.com](mailto:grievance@sedex.com).

To confirm the validity of this report, please visit <https://www.sedex.com/audit-verify/>

Audit company: Intertek Report reference: AS064997 Date: 22nd and 23rd May 2023 Sedexglobal.com 2

**SMETA** Sedex Audit Reference: 2023INDIA42833024 SMETA Corrective Action Plan Report (CAPR) Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC: 1036475	Sedex Site Reference: (only available on Sedex System)	ZS: 1086104
Business name (Company name):	Indo Count Industries Limited - Made Ups Division		
Site name:	Indo Count Industries Limited - Made Ups Division		
Site address: (Please include full address)	Plot No. D-1, MIDC Gokul Shiroon, Tal. Kaveri, Dist. Kolhapur, Maharashtra - 412 234	Country:	India
Site contact and job title:	Mr. Rajesh Mohite - AGM Compliance		
Site phone:	+91 - 93256 16252	Site e-mail:	rmohite@indocount.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health & Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	24th, 25th & 26th May 2023 / Desktop Reviewed Date 12th June 2023		

Audit Company Name & Logo:		Report Owner (payer): (If paid for by the customer of the site please remove for Sedex upload)	
		Indo Count Industries Limited - Made Ups Division	

Audit Conducted By			
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Combined Audit (select all that apply)			

Report written in black = Periodic / 24th, 25th & 26th May 2023

Report written in Blue = Desktop Review / 12th June 2023

Audit company: Intertek Report reference: AS065023 Date: 24th, 25th & 26th May 2023 / Desktop Reviewed Date 12th June 2023 Sedexglobal.com 2

**SMETA** Sedex Audit Reference: ZAA00022876 Sedex Members Ethical Trade Audit Report Version 6.1

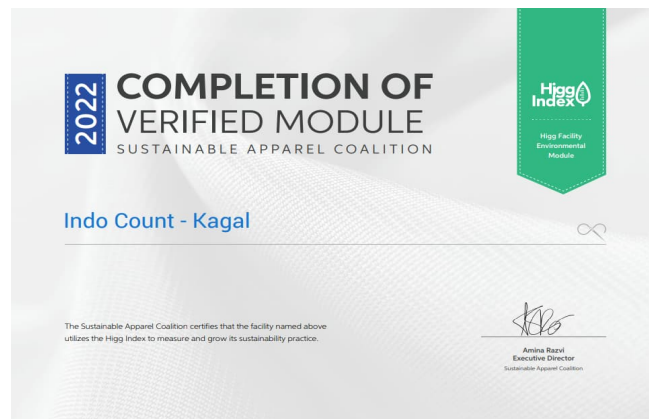
Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC1015131	Sedex Site Reference: (only available on Sedex System)	ZS1020605
Business name (Company name):	INDO COUNT INDUSTRIES LTD		
Site name:	INDO COUNT INDUSTRIES LIMITED		
Site address:	191 - 192 Mahadev Patta, Tal. Umargam, Dist. Valsad Bhilad 366105 IN	Country:	IN
Site contact and job title:	Mr. Dinesh Nath Mahra / DOM - HR/PEADMIN		
Site phone:	+912607143000	Site e-mail:	dhaival.desai@indocount.com
SMETA Audit Pillars:	<input checked="" type="checkbox"/> Labour Standards	<input checked="" type="checkbox"/> Health and Safety (plus Environment 2-Pillar)	<input checked="" type="checkbox"/> Environment 4-pillar <input checked="" type="checkbox"/> Business Ethics
Date of Audit:	2023-08-29		

Audit Company Name:	
Intertek India	

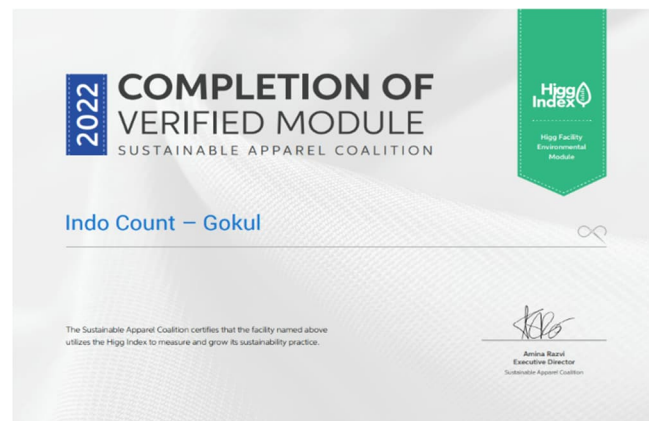
Audit Conducted By			
Affiliate Audit Company	<input checked="" type="checkbox"/>	Purchaser	<input type="checkbox"/>
Brand owner	<input type="checkbox"/>	NGO	<input type="checkbox"/>
Multi-stakeholder	<input type="checkbox"/>	Trade Union	<input type="checkbox"/>
Combined Audit (select all that apply)			

Audit company: Intertek India Report reference: ZAA00022876 Start Date: 2023-08-29 End Date: 2023-08-30 Sedexglobal.com 2

## 1.2 HIGG vFEM Certificate- Kagal



## 1.3 HIGG vFEM Certificate- Gokul



## 1.4 HIGG vFEM Certificate- Gokul



## 1.5 ICIL- ZDHC



## 1.6 ISO 45001: 2018- Kagal, Gokul



1.7 Recognized as Giga-Gurus and Sparking Change Suppliers as a part of Walmart Project Gigaton

Supplier Recognition ProjectGigaton™



We are excited to feature suppliers that have joined and are demonstrating results through Project Gigaton, Walmart's initiative to reduce emissions in the global value chain by 1 billion metric tons - a gigaton - by 2030.

If your company would like to be recognized by this page, [join Project Gigaton](#) and agree to share your great work publicly!

**CHANGES FOR THE '23 REPORTING SEASON!** Giga-Guru and Sparking Change recognition categories will require companies to set goals in at least three pillars of action in Project Gigaton or a Science Based Target, report progress in at least three pillars, and agree to share their goals and logo. To achieve the more prestigious Giga-Guru status, companies must also report carbon footprint (Scope 1 and Scope 2 emissions). See [FAQ](#) for more details.

5315  
Total Suppliers



1576  
Giga Guru



914  
Sparking Change



Giga-Gurus and Sparking Change Suppliers

 Indo Count

SEARCH



INDO COUNT INDUSTRIES LTD

