



ESG

DATABOOK

Indo Count Industries Limited
FY 2023-24



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.

CONTACT

+91 22 4341 9500 301 Third Floor Arcadia, Nariman Point, Mumbai www.indocount.com

Contents

About the Company	3
About the ESG Data Book	3
Scope & Boundary	3
Economic	4
Risk and Crisis Management	9
Business Ethics	12
Supply Chain Management	13
Information Security/ Cybersecurity & System Availability	15
Environment	17
Environmental Policy and Management	17
Emissions	18
Resource Efficiency and Circularity.....	20
Waste	22
Water	22
Biodiversity.....	25
Product Stewardship	25
Social	27
Labour Practice indicator	27
Human Rights.....	28
Human Capital Development	29
Talent Attraction and Retention.....	29
Environment Health and Safety.....	30
Privacy Policy: Systems/Procedures	30
Annexures.....	31
Certifications	31

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 acquisition of Brand 'Wamsutta'. The Company has also acquired 81% stake in Fluvitex USA, Inc. and 100% stake in Modern Home Textiles, Inc. through its wholly owned subsidiary- Indo Count Global, Inc. 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 6000+ (Direct & Skilled) and has spent ₹23.44 crore on CSR initiatives over the past five years. In FY 2023-24, it recorded a consolidated net revenue of ₹3,557.07 Cr. and an EBITDA of ₹602.74 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 2023-24.

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 2023-24), 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 2020-21, FY 2021-22, FY 2022- 23, and FY 2023-24) 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.

(in millions)

Company Data	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Reported Revenue in INR (in Lakhs)	25,14,74,72,000	28,05,95,12,000	27,83,59,20,000	33,32,31,00,000
Revenues in US Dollars (in Millions)	343,543,715.8	370,092,200.2	338,718,666.3	399,772,599.8
Total Employees (Permanent employees)	2,203	2,215	1,056	1,051

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 (standalone), 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 (FY2023-24)
Executive Directors	4
Independent Directors	7
Total Board Size	11

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 2024 consists of 7 Non-Executive Independent Directors including 1 woman Independent director, making up 63% of the board composition with a board gender diversity of 9%.
Board Independence Target Share	50%
Number of Female Directors	1

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)
Average Board Meeting Attendance in FY 2023-24	98%
Minimum of attendance for all members required, at least (in %)	90%

Average tenure of board members	9.6 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.	7

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, 2024 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
Dr. (Mrs.) Vaijayanti Pandit	PhD. in Management Studies, Diploma in Journalism and Mass Communications Master's in political science	40+	Management Studies, Political Science, Journalism and Mass Communications, CSR
Dr. Sanjay Kumar Panda	Retired IAS Officer. Forestry, PhD in Economics	40+	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	20+	Legal, Taxation, Financing, Merger & Acquisitions, Risk Management, Cyber Security, Capital Markets & Regulatory Areas.
Mr. Akash Kagliwal	BA (Hons) graduate in International Business from Regent Business School, London	18+	Strong business development professional and has following skills in Strategic Negotiations, Risk Management, Environment, Health, and Safety (EHS), Business Model Innovation and Manufacturing
Mr. L. Viswanathan	Bachelor's degree in Science from St. Xavier's College, Calcutta University, fellow Member of the Institute of Cost Accountant of India, a Certified Public Accountant from USA	40+	Finance, Business Development, Operations, HR and systems in Capital Market Financial Services, IT, Media and Pharmaceutical industry

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)	3,13,62,903
Employee Compensation	Median Employee Compensation (INR)
Median annual compensation of all employees, except the Chief Executive Officer (or any equivalent position):	3,47,749
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	90.18

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.

Materiality Analysis

❖ *Material Issues and Metrics for Enterprise Value Creation*

	Material Issue 1	Material Issue 2	Material Issue 3
<p>Material Risk or Opportunity Please specify the material risk or opportunity impacting your business:</p>	GHG Emissions	Energy management	Sustainable Sourcing
<p>Business Case Please provide a brief rationale for why this issue is material to your business:</p>	The expansion of manufacturing capacity to accommodate increase in demand can potentially result in a subsequent rise in greenhouse gas (GHG) emissions	Robust processes and meticulously designed systems are in place to optimize energy efficiency, and an unwavering commitment to continuously improve them to enhance our energy-saving initiatives	Various raw materials are used in the manufacturing process and there is a continuous effort to source most of them sustainably to produce eco-friendly products and reduce impact on the environment.
<p>Business Impact Please select the type of impact this material issue has on your business (cost/revenue/risk):</p>	Risk	Cost	Revenue
<p>Business strategies Please specify your primary business strategies, initiatives or products that address this issue:</p>	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 to a reduction in greenhouse gas (GHG) emissions. Additionally, we have committed for science-based	For efficient energy management, solar panels and LEDs are installed at various facilities. Additionally, we have installed “Back Pressure Turbine” - to reuse excess steam in a turbine to generate electricity for internal usage and also, optimized usage of Steam pressure in wet processing machines.	A continuous connect is maintained Positive with suppliers to motivate and drive them to adopt sustainable practices. Sustainability is a key factor in shortlisting and on boarding suppliers

	targets near term and net zero by 2040		
Target/Metric	Net zero by 2040	Reduce energy emissions by 15% using renewable energy sources by 2025	Increase the share of sustainably procured material to 60% by 2030
Target Year	2040	2025	2030
Progress	FY 2023-24: Continued efforts brought emissions down by 6.2% (Kg CO2/Kg of production) compared with last year 2022-23	We are progressively moving our energy matrix towards renewable energy. We invested ₹ 50 crores in solar power installation in Gujarat, which was commissioned towards the close of FY24. Currently, Bhilad unit operates on 90% renewable power. As a Company, the total renewable energy capacity reached to 21.5 MW. Enhanced existing biogas capacity to generate more power output (Genset capacity increased from 125 KVA to 250 KVA)	FY 2023-24: Progress maintained at 22%, an improvement from the baseline of 17.4% (FY 2018-19), and packaging to >90% sustainably sourced with continued efforts to achieve the 2030 target.

❖ **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	Supplier relations	Health & Safety
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	Part of Business Responsibility: Operations, Product/ services Business Activity coverage: >50% of business activity	Part of Business Responsibility: Operations, Supply Chain Business Activity Coverage: >50% of business activity
External stakeholder(s)/ impact area(s) evaluated Please select the stakeholder(s) group or impact areas evaluated	External employees (e.g. supply chain, contractors), Society	External employees (e.g. supply chain, contractors), Society

<p>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.</p>	<p>To meet our ambitious sustainability goals, we've introduced robust measures to cut emissions across our value chain. A key step is a rigorous supplier assessment, evaluating ESG practices and excluding those that fall short. While this new process may surprise some suppliers, we're implementing it gradually, providing corrective actions and improvement plans based on their assessments. This approach helps both our suppliers and us grow as sustainability leaders.</p> <p>Type of Impact: Positive</p>	<p>The well-being and safety of our stakeholders, including employees, customers, contractors, workers, and farmers, are top priorities for the company. Given the labor-intensive nature of operations at our various manufacturing sites, the workforce may face health risks stemming from factors such as equipment malfunctions or human error. Ensuring a safe work environment is essential to our commitment to safeguarding human capital</p> <p>Type of Impact: Positive</p>
<p>Quantitative Impact Metrics</p>	<p>Corrective Action Success Rate ESG Compliance Improvement Rate</p>	<p>Fatalities, LTIFR, No. of work-related injuries, No. of High-consequence work-related injury</p>

Risk and Crisis Management

❖ Risk Governance

Board level committee: Risk Committee

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
Operational Risk Ownership (first line) dedicated operational roles (e.g., risk managers, business unit heads) own and manage risks	Mr. Vinod Jain, VP (Finance)	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	Raw material Risk	ESG Risk
Category	Economic	Environmental
Description	<p>Price Fluctuations:</p> <ul style="list-style-type: none"> Cotton prices are subject to volatility due to several factors including climatic conditions, global demand and supply dynamics, geopolitical tensions, and changes in agricultural policies. Adverse fluctuations in cotton prices can lead to an increase in input costs, which directly impacts our production costs and gross margins. For example, unexpected droughts or floods in major cotton-producing regions can reduce supply, driving up prices. Similarly, changes in trade policies or tariffs can disrupt the supply chain, causing price volatility. <p>Scarcity:</p> <ul style="list-style-type: none"> Cotton scarcity can arise from environmental issues such as climate change, which affects cotton crop yields. The shift towards sustainable practices and the demand for organic cotton can also strain supply chains, as organic cotton has lower yields compared to conventional cotton. Political instability in key cotton-producing countries or regions can 	<p>Environmental Preservation:</p> <ul style="list-style-type: none"> Environmental Degradation: Textile manufacturing processes, if not managed properly, can lead to environmental degradation through excessive water usage, pollution, and waste generation. Climate Change Impact: Our operations may be affected by climate change, resulting in disruptions to raw material supply chains, increased operational costs, and the necessity for investment in more sustainable practices. Consumer and Regulatory Pressure: There is a growing demand from consumers and regulators for companies to adopt environmentally sustainable practices. Failure to meet these expectations can result in reputational damage and loss of market share. <p>Governance:</p> <ul style="list-style-type: none"> Inadequate Governance Framework: Poor governance practices, including lack of transparency, weak internal controls, and insufficient stakeholder engagement, can expose the company to various risks, including financial irregularities and ethical breaches.

	<p>disrupt the supply of cotton, leading to scarcity.</p>	<ul style="list-style-type: none"> • Regulatory Compliance: Non-compliance with local and international regulations can lead to legal penalties, fines, and increased scrutiny from regulatory bodies. • Litigation Risk: Inadequate governance and environmental practices can make the company more susceptible to lawsuits from stakeholders, including investors, customers, and environmental groups.
<p style="text-align: center;">Impact</p>	<p>Financial Impact:</p> <ul style="list-style-type: none"> • Increased Input Costs: A rise in cotton prices will lead to higher production costs. This can erode our profit margins if we are unable to pass these costs onto our customers through price increases. • Gross Margin Reduction: Persistent high prices or scarcity of cotton could lead to a reduction in our gross margins, affecting overall profitability and shareholder value. <p>Operational Impact:</p> <ul style="list-style-type: none"> • Supply Chain Disruption: Scarcity or price hikes in cotton can disrupt our supply chain, causing delays in production schedules and impacting our ability to meet customer demand. • Inventory Management: Fluctuating cotton prices necessitate more sophisticated inventory management strategies to hedge against price volatility, which can increase operational complexity and costs. <p>Strategic Impact:</p> <ul style="list-style-type: none"> • Market Competitiveness: As our competitors may face similar challenges, our ability to manage raw material risk effectively could become a competitive advantage or disadvantage. Efficient management could position us 	<p>Financial Impact:</p> <ul style="list-style-type: none"> • Regulatory Fines and Penalties: Non-compliance with environmental regulations and governance standards can result in significant fines and penalties, impacting the company's financial health. • Litigation Costs: Legal actions arising from environmental damage or governance failures can lead to substantial litigation costs and potential settlements, affecting profitability. • Operational Costs: Investments in sustainable practices and improved governance frameworks may require significant capital outlay, affecting short-term financial performance but essential for long-term viability. <p>Operational Impact:</p> <ul style="list-style-type: none"> • Disruption of Operations: Environmental issues such as pollution incidents or resource scarcity can disrupt manufacturing processes, leading to production delays and increased costs. • Reputational Damage: Failure to maintain high environmental and governance standards can damage the company's reputation, affecting customer loyalty and brand value.

	<p>better in the market, while poor management could result in loss of market share.</p> <ul style="list-style-type: none"> • Sustainability Goals: The move towards sustainable and ethical sourcing of cotton aligns with consumer expectations and regulatory requirements. However, this shift can also contribute to the risk of scarcity and price volatility, especially if sustainable cotton supplies are not yet robust. 	<p>Strategic Impact:</p> <ul style="list-style-type: none"> • Market Competitiveness: As consumers and investors increasingly prioritize sustainability and good governance, our company's ability to meet these expectations will influence our competitive position in the market. • Stakeholder Trust: Maintaining robust environmental and governance practices is crucial for building and retaining the trust of stakeholders, including investors, customers, and employees.
<p>Mitigating Actions</p>	<p>Development of Alternative Sources for Uninterrupted Supply of Raw Materials</p> <p>To ensure a steady and reliable supply of raw materials. The strategic approach includes:</p> <ul style="list-style-type: none"> • Supplier Diversification: We are expanding our network of suppliers globally, reducing our dependency on any single source or region. This diversification helps mitigate the risk of supply chain disruptions due to geopolitical events, natural disasters, or other unforeseen circumstances. • Strategic Partnerships: We are forming strategic alliances with key suppliers to secure long-term contracts and preferential supply arrangements. These partnerships provide us with more stable pricing and priority access to raw materials. • Sustainable Sourcing: Emphasizing sustainable and ethical sourcing practices, we are investing in sustainable cotton initiatives. This not only aligns with our corporate social responsibility goals but also ensures a more reliable supply of raw materials in the long term. 	<p>Adherence to a Diverse Set of Regulatory Guidelines</p> <ul style="list-style-type: none"> • Regulatory Compliance Framework: Implementing a robust compliance framework that ensures we meet all relevant regulatory requirements, thereby reducing the risk of non-compliance and associated penalties. • Policy Integration: Integrating regulatory guidelines into our corporate policies and operational procedures to maintain consistency and ensure all employees are aligned with compliance objectives. <p>Consistent Monitoring of Regulatory Changes</p> <ul style="list-style-type: none"> • Regulatory Watch Program: Establishing a dedicated team to continuously monitor and analyze regulatory changes across all jurisdictions in which we operate. • Compliance Audits: Conducting regular compliance audits to ensure our operations and practices align with the latest regulatory requirements and making necessary adjustments proactively. <p>Frequent Upgradation of</p>

	<p>Proper Inventory Control System</p> <ul style="list-style-type: none"> • Optimize Stock Levels: By maintaining optimal stock levels, we can balance the need for sufficient raw materials to meet production demands while minimizing excess inventory that can tie up capital and increase storage costs. • Real-Time Monitoring: Utilizing state-of-the-art technology, our inventory control system provides real-time monitoring of stock levels, ensuring timely reordering and reducing the risk of stockouts. • Forecasting and Planning: Advanced forecasting tools are integrated into our inventory system, allowing us to predict demand accurately and adjust our inventory accordingly. This proactive approach helps mitigate the impact of price fluctuations and scarcity of raw materials. <p>Hedging Adverse Commodity Price Movements</p> <ul style="list-style-type: none"> • Utilizing Hedge Products: We avail hedge products such as futures contracts and options available on commodity exchanges. These financial instruments allow us to lock in prices for future purchases, providing a buffer against volatile price movements. • Risk Management Policies: Our risk management team continuously monitors market conditions and commodity prices. By implementing structured hedging policies, we ensure that we are well-protected against potential price hikes. • Periodic Review and Adjustment: We regularly review and adjust our hedging strategies to align with current market trends and our operational needs. This dynamic approach ensures that our hedging activities remain 	<p>Technology</p> <ul style="list-style-type: none"> • Investment in Technology: Continuously investing in state-of-the-art technologies that improve operational efficiency, reduce environmental impact, and enhance governance mechanisms. • Sustainable Practices: Adopting technologies that support sustainable practices, such as energy-efficient machinery, waste reduction systems, and advanced monitoring tools for environmental impact assessment. <p>Participation in National and International Sustainability Initiatives</p> <ul style="list-style-type: none"> • Sustainability Programs: Actively participating in national and international sustainability programs and certifications, such as the UN Global Compact and the Sustainable Apparel Coalition. • Collaborative Efforts: Collaborating with industry peers, NGOs, and governmental bodies to promote and implement best practices in sustainability and environmental conservation. <p>Continuous Engagement with All Stakeholders</p> <ul style="list-style-type: none"> • Stakeholder Communication: Establishing regular communication channels with stakeholders, including investors, customers, employees, suppliers, and community members, to discuss our sustainability and governance initiatives. • Feedback Mechanisms: Implementing robust feedback mechanisms to gather stakeholder input and address concerns promptly, ensuring our practices meet their
--	--	--

	effective and responsive to changing market conditions.	expectations and regulatory requirements.
--	---	---

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.

❖ *Reporting on breaches*

The information on these breaches must be disclosed in the Business Responsibility and Sustainability Report, as mandated by the Government of India for the top 1000 listed companies.

Reporting areas	Number of breaches in FY 2023-24
Corruption or Bribery	0
Discrimination or Harassment	0
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0

❖ *Political Contribution*

During the fiscal year 2023-24, 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 related to ballot measures or referendums	No Contribution

Particular	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total Contributions (INR)	4,32,500	2,96,000	6,68,750	4,90,110

❖ Other Large Contributions

Name of organization	Type of Organization	Total amount paid in FY 2023-24(INR)
<i>TEXPROCIL (The Cotton Textile Export Promotion Council)</i>	Trade Association	14,000
<i>Confederation of Indian Textile Industry (CITI)</i>		1,20,000
<i>Federation of Indian Export Organization (FIEO)</i>		1,05,000
<i>The Associated Chambers of Commerce & Industry of India (ASSOCHAM)</i>		1,50,000
<i>The Bombay Textile Research Association (BITRA)</i>		25,000
All India Management Association (AIMA)-2 Years Membership 2023-25		76,110
Total		4,90,110

❖ Lobbying and Trade Associations - Climate Alignment

We make contributions and pay membership fees to trade associations to support industry-wide initiatives that drive innovation, sustainability, and ethical practices. These associations influence public policy in ways that align with our commitment to the Paris Agreement and climate strategies. We have a management system in place to oversee lobbying activities and trade association memberships, ensuring they align with our climate policies. Our position on public policies relating to climate change is aligned with the Paris Agreement. We regularly review and monitor our public policy engagements and lobbying activities to ensure consistency with our climate goals. Additionally, we report on the climate policy positions and activities of

our trade associations, covering some jurisdictions only, providing transparency and reinforcing our dedication to a net-zero future.

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 2023-24
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)	796

❖ *KPIs for Supplier Assessment and/or Development*

Supplier Assessment	FY 2023-24	Target for FY 2023-24
Total number of suppliers assessed via desk assessments/on-site assessments	47	50
% of unique significant suppliers assessed	6%	
Number of suppliers assessed with substantial actual/potential negative impacts	20	
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	42.5%	
Number of suppliers with substantial actual/potential negative impacts that were terminated	0	

Corrective action plan support	FY 2023-24	Target for FY 2023-24
Total number of suppliers supported in corrective action plan implementation	20	
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100	

Capacity building programs	FY 2023-24	Target for FY 2023-24
Total number of suppliers in capacity building programs	20	
% of unique significant suppliers in capacity building programs	2.5%	

Tax Strategy

❖ *Effective Tax Rate*

Particulars	FY 2022-23 (INR)	FY 2023-24 (INR)	Calculated Average Rate
Earnings before Tax	3,23,41,00,000	4,31,10,56,000	

Reported Taxes	78,99,01,000	1,10,80,28,000	
Cumulative acceptable adjustments	6,52,02,000	0	
Effective Tax Rate (in %)	22.48%	25.7%	24.66
Cash Taxes Paid	85,24,00,000	1,10,80,00,000	
Cash Tax Rate (in %)	26.35%	25.7%	25.98

Reason	Tax Impact FY 2022-23 (INR)	Tax Impact FY 2023-24 (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)	6,25,56,000	18,30,000	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.

Environment

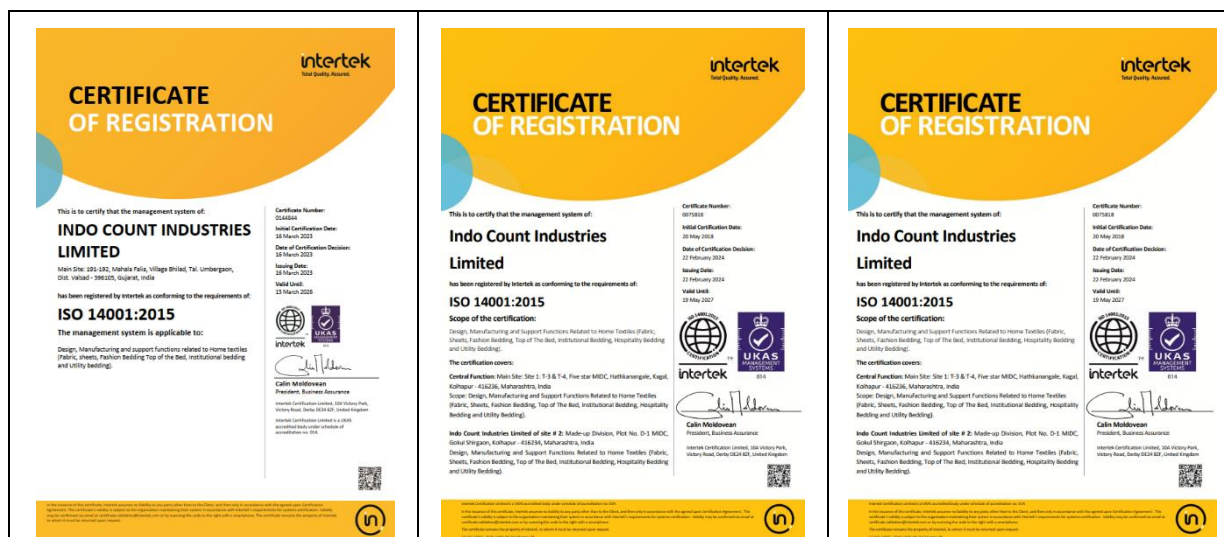
Environmental Policy and Management

❖ Environmental Policy

Particulars	
Environmental policy	Environment-Health-and-Safety-Policy.pdf (indocount.com)
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 Intertek, India
ISO 14001 certificate, Bhilad	ISO 14001 certificate, Gokul	ISO 14001 certificate, Kagal



❖ **Environmental Violations**

Parameters	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
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

There have been no violations, significant fines, or penalties (> USD \$10,000) related to environmental or ecological matters in the past four financial years.

Energy

❖ **Energy Management**

Our organization is committed to enhancing energy efficiency through targeted initiatives. We aim to reduce energy consumption from non-renewable sources and cut energy emissions by 15% through renewable energy sources by 2025. Our continued efforts have already resulted in a 6.2% reduction in emissions (Kg CO₂/Kg of production) compared to last year (2022-23). Regular energy audits are conducted to identify improvement opportunities, and quantified targets guide our energy-saving efforts. We implement actions to reduce overall energy consumption and continually evaluate progress to ensure consistent reductions. Additionally, we are transitioning to clean and green energy sources and making strategic investments in innovation and R&D to further decrease energy use. To support these efforts, we provide energy efficiency training to employees, fostering awareness and encouraging sustainable practices across the workforce.

1. Power Conservation Initiatives:

- **Renewable Energy Expansion:**
Enhanced the existing biogas generation capacity, increasing power output from the generator (Genset capacity upgraded from 125 KVA to 250 KVA). This has led to a reduction in MSEB power requirements by approximately 490,000 units annually.
- **Energy-Efficient Motors & Pumps:**
Installed IE3 Energy Efficient motors and efficient pumps in the ETP Expansion project,

significantly conserving energy consumption.

- **Steam Pressure Optimization:**
Reduced steam output pressure from 5 bar to 4 bar, resulting in a 20% increase in power output from the backpressure turbine.
- **High-Efficiency Blower Installation:**
Deployed a high-efficiency blower at the Non-Colored ETP to maintain Dissolved Oxygen (DO) levels, achieving a 10% power savings compared to conventional blowers.
- **Natural Lighting Implementation:**
Skylights were installed in the new TOB unit, harnessing natural light and reducing dependency on MSEB power.

2. Steam and Coal Efficiency:

- Installed a Steam Dryness Fraction Meter on the steam header to monitor steam dryness, improving heat transfer and resulting in fuel/coal savings.

3. Alternate Energy Sources:

- **Biomass Utilization:**
Initiated the use of green fuel (biomass) in boilers, blending approximately 10% biofuel with coal. This reduces the dependency on coal (fossil fuel) and promotes sustainable fuel usage.

4. Capital Investment in Energy Conservation:

- **Solar Power Installation:**
Completed an additional 1.25 MW solar installation, reducing MSEB power consumption by approximately 1.8 million units annually.
₹50 crores invested in Gujarat solar installation, commissioned FY24 end. Bhilad now runs on 90% renewable power. As a Company, the total renewable energy capacity reached to 21.5 MW and biogas Genset output doubled to 250 KVA.
- **Micro Turbine Installation:**
Installed a micro turbine with a capacity of 250 KW, further enhancing energy conservation efforts.

❖ **Energy Consumption**

Target for FY 2023-24- 7,00,000

Total energy consumption	Unit	FY 2020	FY 2021	FY 2022	FY 2023
Total non-renewable energy consumption	MWh	4,35,686.95	4,94,528.56	5,39,363.06	6,86,025.1
Total renewable energy consumption	MWh	2,282.8	2,652.3	12,821.4	21648.7
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 onwards 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).

Packaging

❖ Packaging Commitment

Commitments
<p>We are committed to significantly reducing the environmental impact of our packaging across all operations by adopting a comprehensive, measurable, and time-bound strategy. As part of this commitment, we aim to decrease the overall volume and weight of our packaging materials, setting clear and quantifiable targets that will be fully implemented within a defined timeline. This phased approach will guide our efforts, with the goal of reaching 100% completion by 2030. This commitment reflects our dedication to sustainability and our recognition of the importance of reducing our packaging footprint.</p> <p>To further our efforts, we are expanding programs that focus on increasing the use of reusable packaging solutions. These initiatives are designed to minimize waste and promote more sustainable consumption patterns. In addition to this, we are actively working to enhance the use of recyclable materials in our packaging, ensuring that these materials can be efficiently processed and reused in future production cycles. This not only supports our environmental goals but also aligns with the broader movement towards a circular economy.</p> <p>Recognizing the detrimental effects of single-use plastics, we are committed to phasing out such materials from our packaging. We are exploring and adopting more sustainable alternatives that will reduce our reliance on these environmentally harmful products. Our strategy also includes prioritizing the integration of recycled materials into our packaging solutions, which will help decrease our dependence on virgin resources and further promote environmental stewardship.</p> <p>In ensuring that our packaging efforts are truly effective, we are developing and supporting programs that guarantee all recyclable packaging is appropriately processed and recycled. This commitment ensures that our recyclable materials do not end up in landfills, thereby closing the loop in the packaging lifecycle and contributing to a more sustainable future.</p> <p>To drive continuous improvement in our packaging practices, we are also allocating significant resources to research and development. This investment is focused on creating innovative, sustainable packaging solutions and exploring alternative materials that align with our environmental goals. By prioritizing R&D in this area, we aim to stay at the forefront of sustainable packaging practices, ensuring that our strategies evolve with emerging technologies and best practices.</p> <p>All these initiatives will be implemented in a phased manner, with clear milestones along the way, ensuring that we make steady progress towards our ultimate goal. We expect to reach full implementation by 2030, regularly reviewing and updating our strategies to ensure they remain effective and aligned with our overall mission of reducing our environmental impact.</p> <p>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.</p> <p>100% sustainable sourcing of packaging material by 2030:</p> <p>Around 22% 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 93% packaging is sustainable)</p>

❖ Packaging Material Used

Target for FY 2023- 90% of the total weight

Packaging Materials	Coverage (% of cost of goods sold)	Total weight (MT)	Additional Disclosure
			Recycled and/or certified material (% of the total weight)
Wood/Paper fiber packaging	100%	10,420	93.13%

❖ *Plastic Packaging*

Additional Disclosure

Parameter	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	What was your target for FY 2023-24?
Total weight of all plastic packaging (MT)	550	479	536	881	
% of recyclable plastic packaging (as a % of the total weight of all plastic packaging)	100%	100%	100%	100%	100%
Percentage of compostable plastic packaging (as a % of the total weight of all plastic packaging)	0	0	0	0	0
Percentage of recycled content within your plastic packaging (as a % of the total weight of all plastic packaging)	0	1.53	4.22	5.79	6
Coverage (as a % of cost of goods sold)	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 onwards is for Indo Count both locations i.e Kolhapur & Bhilad location.

Waste

❖ *Waste Management*

Our organization is focused on minimizing waste through strategic initiatives. Our goals include achieving zero waste to landfills by 2025 and maintaining this commitment by ensuring all waste is responsibly managed by 2030. We conduct regular waste audits to identify areas for improvement and develop action plans to reduce waste generation. By setting quantified targets, we ensure measurable progress in waste reduction. We also invest in innovation and R&D to find new ways to minimize waste and provide employee training to raise awareness about best practices. Additionally, we've integrated recycling programs to reduce the waste sent to landfills, contributing to a more sustainable and circular economy.

1. Introduction of Natural Dyes:

- We have replaced conventional petrochemical dyes with alternative natural dyes under the Pure Earth category for dyed and printed fabrics. These dyes are derived from waste extracts of

plants and fruits, making them 100% organic. This shift significantly reduces the reliance on synthetic dyes, aligning with our commitment to eco-friendly practices.

2. Compliance with ZDHC Standards:

- We ensure the usage of compliant dyes and chemicals in our processes. As a registered member of ZDHC (Zero Discharge of Hazardous Chemicals), we assure that our products adhere to the ZDHC MRSL (Manufacturing Restricted Substances List) norms.
- Currently, over 95% of our input dyes and chemicals meet ZDHC standards, underscoring our dedication to sustainable and safe production.

❖ **Waste Disposal**

Target for FY 2023-24 - Total Waste Dispose: 2400MT

Parameters	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total waste recycled/ reused	MT	6299.4	5,308.4	11,730.8	16,247.6
Total waste disposed	MT	3627.5	1,876.2	1,323.9	2519.7
Waste landfilled	MT	0	0	987.7	2255.1
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 & Other waste</i>	MT	3627.5	1,876.2	336.2	264.6
Data coverage		100	100	100	100

Additional Disclosure

Total waste disposed - We are giving wastes to government authorized waste collectors (MEPL) for recycling, reusing and disposal.

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

Water

❖ Water Management

Our organization is committed to improving water efficiency through targeted initiatives aimed at achieving water neutrality to conserve this precious resource. This year, we successfully improved water efficiency, using 39 KL/MT compared to 45.4 KL/MT in FY 2022-23. Regular water use assessments help us identify opportunities for improvement and implement actions to reduce consumption and enhance wastewater quality. We set clear targets to drive reductions in water use and actively apply water recycling measures to minimize waste. Additionally, we provide training to employees on water efficiency management, ensuring a collective effort towards sustainable water use. At our Kagal (Kolhapur) manufacturing facility, we have established an Effluent Treatment Plant (ETP) to enhance our recycling capacity, marking a critical milestone in our journey towards achieving Zero Liquid Discharge (ZLD) status by 2030.

1. Capacity Enhancement:

- We are upgrading the ETP/RO/MEE systems to reduce freshwater consumption from 50% to 25%, moving closer to achieving Zero Liquid Discharge (ZLD).

2. Condensate Recovery:

- By increasing condensate recovery by an additional 25%, we are able to maintain the feed water temperature at 85°C.

3. Dual Benefits:

- These efforts have led to a dual advantage of fuel savings and water conservation, reinforcing our commitment to sustainable operations.

❖ Water Consumption

Target for FY 2023-24- Total net freshwater consumption: 1.884 Million cubic meters

Parameters	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
A. Water withdrawal (excluding saltwater)	Million cubic meters	1.27	1.26	2.27	2.68
B. Water discharge (excluding saltwater)	Million cubic meters	0	0	1.23	1.35
Total net freshwater consumption (A-B)	Million cubic meters	1.27	1.26	1.04	1.33
Data coverage		100	100	100	100

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

❖ **Exposure of Suppliers to Water Risks**

Additional Disclosure

% of sourced agricultural commodities originating from water-stressed areas (e.g. <1700 m ³ /(person*year) or high, very high and severe) (mandatory)	Recycled and/or certified material
Cotton	85.5%
% of Cost of goods purchased in last FY	

Climate Strategy

❖ **Direct Greenhouse Gas Emissions (Scope 1)**

Additional Disclosure

Parameters	Unit	FY 2020-21	FY 2021-21	FY 2022-23	FY 2023-24	Target for FY 2023-24
Total direct GHG emissions (Scope 1)	MTCO _{2e}	80,869.1	91,548	1,47,948	1,85,242.7	1,90,000
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 onwards 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 CO₂. 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 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	Target for FY 2023-24
Total indirect GHG emissions (Scope 2)	MTCO _{2e}	54,946.2	61,035	78,707	1,05,108	1,10,000
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 onwards 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 CO₂. 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 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	Target FY 2023-24
Total indirect GHG emissions (Scope 3)	MTCO ₂ e	2,16,977.6	1,49,125.5	1,34,104.6	1,33,235.7	1,57,431.5

❖ **Scope 3 Categories**

Category Number	List of Categories	Scope 3 Emissions in the reporting year (MT CO ₂ e)	Emissions calculation methodology and exclusions
1	Purchased Goods and Services	1,14,353.64	Aligned with the guidelines of the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, we utilize emission factors from the IPCC, US EPA, and USEEIO where relevant.
2	Capital Goods	2,135.91	
4	Upstream transportation and distribution	1,803.26	
5	Waste generated in operations	214.24	
6	Business travel	437.86	
7	Employee commuting	10,363.52	
9	Downstream transportation and distribution	3,927.29	

❖ **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 ESG/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	<ul style="list-style-type: none"> • Current

/ Market risk / Reputational risk / Acute physical risk / Chronic physical risk	<ul style="list-style-type: none"> Regulation • Emerging Regulation • Technology Risk • Legal Risk • Market Risk • Reputational Risk • Acute Physical Risk • Chronic Physical Risk
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 ₂ 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 ₂ e % of total base year emissions: 52.3	14.8	No, but we consider the target to be science-based

Low-Carbon Products

Type & Description of product(s)	Level of aggregation	% of total revenues from "climate change" product(s) in the most recently completed fiscal year	Comment
Low carbon product(s)	Product	57.9	We have done ne estimation of low carbon products quantity based on meterage of production.

Type and description of Low-Carbon product(s)

We are committed to manufacturing products with reduced carbon footprints during production:

1. **Pure Earth Dyes Products:**
 - These eco-friendly dyes, developed by **Archroma**, are made from **natural waste extracts** and are recognized for their **low carbon footprint**.
2. **Carbon Neutral Tencel Products:**
 - We utilize **Tencel fibers** from **Lenzing**, produced in **carbon-neutral facilities**, further contributing to our sustainable manufacturing practices. The volumes of these products are regularly reported to demonstrate our progress.
3. **Recycled PET Fiber Products:**
 - By incorporating fibers made from **recycled PET bottles**, we significantly reduce the environmental impact associated with the production of new PET materials.
4. **Wrinkle-Free Products:**
 - Designed to minimize or eliminate the need for ironing, these products contribute to electricity savings at both third-party and end-user levels.
5. **Quick-Dry Products:**
 - Engineered for faster drying times.
6. **Freshness-Enhanced Products:**
 - Designed to maintain a fresh feel and appearance over extended use.

This approach reflects our commitment to minimizing our environmental footprint across the value chain.

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.

❖ *No deforestation commitment*

We are dedicated to eliminating all forms of deforestation and the conversion of native vegetation across our operations by the year 2030, a key element of our climate action plan and business strategy. Our primary focus is on preventing the removal of natural forests and native ecosystems, particularly

from activities such as agriculture and urban expansion. This commitment extends to both direct and indirect sourcing, backed by stringent traceability and verification processes to ensure full compliance.

Wherever possible, we prioritize operating on already converted or degraded land and are deeply committed to the sustainable sourcing of cotton and other key commodities. Our progress will be reported annually, overseen by our ESG/CSR Committee, and aligned with both national and international regulations to ensure accountability and transparency.

Product Stewardship

❖ Resource Efficiency Benefits of Products

% of Total Products	Description of benefits
59%	<p>In our product portfolio, we offer two key categories that provide tangible benefits to end consumers during the usage phase:</p> <ol style="list-style-type: none"> Energy Conservation: We produce and sell products under the "Quick Dry" category, which require lower drying temperatures and less time compared to standard bed linen. These products meet specific customer protocols and are tested by third-party labs such as BV, SGS, and ITS. The "Quick Dry" attribute is clearly mentioned on our packaging to raise consumer awareness and encourage informed purchasing decisions. Increased Product Durability/Longevity: We also manufacture "Freshness" products, designed to require fewer washes than regular products—up to three times less. This feature is highlighted on the packaging as "Freshness Products" to inform consumers of its extended durability. By offering these products, we aim to provide practical solutions for energy conservation and improved product longevity, enhancing value for the end consumer.

❖ 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	As a committed member of the Zero Discharge of Hazardous Chemicals Program (ZDHC) and adhering to the Hazardous Wastes (Management, Handling & 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 authorized body (CHWTSDF). Through this, we ensure a careful and sustainable practice in managing biological sludge waste.
--	--

❖ **Circular Fashion Commitment and Programs**

Commitments
<p>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.</p> <p>We have begun incorporating reused fabric into our selection of products. Our Rekoop product line exemplifies this initiative.</p>

Implementing circularity for our white-labeled bed cover products faces several challenges, but we are actively addressing these to foster a more sustainable future. Our efforts focus on extending the lifespan of our products and eliminating temporality, thus reducing the need for seasonal disposal. We have initiated programs aimed at reducing, recycling, or reusing unsold goods, avoiding destruction, and contributing to a circular economy. Our Rekoop product line, which incorporates reused fabric, exemplifies this initiative. Additionally, we are repurposing unsold fabrics to create self-fabric carry bags for packaging, which customers can use as multi-purpose carry bags, further enhancing the circularity of our products.

To address the issue of plastic microfiber shedding, we have been mindful of this problem and as a result, we do not produce 100% polyester products. Instead, we use a blend of 60% cotton and 40% polyester to make our bedsheets, significantly reducing plastic microfiber shedding. We are continuously exploring innovations in material sourcing and production processes. Reducing the environmental impact from microfiber pollution is a key focus of our R&D efforts. We are investing in technologies and cross-industry collaborations to ensure that our products contribute less to this problem.

Moreover, we are committed to educating our customers on how to use our products more sustainably and extend their lifecycle. Through customer engagement programs, we provide guidance on proper care and use, encouraging more mindful consumption. Our long-term strategy includes allocating dedicated R&D resources to further explore circular fashion, collaborate across industries, and drive innovation aimed at sustainable production processes.

Incorporating these initiatives requires not only internal innovations but also a shift in consumer mindset. By focusing on these critical areas, we are steadily progressing towards creating a fully circular product lifecycle while empowering consumers to contribute to this vision.

❖ **Circular Fashion Indicators**

	Fiscal Year 2023-24
Total weight of items collected through take-back programs (MT)	0
Total weight of items collected which were repaired and/or resold in-house (MT)	0

Total weight of recycled post-consumer textile fibers included in new products (MT)	58.4
Total weight of items produced (MT)	36,453
Total weight of items sold (MT)	35,454.6

Sustainable Raw Materials

❖ *Plant & Animal-Derived Textile Materials*

Textile materials	Amount: Indicate the amount used in the last fiscal year for each material disclosed	Standard name(s): Indicate the third-party (environmental or social) standards obtained for each material	Share of materials used that are certified: Indicate the % of the total amount of the material used that is certified by a third-party (environmental or social) standard	Share of materials used that are recycled: Indicate the % of the total amount of the material used that comes from recycled sources
Cotton	Amount (metric tonnes): 17692.28	Organic, OEKO-TEX Organic, BCI, GCC, GIZA, PIMA	99.70%	47.3

❖ *Plant & Animal-Derived Textile Materials*

Plastic materials in products: (thermoplastic materials only, no packaging)	Amount used: Indicate the amount used in the last fiscal year.	Share of materials used that are recycled: Indicate the % of the total amount of materials used that comes from recycled sources.
Plastic materials in products	Amount (metric tonnes): 792.06	% of materials that are recycled: 47.3

Social

Living Wage Commitment & Methodology

A living wage is a wage that meets an individual’s basic needs—such as housing, food, water, healthcare, and education—as well as those of their dependents. Fair compensation for work is a fundamental human right. The concept behind a living wage is that all workers and their families should be able to maintain a decent, albeit modest, standard of living, which is not always guaranteed by national minimum wage standards.

Living Wage Commitment Statement

At Indo Count, we are committed to ensuring that every worker in our organization earns a wage that meets their basic needs and enables them to live with dignity. As a company deeply invested in the well-being of our employees and the communities we operate in, we recognize that fair compensation is a cornerstone of sustainable business practices.

To uphold this commitment, ICIL had conducted a living wage assessment where living wage was calculated according to local context and a list of criteria outlined as per the Anker methodology (household size, number of average income earners etc.) This methodology considers the cost of a basic but decent standard of living for workers and their families, including essential expenses such as food, housing, and other necessities. By using the Anker Methodology, we ensure that our wage assessments are both rigorous and context-specific, reflecting the actual living conditions in the regions where our employees work.

The concept of a living wage is centered around providing employees with a wage sufficient to maintain a decent standard of living. Unlike the statutory minimum wage, the living wage is calculated independently and is designed to meet the actual cost of living. It ensures that employees can afford basic necessities such as food, housing, healthcare, and education. The implementation of a living wage has been shown to improve job quality, reduce employee turnover, and foster a more engaged workforce.

Research Methodology:

The calculation of the living wage in this study is based on a detailed analysis of primary data collected through structured surveys and interviews with employees at Bhilad and Kolhapur plants. Stratified sampling ensured representation across various job roles, including Heads, Supervisors, Helpers, Tailors, Weavers, and Boiler Attendants.

Data collection focused on socio-economic parameters such as gender, designation, years of service, education, marital status, family size, income levels, expenses, and wage satisfaction. A structured questionnaire, developed based on existing literature and stakeholder consultations, was used. Secondary data was sourced from statutory reports, published research, and industry publications.

Living Wage Calculation:

1. Daily Caloric Requirement:

- The average caloric requirement for an adult worker is 2,700 calories per day and 2,100 calories per day for children. The cost of meeting these caloric needs was calculated using a food basket approach based on the consumption of wheat, rice, pulses, vegetables, oil, sugar, milk, and potatoes/onions, converted into cost using current market rates.

2. Cost of the Food Basket:

- For example, the cost for wheat, with a caloric value of 340 kcal per 100 gm and a daily intake of 275 gm, priced at ₹36 per kg, was calculated as:
 - Wheat Cost = $(275/1000) \text{ kg} \times ₹36/\text{kg} = ₹9.90$
 - Calories from Wheat = $(340/100) \text{ kcal/gm} \times 275 \text{ gm} = 935 \text{ kcal}$
- This process was repeated for each food item, and the total daily food cost per adult was aggregated.

3. Aggregating Costs for a Family:

- Assuming an average family size of 4.8 (rounded to 4), comprising 3.4 adults and 1.4 children, the daily food cost for the family was calculated by multiplying the daily cost per adult and child by the respective family size. Additional daily expenses such as housing, healthcare, and transportation were estimated at ₹80

per day per family, with an additional 10% for discretionary expenses.

4. Monthly Living Wage Calculation:

- The total daily cost for a family was extrapolated to a monthly figure. For instance, with a daily cost of ₹293, the monthly living wage was calculated as:
 - Monthly Living Wage = ₹293 × 30 = ₹8,790
- This was compared with the actual wages paid by Indo Count Industries Ltd. at the Kolhapur Plant, averaging ₹11,570 per month, indicating that the company's wages were above the calculated living wage threshold.

○ A similar analysis was conducted at the Bhilad location, yielding a calculated living wage of ₹9,316 per month, while Indo Count provides a basic net wage of ₹12,376 per month.

This methodology, based on the Anker Methodology and established by Social Accountability International (SAI), ensures a robust and accurate living wage calculation.

The findings highlight the importance of fair compensation, showing that Indo Count's wages are above the calculated living wage, positively impacting employees' quality of life and job satisfaction. At ICIL, we believe fair wages are not just a business obligation but a moral imperative, and we are committed to leading by example in ensuring all workers earn a living wage.

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 Workforce (permanent+ other than permanent)

Parameter	Unit	FY 2022-23	FY 2023-24
Employees	Nos.	1056	1,124
Workers	Nos.	5475	6,318

❖ Workforce Breakdown: Gender

Diversity Indicator	Percentage	Target
Female share of total workforce (%)	16%	18%
Females in all management position including senior, middle and juniormanagement position (as % of total management workforce)	9%	12%
Females in junior management position (as % of total junior management positions)	9%	12%
Females in top management position, i.e., maximum two levels away from the CEO or comparable positions (as a % of total top management positions)	8%	10%
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.)	22%	25%
Share of women in STEM-related positions (as % of total STEM positions)	4%	6%

❖ **Gender Pay Indicators**

Employee Level	Average Women Salary (INR)	Average Men Salary (INR)
Executive level (base salary only)	48,00,000	4,56,27,654
Executive level (base salary + other cash incentives)	48,00,000	4,56,27,654
Management level (base salary only)	16,10,572	20,12,340
Management level (base salary + other cash incentives)	16,10,572	20,12,340
Non-management level (base salary only)	4,09,294	4,82,352

❖ **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:	59%

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 rights Assessment, due diligence and mitigation**

As a company dedicated to ethical business practices, we prioritize comprehensive human rights due diligence by thoroughly assessing potential risks across our operations and value chain. This diligence extends to new business relationships (mergers, acquisitions, joint ventures, etc.), where we carefully evaluate risks to ensure alignment with our high ethical standards. Our approach includes conducting periodic SMETA audits of 100% of our plants, along with regular, systematic reviews to ensure our risk mapping remains up-to-date. We focus on key issues such as forced labour, human trafficking, child labour, discrimination, freedom of association, collective bargaining, and equal pay.

We actively engage key stakeholders—including employees, migrant workers, indigenous people, third-party workers, and local communities—throughout the process. In addition to the grievance mechanism outlined in our human rights policy, we have established a Grievance Redressal Committee (GRC) on-site to address any concerns or complaints from workers, further ensuring their rights and well-being are protected.

To date, we have evaluated 100% of our operations and regular internal audits for our significant suppliers, identifying risks and implementing mitigation actions to ensure that processes are in place to prevent recurrence. Our unwavering commitment to human rights due diligence reflects our dedication to upholding these principles at every level of our business. While none of our sites have reported human rights breaches over the past three years, we remain proactive by continuously identifying material risks and adopting mitigation plans across all operations to prevent potential issues. Some of the key material issues we have identified for our business include:

Indicator	Values
Child Labour	Child labour presents a serious risk of exploitation within supply chains and production processes, leading to violations of children's fundamental rights to education, health, and safety. To address this, we have implemented a strict code of conduct that prohibits child labour, alongside conducting regular audits across all sites and supply chains to identify and eliminate such practices. Furthermore, we support initiatives that provide education and social support to vulnerable children, helping to mitigate the broader impact.
Forced Labour	Forced labour undermines workers' rights and raises significant ethical concerns. To combat this, we enforce a comprehensive code of conduct that bans forced labour, supported by regular audits and inspections to identify and eradicate any such practices. Additionally, we have established anonymous reporting channels to empower workers to safely report any labour-related issues without fear of reprisal.
Discrimination and harassment	Discrimination and harassment, whether based on race, gender, religion, or other factors, directly violate the principle of equal treatment. To foster a fair and inclusive environment, we have introduced robust anti-discrimination policies and training programs. These are complemented by a strong grievance redressal system and regular audits to identify and address cases of discrimination and harassment.
Health and safety	Health and safety risks arise from hazardous working conditions, inadequate safety protocols, and exposure to dangerous substances, potentially leading to injuries, illnesses, or fatalities. To mitigate these risks, we regularly inspect machinery, enforce strict safety protocols, and provide appropriate protective gear. Additionally, we offer comprehensive employee safety

	training, ensure access to healthcare services, and maintain ISO 45001:2018 certification across all plants to safeguard a safe and healthy work environment.
--	---

Human Capital Management

❖ Training and Development Inputs

Indicator	FY 2023-24 (Hours)
Average hours per FTE of training and development FY 2023-24	7

❖ Employee Development Programs

	Program 1	Program 2
Name & Description of Program	Samarth	Digital Skill upgradation
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.	We conducted SAP training for all new joiners. Workshops on Basic to Intermediate Excel skills, Power BI skills and MS PowerPoint was conducted.
% of FTEs participating in the program	5%	19%

❖ Human Capital Return on Investment

	FY 2020-21 (INR)	FY 2021-22 (INR)	FY 2022-23 (INR)	FY 2023-24 (INR)
Total Revenue, as specified in the "Denominator" (a)	25,14,74,72,000	28,05,95,12,000	27,83,59,20,000	33,32,31,00,000
Total Operating Expenses (b)	21,99,00,00,000	24,90,93,00,000	24,94,31,00,000	29,47,44,57,000
Total Employee Related Expenses (c)	1,45,27,00,000	1,70,98,00,000	2,34,63,00,000	2,80,31,77,000
HC ROI (a-(b-c))/c	3.17	2.84	2.23	2.37
Total Employees, as specified in the "Denominator" question.	2,203	2,215	1,056	1,124

❖ **Hiring**

Particulars	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total number of new employee hires	157	215	126	231
Percentage of open positions filled by internal candidates (internal hires)	-	-	-	3%

❖ **Hiring (Breakdown) & Average Hiring Cost**

FY	Female		Male		Grand Total	Average Hiring Cost (in Rs.)
	Count	%	Count	%		
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
2023-24	38	16.45%	193	83.55%	231	5,181
Grand Total	103	15.35%	551	82.12%	671	

❖ **Hiring (Management Level & Age Group)**

Levels	Financial Year - 2022-23				Grand Total
	Female		Male		
	Count	%	Count	%	
Junior Management	32	17.88%	147	82.12%	179
Middle Management	5	16.67%	25	83.33%	30
Senior Management	1	5.26%	18	94.74%	19
Top Management	0	0.00%	3	100.0%	3
Grand Total	38	16.45%	193	83.55%	231

Age Group	Financial Year - 2022-23				Grand Total
	Female		Male		
	Count	%	Count	%	
18 to 26 years	9	25.71%	26	74.29%	35
27 to 42 years	29	18.83%	125	81.17%	154
43 to 58 years	0	0.00%	42	100.00%	42
59 to 77 years	0	0.00%	0	0.00%	0
Grand Total	38	16.45%	193	83.55%	231

❖ **Employee Performance Appraisal**

For the fiscal year 2023-24, we successfully implemented an online performance management system for all our permanent employees, excluding workers. This platform was utilized for our annual performance reviews and is expected to facilitate periodic evaluations and promote agile communication moving forward. Employees receive continuous feedback throughout the year through Agile conversations.

As a KPI-driven organization, we follow a management-by-objectives appraisal system. Each year, employees set personal goals and targets, while their managers or team leads confirm their expectations. All of this is recorded on a portal. At the end of the year, progress is reviewed to determine if goals and targets have been met. Employees perform self-assessments, which are then evaluated by their managers. This cumulative assessment is used for appraisals, promotions, and merit increases.

❖ **Employee Support Programs**

Employee Benefits	FY 2023-24
Workplace stress management	Awareness of workplace stress management has been communicated across all locations through various forums, including HOD-team interactions, focus group sessions, and POSH awareness programs.
Sport & health initiatives	Kolhapur HT: An Annual Sports Week was held from January 15th to January 25th, 2024. We organized both indoor and outdoor games and saw excellent participation from employees and workers. Indoor games included carrom and chess, while outdoor events featured volleyball, cricket, tug of war, a 100-meter race, and shot put.
	Bhilad HT: Indo Count Industries Limited hosted the Inter-Departmental Cricket Tournament 2023 at Bhilad in January 2024. Separate cricket tournaments were held for men and women, with active participation from teams based in Bhilad and Mumbai.
	Health Sessions: Various health programs were conducted across all locations through both in-person and online sessions. Programs included First Aid, Ergonomics, Breast Cancer Awareness, Gynecological Issues, Yoga Sessions, and Eye Check-ups.
Family Benefits	FY 2023-24
Childcare Facilities	Our plants are equipped with childcare facilities where workers can safely leave their children while they work.
Breast-feeding/Lactation Facilities	The crèche area is thoughtfully designed to be sufficiently secluded, providing a convenient space for breast-feeding and lactation needs.
Paid Parental Leave	We offer 26 weeks of paid parental leave for the primary caregiver, ensuring that the majority of our employees can take the necessary time off to care for their newborns.

❖ **Employee Turnover Rate**

Particulars	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Total employee turnover rate	16.18%	20.17%	16.54%	15.45%
Voluntary employee turnover rate	14.04%	20.01%	15.91%	15.35%

❖ *Employee Turnover Rate (Breakdown: Gender)*

Particulars	Op Balance		Cl Balance		Average head Count	Attrition Rate	
	Male	Female	Male	Female		Male	Female
Permanent Employees	914	93	972	104	1041.5	12.96%	2.59%
Permanent Workers	2348	158	2450	182	2569	19.58%	2.10%

❖ *Employee Turnover Rate (Breakdown: Age, Management Level)*

Particulars	New Joinee		Left	
	Male	Female	Male	Female
Permanent Employees	193	38	135	27
Permanent Workers	605	78	503	54
Age Group				
18 to 26 years	26	9	9	6
27 to 42 years	125	29	91	20
43 to 58 years	42	0	34	1
59 to 77 years	0	0	1	0
Levels				
Junior Management	147	32	98	26
Middle Management	25	5	22	1
Senior Management	18	1	12	0
Top Management	3	0	3	0

Environment Health and Safety (or OHS)

❖ *Environment Health and Safety (EHS) Program*

1. EHS Risk and Hazard Assessments

Our EHS program initiates with thorough risk and hazard assessments to identify potential dangers within the workplace. These assessments are conducted periodically, covering all operational areas, including machinery, processes, and employee practices, to ensure timely identification of risks. The company performs an in-depth internal safety audit to address Environment Health and Safety (EHS) risks. Departmental Heads, selected for their expertise in safety and risk management, lead a comprehensive review of all operations, encompassing routine and non-routine activities, machinery, and product safety. The audit also evaluates past incidents, medical records, and adherence to legal and policy standards.

The team identifies a range of hazards—physical, mechanical, biological, chemical, and psychological—and prioritizes them using a Significance Index formula. Risks with high significance scores are managed with heightened controls. The audit outcomes are reviewed annually, ensuring continuous monitoring and updating of safety measures to tackle emerging challenges, thereby sustaining a safe and compliant workplace.

2. Prioritization and Integration of Action Plans

Following the Integrated Management System (IMS) review, each risk is rated on a scale of 1-5 (with 5 being very severe and 1 being minor). The same scale is applied for assessing the occurrence and detection ratings of the risks. Once risks are identified, they are prioritized, and targeted action plans with clearly defined and quantified goals are integrated into our strategy. These action plans are systematically designed to mitigate or eliminate the identified hazards, with

the primary focus on protecting employee health and safety. Progress toward achieving these goals is regularly monitored and reviewed to ensure continuous improvement.

3. Progress Evaluation

To assess the effectiveness of our EHS initiatives, we consistently evaluate our progress in mitigating or preventing health issues and risks. These evaluations are measured against pre-established targets, with the results thoroughly documented and analyzed to guide future EHS strategies. We foster a culture of vigilance by conducting regular departmental supervision to maintain a safe work environment, quickly identify unsafe practices, and ensure the prompt implementation of preventive measures.

4. Internal Inspections

The Company has established a system for hazard identification and risk assessment, to evaluate and mitigate risks effectively. Routine internal inspections, known as the IMS review, are conducted to ensure compliance with EHS policies and to detect any new or emerging risks. These inspections encompass all aspects of workplace safety, including equipment functionality and employee adherence to safety protocols.

5. Independent External Verification

We have conducted SMETA audits across all our plants to assess and enhance our labour, health and safety, environmental, and ethics standards. To uphold the highest standards in Environment Health and Safety, ICIL engages in independent external verification and has implemented the Environment Health and Safety Management System across all manufacturing plants, sites, and offices. Our health and safety management system aligns with the International Standard for Environment Health and Safety, with our manufacturing plants certified under ISO 45001:2018.

6. Investigation of Work-Related Incidents:

Every incident, including near misses, undergoes thorough investigation to uncover root causes and implement corrective actions. Serious or potentially serious incidents trigger detailed inquiries, with findings and lessons learned shared organization-wide to prevent future occurrences.

7. EHS Training and Awareness:

We prioritize fostering a safety-conscious culture by providing comprehensive EHS training to all employees and relevant stakeholders. This training covers hazard awareness, safe practices, and proactive steps to mitigate health and safety risks. Regular refresher courses ensure ongoing effectiveness, with notable training coverage (can add metrics) achieved in the last Financial Year, benefiting a significant percentage of our permanent employees and workers.

8. EHS Criteria in Procurement and Contracts:

Our procurement processes and contracts incorporate stringent EHS criteria, requiring suppliers and contractors to adhere to our health and safety standards. Compliance with these criteria is mandatory for all business partnerships, ensuring a consistent commitment to safety across all operations.

This EHS program embodies ICIL's dedication to maintaining a safe and healthy work environment. Through systematic risk identification, clear target setting, and continuous improvement via training, inspections, and external verification, we strive to uphold the highest standards of Environment Health and Safety.

❖ *Fatalities*

Particulars	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Employees	-	0	0	0
Contractors	-	0	0	0

❖ **LTIFR**

Particulars	Unit	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Employees	<i>n/ million hours worked</i>	-	0	1	0
Coverage	%	-	100%	100%	100%
Contractors	<i>n/ million hours worked</i>	-	1	1	1
Coverage	%	-	100%	100%	100%

Customer Relations

❖ **Quality Management & Audits of Distribution Networks**

Our company maintains a robust Quality Management System (QMS) to ensure that our external product and service distribution networks consistently meet our defined customer service quality standards. This commitment to excellence is reflected in our balance sheet, where the implementation of our QMS is transparently documented (Link). We also keep our stakeholders informed of any QMS upgrades by regularly updating our website, making these improvements accessible to everyone. To further support our high standards, we conduct regular customer service quality management workshops tailored for both internal and external stakeholders as needed. While we currently do not formally track training programs for our distributors, we recognize the importance of this initiative and plan to implement a tracking system in the near future. In alignment with our dedication to maintaining superior quality, we conduct regular external audits of our QMS, which is ISO 9001:2015 certified, ensuring comprehensive coverage across 100% of our quality management processes.

❖ **Incentives for Distribution Networks**

Given the diverse nature of our distribution networks, our company has implemented tailored incentivization programs to effectively motivate and reward our distributors. We recognize the unique dynamics of each distribution channel and have designed specific programs to align with their distinct needs and contributions. For our business-based distribution networks, we focus on incentivizing through business opportunities. Distributors who demonstrate exceptional performance are rewarded with increased business opportunities and given preferential treatment in future engagements. This approach not only motivates our distributors to excel but also strengthens our long-term business relationships by fostering mutual growth and success. In the domestic business sector, we offer a range of incentives that include monetary benefits, such as increased distribution commissions, to encourage and reward outstanding performance. Additionally, we provide non-monetary rewards, such as recognition and formal felicitations, to acknowledge distributors who consistently meet or exceed their targets. These rewards serve as both an encouragement and a token of appreciation for their dedication and contribution to our business objectives. By customizing our incentivization programs to suit the specific needs of our various distribution networks, we ensure that our distributors are not only motivated to perform at their best but also feel valued and integral to the success of our company.

Privacy Policy

Aspect	Details
<i>Privacy policy</i>	https://www.indocount.com/images/investor/Data-Privacy-Policy.pdf
<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: 2023NZA423972501 • 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)	Country:	India	
Home Textiles Division, Plot No T-3, Five Star Kagal Halkalangle, MIDC, Industrial Area, A/P/Post-Talangaade Kolhapur-416236			
Site contact and job title:	Mr. Rajesh Mohite - AGM HR & IR (Compliance) Home Textiles		
Site phone:	91 9325614252	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:	22 nd and 23 rd 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"/>	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-verification/>.

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

SMETA Sedex Audit Reference: 2023NZA44435304 • 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)	Country:	India	
Plot No. D-1, MIDC, Gokul Shikari, Tal. Kaveer, Dist. Kolhapur, Maharashtra - 412 234.			
Site contact and job title:	Mr. Rajesh Mohite - AGM Compliance		
Site phone:	+91 - 93256 14252	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:	24 th , 25 th & 26 th May 2023 / Desktop Reviewed Date 12 th 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"/>	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: A208593 Date: 24th, 25th & 26th May 2023 / Desktop Reviewed Date 12th June 2023 Sedexglobal.com 2

SMETA Sedex Audit Reference: ZAA600022876 • Sedex Members Ethical Trade Audit Report Version 6.1

Audit Details			
Sedex Company Reference: (only available on Sedex System)	ZC:1015131	Sedex Site Reference: (only available on Sedex System)	ZS:1020605
Business name (Company name):	INDO COUNT INDUSTRIES LTD		
Site name:	INDO COUNT INDUSTRIES LIMITED		
Site address:	Country:	IN	
191 - 192 Mahala Falls, Tal. Umargam, Dist. Valbad Bhilad 394105 IN			
Site contact and job title:	Mr. Dina Nath Mishra / DGM - HR/IR/ADMIN		
Site phone:	+912607143000	Site e-mail:	dnaval.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"/>	Combined Audit (select all that apply)	

Audit company: Intertek India Report reference: ZAA600022876 Start Date: 2023-08-29 End Date: 2023-08-30 Sedexglobal.com 2

1.2 HIGG vFEM Certificate- Kagal

Certificate of Completion 2023

Hereby certifies that

Indo Count - Kagal

Has completed **HIGG FEM VERIFICATION**

Workfile ID: 23382
CS ID: IN024182020498

Cascale **Higg Index**

Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.
Assessment Scope: As identified in Higg FEM Verification Protocol.
Verifying Body: **BluWin Limited**

Colin Browne
Colin Browne
Chief Executive Officer
Cascale

Cascale (Formerly Sustainable Apparel Coalition) 1714 Franklin St, #100-272, Oakland, CA 94612



1.3 HIGG vFEM Certificate- Gokul

Certificate of Completion 2023

Hereby certifies that

Indo Count - Gokul

Has completed **HIGG FEM VERIFICATION**

Workfile ID: 23414
CS ID: IN024182020498

Cascale **Higg Index**

Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.
Assessment Scope: As identified in Higg FEM Verification Protocol.
Verifying Body: **BluWin Limited**

Colin Browne
Colin Browne
Chief Executive Officer
Cascale

Cascale (Formerly Sustainable Apparel Coalition) 1714 Franklin St, #100-272, Oakland, CA 94612



1.4 HIGG vFEM Certificate- Bhilad

Certificate of Completion 2023

Hereby certifies that

INDO COUNT INDUSTRIES LIMITED

Has completed **HIGG FEM VERIFICATION**

Workfile ID: 25927
CS ID: IN020191823242

Cascale **Higg Index**

Cascale certifies that the facility named above utilizes the Higg Index to measure and grow its sustainability practice.
Assessment Scope: As identified in Higg FEM Verification Protocol.
Verifying Body: **BluWin Limited**

Colin Browne
Colin Browne
Chief Executive Officer
Cascale

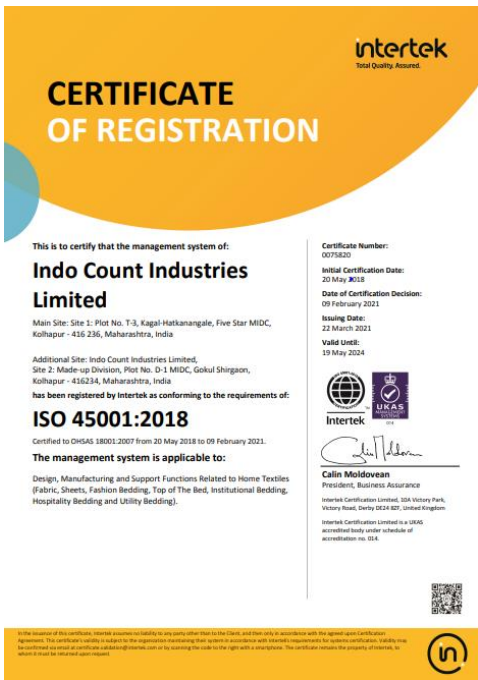
Cascale (Formerly Sustainable Apparel Coalition) 1714 Franklin St, #100-272, Oakland, CA 94612



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 Project Gigaton

Walmart SUSTAINABILITY

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

INDO COUNT INDUSTRIES LTD

1.8 Independent Limited Assurance- Greenhouse Gas (GHG) Statement- Intertek

intertek
Total Quality Assured.

Independent Limited Assurance- Greenhouse Gas (GHG) Statement

To,

The Management,
Indo Count Industries Limited,

Introduction
Intertek India Private Limited ("Intertek") was engaged by Indo Count Industries Limited ("Indo Count") to provide an independent limited assurance on its GHG Emission Inventory ("the Report"). The scope of the Report comprises the reporting period of 2023-24. The Report was prepared by Indo Count based on Greenhouse Gas Protocols Guidance. The assurance was performed in accordance with the requirements of International Federation of Accountants ("IFAC"), International Standard on Assurance Engagements ("ISAE") 3000 (Revised) and ISAE 3410, Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Objective
The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users
This Assurance Statement is intended to be a part of the Indo Count annual sustainability disclosure system for the year 2023-24.

Responsibilities
Indo Count is solely responsible for developing the Report and its presentation. Indo Count is also responsible for designing, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

Intertek's responsibility, as agreed with Indo Count, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope
The assurance has been provided for GHG Inventory presented by Indo Count in the Report. The assurance boundary included data and information for the projects and operations of Indo Count's sites in India (includes Kolhapur, Bhiwad, Mumbai) in accordance with Greenhouse Gas Protocols Guidance. Our scope of assurance included verification of data and information on selected disclosures reported below.

The verification covered scope 1 and 2 GHG emissions in 2023-24, which included the following activities:

- Scope 1: Category 1- Direct GHG Emissions and Removals (Refrigerants, Fugitive and Biogenic Emissions)
- Scope 2: Indirect GHG Emissions from Imported Energy (Purchased Electricity)

Assurance Criteria
Intertek conducted the assurance work in accordance with requirements of 'limited Assurance' procedures as Indo Count Industries Limited | GHG 2023-24 | Limited Assurance Statement Page 1 of 3

per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement'.

The GHG Emission inventory was compared against the following criteria:
World Business Council for Sustainable Development (WBCSD) GHG Protocol

A limited assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. A materiality threshold level of 50% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Limitations
We have relied on the information, documents, records, data, and explanations provided to us by Indo Count for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

Conclusions
Intertek reviewed selected GHG disclosures provided by Indo Count in its Report. Based on the procedures performed as above, evidences obtained and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, in our opinion, Indo Count's GHG data and information for the period of 01 April 2023 to 31 March 2024 included in the Report, is, in all material respects, is in accordance with the Greenhouse Gas Protocols Guidance.

The reported GHG emissions for the year 2023-24 are equal to:

Scope 1 (MT CO2e)	Scope 2 (MT CO2e)
185414.6	105108

Indo Count Industries Limited | GHG 2023-24 | Limited Assurance Statement Page 2 of 3

Intertek's Competence and Independence
Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.

Toshi Satwaskar
Sustainability Verifier
Intertek India
17th Sep 2024

Shipra Naryal
Head of Sustainability
Intertek South Asia & MENAP
18th Sep 2024

No member of the verification team (listed above) has a business relationship with Indo Count Industries Limited stakeholders beyond that is required of this engagement. No bias of any kind has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of coercion, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of objectivity, evidence, fair presentation and documentation. The documentation reviewed and reviewed supports the conclusion reached and stated in this opinion.

Indo Count Industries Limited | GHG 2023-24 | Limited Assurance Statement Page 3 of 3

(<https://www.indocount.com/images/investor/GHG-Assurance-Statement-FY->

2023-24.pdf)

1.9 Independent Limited Assurance Statement to Indo Count Industries Limited on Their Sustainability Report 2023-24- Intertek

Intertek
Total Quality Assured

Independent Limited Assurance Statement to Indo Count Industries Limited on Their Sustainability Report 2023-24

To, Indo Count Industries Limited,

Introduction
Intertek India Private Limited ("Intertek") was engaged by Indo Count Industries Limited ("Indo Count") to provide an independent limited assurance on its Sustainability Report for 2023-24 (the Report). The Report is prepared by Indo Count based on Global Reporting Initiative (GRI) Standards in accordance with the requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information.


Objective
The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

Intended Users
This Assurance Statement is intended to be a part of the Annual Sustainability Report 2023-24.

Responsibilities
Indo Count is responsible for developing the Report and its presentation. Indo Count is also responsible for designing, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.
Intertek's responsibility, as agreed with Indo Count, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

Assurance Scope
The assurance has been provided for selected sustainability related disclosures presented by Indo Count in its Report. The assurance boundary included data and information for the operations of Indo Count India in accordance with GRI Standards 2023. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:

General Disclosures	Topic Specific Disclosures
<ul style="list-style-type: none"> Organization and its reporting practices 2021: 2-1,2-2, 2-5 Activities and Workers 2021: 2-7 Strategy 2021: 2-22 Governance 2021: 2-9 Strategy, policies and practices 2021: 2-28 Approach to stakeholder engagement 2021: 2-29 	<ul style="list-style-type: none"> Environmental Disclosures <ul style="list-style-type: none"> Energy 2016: 302-1 Emissions 2016: 305-1, 305-2, 305-7
Material Topics <ul style="list-style-type: none"> Process to determine material topics 2021: 3-1 List of material topics 2023:3-2 	Social Disclosures <ul style="list-style-type: none"> Employment 2016: 401-1, 401-2 Occupational Health and Safety 2018: 403-5, 403-9 Diversity and Equal Opportunity 2016: 405-1

Indo Count Industries Limited| Sustainability Report 2023-24 | Limited Assurance  Page 1 of 2

Assurance Criteria
Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Methodology
Intertek performed assurance work using a risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk review & stakeholder interviews with regard to the reporting and supporting records for the FY2023-24. The assessment included the following:

- Assessment of the Report that was prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data, and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations, and thresholds used by Indo Count for data analysis.
- Review of sustainability disclosures on sample basis for the duration from 1st April 2023 to 31st March 2024 was carried out remotely through virtual interactions and screen sharing tools.

Conclusions
Intertek reviewed selected sustainability disclosures provided by Indo Count in the Report for the reporting period from 1st April 2023 to 31st March 2024. Based on the data and information provided by Indo Count, Intertek concludes with limited assurance that the report's sustainability data and information is accurate, complete, consistent, transparent, and materially correct based on the available evidence and thus is a fair representation of sustainability disclosures in line with the identified material topics and is in accordance with the sustainability reporting standards of the GRI Standards to the best of our knowledge.

Intertek's Competence and Independence
Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included Competent Sustainability Assurance Professionals, who were not involved in the collection and collation of any data except for this Assurance Opinion. Intertek maintains complete impartiality towards any people interviewed.

For Intertek India Pvt. Ltd.

 
Yash Satwarkar
Intertek Verifier
Intertek India
29th July 2024


Shilpa Naryal
Head of Sustainability
Intertek South Asia & MENAP
30th July 2024


SANDEEP VIG
Sandeep Vig
Director-Business Assurance
Intertek India & MENAP
30th July 2024


Digitally signed by
SANDEEP VIG
Date: 2024.08.21
11:59:32 +05'30'

No member of the verification team (listed above) has a business relationship with Indo Count stakeholders beyond that is required of this engagement. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been instructed to agree to do any work, change audit or alter the results of the verification. The verification team has not participated in any form of negotiation, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation reviewed and reviewed supports the conclusion reached and stated in this opinion.

Indo Count Industries Limited| Sustainability Report 2023-24 | Limited Assurance  Page 2 of 2

<https://www.indocount.com/images/investor/Assurance-Statement-on-Sustainability-Report-FY-2023-24.pdf>