



Business Responsibility & Sustainability Report Century Textiles and Industries Ltd.

Reporting Period: 1st April, 2022- 31st March, 2023



Section A General Disclosures



Section B Management and Process Disclosures



Section C Principle wise Performance Disclosure



Principle 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable



Principle 2 Businesses should provide goods and services in a manner that is sustainable and safe



Principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains



Principle 4 Businesses should respect the interests of and be responsive to all their stakeholders



Principle 5 Businesses should respect and promote human rights



Principle 6 Businesses should respect and make efforts to protect and restore the environment



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



Principle 8 Businesses should promote inclusive growth and equitable development



Principle 9 Businesses should engage with and provide value to their consumers in a responsible manner

Business Responsibility & Sustainability Report (BRSR) FY 2022-23

Century Textiles and Industries Ltd. (CTIL) is a dynamic business entity that has evolved from a single-unit textile Company established in 1897 to become a prominent player in various industries. As part of the esteemed Aditya Birla Group, CTIL has made significant contributions to the Cotton textiles, Pulp and Paper, and Real Estate sectors.

CTIL's vision is to manufacture products that meet international standards, driven by customer focus, global competitiveness, superior quality, technological advancements, and continuous innovation. The Company is on a mission to deliver exceptional products of outstanding quality, empowering its workforce through teamwork and ownership, and upholding efficiency, integrity, and honesty. CTIL's values revolve around customer satisfaction, superior performance, environmental and community concerns, the pursuit of excellence, and providing a safe workplace.

CTIL has diversified its operations across multiple industries, showcasing its strengths and reducing dependence on a single sector. In the Textile segment, CTIL produces yarn, cotton fabrics, and specialty fabrics tailored to market demands. In the Pulp and Paper sector, the Company manufactures writing, printing and specialty paper, tissue paper, packaging board, catering to various industries. In the Real Estate domain, CTIL develops and manages commercial and residential properties, encompassing office spaces and housing complexes, with a significant presence across India.

With this Business Responsibility and Sustainability Report, CTIL aims to highlight its commitment to responsible business practices and sustainability. The report seeks to provide valuable insights into CTIL's non-financial performance, demonstrating the Company's dedication to environmental, social and governance responsibilities.

We warmly embrace SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework, which encompasses comprehensive Environmental, Social, and Governance (ESG) disclosures. As a testament to our unwavering dedication to sustainability, we are delighted to present our inaugural BRSR report. This report showcases our relentless pursuit of responsible business conduct throughout every aspect of our operations, positioning us as an exemplar of best-in-class sustainability practices and drivers of positive change within our industry and beyond.

Guided by the Nine Thematic Principles outlined by the National Guidelines on Responsible Business Conduct (NGRBC), we wholeheartedly embrace responsible and sustainable business practices. Integrating these principles into our operations, we strive to make a positive impact on society and the environment. In alignment with our dedication to the NGRBC principles, we also embrace the United Nations Sustainable Development Goals (UNSDGs). These universally adopted goals ensure a delicate balance between social progress, environmental stewardship, and economic sustainability. Our comprehensive Business Responsibility and Sustainability Report (BRSR) address the key principles defined by Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

This report aims to provide transparent insights into our practices and performance across ESG & Sustainability. We have made a sincere effort to include key indicators that reflect our commitment to sustainability and responsible business practices. We aim to provide our stakeholders, including regulators, customers, employees, investors, and the wider community, with a comprehensive view of our efforts. We have carefully selected these indicators based on our understanding and Judgement, ensuring that they represent our commitment to transparency and accountability.

Our Business Responsibility and Sustainability Report is a vital tool for communicating our progress and achievements in environmental impact, social responsibility, corporate governance, ethical business practices, and innovation. It serves as a testament to our unwavering dedication to sustainable growth and responsible business conduct. Through this report, we invite our stakeholders to join us on our transformative journey towards a sustainable and prosperous future.






**SECTION A** GENERAL DISCLOSURES**I. Details of the listed entity**

1. Corporate Identity Number (CIN) of the Listed Entity	L17120MH1897PLC000163
2. Name of the Listed Entity	Century Textiles and Industries Ltd.
3. Year of incorporation	1897
4. Registered office address	Century Bhavan, Dr. Annie Besant Road, Worli, Mumbai-400 030
5. Corporate address	Century Bhavan, Dr. Annie Besant Road, Worli, Mumbai-400 030
6. E-mail	ctil.esgcentury@adityabirla.com
7. Telephone	022-24957000
8. Website	www.centurytextind.com
9. Financial year for which reporting is being done	1 st April, 2022 to 31 st March, 2023
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd. BSE Ltd.
11. Paid-up Capital	₹ 111.69 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Contact person: Mr. Yogesh Natu Designation: Head-Sustainability E-mail: ctil.esgcentury@adityabirla.com Contact no.: +91-22-24957000
13. Reporting boundary Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)?	Disclosures under this report are made on a consolidated basis for Century Textiles Industries Ltd. (CTIL) and its three business segments comprising – Pulp and Paper, Textiles, and Real Estate and its wholly owned subsidiary Birla Estates Private Ltd.

II. Products/Services

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

Description of the main activity	Description of business activity	% of total turnover contributed
Manufacturing 	Pulp and Paper: The Company's Pulp and Paper business is the largest manufacturer of Paper, Board, Tissue, and Pulp from its plant located in India. It produces a diverse range of paper products, including writing paper, copier paper, industrial paper, rayon grade pulp, tissue paper, jumbo roll kitchen tissue roll, toilet tissue paper roll, and wallpaper.	76%
Manufacturing 	Textiles: The Textiles business is one of India's leading producers of bed and bath linens, shirting fabrics, suiting fabrics (bottom-weight fabrics), and Finer Fabrics i.e., dress materials. It offers a variety of patterns and designs, making it an ideal choice for domestic as well as international markets.	20%
Construction & Development 	The Real Estate business encompasses a wide range of segments, serving diverse societal needs. It starts with the development of mid to premium range housing options and extends to the ultra-luxury market. In order to expand its presence, Birla Estate actively explores opportunities for joint development and strategic partnerships in key cities. Alongside residential projects, Birla Estate also emphasises commercial and retail development as part of its strategic approach. This includes the creation of office spaces, retail outlets, and other commercial properties. Importantly, leasing income plays a significant role in generating revenue from these operations, further enhancing the Company's financial prospects.	3%

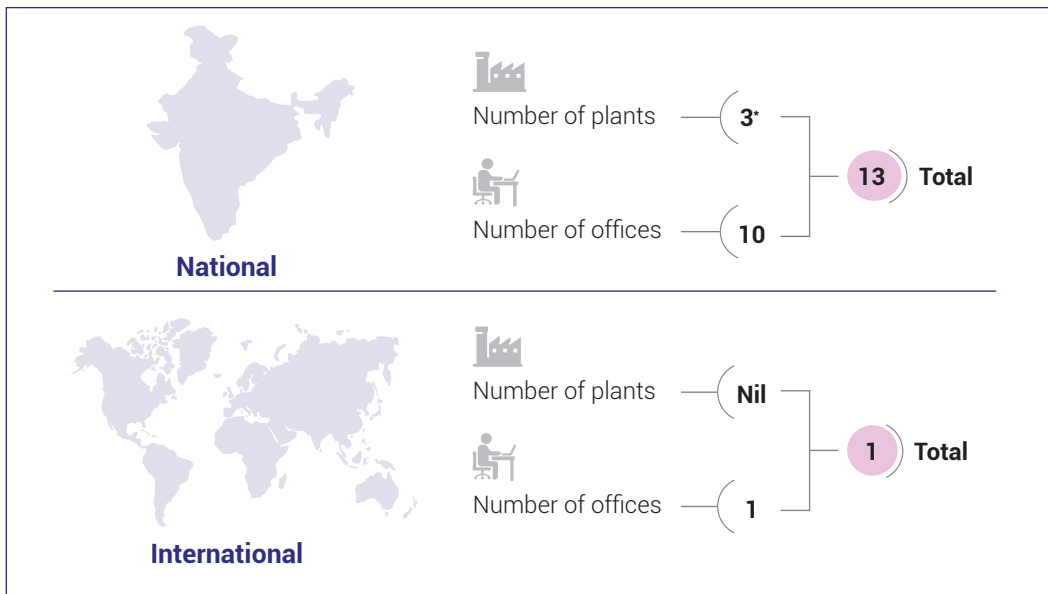
15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

	Product/Service	NIC Code	% of total turnover contributed
	Pulp & Paper:		
1.	i) Wood/Bagasse/recycled based paper	17013	76%
	ii) Multilayer Packaging Board	17016	
	Textiles:		
2.	i) Fabrics	13121	20%
	ii) Made-ups	13131	
	Real Estate:		
3.	i) Leasing Activity (Real estate activities with own or leased property)	7010	3%



III. Operations

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



*This does not include plant location of Century Minerals and Chemicals and Century Rayon.

*The information with respect to Century Minerals and Chemicals is minuscule and can be considered as not material for this reporting period.

*With respect to Century Rayon - the Company has granted to Grasim Industries Ltd. (GIL) the right and responsibility to manage, operate, use and control the viscose filament yarn business of Century Rayon Division of the Company for 15 years with effect from 1st February, 2018.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	36 (PAN India)
International (No. of Countries)	45

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

The contribution of exports as a percentage of the total turnover of CTIL is 9%.

c. A brief on types of customers

CTIL

With a diversified portfolio of businesses operates across various sectors catering to different customer segments. Its businesses are spread across the Pulp and Paper, Textiles, and Real Estate industries catering to customers including individuals, households, businesses, and other organisations.

Pulp and Paper:

As a major player in the Pulp and Paper industry, the business caters to a variety of clients, especially those in the publishing and printing industries. Its prime clients are companies that produce notebooks and are involved in the printing business, such as publishers.

Business to Business (B2B): Catering to large printing/publishing houses, packaging, pharma, FMCG, and FMCD industries.

Textiles:

The Company offers tailor-made solutions in the fabrics and home textile sector, serving the requirements of prominent garment manufacturers, importers, distributors, institutional channels, and e-commerce customers locally and globally.

Business to Business (B2B): It caters to the B2B market and supplies a diverse range of fabrics including shirting and bedsheets to various industries such as fashion and apparel.

Business to Customer (B2C): Additionally, premium fabrics are available for retail consumers to purchase.



Real Estate:

Real Estate's customer base comprises two segments - residential and commercial. The residential includes individuals and families looking to purchase homes, while the commercial includes businesses seeking office or retail spaces on lease.

Business to Business (B2B): Commercial leasing services of premium and well-maintained commercial assets that meet the diverse needs of its B2B customers.

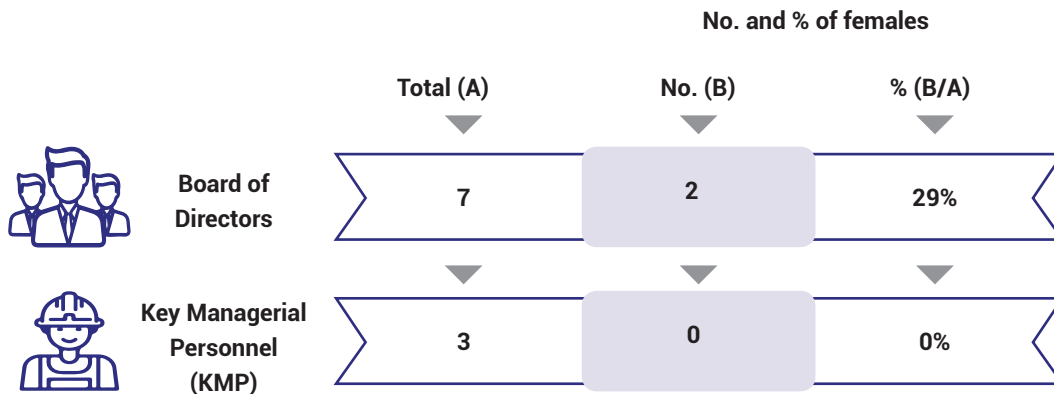
Business to Customer (B2C): High-quality residential projects that cater to the needs of consumers who seek comfortable and luxurious living spaces.

IV. Employees**18. Details as of the end of the Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male 		Female 	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,227	1,149	94	78	6
2.	Other than Permanent (E)	78	60	77	18	23
3.	Total employees (D + E)	1,305	1,209	93	96	7
WORKERS						
4.	Permanent (F)	3,083	3,028	98	55	2
5.	Other than Permanent (G)	5,915	5,587	96	328	4
6.	Total workers (F + G)	8,998	8,615	96	383	4

b. Differently abled Employees and workers

19. Participation/Inclusion/Representation of women



S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)

DIFFERENTLY ABLED EMPLOYEES

1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently-abled employees (D + E)	0	0	0	0	0

DIFFERENTLY ABLED WORKERS

4.	Permanent (F)	3	3	100	0	0
5.	Other than permanent (G)	4	4	100	0	0
6.	Total differently-abled workers (F + G)	7	7	100	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.01%	24.32%	15.58%	14.54%	18.48%	14.74%	10.24%	6.59%	10.09%
Permanent Workers	2.53%	8.92%	2.65%	6.25%	14.15%	6.39%	7.10%	17.09%	7.27%

V. Holding, Subsidiary, and Associate Companies (including joint ventures)

21. Names of holding/subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by the listed entity	Does the entity indicate in column A participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Birla Estates Pvt. Ltd.	Wholly owned subsidiary	100	Yes, The Company's commitment to Business Responsibility initiatives is an integral part of its corporate philosophy and all of its entities are closely aligned with the parent entity and actively participate in the Business Responsibility initiatives.
2	Birla Century Exports Pvt. Ltd.	Wholly owned subsidiary	100	
3	Birla Advanced Knits Pvt. Ltd.	Joint Venture	50	
4	Avarna Projects LLP	A subsidiary of Birla Estates Pvt. Ltd.	50 (*refer to the note below)	
5	Birla Tisya LLP	A subsidiary of Birla Estates Pvt. Ltd.	40 (*refer to the note below)	
6	Birla Arnaa LLP	A subsidiary of Birla Estates Pvt. Ltd.	47 (*refer to the note below)	
7	Birla Century International LLC	A subsidiary of Birla Century Exports Pvt. Ltd.	100	
8	Industry House Ltd.	Associate	35.28^	

*Note- Consolidation of entities in which the Group holds less than a majority of voting rights (de facto control): The Group controls the decision related to all relevant activities in respect of the operation of these entities and hence has consolidated the LLPs as subsidiaries as per Ind AS-110 even though the group holds 50% or less voting rights in the LLPs.

^Note- Investments in unquoted investments include investment in Industry House Ltd. (IHL). The Company is holding 35.28% of equity shares in IHL. As the Company does not have significant influence over Industry House Ltd., the Company has not considered it as an associate as per Ind AS 28 "Investments in Associates and Joint Ventures" and hence not consolidated. The Company's share of profit of Industry House Ltd. is insignificant.

V. CSR Details:

22.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No)

Yes, CSR is applicable as per Section 135 of the Companies Act, 2013.

(ii) Turnover:

₹ 4,719.32 Crores


(iii) Net worth:

₹ 4,038.95 Crores

VI. Transparency and Disclosures Compliances:



23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for the grievance redress policy)	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<p>Communities</p>	<p>Yes,</p> <p>The respective business units have established a strong grievance redressal mechanism to address concerns raised by local communities. They organise regular meetings with community groups, provide complaint drop boxes at factory entrances and project sites, maintain a complaint register, and assign a responsible person to resolve grievances.</p>	No complaints were received during FY 2022-23			No complaints were received during FY 2021-22		
<p>Shareholders/ Investors</p>	<p>Yes, to address the concerns and grievances of shareholders/investors, CTIL maintains open lines of communication through various channels. These include dedicated shareholders/investors helplines, a designated email address (ctil.investorrelations@adityabirla.com), and regular stakeholder meetings.</p> <p>The Company has appointed a dedicated investor relations team to handle shareholder/investor queries, and complaints, and provide necessary support. This enables stakeholders to directly communicate their concerns, queries, or grievances to the Company's investor relations department.</p>	8	0	-	5	1*	<p>* One Complaint was received on 28th March, 2022. However, the same was resolved during the month of April, 2022</p>

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for the grievance redress policy)	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers 	Yes, the Company has designated an Ethics and Vigilance Officer, responsible for addressing employee concerns related to ethics and compliance. CTIL also encourages employees to voice their concerns and suggestions through suggestion/complaint boxes placed at various locations within the offices. Additionally, the Company has established an ethics helpline number that any employee can utilise to report any ethical or compliance-related issues anonymously. To further support employees, CTIL has various committees and an HR department where employees can seek assistance for their concerns and serves as a reliable point of contact for employees, offering support for the resolution of their concerns. These committees are dedicated to addressing employee grievances, providing guidance, and facilitating resolution.			No complaints were received during FY 2022-23			No complaints were received during FY 2021-22





Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for the grievance redress policy)	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
<p>Customers</p> 	<p>Yes, the marketing teams of the respective business units play a crucial role in promptly addressing customer complaints and feedback.</p> <p>When customers raise complaints, the marketing team takes proactive steps to resolve the issues. This may involve scheduling meetings at the customer's site, engaging in phone call discussions, or communicating through messages, depending on the type of concern.</p>	No complaints were received during FY 2022-23			No complaints were received during FY 2021-22		
<p>Value chain partners</p> 	<p>Yes, the procurement teams of the respective business units play a crucial role in addressing any concerns raised by value chain partners.</p> <p>When complaints or issues are brought to the attention of the procurement team, they take proactive steps to address them.</p> <p>This may involve scheduling meetings, engaging in phone call discussions, or communicating through messages, depending on the nature and severity of the concern.</p>	No complaints were received during FY 2022-23			No complaints were received during FY 2021-22		

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

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


The materiality assessment of CTIL focuses on identifying and prioritising the most important sustainability and business conduct issues for the Company's three business verticals. This assessment is based on thorough research, operational insights, and stakeholder engagement to ensure that all stakeholder groups are represented. CTIL has analysed major Environmental, Social, and Governance (ESG) standards and frameworks, and stakeholders were asked to rate and select topics based on their understanding of the Company's operations.

The identified issues were then weighted based on their importance in the discussions and are listed in the table below along with the corresponding risks and opportunities, the approach to risk mitigation, and the potential financial implications on the business.

This comprehensive overview of the Company's material sustainability and business conduct issues serves as a guide for CTIL to maximise value for the Company and all its stakeholders while taking into account the unique sustainability risks and opportunities of each of its three business verticals. By focusing on these material issues, CTIL aims to drive sustainable growth and create a positive impact on society and the environment, while also enhancing its long-term business prospects in Pulp and Paper, Textiles, and Real Estate.

To ensure CTIL's sustainability priorities remain up to date, a deliberate decision was made to revisit the material topics identified last year. This involved engaging in discussions with CTIL's leadership team to understand any updates or changes in the business landscape and operational context. Additionally, extensive research was conducted, including analysing peer assessments and examining trends and topics provided by ESG indices and frameworks. This meticulous approach ensured that CTIL's materiality assessment was thorough and aligned with the most current sustainability priorities and challenges. After careful evaluation, it was determined that there were no significant changes in the business landscape or CTIL's operations that required a revision of the material topics. This reaffirms CTIL's unwavering commitment to addressing ongoing sustainability challenges and capitalising on opportunities previously identified and prioritised, demonstrating a consistent and focused approach towards sustainable business practices.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
--------	---------------------------	--	--	--	--

1		Opportunity	<p>Decarbonisation offers CTIL an opportunity to gain a competitive edge by reducing carbon emissions and improving environmental performance.</p> <p>Considering the energy-intensive operations across CTIL's three business verticals adopting energy-efficient practices as part of decarbonisation can reduce operational expenses, decrease reliance on fossil fuels, and mitigate risks associated with volatile energy prices. Furthermore, decarbonisation enhances market positioning and attracts investors, providing additional benefits to the Company.</p>	-	<p>Positive Implication: Implementing measures to reduce carbon emissions and improve environmental performance can lead to cost savings, create new market opportunities, and enhance the Company's reputation and brand value resulting in better valuation.</p> <p>Negative Implication: Failure to address decarbonisation risks may result in regulatory penalties, decreased demand, and reputational damage, which can all lead to financial losses.</p>
---	---	-------------	---	---	---





S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Climate change adaptation 	Risk	<p>Climate change adaptation poses several risks for CTIL's three business verticals.</p> <p>Firstly, climate change can result in extreme weather events such as floods, droughts, and storms, which can damage CTIL's properties and disrupt its operations. This can lead to additional repair and maintenance costs, production downtime, and potential loss of revenue.</p> <p>Secondly, climate change can impact the availability and cost of raw materials and resources required for CTIL's operations, such as water and fibre.</p> <p>Thirdly, climate change can also affect the demand for CTIL's products and services. As consumer preferences shift towards sustainable and eco-friendly products, CTIL may face a decline in demand for its conventional products, or a need to invest in new sustainable product lines.</p> <p>Additionally, if CTIL does not address climate change with a proper strategy, the Company may encounter difficulties in securing essential capital from financial institutions that prioritise responsible investment. This could pose challenges for CTIL's operations, investments in sustainable infrastructure, and climate adaptation initiatives.</p>	<p>CTIL conducts comprehensive risk assessments to identify and evaluate climate-related risks. The Company is committed to reducing greenhouse gas emissions and improving energy efficiency by increasing the use of renewable energy sources and implementing energy efficient technology.</p> <p>CTIL further prioritises climate change adaptation by addressing risks specific to each business segment.</p>	<p>Negative Implications:</p> <p>Costly Investments: Adapting to changing climate conditions may require significant investments in new infrastructure or equipment.</p> <p>Direct Costs implications: Property damage, disruptions in the supply chain, or higher insurance premiums are potential indirect costs that can arise from climate change impacts. These costs can negatively impact CTIL's profitability and potentially reduce shareholder value.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Occupational health and safety 	Risk	Occupational health and safety risks for CTIL's business verticals can have significant financial and reputational implications. The operations require employees and workers to interact with plant machinery and material handling that may lead to accidents, injuries, and fatalities, resulting in legal liabilities, compensation claims, fines, productivity loss, increased insurance premiums, and damage to the Company's image. Poor health and safety practices can contribute to employee dissatisfaction, low morale, reduced productivity, and high staff turnover. Such turnover can lead to increased recruitment and training costs, creating a financial burden for the Company. Ensuring employee health and safety is essential to mitigate these risks and maintain a positive work environment.	CTIL has a robust mitigation plan in place to address occupational health and safety risks across all its business verticals. CTIL also has a well-defined training and awareness Programmes for its employees to promote a culture of safety. The Company provides regular training to its employees on occupational health and safety practices and procedures, including the proper use of personal protective equipment (PPE) and emergency response protocols. Additionally, it also has an Occupational Health and Safety Management Systems (ISO 45001:2018) which takes a proactive approach to identify, evaluate and remediate risks before they cause accidents and injuries. Hazard Identification and Risk Assessment (HIRA) is implemented to ensure safety while working at the Company's facilities.	Positive Implications: A safe workplace can assist the business minimise accidents and illnesses, which in turn leads to fewer claims, lower insurance costs, and improved productivity. This will keep the work force happy and satisfied, may reduce employee turnover rate, which in turn can help in cost savings and increased profitability for CTIL. Negative Implications: The negative financial implications of occupational health and safety risks for CTIL include potential legal liabilities, higher insurance premiums, worker compensation claims, and lost productivity due to injuries or illnesses. These costs can be significant and may affect the Company's profitability and reputation.







S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Water resilience 	Risk and Opportunity	<p>Risk Perspective: The Textiles and Pulp and Paper industries, being highly water-intensive, are especially vulnerable to these water-related risks and compliance related risks. In the Real Estate vertical, water resilience can also lead to property damage from flooding and inadequate water supply, increasing the likelihood of costly repairs, property devaluation, and potential insurance complications.</p> <p>Opportunity Perspective: Water resilience can provide CTIL with a competitive advantage in multiple ways. By implementing effective water management practices, the Company can reduce its exposure to water-related risks. This can help the Company to achieve more efficient use of water resources, reducing operational costs and enhancing overall business sustainability.</p> <p>Moreover, CTIL can leverage its water resilience initiatives to differentiate itself in the market and attract customers who prioritise sustainability. This can help the Company build a strong reputation as a responsible and sustainable business, leading to increased customer loyalty, support from local community and enhanced brand value and attract socially conscious retail investors and institutional investors who prioritise responsible investment.</p>	<p>CTIL has taken several measures to mitigate the risk associated with water resilience.</p> <p>The Company closely monitors its water consumption and wastewater discharge. It regularly reports water usage and quality metrics to regulatory bodies, which helps in complying with environmental regulations.</p> <p>Pulp & Paper has initiated 49 water conservation schemes. Textiles have implemented Zero Liquid Discharge(ZLD) across its operations, and the water treated is used for non-potable purposes. The Real Estate business has installed a 100 Kilo Litre per day (KLD) Sewage Treatment Plant (STP) through which treated water is used for dust suppression.</p> <p>Through these measures, CTIL is actively working towards reducing its exposure to water-related risks and improving its water resilience.</p>	<p>Negative implications: Increased costs due to disruption of operations, potential regulatory penalties, and reputational damage. These costs can be significant and can impact the Company's profitability and long-term growth.</p> <p>Positive implications: Reduced operational costs due to more efficient use of water resources, improved overall business sustainability.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Waste management 	Risk and Opportunity	<p>Risk Perspective: Improper handling and disposal of waste can result in environmental pollution, which can lead to regulatory fines and damage to the Company's reputation. In addition, waste management can be costly, especially if the Company has to implement new systems and technologies to meet environmental regulations.</p> <p>Opportunity Perspective: Effective waste management practices can create opportunities for CTIL to improve its operational efficiency, reduce costs, and demonstrate its commitment to sustainability. Proper waste management is also important for the Company to comply with environmental regulations and maintain positive relationships with local communities.</p>	<p>CTIL has implemented several measures to mitigate waste across all business segments. Extended producer responsibility (EPR) categories 1 and 2 apply and the Company safely disposes all packaging plastic that is reclaimed.</p> <p>At Pulp and Paper, wastes such as Effluent Treatment Plants (ETP) sludge, De-ink Plant (DIP) sludge and Flyash is given to the cement industry to be used as raw material.</p> <p>The Textiles Business recycles textile waste, metal, cardboard, and paper.</p> <p>At the Real Estate Business, construction wastes and debris are used for temporary road construction. Other wastes are sold to authorised waste collection agencies and recyclers for appropriate disposal.</p> <p>With respect to our liquid waste in Textiles vertical, we have anaerobic treatment plant, RO plant and ZLD at our site.</p> <p>In our Pulp and Paper vertical we have ETP which treats the effluent generated and we have increased the use of recycled water in our manufacturing unit.</p>	<p>Positive Implications: Effective waste management can lead to cost savings by reducing waste disposal fees, lowering the need for raw materials, and increasing efficiency.</p> <p>Negative Implications: Poor waste management practices can lead to increased costs, fines, and legal penalties.</p>





S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Empowering communities 	Opportunity	By engaging with local communities, CTIL can build strong relationships and enhance its social capital. CTIL can benefit from the knowledge and skills of local communities, which can help the Company to develop new products and services that are tailored to the needs of the local market.		Positive Implication: Working towards empowering the communities in which it operates, can help the Company to build stronger relationships with customers and employees by demonstrating a commitment to social responsibility and community engagement. Developing valuable partnerships and collaborations with local organisations and businesses, leading to new business opportunities.
7	Biodiversity management 	Risk	The Textile and Pulp and Paper business relies on natural resources, such as cotton, other fibers, wood and other plant-based materials. Any changes in the availability or quality of these resources due to the loss of biodiversity can have a significant impact on CTIL's operations and supply chain. For example, the loss of pollinators like bees can reduce cotton yields and increase costs for the Company. Similarly in the Real Estate Business, if a development project causes damage to protected species or habitats, the Company may face legal action, which can be costly and damaging to its reputation.	CTIL works with community members and conservation experts to include different points of view and collate support for projects related to conservation of biodiversity. CTIL ensured that its projects are not only environmentally sustainable but also socially acceptable.	Positive implication: CTIL can leverage the use of sustainable and eco-friendly materials that align with biodiversity conservation goals, such as utilising organic cotton inputs and forest stewardship council (FSC). This strategic approach can create a competitive advantage in the market, attract customers who prioritise sustainable products, and lead to increased sales and long-term profitability for CTIL. Negative implication: Biodiversity loss and habitat destruction resulting from CTIL's operations could have detrimental effects on the Company. This includes the potential for regulatory fines, reputational damage, and increased costs associated with mitigating environmental impacts and potential monetary penalties.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Supply chain management 	Risk and Opportunity	<p>Risk Perspective:</p> <p>Supply chain management presents various risks for CTIL's operations, such as disruptions in raw material supply, delivery delays, quality issues, supplier practices etc.</p> <p>Disruptions can lead to production and delivery delays, resulting in lost sales and revenue.</p> <p>Quality issues can lead to recalls or rejections, impacting costs and reputation.</p> <p>Unethical or illegal supplier practices can also harm CTIL's reputation.</p> <p>Opportunity Perspective:</p> <p>Effective supply chain management offers CTIL opportunities for cost savings, improved efficiency, and increased customer satisfaction. Strong supplier relationships enable better pricing negotiations and cost reduction. Improved communication and collaboration enhance process efficiency and delivery coordination, reducing lead times and improving on-time delivery. Adherence to ethical and environmental standards improves CTIL's reputation among customers seeking sustainable and responsible businesses.</p>	<p>CTIL has established Standard Operating Procedures (SOPs) to guide its interactions with stakeholders involved in the supply chain. These SOPs help to identify potential risks and ensure that all suppliers meet the required quality standards and sessions of training in line with CTIL's policies and standards for sourcing and manufacturing.</p> <p>Additionally, CTIL diversifies the supplier base, maintains strong relationship with suppliers & implements contingency plans to mitigate risks pertaining to supply chain management.</p> <p>CTIL also aligns its policies with regulatory requirements, industry standards, and ethical practices to mitigate risks associated with supply chain management.</p>	<p>Positive implication:</p> <p>An efficient supply chain management increases productivity, lowers costs, improves customer satisfaction, and boosts brand value, all of which eventually translate to more revenue and profitability</p> <p>The SOPs ensure sustainable practices as well as fair and transparent pricing and terms to build a strong reputation and trust with the business associates, resulting in long-term success.</p> <p>Negative implications:</p> <p>Ineffective supply chain management can result in greater expenditures due to increased transportation and storage requirements, lost revenues from delayed deliveries and disgruntled consumers and harming the reputation of its brand.</p>



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Talent management 	Risk and Opportunity	<p>Risk Perspective: As CTIL is into diverse businesses, there are risks of decreased production and higher turnover costs when there is a failure to recruit and retain talents.</p> <p>Opportunity Perspective: Continuous learning Programmes and equal opportunities for growth and development can help employees stay engaged and motivated in their roles. Additionally, providing opportunities for skill development helps the Company meet the changing demands of customers. Talent management at CTIL helps attract and retain skilled workers, which is particularly important in an industry that is highly competitive and requires a skilled workforce.</p>	<p>CTIL recognises that attracting and retaining talented employees is crucial for the success and sustainability of the business.</p> <p>The Company consistently provides on job & physical training Programmes to upskill its employees & workers.</p> <p>In addition to providing learning and development opportunities through our virtual campus, 'Gyanoday', we also prioritise a positive and supportive work culture. Based on the changing needs of the market and projects, including considering the experience of the employees, the Company also imparts trainings on specific requirements through external trainers.</p> <p>We encourage open communication and feedback, recognise and reward high performers, and provide competitive compensation and benefits packages.</p> <p>Additionally, we regularly assess employee engagement and satisfaction to identify areas for improvement. By prioritising the well-being and growth of our employees, we aim to ensure their continued commitment to the Company and its long-term success.</p>	<p>Positive Implications: Effective talent management results in increased productivity, better employee retention, and innovation, leading to long-term profitability and business success. This could lead to improved financial performance, higher return on investment (ROI), and better shareholder value.</p> <p>Negative implication: Ineffective talent management can lead to negative financial implications, such as increased turnover costs, decreased productivity, and loss of institutional knowledge.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Customer experience 	Risk and Opportunity	<p>Risk Perspective: Inconsistent customer service across different business verticals can create dissatisfaction and a potential loss of business.</p> <p>Opportunity Perspective: Providing excellent customer experience can lead to increased customer loyalty, which can attract new customers and improve the Company's reputation and build a strong brand image.</p>	<p>CTIL recognises the importance of addressing customer concerns in a timely manner to prevent any negative impact on customer satisfaction and retention. The Company continuously engages with its customers through various channels to understand their needs, preferences and obtain feedback.</p> <p>CTIL also ensures prompt resolution of their concerns and feedback and takes necessary actions to improve customer experience.</p>	<p>Negative Implications: Poor customer experience can result in negative impacts on CTIL's financial performance, as dissatisfied customers may decide to discontinue their business with CTIL.</p> <p>Positive Implications: Increased customer loyalty and repeat business, can lead to higher revenue and profits. A positive customer experience can also result in positive marketing and brand reputation, which can attract new customers and increase market share.</p>
11	Human rights (Diversity and Inclusion) 	Risk and Opportunity	<p>Risk Perspective: Failure to promote diversity and inclusion could lead to negative impacts on the Company's reputation, as well as there are potential legal and regulatory risks related to any discrimination or harassment.</p> <p>Opportunity perspective: Promoting diversity and inclusion can lead to a more engaged and productive workforce, and a better understanding of diverse customer needs and preferences. It can also enhance the Company's reputation and brand, attract a wider pool of talent, and increase the potential for innovation and creativity.</p>	<p>CTIL's diversity and inclusion initiatives are guided by various policies and practices such as the Nomination and Remuneration Policy, and Prevention of Sexual Harassment (POSH) Policy. The Company does not discriminate based on caste, creed, gender, religion, or disability. Equal opportunities are provided to all employees.</p>	<p>Positive implication: A diverse workforce can mitigate operational risks and enable further service development. It can also help the Company to better understand and serve a diverse customer base, leading to increased customer satisfaction and loyalty. This, in turn, can lead to higher revenues and improve financial performance.</p> <p>Negative Implication: Reputational and legal risks, which can lead to a loss of customers, investors, and employees.</p> <p>In addition, a lack of diversity and inclusion can lead to a homogeneous workforce that is less adaptable to changing market conditions, which can impact the organisation's long-term financial performance.</p>

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)						Yes			
b. Has the policy been approved by the Board? (Yes/No)						Yes			
c. Web Link of the Policies, if available						<p>CTIL has a policy ecosystem that consists of both Company-level policies applicable to all business verticals and vertical-specific policies addressing their unique requirements. While some policies cover similar subject matters, others are specific to the operations of each business vertical.</p> <p>CTIL recognises the need for consistency in its policy ecosystem and is currently in the process of further reviewing and refining them. The aim is to ensure greater alignment and coherence across all business verticals while retaining certain additional policies that are crucial only for specific verticals. Currently, the web-links to all the policies are not available. However, CTIL is actively working towards making these policies accessible to stakeholders.</p> <p>Web-link of the policies: https://www.centurytextind.com/investors.html#investorTab4</p>			
2. Whether the entity has translated the policy into procedures. (Yes / No)						Yes			
3. Do the enlisted policies extend to your value chain partners? (Yes/No)						<p>Yes, the Company extends its policies to its value chain partners. In its contracts with vendors and partners, the Company includes a clause that requires them to comply with all relevant laws, regulations, and Company policies.</p>			

4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) mapped to each principle.

P1 - Ethics and Transparency

- Provisions of SEBI (Listing Obligation and Disclosure Requirements, Regulation (2015)
- Quality Management System (ISO 9001:2015)
- Fair Trade Certification (USA and Germany)
- SMETA (Sedex Members Ethical Trade Audit Report)
- Information Security Management Systems (ISO 27001:2013)

P2 - Product and service responsibility

- Environmental Management System (14001:2015)
- Zero Discharge of Hazardous Chemicals (ZDHC)
- Quality Management System (ISO 9001:2015)
- Occupational Health and Safety Management Systems (ISO 45001:2018)
- NABL certification (R&D) (17025:2017)
- Energy Management System (50001:2018)
- OEKO-TEX® Made in Green (MIG)
- OEKO-TEX® Standard 100
- Sustainable Textile Production (STeP)
- Fair Trade Certification (USA and Germany)
- Supima Certification
- LEED (Leadership in Energy and Environmental Design)
- Indian Green Building Certification
- Global Organic Textile Standards (GOTS)
- Organic Contents Standard (OCS)
- Global Recycled Standard (GRS)
- Recycled Claim Standard (RCS)

P3 - Human resources

- Occupational Health and Safety Management System (45001:2018)
- The International Integrated Reporting Council (IIRC)- <IR> Framework

P4 - Responsive to stakeholders, particularly the marginalised

- CSR disclosures under Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended
- Social Accountability (SA8000:2014)
- Higg Index- Facility Social & Labor Module (Higg FSLM)

P5 - Respect for human rights

- Social Accountability (SA8000:2014)
- Fair Trade Certification (USA and Germany)
- Higg Index- Facility Social & Labor Module (Higg FSLM)

P6 - Environmental responsibility

- Higg Index- Facility Environmental Module (Higg FEM)
- Environmental Management System (14001:2015)
- Zero Discharge of Hazardous Chemicals (ZDHC)
- Occupational Health and Safety Management System (45001:2018)
- Energy Management System (50001:2018)
- OEKO-TEX® Standard 100
- Sustainable Textile Production (STeP)
- OEKO-TEX® Made in Green (MIG)
- Fair Trade Certification (USA and Germany)
- LEED (Leadership in Energy and Environmental Design)
- Indian Green Building Certification
- Global Organic Textile Standards (GOTS)
- Organic Contents Standard (OCS)
- Global Recycled Standard (GRS)
- Recycled Claim Standard (RCS)

P7 - Public policy advocacy

- The International Integrated Reporting Council (IIRC)- <IR> Framework
- United Nations Sustainable Development Goals (SDGs)



P8 - Inclusive growth

- CSR disclosures under Section 135 of the Companies Act, 2013, read with the Companies (Corporate Social Responsibility Policy) Rules, 2014, as amended
- The International Integrated Reporting Council (IIRC)- <IR> Framework

P9 - Customer engagement

- Quality Management System (ISO 9001:2015)
- Information Security Management Systems (ISO 27001:2013)

5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.

Environmental

- To reduce Greenhouse Gas Emissions and improve energy efficiency in operations across all business segments.
- To achieve zero waste to landfill and implement measures to reuse waste across all business segments in due course of time
- Making water stewardship a core value at all the business segments and making all business operations water efficient

Social

- To achieve an improve diversity ratio across all business segments.
- To maintain a constant improvement in the number of beneficiaries of CSR activities
- To aim for zero harm
- Implementing value chain partners assessments on human rights issues across all business segments
- Enhance the engagement with value chain partners for responsible procurement

Governance

- Development and implementation of relevant ESG policies (Based on topics identified in materiality assessment)
- Setting coherence in the policy framework of different business segments of the Company

Environmental Performance:

- Total Emissions Reduced: 50,611 MTCO2e compared to FY 2021-22. Percentage reductions in emissions compared to FY 2021-22: 5.3%
- Emissions intensity (MTCO2e/ ₹ 1 lakhs) for current year: 1.92, improvement over past year (2.36 in FY 2021-22)
- Water consumption was reduced by 1,292,063 kl compared to FY 2021-22. Percentage reduction in water consumption: 6.3% compared to FY 2021-22.

Governance Performance

- Zero Data & Privacy Breaches In FY 202-23
- Zero complaints received pertaining to discrimination, child labour, forced labour, and wages.

6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.

Social Performance

- 66,000 + CSR beneficiaries
- 100% of employees and workers were given performance reviews
- 81% of employees received skill upgradation trainings

Governance, leadership, and oversight

<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>Refer to 'Message from Managing Director (MD)' on page number 16 and 17 in the Integrated report</p>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</p>	<p>Mr. R.K. Dalmia, (Managing Director, CTIL) is the highest authority responsible for implementation and oversight of the Business Responsibility policies related to Environment, Society, and Governance.</p>
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>Yes, The 'Risk Management Committee' holds responsibility for making decisions on sustainability-related issues within the Company. The committee convenes every six months to ensure consistent attention to sustainability matters. The committee comprises the following members:</p> <ul style="list-style-type: none"> - Mr. Yazdi P. Dandiwala – Independent Director - Mr. Rajan A. Dalal – Independent Director - Mr. Sohanlal K. Jain – Independent Director - Mr. Rajendra Kumar Dalmia – Managing Director

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
<p>Performance against the above policies follow-up action and frequency of review for performance against above policies and follow up actions.</p>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes.								
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	The performance against the policies is reviewed annually								
<p>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances and frequency of review</p>	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	Yes								
	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	The review of Compliance with statutory requirements relevant to the NGRBC principles is conducted on an annual basis								

11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency?



P1	P2	P3	P4	P5	P6	P7	P8	P9
No								

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

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





SECTION C PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1







Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable

At Century Textiles Industries Ltd. (CTIL), we firmly believe in conducting our business with unwavering integrity, guided by the principle of ethical, transparent, and accountable practices. We recognise the importance of upholding high ethical standards in all our operations, ensuring transparency in our actions, and being accountable for our decisions. By adhering to these principles, we strive to build trust with our stakeholders, foster a culture of integrity, and contribute to sustainable and responsible growth.



ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness Programmes on any of the principles during the financial year:

Segment	Total number of training and awareness Programmes held	Topics / principles covered under the training and its impact	% Of persons in respective category covered by the awareness Programmes
Board of Directors 	Training and awareness Programmes are conducted on a continuous basis as per the need	Every person who is to be inducted on the Board of the Company is familiarised with the businesses and operations of the Company so as to acquaint them with organisational set-up, functioning of various departments, internal control processes. Also, to provide better perspective of the operations, Directors are encouraged to visit Company's manufacturing plants.	100
Key Managerial Personnel 	1	Training regarding Prevention of Sexual Harassment (P5) Training workshops were held to create awareness about the Compliances under Insider Trading Code of the Company framed pursuant to SEBI (Prohibition of Insider Trading) Regulations, 2015 so as to avoid any instance of Insider Trading by the KMPs/ Designated Employees.	100
Employees other than BoD and KMPs 	198	Training conducted regarding the following topics and principles: <ul style="list-style-type: none"> • Health and Safety (P3) • Prevention of Sexual Harassment (P5) • Skill Upgradation (P3) • Ethical Standards (Code of Conduct) (P1) • Other Technical and Non-Technical Skills (P3) • Training workshops were held to create awareness about the Compliances under Insider Trading Code of the Company framed pursuant to SEBI (Prohibition of Insider Trading) Regulations, 2015 so as to avoid any instance of Insider Trading by the Designated Employees i.e. Employees who are likely to be in possession of Unpublished Price Sensitive Information. 	100
Workers 	858	Trainings conducted for employees and workers resulted in the overall personal and professional development of our employees and workers, which in turn creates a positive work environment at CTIL.	100

2. Details of fines/penalties/punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	NIL	NIL	NA	NA
Settlement	-	NIL	NIL	NA	NA
Compounding fee	-	NIL	NIL	NA	NA

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	NIL	NA	NA
Punishment	-	NIL	NA	NA

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

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

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

Yes, CTIL has a robust anti-corruption and anti-bribery policy in place to ensure ethical business practices and maintain the highest standards of integrity. The policy outlines clear guidelines and expectations for employees and senior management regarding anti-corruption measures and prohibits any form of bribery or corrupt activities.

CTIL's anti-corruption and anti-bribery policy is enshrined in its comprehensive code of conduct, which serves as a guiding document for all employees of all business verticals. The code of conduct emphasises the Company's commitment to conducting business with honesty, transparency, and accountability.

To access CTIL's code of conduct and gain detailed insights into the anti-corruption and anti-bribery policy, please visit the following web-link: <https://www.centurytextind.com/assets/pdf/code-of-conduct/code-of-conduct.pdf>



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

	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. Details of complaints about conflict of interest:

	FY 2022-23 Current (FY)		FY 2021-22 Previous (FY)	
	Number	Remarks	Number	Remarks
Number of complaints received about issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received about issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

No fines or penalties have been imposed about corruption or conflicts of interest during the financial year ended 31st March, 2023.

Leadership Indicators

1. Awareness Programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness Programmes held	Topics / principles covered under the training	% of value chain partners covered (by the value of business done with such partners) under the awareness Programmes
---	--	---

CTIL recognises the importance of awareness Programmes for its Value chain partners to address evolving business needs and maintain a sustainable working environment throughout its operations. As part of its commitment to transparency and accountability, CTIL is currently collecting data on the topics covered in these trainings and the extent of coverage among its value chain partners. This information will be disclosed in upcoming reports.

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

Yes, the Company has procedures in place to avoid and manage conflicts of interest affecting board members. It is governed by the Code of Conduct for the members of the Board and Senior Management.

Principle 2



Businesses should provide goods and services in a manner that is sustainable and safe

CTIL recognises the importance of sustainable development and has implemented a range of practices across its business verticals to ensure that its goods and services are provided efficiently, safely, and sustainably. The Company believes in taking proactive measures to mitigate its environmental footprint while maintaining transparency in supply chain management.



ESSENTIAL INDICATORS

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

	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	Details of improvements in environmental and social impacts
R&D	20.92	15.67	<p>CTIL has undertaken numerous research projects with a strong focus on utilising modern technologies to achieve improved environmental and social impacts.</p> <ul style="list-style-type: none"> As a member of the Better Cotton Initiative (BCI), CTIL is actively involved in research and development projects aimed at promoting sustainable cotton production and zero-harm organic cotton production. These initiatives encompass all aspects of sustainability, including environmental, social, and economic considerations. The Company is actively engaged in research projects aimed at creating positive environmental and social impacts. These projects focus on areas such as recycling, including recycled products, recycled cotton, and recycled polyester. Additionally, CTIL explores opportunities to utilise pre and post-consumer waste products and extract value from such materials.
Capex	0	0	-

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

Yes, CTIL has procedures in place for sustainable sourcing in its Pulp and Paper and Textiles business verticals. These procedures are implemented to ensure that the sourcing of raw materials is done in an environmentally responsible and sustainable manner.

The Pulp and Paper and the Textile business vertical of CTIL actively engages in promoting sustainable sourcing practices. All the suppliers are on-boarded only after screening for various environmental and social parameters.

Given the unique nature of the real estate sector and the challenges in tracking sustainable sourcing data, CTIL's Real Estate business is in the process of developing appropriate procedures and mechanisms for tracking the information with respect to sustainable sourcing, as this requires careful consideration of factors such as supply chain complexity, local regulations, and market dynamics. However, the Company is committed to working with its suppliers, contractors, and other stakeholders to ensure that sustainable sourcing practices are integrated into its real estate projects.

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

Business Vertical	Pulp and Paper	Textiles	Real Estate
% of inputs that were sourced sustainably	96	11	0

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

CTIL, as a part of EPR, reclaims plastic packaging for recycling. All plastic packaging is reclaimed and collected by a third party for safe disposal/recycling.

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

Yes, EPR with respect to plastic packaging waste is applicable, and the waste collection plan for the same is in line with the Extended producers Responsibility (EPR).

EPR category 1 and 2 is applicable to the Company. CTIL, under Producers, Importers, and Brand Owners (PIBO) is a Brand owner, recognises its responsibility in managing the environmental impact of its packaging. While CTIL itself may not be a plastic producer, it acknowledges the role it plays as a brand owner and takes steps to adhere to EPR guidelines.

Pulp and Paper and Textiles Businesses are registered with the Central Pollution Control Board (CPCB) as a PIBO entity. CTIL has implemented a waste collection plan in line with the Extended Producer Responsibility (EPR) requirements outlined by the CPCB. This plan ensures the proper collection, recycling, and disposal of packaging waste associated with the Producers, Importers and Brand Owners (PIBO). The Real Estate Business does not fall under the scope of EPR.

For the fiscal year 2022, CTIL has received credits for its EPR efforts, indicating its compliance with relevant regulations. In the ongoing fiscal year 2023, CTIL is in the process of submitting its EPR plan for evaluation and credits.

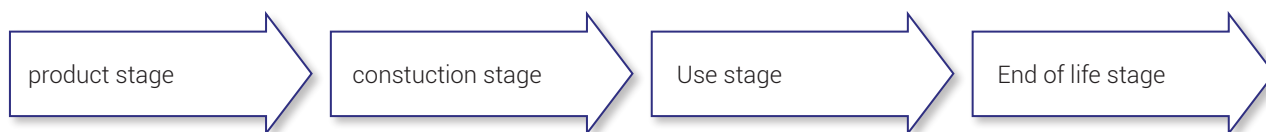
Leadership Indicators

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

Yes, the Real Estate division has conducted a Life Cycle Assessment (LCA) for its project, Birla Niyaara, consisting of two 75-storey towers located in Worli, Mumbai. This residential multiple-dwelling project underwent the assessment during the concept design stage, focusing on the elemental construction level. The assessment primarily considered the manufacturing processes and embodied carbon of the construction materials themselves.

The LCA study conducted by the Real Estate division reflects their commitment to acknowledging and promoting actions that maximise construction product consumption efficiency. It also aims to facilitate the selection of items with a low environmental impact throughout the building's life cycle. By doing so, the division aims to reduce the overall environmental burden associated with construction products and contribute to sustainable construction practices.

The life cycle stages covered in the study are as follows:



NIC Code	Name of Product /Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
68100	Building	% of total Turnover contributed by the project will be computed once project completion takes place.	Boundary: Birla Niyaara Project	Yes	No



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

Name of Product / Service	Description of the risk / concern	Action Taken
No significant social or environmental concerns have been identified during the LCA of the project.		

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

Indicate input material	Recycled or re-used input material to total material (%)	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Pulp and Paper	3.7	4.00
Textiles	0.02	0.29
Real Estate	Currently we do not have systems in place to record information regarding the percentage of recycled or reused input material to the total material. However, we are committed to sustainable practices and are actively exploring ways to incorporate more recycled and reused materials in our construction processes. We are also working towards implementing robust tracking and reporting mechanisms to capture and share this information in the future.	

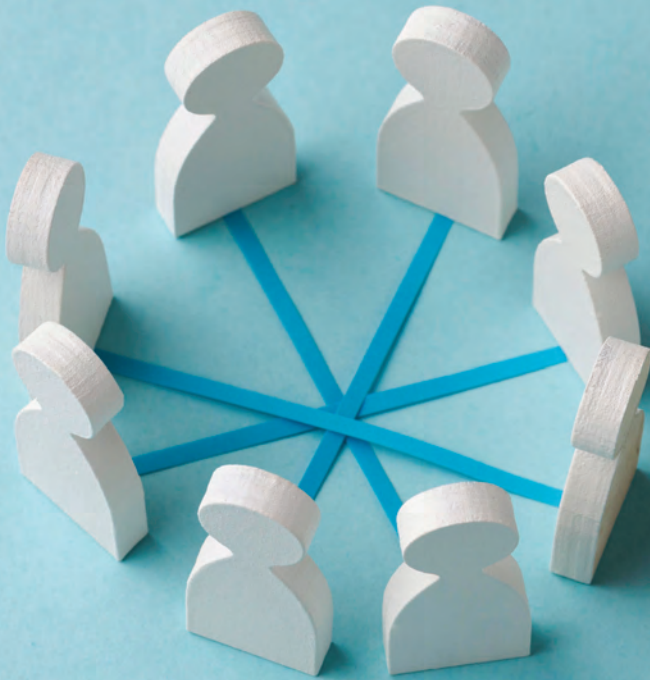
4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format.

Value in metric tonnes	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (Including packaging)	-	-	-	-	-	-
E-waste	None of our products or packaging materials lead to the generation of E-waste and hazardous products					
Hazardous waste*						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
Plastic waste as part of EPR	For the current financial year, the percentage of total products sold in the respective category has not been calculated. However, CTIL aims to disclose this indicator in the future.

Principle 3



Businesses should respect and promote the well-being of all employees, including those in their value chains

The Company recognises the significant impact that a satisfied and empowered workforce can have on its growth and success. As part of its commitment to responsible business practices, CTIL prioritises the well-being of all individuals involved in its value chain. This approach underscores the Company's dedication to sustainability and ethical conduct.

Our governance structure ensures strict compliance with relevant laws and regulations pertaining to employee and worker rights. CTIL vehemently opposes any form of exploitative labour, including child labour, forced labour, and any other involuntary work arrangement, whether paid or unpaid. Furthermore, we are dedicated to cultivating a work environment that is safe, hygienic, and accessible for all employees. By fostering such conditions, we aim to enhance their overall well-being, boost productivity, and promote job satisfaction.

CTIL, values the contributions of every employee, regardless of their position or affiliation with the Company. The Company extends equal respect and support to contract labour, ensuring they are provided with a secure and equitable workplace. We believe in offering opportunities for professional development and training to empower our employees to enhance their skills and advance in their careers. Additionally, we have established a robust grievance redressal mechanism, which encourages employees to voice their concerns comfortably and guarantees timely and appropriate resolution.



Essential Indicators

1. a. Details of measures for the well-being of employees.

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	1149	1149	100	1149	100	N/A	N/A	0	0	0	0
Female	78	78	100	78	100	78	100	N/A	N/A	0	0
Total	1227	1227	100	1227	100	78	6.35	0	0	0	0
Other than Permanent employees											
Male	60	0	0	17	28.33	N/A	N/A	0	0	0	0
Female	18	0	0	2	11.11	2	11.11	N/A	N/A	0	0
Total	78	0	0	19	24.36	2	2.56	0	0	0	0

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	3028	3028	100	2932	96.82	N/A	N/A	0	0	0	0
Female	55	55	100	55	100	55	100	N/A	N/A	0	0
Total	3083	3083	100	2987	96.89	55	1.78	0	0	0	0
Other than Permanent Workers											
Male	5587	5587	100	0	0	0	0	0	0	0	0
Female	328	328	100	322	98.17	0	0	0	0	0	0
Total	5915	5915	100	322	5.44	0	0	0	0	0	0

2. Details of retirement benefits.

Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
Provident Fund (PF)	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
*Employees' State Insurance (ESI)	52.9	62.4	Y	57.01	65.4	Y
Others – please specify	NA	NA	NA	NA	NA	NA

* All employees and workers are covered under ESI for whom it is applicable as per the local laws

3. Accessibility of workplaces

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

The Company is fully committed to promoting inclusivity and diversity within its workforce. CTIL ensures that the premises and offices in all verticals are accessible to differently-abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

In all the business vertical of CTIL, measures to enhance accessibility have been implemented. This includes the provision of ramps for wheelchair access and the availability of accessible restrooms on the ground floor. It is important to note that the Real Estate business does not have any specific plants or factories. However, within their office spaces and project sites, accessibility measures are implemented to ensure inclusivity for all individuals.

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

CTIL recognises the importance of equal opportunity and inclusivity in accordance with the Rights of Persons with Disabilities Act, 2016. The entity has implemented an equal opportunity policy to ensure that individuals with disabilities are treated fairly and have access to the same opportunities as others.

The web-link to the policy is not currently available. However, the Company is actively working towards making the policy accessible online to provide stakeholders with easy access to the policy and demonstrate CTIL's commitment to promoting inclusivity and equal rights for individuals with disabilities.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	100%	#	#
Total	100%	100%	-	-

The above table represents data for the Real Estate business. No Parental leave was availed in the other business verticals.

* Not applicable as per the HR Policy Manual.

For permanent female workers, none of the workers availed parental leave in this financial year.

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

Yes/ No (If yes, then give details of the mechanism in brief)	
Permanent Workers	Yes, the Company has established a robust mechanism to receive and redress grievances for employees and workers. The following details the mechanism in brief:
Other than Permanent Workers	<ol style="list-style-type: none"> 1. Open Communication Channels: Employees and workers have the opportunity to meet the management personally to discuss any issues or concerns. This allows for direct communication and the opportunity for immediate resolution. 2. Grievance Drop Box: A drop box is available within the Company premises where employees and workers can securely share their concerns. This provides a confidential and accessible method for lodging grievances. 3. Discussion with Management: Employees are encouraged to openly discuss their concerns with senior management or their reporting manager/unit head. This ensures that grievances are heard by relevant authorities and appropriate actions can be taken.
Permanent Employees	<ol style="list-style-type: none"> 4. Confidentiality: The Company maintains strict confidentiality for individuals raising concerns. If an employee or worker wishes to remain anonymous, their identity will be protected, allowing them to freely express their grievances. 5. Whistle-blower Policy: The Company has implemented a whistle-blower policy that enables all employees to report any suspected or actual misconduct in the organisation. This policy ensures that employees can raise concerns anonymously, further promoting a culture of transparency and accountability.
Other than Permanent Employees	<ol style="list-style-type: none"> 6. Prevention of Sexual Harassment (POSH) Policy: The Company has developed a comprehensive Policy on Prevention of Sexual Harassment at Workplace. This policy aims to prevent, prohibit, and address instances of sexual harassment, providing a safe and respectful work environment for all employees and workers. 7. Ethics and Vigilance Officer: The Company has designated an Ethics and Vigilance officer who serves as a focal point for receiving and addressing grievances. All employees and workers are encouraged to approach the Ethics and Vigilance officer to share their grievances in a confidential and supportive manner. <p>The Company's commitment to addressing grievances ensures that employees and workers have a platform to voice their concerns and that appropriate actions are taken to resolve them.</p>



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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1,227	0	0	1,200	0	0
- Male	1,149	0	0	1,133	0	0
- Female	78	0	0	67	0	0
Total Permanent Workers	3,083	0	0	3,149	0	0
- Male	3,028	0	0	3,092	0	0
- Female	55	0	0	57	0	0

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1149	789	69%	962	84%	1133	964	85.08%	279	24.6%
Female	78	72	92%	27	35%	67	24	35.8%	18	26.8%
Total	1,227	861	70%	989	81%	1,200	991	82.5%	300	25%
Workers										
Male	3028	2476	81.7%	1606	53%	3092	2292	74.1%	1478	47.8%
Female	55	55	100%	55	100%	57	57	100%	57	100%
Total	3,083	2,531	82%	1661	53.8%	3,149	2,349	74.5%	1535	48.7%

*This table covers data for training of permanent employees and workers.

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

FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year			
Total (A)	No. (B)	% (B/A)	Category	Total (C)	No. (D)	% (D/C)
			Employees			
1149	1149	100%	Male	1133	1133	100%
78	78	100%	Female	67	67	100%
1,227	1,227	100%	Total	1,200	1,200	100%
			Workers			
3,028	3,028	100%	Male	3092	3,092	100%
55	55	100%	Female	57	57	100%
3,083	3,083	100%	Total	3,149	3,149	100%

10. Health and safety management system:**a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, what is the coverage of such a system?**

Yes, the entity has implemented an Occupational Health and Safety Management System. This system provides comprehensive coverage for all employees, including contract workers. It ensures that occupational health and safety measures are effectively implemented and monitored throughout the organisation.

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

CTIL follows consistent practices across its business verticals to identify work-related hazards and assess risks on a continuous (routine and non-routine) basis. The processes used in this regard are as follows:

- Hazard Identification and Risk Assessment (HIRA) is used by CTIL to evaluate the workplace environment and engage with employees and workers to identify potential hazards and assess the associated risks. By conducting HIRA, CTIL aims to proactively identify the potential risks and implement appropriate control measures to minimise or eliminate those risks
- Job Safety Analysis (JSA) is carried out before issuing permits for critical activities. Here, each job task is broken down into smaller phases, with each step being examined to find potential hazards and mitigation measures.
- Behaviour Based Safety Operations (BBSO) system is in place, which helps to identify the behavior based risk and, also with reporting of unsafe acts & unsafe conditions the hazards get identified
- Incidence investigation system in place also helps in identifying the Hazards/Risks
- Safety Audits are also carried out in house and by external agency.

CTIL recognises the importance of identifying and addressing work-related hazards and risks across its business verticals. By implementing these processes, CTIL aims to ensure a safe and healthy work environment for its employees and workers.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, CTIL has provided its employees and workers training and awareness on hazard identification and reporting procedures. Company has established processes for workers and employees to report work-related hazards and remove themselves from such risks. Workers have access to various reporting mechanisms such as dedicated reporting forms, direct communication with supervisors or the Health and Safety department. Additionally, a whistleblower policy is in place to allow anonymous reporting of suspected or actual hazards. In the event of identifying a hazard, workers are empowered to take immediate action to remove themselves from the risk and notify supervisors or follow established evacuation procedures. These processes ensure prompt reporting and active worker engagement in maintaining a safe working environment.

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

Yes, employees and workers of the Company have access to non-occupational medical and healthcare services. The Company provides comprehensive health and wellness benefits to its employees, ensuring their well-being beyond occupational health considerations. These benefits include:

1. Health Insurance: All employees are covered under the Company's health insurance policy. This coverage extends to the employee and their immediate family members, providing financial support for medical expenses in the event of illness or injury. This ensures that employees have access to necessary medical treatments and services outside of work-related incidents.
2. Accident Insurance: The Company also offers accident insurance coverage to its employees. This coverage provides financial protection in case of accidents resulting in disability or loss of life. It offers additional support to employees and their families during unforeseen circumstances.
3. Wellness Programmes: The Company promotes employee well-being through various wellness Programmes and initiatives. These Programmes may include regular health check-ups, health screenings, preventive care measures, and access to wellness resources. By prioritising non-occupational healthcare services, the Company aims to support the overall health and wellness of its employees.

Additionally, to ensure access to medical services, the Company has established clinics or partnered with local healthcare providers near the plant site and HO. These clinics are equipped to provide a range of non-occupational healthcare services, including general medical consultations, preventive care, vaccinations, and treatment for common illnesses and injuries. The clinics may also have arrangements with specialists or hospitals for referrals and further medical care if needed.

By providing access to non-occupational medical and healthcare services, the Company demonstrates its commitment to the holistic well-being of its employees. It recognises that employees' health extends beyond the workplace and takes steps to ensure they have adequate coverage and support for their healthcare needs.

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

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million person hours worked)	Employees	1.06	0.43
	Workers	0.37	0.69
Total recordable work-related injuries	Employees	11	36
	Workers	7	35
No. of fatalities	Employees	0	0
	Workers	2	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0



12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company has implemented several measures to ensure a safe and healthy workplace across all its business verticals. These measures include:

1.

Health and Safety Department: The Company has a dedicated Health and Safety department responsible for overseeing safety-related activities, promoting a culture of safety, and continuously improving occupational health and safety (OHS) performance.

2.

Safety Handbook: Workers and employees are provided with a comprehensive safety handbook that outlines essential safety guidelines, procedures, and protocols to follow in the workplace. This handbook serves as a reference for employees to understand and adhere to safety practices.

3.

Safety Trainings: Regular safety trainings are conducted by the Company to equip employees, Labourers, and visitors with the necessary knowledge and skills to work safely. These trainings cover a wide range of topics, including hazard identification, emergency response procedures, proper use of personal protective equipment (PPE), and safe work practices.

4.

Safety Awareness Programme: The Company has implemented a safety awareness Programme to promote a strong safety culture throughout the organisation. Through regular communication and awareness initiatives, employees are kept informed about safety policies, procedures, and updates. This Programme also includes health guidelines that cover aspects such as hygiene practices, ergonomic considerations, and preventive measures for maintaining well-being.

5.

Fire Manuals and Emergency Response Procedures: The Company provides comprehensive training on fire safety protocols, evacuation procedures, and the proper use of firefighting equipment. This training ensures that personnel on site are well-prepared to respond effectively in case of a fire emergency. Additionally, the Company has established emergency response procedures that cover various types of emergencies, including medical incidents, natural disasters, or hazardous material spills.

6.

"Do's and Don'ts" Guidelines: Clear and concise guidelines on safe practices and behaviors are provided through "do's and don'ts" instructions. These guidelines help prevent accidents and minimise risks by highlighting what individuals should and should not do in specific situations.

Furthermore, the Company has implemented Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), and Shop Floor Safety Trainings initiatives. These initiatives encompass all employees and workers, ensuring that they are equipped to identify and report work-related hazards and take appropriate measures to protect themselves.

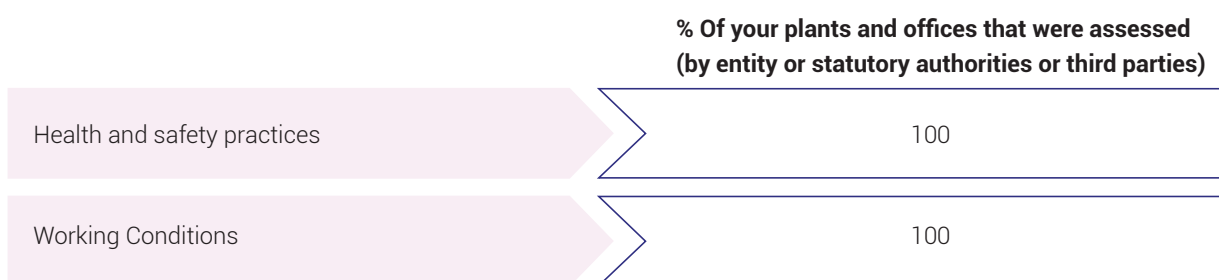
By implementing these measures, the Company prioritises the safety and well-being of its workforce, fostering a secure and healthy workplace environment.

13. Number of complaints on the following made by employees and workers

CTIL is continuously working on maintaining safe and healthy workplace.

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

14. Assessments for the year



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

In response to recent safety-related incidents, we want to emphasise our strong commitment to ensuring the safety and well-being of our employees. The safety of our employees and workers is our top priority, and we have, taken immediate and significant corrective actions to address these incidents and mitigate any potential risks or concerns. We have implemented stringent measures to proactively identify and rectify unsafe work conditions and behavior.

1. Establishment of robust reporting processes:

We have implemented dedicated processes that encourage personnel to promptly report any near-miss accidents, recordable incidents, or work-related illnesses. This ensures that potential hazards are identified and addressed in a timely manner.

2. Thorough internal and external audits:

Internal and external audits have been conducted to assess our safety-related data and practices. These audits serve as a vital component of our Occupational Health and Safety (OHS) management system, enabling us to identify any gaps or areas for improvement.

3. Heightened safety measures:

To prevent injuries from falls, we have installed a lifeline system on the roof, providing a secure means of protection for workers operating at heights.

4. Enhanced traffic safety:

Convex mirrors have been strategically placed to improve visibility and prevent traffic accidents within our premises.

**5. Fire prevention measures:**

Critical electrical panels are equipped with CO2 flooding systems to safeguard against electrical fires, ensuring the safety of our employees and the protection of our facilities.

6. Upgraded machine guards:

New machine guards have been installed to provide enhanced protection to workers, effectively shielding them from rotating parts and sharp edges of various equipment.

7. Horizontal Fall Protection System for Roof:

Fall from height safety system solution has been implemented to prevent falls from height in horizontal work areas.

8. Serious Injury and Fatality Prevention Programme

Serious injury and fatality Programme has been launched to identify conditions, incorrect practices, and dangerous acts (referred to as at-risk behaviours) that have the potential to result in fatalities incidents or serious injuries.

These corrective actions and preventive measures highlight our unwavering dedication to creating a safe and healthy working environment for our employees. We remain committed to continuous evaluation and improvement of our health and safety practices, investing in resources, training, and technology to uphold the highest standards of occupational health and safety.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

1	Employee	Yes
2	Workers	Yes

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

CTIL, comprising various business verticals, has undertaken significant measures to ensure that statutory dues have been deducted and deposited by our value chain partners. We recognise the importance of compliance in all aspects of our operations. Following measures have been taken:

Engagement of compliant vendors:

- Each of our business verticals engages vendors who have a proven track record of full compliance with applicable laws. This ensures that our value chain partners uphold their legal obligations regarding statutory dues.

Internal control mechanism:

- CTIL, as part of its internal control mechanism, has implemented necessary checks to verify the timely and full payment of statutory dues by service providers for their employees.

Challan copy verification:

- When processing payments to contractors and third parties, we require them to provide us with a challan copy as proof of deposit for Provident Fund (PF) and Employee State Insurance (ESI) of their employees.

Online checking of compliance:

- We also perform online checks on the Goods and Services Tax (GST) returns or deposit proofs of PF and ESI provided by the contractors or third parties.

By implementing these measures, our business verticals ensure that statutory dues are deducted and deposited by our value chain partners.

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

	Total no. of affected employees/workers		No. of employees/ workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Employees	Nil	Nil	Nil	Nil
Workers	2	Nil	2	Nil

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

Yes, CTIL across its business verticals recognises the importance of facilitating continued employability and managing career endings resulting from retirement or termination of employment. While there is no formal transition assistance Programme in place, the Company has a longstanding culture of providing extensions to mid to senior-level employees and executives post-retirement. This practice is deeply rooted in the Company's culture and demonstrates its commitment to supporting employees even beyond their active employment.

While specific data and information regarding transition assistance Programmes for different business verticals are not currently available, the Company aims to provide this information in the coming years.

In addition to providing service extensions, the Company also emphasises employee training and development to support them during the transition phase. Training Programmes are offered to equip individuals with the necessary skills and knowledge for career changes, enabling them to smoothly transition into new roles or explore alternative career paths. These Programmes focus on enhancing skills, building confidence, and adapting to new professional challenges.

The Company's HR department plays a vital role in assessing individual needs, providing guidance, and offering support throughout the transition process.

By investing in employee development and offering relevant training initiatives, the Company demonstrates its commitment to the long-term success and employability of its workforce. This commitment to facilitating transitions and empowering employees showcases the Company's dedication to their growth and success beyond their current roles.

5. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed			
	Pulp and Paper	Textile	Real Estate
Health and safety conditions	0	0	0
Working conditions	0	0	0

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

Not applicable



Principle 4



Businesses should respect the interests of and be responsive to all its stakeholders

CTIL is deeply committed to respecting the interests of all its stakeholders and being responsive to their needs. The Company recognises that its actions have an impact on various stakeholders, including local communities, employees, suppliers, and customers. CTIL takes a proactive approach to address their concerns and prioritise their well-being. By engaging in open and transparent communication, CTIL ensures that stakeholder voices are heard, and their feedback is incorporated into decision-making processes. The Company values the relationships with its stakeholders and strives to build mutual trust and understanding. CTIL's commitment to respecting and responding to the interests of all stakeholders underscores its dedication to creating positive and mutually beneficial outcomes.

Essential Indicators

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

CTIL recognises the significance of identifying key stakeholder groups and engaging with them effectively. To ensure a comprehensive understanding of its stakeholders, CTIL undertook the following processes:

1. Stakeholder Mapping to identify and categorise different stakeholder groups based on their relationship and relevance to the Company's operations.
2. Stakeholders are selected based on their level of influence, importance, or potential impact on CTIL's activities.
3. CTIL implemented various channels, such as surveys and feedback mechanisms, to actively engage with stakeholders.
4. CTIL also conducted internal consultations with its staff, managers, and board members.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Notices, Newspapers, E-mail, Website, earning calls, physical/ virtual meetings	Ongoing as and when needed	Cultivate trust, improve transparency, obtain access to capital, influence shareholders, and fulfil mandatory regulatory requirements.
Regulators/ Government and Regulatory Authority	No	Official correspondence, Meetings and Consultations, Correspondence Regulatory reporting, Regulatory Submissions, Regulatory Portals and platforms, Website	As per the requirement	Pre-project approval, ongoing compliances, issue resolutions, transparency and reporting, collaboration, and consultation, building trust and credibility
Customers/ Consumers	No	Direct Contact, Online Platforms, Emails, Phone, Survey and feedback forms, social media platforms, Website	Continuing	Pre-sales inquiries, project updates, post-sales support, understanding the demand and needs, feedback and surveys, building relationships and trust, resolving complaints and issues
Suppliers (including landowners for Real Estate)	Yes (Small and Local Suppliers)	Emails, phone, direct in-person meetings, Website	Ongoing as and when needed	Supplier selection and evaluation, business operations-related matters, to enhance collaboration and innovation, explore opportunities for process improvements, contract negotiations, and cost optimisation.
Community/ Local Community	No	Community Meetings, Outreach Programmes, Grievance redressal mechanism, Website	As and when required	Establish positive relationships, address community concerns, community development, promote social responsibility
Employees	No	Email, Intranet Portals, Phone, and Personal Interactions, Notice Boards, Website	Weekly, monthly, quarterly, yearly and depending on the nature of the communication and specific needs	HR and internal policy-related matters and matters related to the well-being of employees, performance of the Company, important announcements, policies etc,



Leadership Indicators

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

The Company carries out an extensive stakeholder engagement to get the perspective of the group of stakeholders and inputs on material economic, environmental and social topics for the business. The senior management level is then notified of the gaps and observations found during the board review process to ensure that appropriate corrective action is taken. The board is then updated on the progress of any actions taken to remediate the gaps and observations, if any.

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

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. The Company actively seeks input from stakeholders on these issues and incorporates their suggestions into its policies and activities. Through these consultations, the Company reaffirms its ongoing priorities related to the identified material topics. The inputs received from stakeholders play a crucial role in shaping the Company's approach to environmental and social matters, ensuring alignment with stakeholder expectations, and enhancing the overall sustainability of its operations.

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

CTIL, across its three business verticals, is dedicated to engaging with and addressing the concerns of vulnerable and marginalised stakeholder groups. The Company recognises that access to essential services and opportunities is crucial for the well-being of these communities.

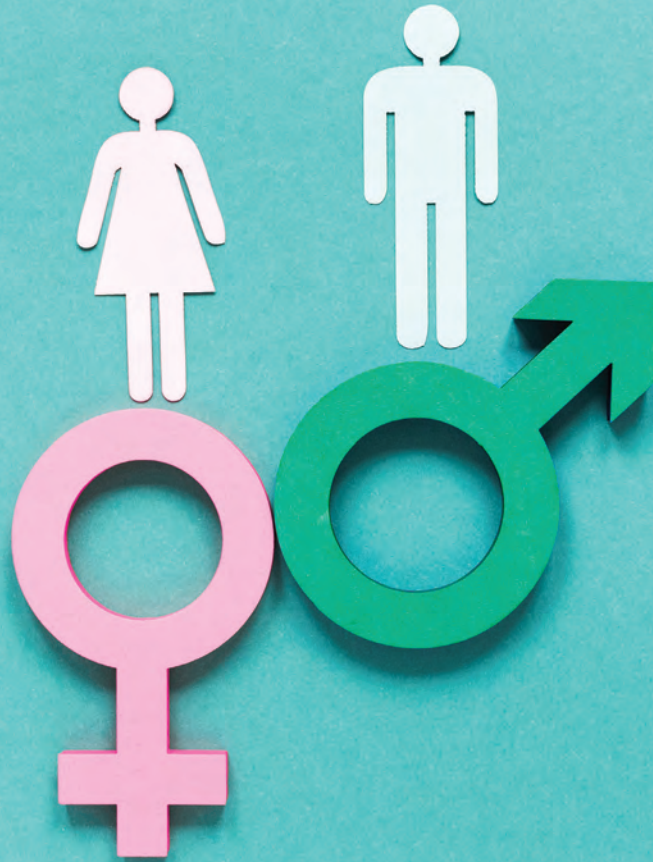
In its Pulp and Paper business, CTIL undertakes initiatives to provide safe water, healthcare facilities, education, and other necessary amenities to individuals in need.

Similarly, in its Real Estate business, CTIL focuses on creating inclusive communities by developing projects that cater to the diverse needs of marginalised groups.

Additionally, in its Textiles business, the Company promotes fair and ethical practices throughout its supply chain, ensuring the welfare of workers and suppliers from vulnerable groups. CTIL's commitment to supporting vulnerable and marginalised stakeholders is demonstrated through various actions and initiatives that aim to uplift these communities and contribute to their overall development.

The inputs received from communities during stakeholder engagement processes and discussions were considered. This information was used to develop various CSR initiatives and provide necessities like health services and sanitation facilities. For example, medical camps were organised in Lalkuan, benefitting 748 people. Another instance of community engagement leading to CSR initiative is the development of grasslands and water holes for wild-life in Haldwani.

Principle 5



Businesses should respect and promote human rights

CTIL, across its three business verticals, is committed to upholding and promoting human rights. CTIL operates in compliance with applicable local laws and regulations, ensuring that human rights standards are maintained at all levels within its operations. CTIL adheres to the laws and regulations of each country where it operates, respecting the rights and well-being of its employees, suppliers, and other stakeholders. The Company proactively engages with local communities, taking into account their social and cultural contexts to ensure that human rights are upheld in a manner that is appropriate and relevant. CTIL is also committed to adhering to internationally recognised human rights principles. The Company recognises the importance of global standards and frameworks such as the Universal Declaration of Human Rights and the International Labour Organisation's core conventions. CTIL embeds human rights considerations and principles into its decision-making processes covering from employee welfare to supply chain management and its business practices.



Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1227	1197	97.56	1200	451	37.58
Other than permanent	78	0	0	91	3	3.30
Total employees	1305	1197	91.72	1291	454	35.17
Workers						
Permanent	3,083	1517	49.21	3149	1535	48.75
Other than permanent	5915	1864	31.51	5672	1516	26.73
Total workers	8,998	3381	37.58	8821	3051	34.59

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

Category	FY 2022-23						FY 2021-22			
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	1,149	0	0	1,149	100	1,133	11	1	1,122	99
Female	78	0	0	78	100	67	2	3	65	97
Other Than Permanent										
Male	60	0	0	60	100	81	0	0	81	100
Female	18	0	0	18	100	10	0	0	10	100
Workers										
Permanent										
Male	3,028	274	9	2,754	91	3,092	651	21	2,441	79
Female	55	14	22	43	78	57	33	58	25	42
Other than permanent										
Male	5,587	806	14	4,781	86	5,408	817	15	4,591	85
Female	328	307	94	21	6	264	228	86	36	14

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	5	36,76,841	2	34,94,341
Key Managerial Personnel	3	13,730,000	0	-
Employees other than BoD and KMP	1224		9,20,000 (Total)	
Workers	3028	5,11,299	55	6,72,491

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

Yes, The Ethics and Vigilance officer is responsible for ensuring the well-being and rights of employees and workers at the workplace. This is a crucial role in addressing any concerns or grievances raised by employees and workers, providing them with a platform to voice their issues and seek resolution.

CTIL recognises the importance of creating a safe and inclusive work environment for women. In compliance with the Prevention of Sexual Harassment (POSH) of Women at Workplace Act, the Company has set up Internal Complaints Committees at each of its offices and units. These committees are responsible for receiving and addressing complaints related to sexual harassment, ensuring a supportive and respectful workplace for women.

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

CTIL has established internal mechanisms to address and redress grievances related to human rights issues across its three business verticals. These mechanisms ensure that employees have channels to report concerns and seek resolution in a confidential and secure manner.

Employees are encouraged to bring any human rights-related issue to the attention of the Ethics and Vigilance officer at the Company level. Grievances or concerns must be reported in writing, providing detailed information about the issue. To ensure confidentiality, the complaint is required to be submitted in a closed and secure envelope.

Upon receiving a complaint, a preliminary investigation is conducted to gather relevant information and assess the nature and severity of the issue. The findings of the investigation are then presented to the audit committee, which plays a key role in reviewing and addressing human rights concerns. Actions and measures are taken based on the recommendations provided by the audit committee, ensuring appropriate redressal of the grievance.

To resolve any human rights-related issues, personal meetings with the department or the HR Department are scheduled.

In addition to the internal mechanisms, CTIL has implemented a whistle-blower system that enables employees to report potential violations of human rights or any other misconduct. This system allows employees to notify management about any concerns they may have, providing an additional avenue for addressing human rights issues and ensuring a culture of transparency and accountability.

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

	FY 2022-23 Current (FY)			FY 2021-22 Previous (FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	2*	-			
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						
	No complaints were received during the year			No complaints were received during the year		

* Disposed off as on Date of this Report.

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

CTIL has implemented robust mechanisms to prevent adverse consequences to the complainant in cases of discrimination and harassment. The Company's policies, including the Whistle-blower Policy and the Prevention of Sexual Harassment (POSH) Policy, are designed to safeguard the rights of complainants and ensure their confidentiality throughout the process.

When a complaint is received, CTIL takes immediate action to ensure the privacy and well-being of the complainant. Confidentiality is maintained throughout the investigation process, and only individuals directly involved in the resolution of the complaint have access to the information. This helps create a safe environment for the complainant to come forward and share their concerns without fear of retaliation or adverse consequences.

CTIL is committed to thoroughly investigating all discrimination and harassment cases and taking appropriate actions to address them. The Company ensures that complainants are treated with respect, and that their rights are protected throughout the entire process. This includes providing necessary support, maintaining confidentiality, and taking necessary steps to prevent any form of victimisation or adverse impact on the complainant.

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

Business vertical	Responses
PULP AND PAPER	Yes
TEXTILES	Yes
REAL ESTATE	Yes

9. Assessments of the year

	% of value chain partners (by value of business done with such partners) that were assessed		
	Pulp and Paper	Textiles	Real Estate
Sexual harassment			
Discrimination at workplace			
Child labour			
Forced/involuntary labour	100%	100%	100%
Wages			
Others – please specify			

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

No significant risk or concern has been raised from the completed assessments during this financial year .

Leadership Indicators

1. Details of a business process being modified / introduced because of addressing human rights grievances/ complaints.

No such modifications have been implemented as there have been no grievances/complaints of human rights violation received by the Company during this financial year.

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

No specific Due diligence exercise has been conducted by the Company during this financial year.

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

Business vertical	Responses
PULP AND PAPER →	Yes
TEXTILES →	Yes
REAL ESTATE →	Yes

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed		
	Pulp and Paper	Textiles	Real Estate
Sexual harassment	▽	▽	▽
Discrimination at workplace			
Child labour	100%	100%	100%
Forced/involuntary labour			
Wages			
Others – please specify			

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

No significant risk or concerns were identified from the completed assessments during this financial year .



Principle 6



Businesses should respect and make efforts to protect and restore the environment

CTIL is committed to environmental stewardship and recognises the crucial role it plays in preserving and restoring the natural world. As a responsible corporate entity, CTIL prioritises sustainable practices across all its business operations. The Company is dedicated to implementing effective and efficient resource management methods, ensuring responsible consumption and production patterns.

Essential Indicators

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	TJ	510.56	414.24
Total fuel consumption (B)	TJ	15,489.81	16376.29
Energy consumption through other sources (C)	TJ	0	0
Total Energy Consumption (A+B+C)	TJ	16,000.37	16,790.53
Energy Intensity (GJ/ 1 lakhs ₹)	(GJ/ lakhs ₹)	33.90	41.27

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Yes, certain sites/facilities with respect to its Pulp and Paper and Textile verticals as designated consumers (DCs) covered under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. The details are given below:

Pulp and Paper

- For the pulp and paper business, targets were set under the PAT scheme. In the previous PAT cycles, Cycle-1 and Cycle-2, the targets were overachieved by 17.26% and 12.38%, respectively.

Textile

- In the Assessment Year 2019-20, targets were set under the PAT scheme for the textile business. In the PAT Cycle-1, the targets were overachieved by 11.82%.

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

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water	672,885.80	756,290.34
(ii) Groundwater	13,206,081.05	14,007,839.15
(iii) Third party water (Municipal water supplies)	71,938.00	49,538.77
(iv) Seawater / desalinated water		
(v) Others (Recycled)		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,950,904.85	14,813,668.26
Total volume of water consumption (in kilolitres)	19,261,415.85	20,553,479.26
Water intensity per rupee of turnover (KL/1 lakhs ₹)	40.81	50.52



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

Yes, the Company has implemented a mechanism for Zero Liquid Discharge at its Textiles business.

A Zero Liquid Discharge (ZLD) ETRP (Evaporation and Thermal Reduction Process) plant with MEE (Multiple Effect Evaporation) and ATFD (Agitated Thin Film Dryer) technology is installed to minimise and move towards eliminating water discharge from industrial processes.

- The ZLD ETRP plant utilises a combination of evaporation and thermal reduction processes to treat the wastewater.
- Multiple Effect Evaporation (MEE) uses a series of evaporators to evaporate water from the wastewater. This process involves heating the wastewater in multiple stages, with each stage utilising the vapour generated from the previous stage as a heat source, thereby maximising energy efficiency.
- Agitated Thin Film Dryer (ATFD) is a component of the ZLD ETRP plant that helps in the final stage of water removal. It is a specialised dryer that utilises a thin film of wastewater on a heated surface to evaporate the remaining water content. The resulting concentrated solids or residues are then collected for proper disposal or further treatment.

The treatment process in the ZLD ETRP plant focuses on treatment of hardness, total suspended solids (TSS), and turbidity. These parameters are important indicators of water quality and are typically regulated by environmental standards. By treating the wastewater to reduce hardness, TSS, and turbidity, the plant ensures that the discharged water meets the required quality criteria.

The treated water is recovered and reused within the industrial process or for other non-potable applications. This not only helps conserve water resources but also minimises the environmental impact associated with wastewater discharge.

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

Parameter	Please specify unit	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
NOx	MT	866.16	744.45
SOx	MT	365.85	271.99
Particulate Matter (PM)	MT	730.33	469.97
Persistent Organic Pollutants (POP)	MT	-	-
Volatile organic Compounds (VOC)	MT	-	-
Hazardous air pollutants (HAP)	MT	-	-
Others- please specify	MT	-	-

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

Parameter	Unit	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	803,839.79	867,662.80
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	104,456.16	91,245.00
Total Scope 1 and Scope 2 emissions per rupee of turnover	MTCO ₂ e per 1 lakhs ₹	1.92	2.36

7. Does the entity have any project related to reducing Greenhouse Gas emissions? If yes, then provide details.

Yes, CTIL is actively engaged in projects aimed at reducing Greenhouse Gas (GHG) emissions, focusing on various initiatives to minimise energy consumption.

Pulp And Paper:

The Pulp and Paper business has implemented GHG reduction measures focused on upgrading equipment to enhance energy efficiency. These measures directly contribute to emissions reductions within the operations and have led to annual savings of 16,760,329 kwh of electricity.

Textiles:

The Company has entered into agreements to purchase 3 MW of clean energy i.e., wind power leading to a total reduction of 4,069 tonnes of CO₂.

Real estate:

The Real Estate business has adopted the use of solar lamps to reduce electricity consumption. This initiative enables the conservation of approximately 1,488 kWh of electricity per month, contributing to GHG emission reduction. Real Estate business has also implemented a BioHYBRID project, which has resulted in 80% reduction in energy usage within the coverage of the project.

These initiatives demonstrate CTIL's commitment to actively reducing GHG emissions and promoting sustainability across its various business verticals.



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

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	23.92	20.40
E-waste (B)	2.00	2.40
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	2177.89	1256.27
Battery Waste (E)	2.14	3.08
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1237.24	735.76
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	290895.49	292290.03
Total (A+B + C + D + E + F + G + H)	294338.67	294307.94
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2109.92	1822.30
(ii) Re-used	287696.21	288803.71
(iii) Other recovery operations	1176.51	1748.98
Total	290982.64	292374.99
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	1178.14	676.68
(iii) Other disposal operations	2177.89	1256.27
Total	3356.03	1932.95

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

CTIL has been working to assure minimal environmental effect by integrating the circular economy concept across its value chain. The Company has set aside a 3R (Reduce, Reuse, and Recycle) waste management plan to effectively manage the generated waste. Every business vertical of CTIL has a robust waste management system in place. The waste management practices are defined below:

Pulp and Paper

- ETP sludge, DIP sludge, and Fly Ash is utilised in Board Manufacturing
- Dry pith, Wet Pith, Bark, and Saw Dust is utilised as fuel in Boilers
- Other hazardous waste such as used oil is utilised as fuel in Lime Kiln
- Adoption of Elemental Chlorine Free (ECF) technology

Textiles

- Waste disposal through third party vendors
- Recycling of textile waste, metal, cardboard, paper.
- Textiles uses chemicals approved by Zero Discharge of Hazardous Chemicals (ZDHC), and promotes the usage of level 3 chemicals for all operations
- Fly ash generated is used to make bricks

Real Estate

- Debris and other construction waste - Construction debris is used at the site for temporary road preparation and the rest was disposed through the vendor in the landfill.
- Steel TMT, wooden scrap, waste oil, e-waste and battery waste is sold through vendors.
- Building Waste (Commercial Building) - 50% of waste is diverted to the composter machine and used as manure for plantation.

The Company manages hazardous waste and chemical wastes as stated by the Pollution Control Boards within permissible limits and which is disposed through authorised vendors.

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

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



The entity does not have any offices or plants in ecologically sensitive areas

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

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



The Company has not undertaken any environmental impact assessments during the current financial year as required by any law for the current year

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

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



CTIL complies with the applicable environmental laws and regulations implemented by the government. It follows all the applicable environmental laws, regulations, and guidelines in India i.e., Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules there under.



Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources: UoM: TJ		
Total electricity consumption (A)	33.05	
Total fuel consumption (B)	6425.22	
Energy consumption through other sources (C)	0	
Total energy consumed from renewable sources (A+B+C)	6458.27	6884.12
From non-renewable sources: UoM: TJ		
Total electricity consumption (D)	477.51	
Total fuel consumption (E)	9,064.59	
Energy consumption through other sources (F)	0	
Total energy consumed from non-renewable sources (D+E+F)	9542.10	9906.41

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – Tertiary treatment	82,99,391	88,28,383
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	82,99,391	88,28,383

3. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

Name of the Area-	Bengaluru, National Capital Region (NCR)
Nature of operations-	Building Constructions

Parameter	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater	20,009.09	10,529.15
(iii) Third party water	12,340.00	6,143.00
(iv) Seawater / desalinated water		
(v) Others (Recycled) Recovered water from Treated Effluent		
Total volume of water withdrawal (in kilolitres)	32,349.09	16,672.15
Total volume of water consumption (in kilolitres)	32,349.09	16,672.15
Water intensity per rupee of turnover (KL/1 lakhs ₹)	0.07	0.04
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		Nil
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		Nil
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		Nil
- With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		Nil
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		Nil



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




Parameter	Unit	FY 2022-23 (Current FY)	FY 2021-22 (Previous FY)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent		

At present, the Company is not accounting for its Scope 3 emissions. The Company plans to identify the various sources of Scope 3 emissions in the near future.

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

CTIL does not have any factory, construction site or office locations in ecologically sensitive areas.

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

<p>1 Energy Saving Initiatives</p> 	<ul style="list-style-type: none"> Replacement of conventional lamps with solar lamps, energy efficient lamps, and automated lamps. Implementation of 39 energy saving initiatives at the Pulp and Paper division. Re-engineering of humidification at Luwa plant and replacement of faulty traps and additional control valve in PAD steam machine at Textiles. 	<ul style="list-style-type: none"> Conservation of energy. 16,843,845 kwh of energy saved per annum. 16,000 kwh of energy saved per day, and 8 tons of steam saved per day.
<p>2 Water Conservation Initiatives</p> 	<ul style="list-style-type: none"> Reclamation of stock back water system implemented Reuse of foul condensate evaporate of chemical recovery plant Reuse of media filter back wash water rejection by installation of bag filter 	<p>Water conservation:</p> <ul style="list-style-type: none"> 150m³ water saved per hour 100m³ water saved per hour 7317 KL water saved in FY 2022-23.
<p>3 Waste Management Practices</p> 	<ul style="list-style-type: none"> BioHYBRID plant installed at Real Estates Biomass use in boiler operations Waste to energy Programme implemented 	<ul style="list-style-type: none"> Usage of waste to generate electricity and mitigate 1,500 kg of carbon dioxide per day Proper management of waste and reduction in disposal

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

Yes, CTIL recognises the importance of business continuity and disaster management to ensure the resilience of its operations. As a diversified Company with interests in textiles, pulp and paper, and real estate, CTIL understands the need to have robust plans in place to address potential disruptions and safeguard its stakeholders. In an ever-changing business landscape, CTIL remains focused on leveraging its strengths across multiple industries, reducing dependence on any single sector, and prioritising the safety and well-being of its employees, customers, and other stakeholders.

CTIL's emergency response plan (ERP) and onsite emergency plans for each unit serve as the foundation of their preparedness strategy. These plans outline specific actions to be taken in various emergency scenarios, such as fire and explosion, electrocution, medical and social emergencies, technological failures, and natural or man-made disasters. The objectives of these plans include containing incidents, reducing casualties, implementing migratory measures, and facilitating relief and rescue operations.

To ensure effective emergency response, CTIL conducts regular training and drills to familiarise personnel with their roles and responsibilities. This enhances overall preparedness and coordination during critical situations. The emergency response team, which includes management representation, follows a formal structure and communication protocol to effectively manage and communicate during and after emergencies.

CTIL's disaster management plan focuses on identifying potential emergency situations, assessing associated risks, implementing prevention and mitigation measures, and periodically evaluating the effectiveness of preparedness efforts. The Company is committed to maintaining high safety standards and holds the necessary licenses and approvals to demonstrate compliance with regulatory requirements.

By integrating business continuity and disaster management into its operations, CTIL strives to build resilience, adaptability, and sustainable growth, ensuring the Company's ability to navigate unforeseen challenges and contribute to a better tomorrow.

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

The Company has not observed any adverse impacts to the environment by the suppliers' that were assessed for these parameters.

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

Business vertical	Responses
PULP AND PAPER	-
TEXTILES	4
REAL ESTATE	-



Principle 7



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

CTIL recognises the importance of engaging with public and regulatory policy in a responsible and transparent manner. The Company operates in compliance with applicable legislation and regulations, working closely with government authorities to ensure its business activities align with the prevailing policies. CTIL acknowledges its role in contributing to the development of robust and effective public and regulatory frameworks, fostering an environment of responsible business conduct and transparency. By actively participating in policy discussions and advocating for responsible practices, CTIL strives to make a positive impact on public and regulatory policy formulation and implementation.

ESSENTIAL INDICATORS

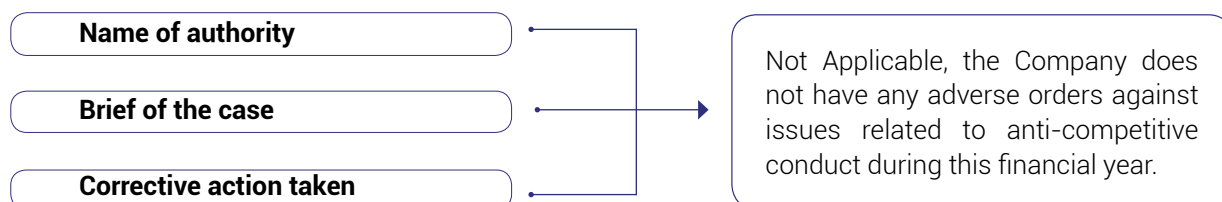
1. a. Number of affiliations with trade and industry chambers/ associations.

12 affiliations

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

Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
CREDAI-MCHI (Maharashtra Chamber of Housing Industry)	National
NAREDCO West foundation	National
Jhagadia Association	State
Employers Association of Northern India, Kanpur	State
Federation of Indian Exports Organisation	National
The Cotton Textiles Export Promotion Council	National
Indian Paper Manufacturers Association	National
Confederation of Indian Industry	National
Indian Pulp & Paper Technical Association	National
National Safety Council	National
Kumaun Gharwal Chamber of Commerce and Industry	State
Coal Consumers' Association of India	National

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



Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	Development Plan - Pune Metropolitan Region Development Authority	Suggestions were provided through the "Suggestion - Objection mechanism of PMRDA" for Development Plan for Pune Metropolitan Region Development Authority	Yes	-	-



Principle 8



Businesses should promote inclusive growth and equitable development

CTIL proudly embraces the principle of promoting inclusive growth and equitable development as a cornerstone of its corporate social responsibility. With its dynamic business verticals, CTIL recognises the power and responsibility it holds to address community needs and champion the well-being of all stakeholders, particularly marginalised communities. By prioritising their interests, CTIL endeavours to generate meaningful impacts such as improved livelihoods, expanded access to essential services, and the creation of opportunities for social and economic advancement.

Through proactive engagement with communities, comprehensive needs assessment, and sustainable initiatives, CTIL endeavours to foster inclusivity, empower marginalised groups, and champion equitable development. By championing inclusive growth and equitable development, CTIL seeks to shape a future where businesses play a pivotal role in driving social progress and building a more equitable world.

Essential Indicators

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

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

Not Applicable

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the 2022-23 (In ₹)
--------	--	-------	----------	---	--------------------------	--

Not Applicable

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

CTIL recognises the importance of addressing community grievances related to its factories, plants, and real estate projects across its three business verticals: textiles, pulp and paper, and real estate. The Company has implemented robust mechanisms to receive and redress these grievances, ensuring effective communication, resolution, and fostering positive relationships with the community.

CTIL actively encourages open dialogue and engagement with the local community surrounding its factories, plants, and real estate projects. Regular meetings and interactions are organised to provide community members with a platform to voice their grievances, express concerns, and share feedback directly with the Company. Additionally, complaint drop boxes have been installed at the entrances of these facilities, enabling community members to conveniently submit their grievances.

To ensure proper monitoring and documentation, CTIL maintains a comprehensive complaint register. This register records all grievances received from the community and serves as a reference for tracking the progress of their resolution. The Company has assigned a designated person within each business vertical responsible for addressing and resolving these complaints in a timely and effective manner.

CTIL's community grievance redressal mechanism extends beyond internal processes. The Company actively engages with relevant stakeholders, including local authorities and community leaders, to collaboratively find appropriate solutions and address community concerns.

By implementing these mechanisms, CTIL demonstrates its commitment to listening to and addressing the grievances of the community surrounding its factories, plants, and real estate projects. The Company strives to maintain transparent and constructive communication with the community, resolving issues promptly, and working towards mutually beneficial outcomes.

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

PULP AND PAPER	FY 2022-23 Current (FY) ₹	FY 2021-22 Previous (FY) ₹
Directly sourced from MSMEs/ small producers	60.56	52.63
Sourced directly from within the district and neighbouring districts	0	0



TEXTILES	FY 2022-23 Current (FY)	FY 2021-22 Previous (FY)
----------	----------------------------	-----------------------------

Directly sourced from MSMEs/ small producers	5.86	5.73
Sourced directly from within the district and neighbouring districts	12.95	10.29

REAL ESTATE	FY 2022-23 Current (FY)	FY 2021-22 Previous (FY)
-------------	----------------------------	-----------------------------

Directly sourced from MSMEs/ small producers	4.82	-
Sourced directly from within the district and neighbouring districts	4.82	-

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

State	Aspirational District	Amount spent (In ₹)
▼ Uttarakhand	▼ Udham Singh Nagar	▼ 8,28,810

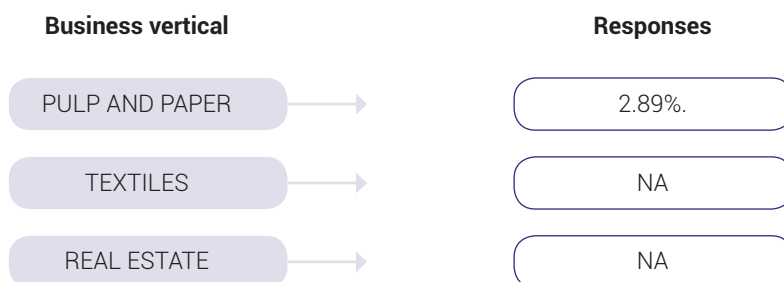
3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

Business vertical	Responses
PULP AND PAPER	Yes
TEXTILES	No
REAL ESTATE	No

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

Business vertical	Response
Pulp and Paper	MSME, local and small suppliers, and raw material is also sourced from farmers through intermediaries.
Textiles	NA
Real Estate	NA

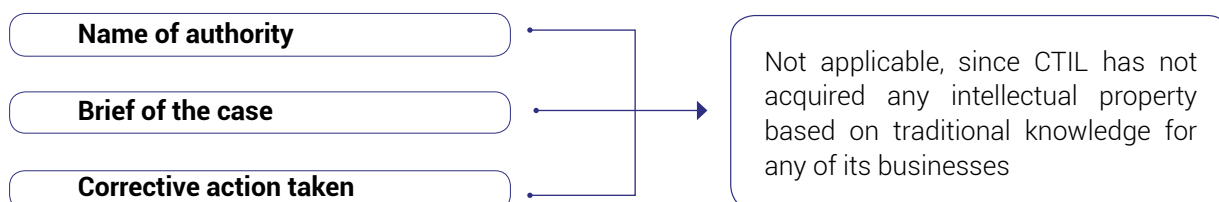
(c) What percentage of total procurement (by value) does it constitute? -



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

Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
▽	▽	▽	▽
Not applicable, since CTIL has not acquired any intellectual property based on traditional knowledge for any of its businesses.			

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



6. Details of beneficiaries of CSR Projects:

CSR Project	No. of persons benefited from CSR Projects (Approx.)	% of beneficiaries from vulnerable and marginalised groups
Promoting Primary and Secondary Education in Rural and Socially & Economically backward communities.	14398	Most of the CSR activities and projects undertaken by the Company are specifically targeted towards benefiting vulnerable and marginalised groups in society. However, presently, it is challenging to provide an accurate percentage of beneficiaries from these groups. The Company remains committed to supporting and uplifting these sections of society through its CSR initiatives.
Preventive and curative health services in communities	25368	
Environmental Sustainability	1000	
Rural Infrastructure Development Projects	13000	
Agriculture and Animal Husbandry	3000	
Sanitation Provisions	10000	
Animal Welfare	-	



Principle 9



Businesses should engage with and provide value to their consumers in a responsible manner

CTIL acknowledges the significance of its customers and their pivotal role in the Company's growth. Aligned with Principle 9, the Company places utmost importance on engaging with and providing value to its consumers in a responsible manner. By adopting a customer-centric approach, CTIL is committed to not only meeting the needs of its customers but also exceeding their expectations. This dedication drives the continuous development of high-quality products, experiences, and robust customer relationships. Through these efforts, CTIL strives to ensure customer satisfaction, foster loyalty, and achieve long-term business success while upholding its responsibility towards its valued consumers.

Essential Indicators

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

Our respective business verticals have implemented robust mechanisms to receive and address consumer complaints and feedback, ensuring efficient complaint resolution, personalised support, and a seamless customer experience.

Pulp and Paper	Textiles	Real Estate
<p>Pulp and Paper initially had a customer survey which was replaced by NPS. To address and respond to customer feedback, Pulp and Paper has a well-defined SOP. Once any negative feedback is received, it is registered in the system. Post registration, a decision is taken about whether the nature of the problem is technical, or sales related and how the issue will be evaluated. Based on collective discussions, it is then decided whether the consumer will be given compensation, or the product will be replaced.</p>	<p>The Textiles business vertical has implemented a well-designed system to ensure prompt resolution and ongoing improvement based on customer feedback.</p> <p>When a customer provides feedback or lodges a complaint, a Complaint File Identification and Resolution (CFIR) number is generated. Each complaint is then carefully analysed to determine the nature of the issue, assess its impact, and identify potential root causes and appropriate resolution is provided to the client.</p>	<p>The Real Estate business has implemented multiple channels to address customer concerns effectively. We utilise WhatsApp Bots, and a dedicated contact email, and also assign Relationship Managers who are responsible for resolving any complaints or issues raised by customers.</p> <p>Additionally, we have implemented a Customer Relationship Management (CRM) system that enables customers to raise tickets for their complaints or requests, ensuring a streamlined and organised process for resolution.</p>

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Factors to be considered	As a percentage to total turnover		
	Pulp and Paper	Textiles	Real Estate
Environmental and social parameters relevant to the product	100	100	100
Safe and responsible usage	100	100	100
Recycling and/or safe disposal	100	100	100

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

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	No complaints have been received from consumers			No complaints have been received from consumers		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Number	Reasons for recall
Voluntary recalls	Nil
Forced recalls	

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Business vertical	Response	Web-link
Pulp and Paper	Yes	Not disclosed publicly
Textiles	Yes	Not disclosed publicly
Real Estate	Yes	Security Policy: https://sustainability.adityabirla.com/images/Security%20Policy.pdf

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

Business vertical	Response
Pulp and Paper	Not Applicable
Textiles	
Real Estate	

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

All the products and services details are available on the Company's website

Business vertical	Website
Pulp and Paper	https://www.centurypaperindia.com/product-b2b
Textiles	https://www.birlacentury.com/product_index.html
Real Estate	https://www.birlaestates.com/projects

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

Pulp and Paper	Textiles	Real Estate
<p>To ensure the safe and responsible usage of products, the Pulp and Paper business informs consumers through its website about the proper usage guidelines. Additionally, customer meetings are conducted to educate them about the safe handling and use of the Company's products. We Provide product booklet with the product.</p>	<p>In the Textiles business, safety warnings are prominently displayed on polybags used for packaging. These warnings serve to inform consumers about the safe usage and handling of the textile products.</p>	<p>For residential projects, as no deliveries have been made, measures to inform customers about safe and responsible usage will be reviewed in the following financial year. However, for commercial projects, the Company provides information to customers regarding waste disposal practices, energy-saving measures, and fire safety guidelines. This ensures that consumers are aware of the responsible usage of the real estate services provided by the Company.</p>

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

Not Applicable, since CTIL's products don't fall under the category of essential services.

4. a. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

No

b. Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes, the real estate business vertical has conducted a survey on customer satisfaction

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact.

No instances of data breach were observed during the reporting year ended 31st March, 2023.

b. Percentage of data breaches involving personally identifiable information of consumers

No instances of data breach were observed during the reporting year ended 31st March, 2023.

Concluding the report:

With this Business Responsibility and Sustainability Report, CTIL is committed to providing valuable insights and information on its non-financial performance, its dedication to responsible business practices and sustainability. The report serves as a transparent and comprehensive source of information, enabling stakeholders to gain a deeper understanding of CTIL's initiatives and progress in key areas.

CTIL recognises the importance of continuous improvement in reporting practices and aims to enhance its reporting standards. By doing so, the Company intends to offer even more comprehensive and transparent information in future reports, ensuring that stakeholders have access to accurate and relevant data to make informed decisions.

The ultimate goal is to empower stakeholders, including investors, customers, employees, communities, and regulatory bodies, to actively engage with CTIL and participate in its collective endeavour to build a better tomorrow. By providing comprehensive information and fostering open dialogue, CTIL aims to create a collaborative environment where stakeholders can contribute their perspectives, insights, and feedback, thereby strengthening the Company's sustainability efforts.

CTIL acknowledges that achieving sustainability goals requires collaboration and engagement from all stakeholders. The Company is committed to fostering meaningful dialogue, listening to stakeholder expectations and concerns, and incorporating their feedback into its decision-making processes. By building strong relationships and partnerships, CTIL strives to create a positive impact on society and the environment, driving sustainable development and contributing to a better future for all.