



**GINNI FILAMENTS LTD.**

# SUSTAINABILITY REPORT

**FY: 2017-18 to 2021-22**

**Version : 1.0**





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## Statement from the desk of Chairman

"I am convinced that embedding the principle of environmental responsibility in our global businesses will benefit our customers, employees and shareholders - as well as future generations. Environmental, social and governance issues are an integral part of our long-term strategy."



"Climate change has fast emerged as the most fundamental challenge that the any industry is facing today, which involves environmental protection as well as economic and social development.

Contributing to sustainable development is the only way we can counter rising temperatures, limited freshwater and changing weather patterns. We understand that we cannot fight this alone, and collaboration is the best way forward.

To address this, we believed in shared value among the stakeholder. Sustainability forms the core of our business and we will continue to invest proactively in our systems, processes, and technologies to enhance our sustainability performance. Our employees are enablers of our sustainable growth strategy. They are the foundation of our strategic execution plan to care people the planet and processes.

At Ginni Filaments Limited, we have a two-pronged approach to dealing with it as an organization, focusing the issues which are material to our stakeholders and collaborating with our allies to amplify our outcomes.

"Gender equality and diversity are essential to the mission of our company, and we are dedicated to empowering women in the workplace. To this end, Ginni Filaments Limited has designed a female focused work environment that grants women great control over their careers."

Mr. Shishir Jaipuria

Chairman and Managing Director

Ginni Filaments Limited





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## COMPANY PROFILE



**Late Dr Rajaram Jaipuria**  
Promoter of Ginni Filaments  
Limited



33 years of manufacturing  
excellence journey.

**“The success story at Ginni Filaments Limited is the story of evolution of single minded devotion to sustainable quality.”**

### HISTORY – GINNI FILAMENTS LIMITED

Started in 1990 as 100% EOU for 100% combed cotton yarn at Chhata Kosi in Uttar Pradesh. Since then, it has expanded into several divisions at different location and products.

Its two major verticals are-

1. Spinning, Knit Fabric, Processing, and Garments
2. Non-woven fabric roll goods and Consumer Product division

The market mix is 40% domestic within India and 60% export, with a presence in more than 35 countries. It has a skilled work force of about 3,000 employees and has a turnover of around 150 million USD.

For more details, please visit our website at  
<http://ginnifilaments.com/>



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## COMPANY PROFILE

### Vision

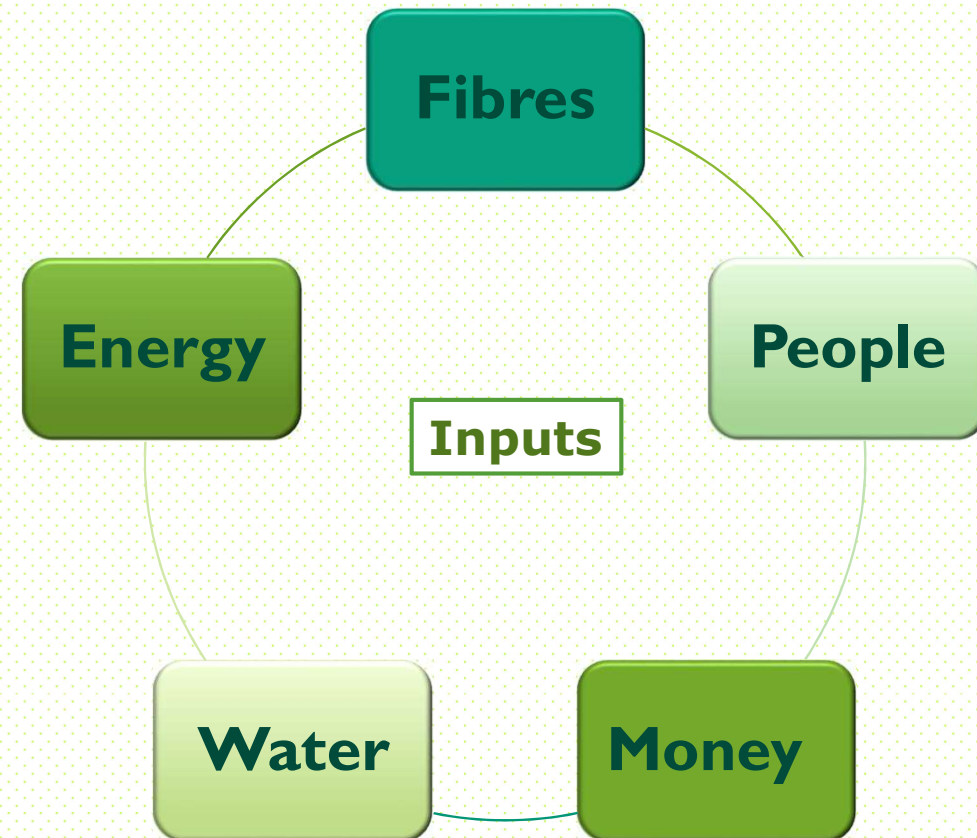
To become the benchmarking organization through compliance of environmental, social and governance towards employees' satisfaction, stake holders and communities

### Mission

"To develop the zero-waste culture and sustainable compliance of environment, social and governance requirements, we at Ginni Filaments Limited will continually focus, adopting environment friendly technologies, taking preventive measures and work upon our priorities to achieve the objectives towards a sustainable future."

### Key Objectives

- ❖ Reduce the Process Waste
- ❖ Reduce the GHG Emission
- ❖ Reduce the specific energy
- ❖ Strengthening the people
- ❖ Diversifying the culture
- ❖ Compliances of the Fundamental laws, Act and Regulatory Requirement







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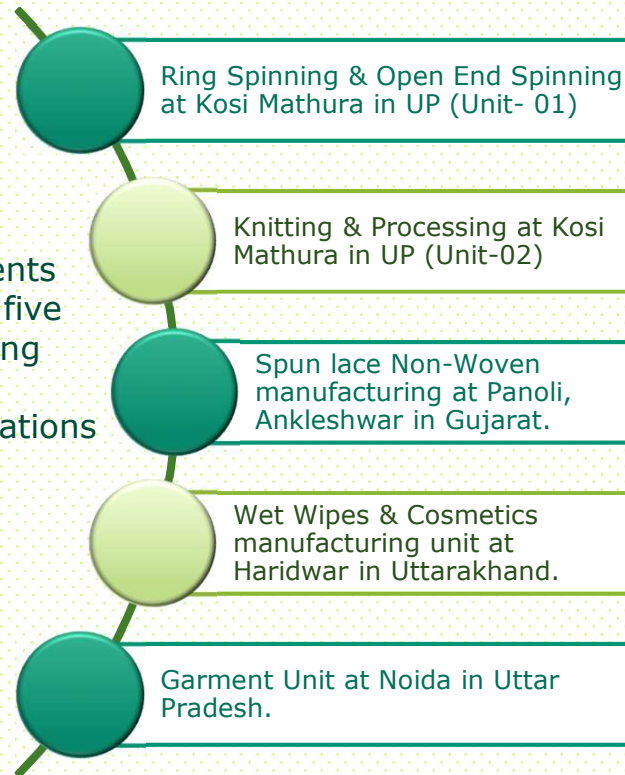
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# COMPANY PROFILE

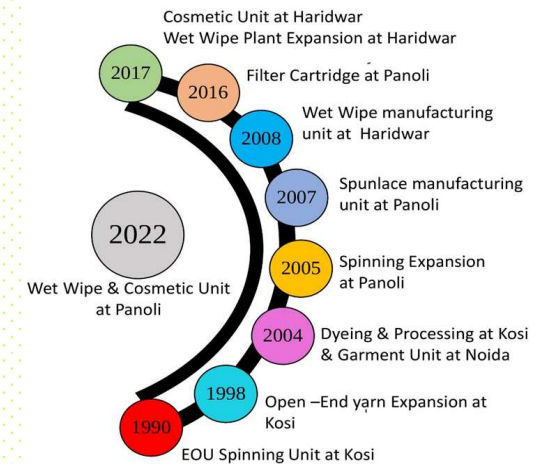
## BUSINESS PORTFOLIO

Ginni Filaments Limited has five manufacturing facilities, at different locations in India.



For more details, please visit our website at <http://ginnifilaments.com/>

## OUR PRODUCT & JOURNEY AT GLANCE





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# ABOUT THE REPORT

## Scope & Boundary

"This is the 1st Sustainability Report of Ginni Filaments Limited. The report has main focus on environmental footprints of the company as an overall. The report is an attempt to provide information on our structural approach towards sustainability. It covers our sustainability performance for the financial year 2021-22. (FY 2017-18 to 2021-22 Data Base)."



*"The performance has been laid out in conformity with Global Reporting standards and is in aligned with Sustainability Development Goals (SDG'S -17 Goals) "*

SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.





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# ABOUT THE REPORT

## SCOPE AND BOUNDARY

This report covers the operations of the Ginni Filaments Limited at Panoli Unit - Ankleshwar, (Gujarat), Kosi Unit 01 and Unit 02 Mathura (U.P.) Wet Wipes & Cosmetic manufacturing Unit Haridwar (U.K.) and Garment unit Noida.(U.P.) The report includes the following disclosures and transparency on **Ginni Filaments- plant's** environmental, social and governance issues for the period of **April 1, 2017 to March 31, 2022** (5 years as per the annual financial reporting cycle).

The report has been developed keeping in mind the GRI standards' principle for defining report content and quality. The data and information presented in the report has been collected and compiled by the individual departments through internal data management systems. This data has undergone appropriate internal reviews before the preparation of this report.







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# SUSTAINABILITY JOURNEY

## SUSTAINABILITY AND GINNI FILAMENTS LIMITED

**At** Ginni Filaments Limited, sustainability is more than an effective strategy for building competitive advantage. It is part of our routine process to deliver results and create new industry destinations.

We have initiated our journey to prepare a sustainability report (ESG - Environment, Social and Governance) for the year 2021-22. This is our first sustainability report that we have published on our website for our stakeholders.

Over the years, our sustainability initiatives have resulted in reduced CO2 greenhouse gas emissions through energy saving initiatives, use of biofuels, tree planting and development of green spaces, etc.; use of freshwater through a wastewater treatment plant, a sewage treatment plant, and rainwater collection and use; and significant improvements in energy efficiency by implementing energy saver projects. .



## STEPS TOWARDS SUSTAINABLE FUTURE







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# SUSTAINABILITY JOURNEY

## OUR SUSTAINABILITY POLICY



## SUSTAINABILITY POLICY

**We, at Ginni Filaments Limited**, are committed to integrate environmental, social and ethical principles for sustainable & responsible manufacturing of Cotton Spun yarn, Knitted fabric, Apparels & Garments, Nonwoven fabric & its Converted products, Dry & Wet Wipes and Liquid Cosmetics. Ginni Filaments has always strived to reduce greenhouse gas emissions (GHGe) and enhance its environmental foot prints through Sustainable Development Goals (SDGs). We aspire to improve the quality of life of the communities in the value chain, protect our ecosystem and preserve natural resources for future generation.

### We at “Ginni Filaments Limited” are committed to:

- Integrate sustainability considerations into all business decisions and key work processes, with the aim of creating value, mitigating future risks and maximizing opportunities
- Follow the highest standards of governance and transparency.
- Enhance health, safety, environmental and social impacts of products and services across their lifecycles.
- Provide employees and business associates with working conditions that are clean, safe, healthy and fair.
- Constitute a governance structure to oversee our sustainability commitments.
- Establishing sustainability report in line with global reporting standard frameworks.

### We at “Ginni Filaments Limited” will achieve through:

- Compliance of all applicable legal and others requirements.
- Reducing CO2 Emission Generation.
- Effective Utilization of all resources.
- Minimizing Wastage Generation of all possible area.
- Minimizing Air, Water and Land Pollution.
- Compliance of all applicable legal and others requirements.
- Zero Lost Time Injury & Fatality.
- Report Near-miss Unsafe Act & Condition.
- Providing Trainings for Personnel Competency Enhancement.
- Zero Deviation of Code of Conduct.
- Zero Corruption and Bribery Incident.
- Improve Gender Equality Ratio.
- Increase Employee Satisfaction Ratio.

Date: June10, 2022

(Shishir Jaipuria)

Place: Noida U.P.

Chairman & Managing Director

Corporate Office: D-196, Sector-63, NH-24, NOIDA-201307, U.P. INDIA.

Website: [www.ginnifilaments.com](http://www.ginnifilaments.com)



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# SUSTAINABILITY JOURNEY

## SUSTAINABILITY OBJECTIVES

SUSTAINABILITY OBJECTIVES	UOM	Last *5 Year Avg.	Goals by 2027	Remarks	LINK TO PRIORITY SDG's GOAL
Reduction in GHG Emissions	Ton/Ton	1.53	1.15	25%	   
Reduction Water Consumption	KL/Ton	12.3	9.8	20%	    
Reduction in Total Process Waste	Ton/Ton	0.15	0.136	10%	    
Reduction in specific energy consumption	M Kcal/Ton	2.96	2.66	10%	   
Increase training man-hours	Man-Hours	23585	30,000	+28%	   
Improve the Employee Satisfaction	%	78.6	90.2	+15%	    
Lost Time Injury	Nos.	28	0	0	  



\* FY: 2017-18 to 2021-22



SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.





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# SUSTAINABILITY JOURNEY

## Relevant interested party Engagement program

Our key stakeholders include our customers, shareholders, and employees. We pledge to uphold honesty and transparency in all work-related activities.

We believe that ensuring stakeholder engagement is a wonderful opportunity to build trust with all stakeholders. It provides them the chance to participate in and influence the decision-making process, while it delivers us insights for ensuring business growth







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# SUSTAINABILITY JOURNEY

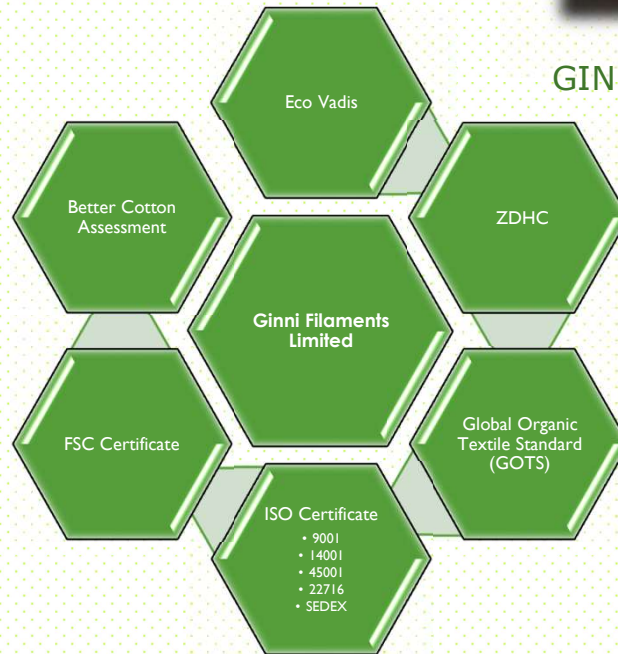
## Our Collaborations

"We collaboratively work with universities, technological partners, and industry associations in order to bring new approaches to sustainability."

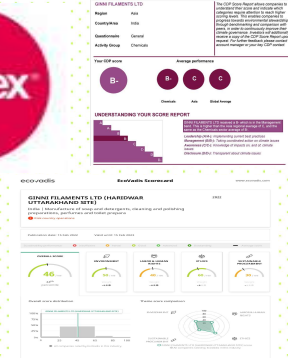


## GINNI FILAMENTS LIMITED APPROACH

"Sustainability is an endless journey for us. With a whole approach to wellbeing and sustainability, we have expanded our concept through miscellaneous all-encompassing co-operations with technology and academies."



## Product & System Certifications







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## ECONOMIC

### Economic Distribution

In INR Million

Financial Statement	2017-2018	2017-2018	2017-2018	2017-2018	2017-2018
Revenues	7084	8124	7915	7810	10895
Net Profit	29	1	66	405	479

#### List of initiatives :

Sr. No	Energy Conservation Steps taken (2021-2022)
1	Optimization of Power factor
2	Zero Air Leakage Projects
3	Optimization of suction Pressure in the processes.
4	Inter-locating of Air Curtains.
5	Replacement of T-5 lights by LED.
6	Installation of solar water heaters.
7	Installation of exhaust heat recovery system.
8	Installation of Energy efficient air compressors, etc.

#### Stake holders

- Avg. 89.92% INR shared for stake holder's

#### Peoples

- Avg. 15.4 Million INR Spend in Employees Welfare

#### Initiatives for Sustainable Operation

- No. of Initiatives – 10 (FY 2021-22)
- No. of initiatives – 11 (FY 2020-21)

#### CSR

- 10.4 Million Spent in CSR

#### Annual Impact Saving In Lacs

FY 2020-2021	232.22
FY 2021-2022	85.25



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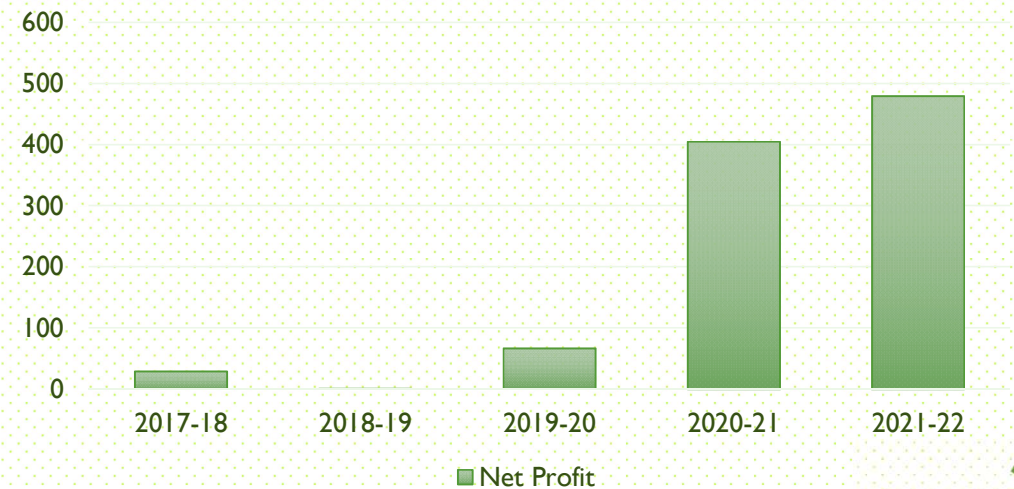
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## ECONOMIC

### Values Shared in Stakeholders

*“Equal sharing and engagement are core values at Ginni Filaments Limited.”*

Net Profit ( In Million INR)



**Ginni Filaments shared Avg. 89.92% of value among the Stakeholders**







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# GOVERNANCE

## Governance Framework

Our Corporate Governance Framework, provides a mechanism for senior management, as well as those at the operational level, to have a clear understanding and oversight of each other's expectations, objectives, performance, risk appetite, and reporting requirements.

CHAIRMAN

STAKEHOLDERS

CEO & PRESIDENTS

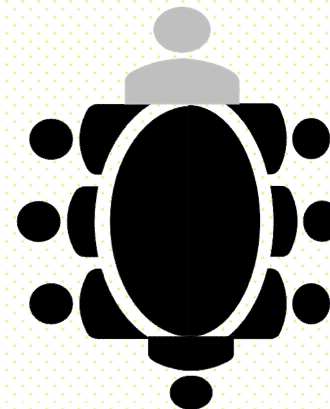
MANAGEMENT COMMITTEE

EMPLOYEE/STAFF

Ginni Filaments Limited is having the unique Governance body and monitoring mechanism, with based on the foundation of ethics, transparency and integrity. This enables us to strengthen mutual trust between the stakeholders and the Employee.

Ginni Filaments Limited recognizes that product integrity, product quality and being safe and environmentally responsible are the founding principles of product stewardship.

Board of Directors



Senior Management



Board of Directors

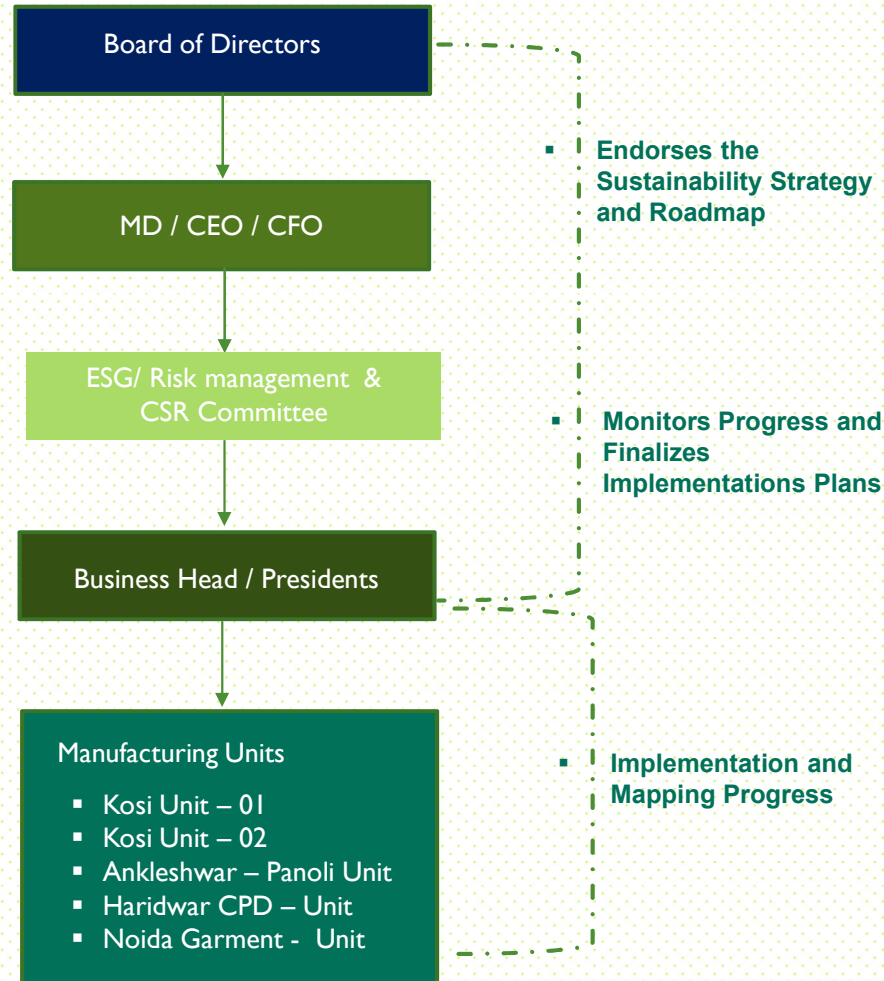


*There are eight numbers of Board of directors including one woman director.*



# GOVERNANCE

## Governance - Responsibilities and Roles



## Committees of the Company

The Company has constituted various committees to ensure accountability and monitoring. These committees are responsible for carrying out specific functions assigned by the Company. Meeting periodically during the year to supervise and review performance, these committees also make specific recommendations to the Company on various matters whenever required.

Committees
Audit Committee
Nomination and Remuneration Committee
Stakeholders' Relationship, Share Transfer and Investor Grievance Committee
Risk Management Committee
ESG & CSR Committee
POSH Committee

## Code of Conduct for the Directors

The Code of Conduct describes the operational standards that Ginni Filaments Limited follows. It also supports and lays down guidelines for an ethical approach towards governance and corporate responsibility. All the Board members and senior management personnel affirm their commitment to the compliance requirements of the Code of Conduct each year.





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## GOVERNANCE

### Code of Conduct

Code of ethics and business conduct of Ginni Filaments Limited serves as our ethical commitment and as a guide to proper business conduct for all of our stakeholders. We, at Ginni Filaments Limited are committed to doing business legally, ethically and in a transparent manner.

The success of our business is based on the trust we earn from our employees, customers and shareholders we gain credibility by adhering to our commitment to fairness and reaching our goals solely through ethical conduct All staff are expected to adhere to this code in their professional, as well as personal conduct, treat everyone with respect, honesty and fairness.

The code of conduct is applicable to all employee of Ginni Filaments Limited. It is also applicable to all External Providers of Materials or Services or working with Ginni Filaments Limited for any specified period. In essence, anyone representing Ginni Filaments Limited or working on the company's behalf is expected to act consistently with the code.



We are committed to making efforts to apply our values and norms also throughout the entire value chain of our own suppliers, sub-contractors, service providers and business partners.

The purpose of this code of conduct is designed to formally put these corporate values of Ginni Filaments Limited in to practice. The purpose of this code of conduct is to articulate high standard of honesty, integrity, ethical and law-abiding behavior expected from all employees while also meeting the requirements of external stakeholders and applicable laws.



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## GOVERNANCE

### Code of Conduct Includes

Open Door Communication

Fair competition and  
Business Conduct

Prohibition & Remediation of  
Child Labor

Security, Protection and  
proper use of Company  
assets

Forced Labor

Compliance with laws,  
regulations, policies and  
procedures

Discrimination and  
Harassment

Code of conduct towards  
Customers & Suppliers  
product stewardship

Privacy, personal Data  
Protection

Promoting fundamental  
Human Rights

Bribery & Corrupt Practices







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## GOVERNANCE

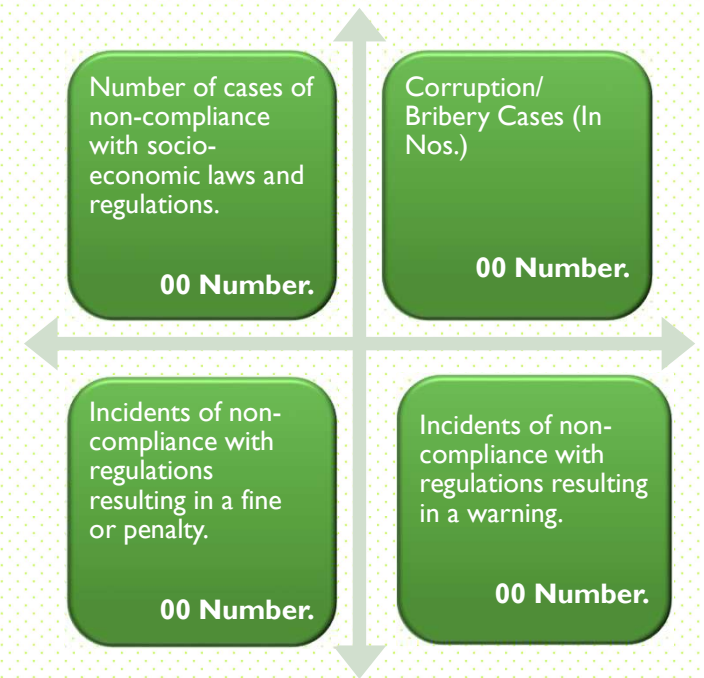
### Governance Policies

Ginni Filaments Limited is consciously guided by the principles of good governance. Ginni Filaments Limited has adopted various codes and policies to establish best-in-class corporate governance practices. We also have a Code of Conduct for the directors and senior management at Ginni Filaments Limited.



Ginni Filaments Limited and its Committees provides an ethical and strategic direction for the Company, in line with its vision to be a benchmark for Market Growth, Digitization and Product Excellence.

We have a robust governance mechanism at Ginni Filaments Limited, which is based on the foundation of ethics, transparency and integrity. This enables us to strengthen mutual trust and responsibility with our stakeholders.



Our commitment to integrity begins with complying with laws, rules, and regulations. We understand and comply with the legal requirements and commercial practices of lawful business. We are committed to adhering to every valid and binding contractual agreement that we conclude and we do not abuse our rights. Our staff must follow applicable laws and regulations, including the code, at all times and must ensure compliant operation.



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# ENVIRONMENT

## Introduction

Coordinated approaches are necessary for solving the major environmental and sustainability problems the developing as well as developed regions of the world are facing. There is therefore a need to have a better understanding of the multidisciplinary – interrelationships-between sustainable development, human health and the environment. Specific emphasis was placed on globalization and sustainable growth, bioethics and poverty, organizational performance and sustainability, environmental management and individual progress, human and ecosystem health, and water resources and recycling.

***Ginni Filaments Limited is working continuously to improve and meet the environmental goals through management policies.***

Management Approaches

Management Approaches

- ☐ GHG Emissions
- ☐ Water Management
- ☐ Energy
- ☐ Hazardous waste Management
- ☐ Climate Change





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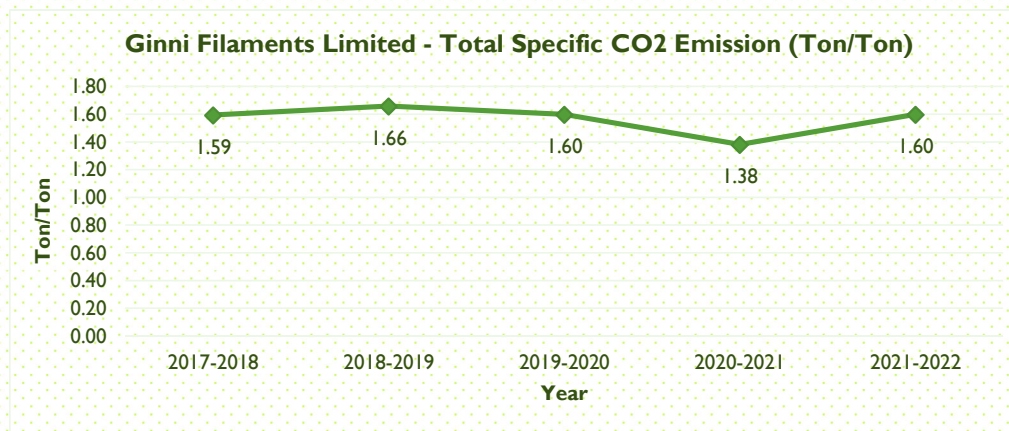
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## ENVIRONMENT

### GHG Emission

Ginni Filaments Limited has initiated various actions and initiatives to meet global & country specific net zero goal. Ginni Filaments has collected, compiled, measured and calculated previous 5 years' data, started from 2017-18 to 2021-2022 and determined, how much GHG emissions generated & reduced during 5 years' period considering scope- 01 and 02. Accordingly, 40% GHG emission reduction target has been set by 2027 ( Scope 01 and 02 ).

GHG emission and decarbonization program gradually executed based on SBG (Science based goal) for the coming years, up to 2027. GHG Emission reduction & decarbonization program is data driven, systematically and scientifically execution programmes is in line with SDGs. For that, Ginni filaments shall use the different kind of renewable energy source such as solar power in addition to briquettes as a renewable biofuel.



1.53 t/t

- Avg. 2017-2022

25 % Reduction

- Goal 2027



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# ENVIRONMENT

## Water Resource Management

Water resource management is utmost for sustenance of water dependent eco-system.

Water is at the core sustainable development and is critical for socio-economic development, health eco-systems and for human survival itself.

Water management is the management of water resources within the framework of established policies and regulations. Water, once an abundant natural resource, is becoming a more precious commodity due to drought and overuse.



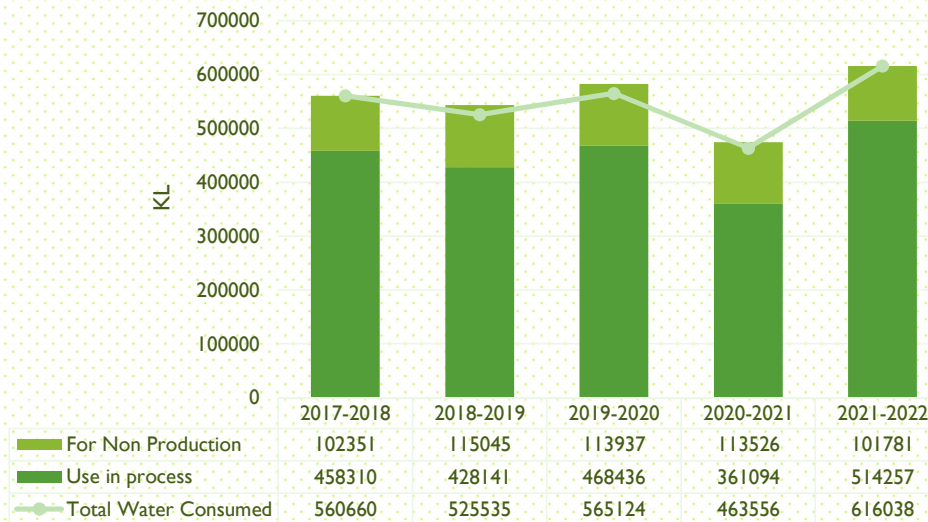
12.38 KL/T

• Avg. 2017-2022

20 %Reduction

• Goal 2027

Water Consumption







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## ENVIRONMENT

### Water Management

#### ZLD project at Panoli, Gujarat

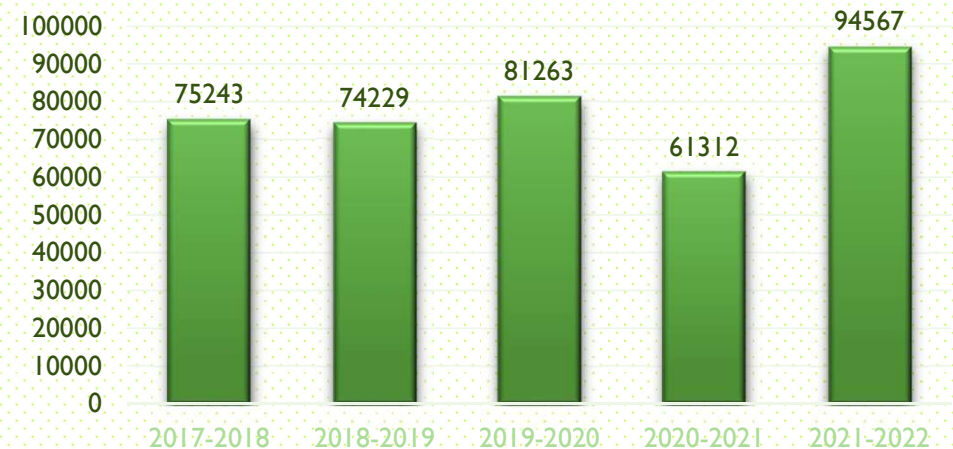
" Ginni Filaments Ltd - Panoli facility in Ankleshwar, Gujarat has established a Zero Liquid facility to recycle 100% of waste water.

#### Waste Water Discharged

"In each facility, Ginni Filaments Ltd. has set up a modern and Efficient Waste Water Treatment Plant. These facilities treat waste water, which is then recycled or disposed in accordance with regulatory approvals."



#### Waste water Discharged in KL





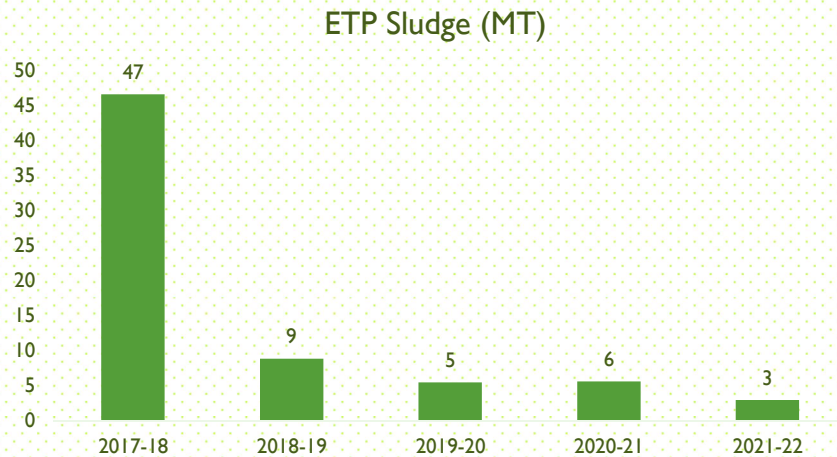
# ENVIRONMENT

## Waste Management

"Waste management system is the strategy an organization uses to process, reduce, reuse and prevent waste. Recycling, composting, incineration, land filling, bioremediation, waste recycling, and waste minimization are all potential disposal techniques. Waste management Life Cycle.

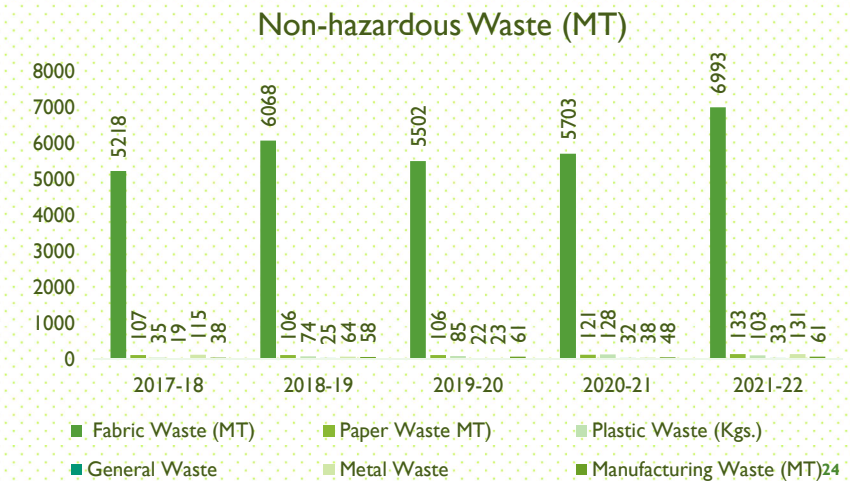
### ▪ Hazardous Waste

The hazardous waste generated during operation over the past five years is presented in the graph below. Most of the waste generated is recycled and only a small amount of waste goes to landfill. ETP sludge disposal has decreased in recent years.



### ▪ Non-Hazardous Waste

Non-hazardous waste generated in operations is separated and disposed of according to its type. Fabric waste from operations is sent to recyclers who provide recycled cotton fiber that can be reused in processes. Other types of waste, such as plastic and paper waste, are also sent to recycling companies.





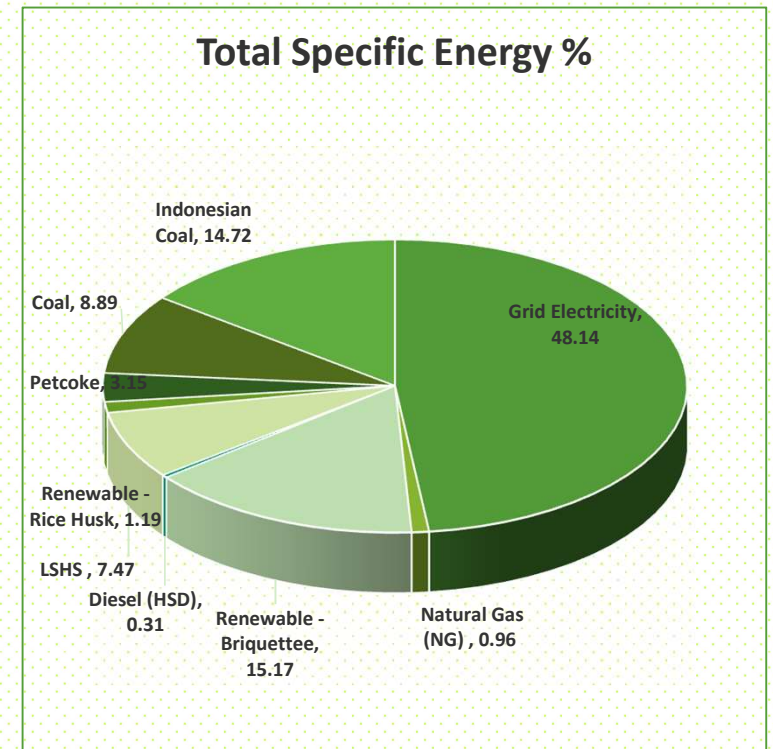
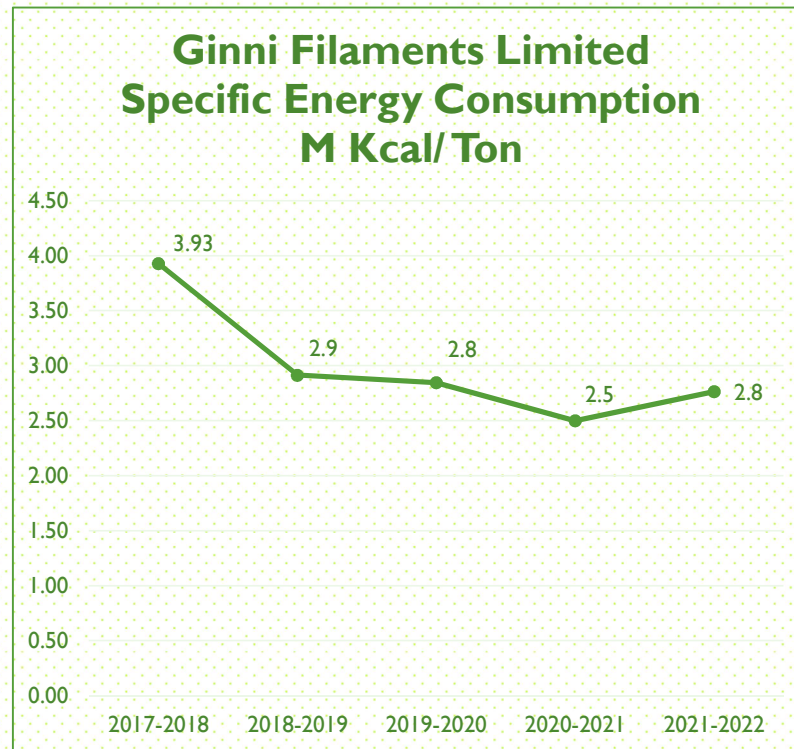


## ENVIRONMENT

### ENERGY

*Ginni Filaments Limited has calculated specific energy consumption based on primary and secondary energy used in the organization, reviewing and monitoring energy consumption in million kcal of conversation.*

*Ginni Filaments Limited consumed 48.14% of electrical energy, 18.32% of renewable energy (biofuel), 7.78% of HSD and LSHS , 0.96% of natural gas energy and 26.76% of petroleum and coal.*





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# ENVIRONMENT

## ENERGY



Electricity  
Total 38,31,78,483 KWH



Natural Gas  
Total 7,71,339 SCM



HSD  
Total 1,99,321 Litres



LSHS  
Total 5,102 Litres



Briquette  
Total 25,675 MT



Rice Husk  
Total 2727.9 MT



Petcock  
Total 2878.1 MT



Indian Coal 13,246MT  
Indonesian Coal  
18681.1 MT





# ENVIRONMENT

## ENERGY

### Initiatives and Impacts

*"Energy management, which regulates an organization's energy consumption to lessen dependency on limited resources like fossil fuels, is an important factor of carbon management.. The various measures are being taken across all units to conserve energy."*

Some of the energy conservation measures have already been taken:

1. Focus on technological improvements'
2. Electricity savings through the implementation of various energy conservation programs across all facilities.
3. Use of renewable biomass as fuel

Initiative	CO <sub>2</sub> Emission saved
Electricity saved by implementing various energy conservation scheme across the site operations in the last 5 years	9396 Ton.
CO <sub>2</sub> Emission Reduction by Usage of Renewable Biomass Fuel	27628 Ton
Total	37,024 Ton





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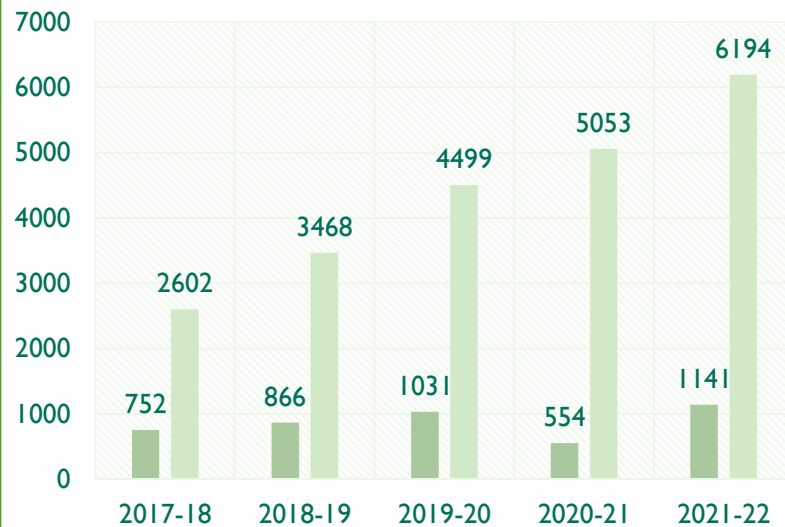
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# ENVIRONMENT

## Climate Change

The footprint of climate change can already be seen in every corner of the planet. Erratic weather patterns, rising sea levels and melting glaciers due to climate change, are reshaping societies across the globe. We, as a Ginni Filaments Limited have taken various initiatives to achieve net zero emissions.

### Tree Plantation



61% Improvement in Green Belt Area in last 5 Year.





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## ENVIRONMENT

### TREE PLANTATION ON WORLD ENVIRONMENT DAY 2022







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## CSR

At Ginni Filaments Limited, contributing towards the upliftment of communities across society has always been an integral part of our business strategy. We realise the importance of co-creating a holistic society along with propelling the company's financial performance to ensure sustainable growth. We continued to enhance efforts towards our key CSR focus areas during the pandemic as well as established a structured course of action for the post-pandemic period

CSR Total	2017-18	2018-19	2019-20	2020-21	2021-22
CSR Expenditure (in ` crore)	0.038	0.616	-	-	0.386

Total CSR Expenditure	2017-18	2018-19	2019-20	2020-21	2021-22
Rural Area Development	1	-	-	-	1
Help to Sport Person	-	-	-	-	-
Help to Schools and Hospitals	-	2	-	-	1



**Total CSR expenditure**

**10.4 Million INR**





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## Commitment towards environment protection

### 'Namami Gange Program'

Since 2007 established as a wet wipe converter. Our forte is in contract manufacturing. Ginni offers full turnkey manufacturing, packaging and assembly services. State-of-the-art manufacturing facility and utilities and fully automated, hand free machines skilled & trained workforce for handling advance technologies ISO 9001:2008 & ISO 22716 in house design & developments capability.

We at Haridwar unit participate in sustainable social activities aimed at wellbeing of common people and while we support initiatives that help people with holistic wellbeing of community and the environment.

Ginni Filaments Limited was awarded as COVID 19 warrior to honor contribution of Ginni Filaments Limited in spreading awareness by organizing numerous IEC activities, camps for distribution of ration to daily wage earning individuals adversely affected by the pandemic followed by lockdown. This event was organized by Dainik Bhaskar for recognizing the social support extended to the beneficiaries of collaborative relief work conducted by staff and management of Haridwar unit. All employees of Ginni Filaments Limited donated their one day basic salary to Regional Manager SIDCUL, Haridwar contributed to CM Relief Fund.



Post first wave of (COVID 19) there was long waiting for vaccination; Ginni Filaments Limited, Haridwar collaborated with Government Hospital, Haridwar district and organized vaccination camp for underprivileged workmen working in factories of SIDCUL, Haridwar.

During the mass gathering at Maha Kumbh mela a dedicated team of Ginni Filaments Ltd distributed masks and sanitizers to the visiting pilgrims. Our teams spread across the different ghats (river banks) and distributed masks, hand sanitizers and food packets to the visiting pilgrims.

Haridwar received more than three million devotees reached the holy city to participate the religious ceremonies. To insure safety from the spread of COVID 19 pandemic of the huge crowds gathered to participate in Kumbh Mela Festival we initiated mass distribution of safety equipment's and educated the masses about social distancing.

Our management is committed to support and play their role in the restoring and maintaining the integrity of the Ganga river ecosystem at Haridwar, Uttarakhand.

At Govind Ghat, Haridwar team of Ganga Vichar Manch along with participants of Ginni Filaments Limited, Haridwar unit, representatives of Industrial Development Corporation Uttarakhand Limited Association participated in cleaning river Ganges.







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## Employee & Stakeholders engagement and CSR program

### Glimpse of Company's Co-curricular activities



“Ginni Filament Limited always believes that Indian culture is the heritage of social norms and technologies that originated in or are associated with the ethno-linguistically diverse India.”





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## Employee & Stakeholders engagement and CSR program

### Glimpse of Company's Co-curricular activities





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## LABOUR & HUMAN RIGHTS

### Training and Education

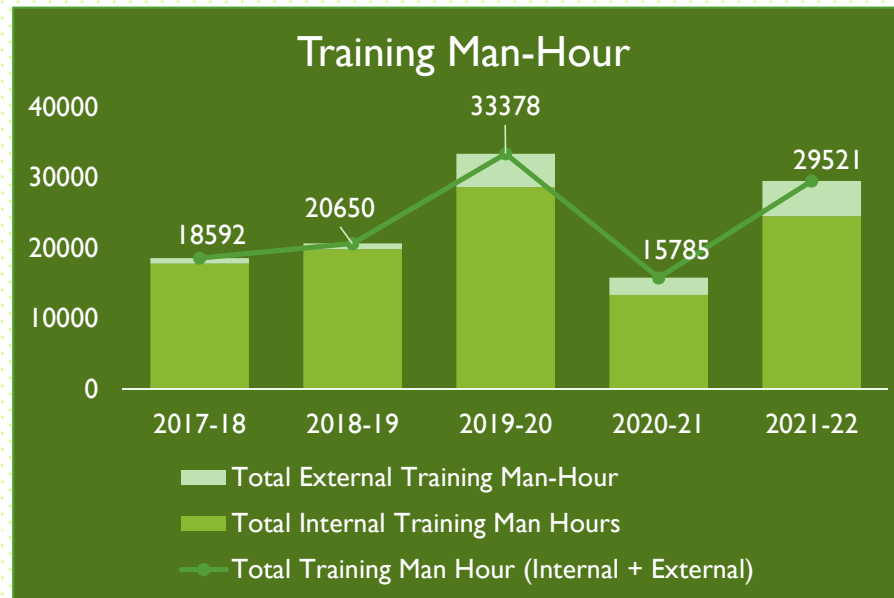
#### Training on Micro Awareness



#### Seminar on Shakti app (POSH)



#### Management Development program







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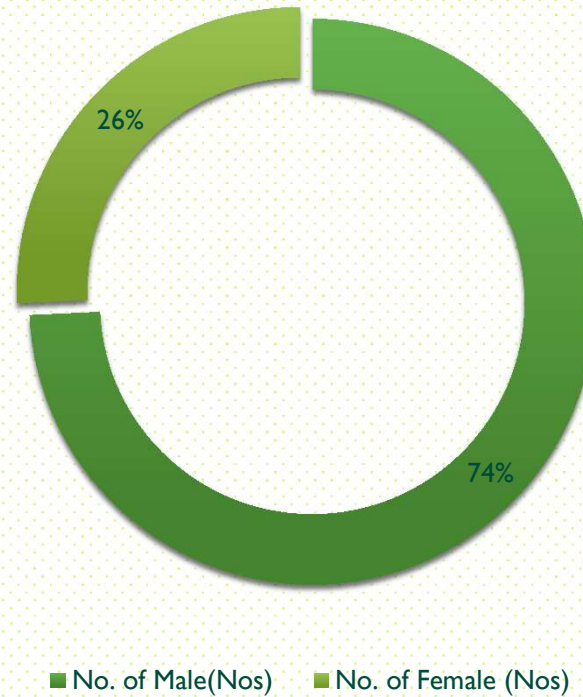
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## LABOUR & HUMAN RIGHTS

### Diversity

#### Gender Diversity



DIVERSITY • INCLUSIVENESS • EQUALITY

#### Code of Conduct for caring of our people

- Open Door Communication
- Prohibition & Remediation of child labor
- Forced labor
- Human rights
- Privacy, personal Data Protection
- Discrimination and Harassment



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## LABOUR & HUMAN RIGHTS



### DISCRIMINATION AND HARASSMENT

We, at Ginni Filaments Limited, provide equal opportunity in employment and we prohibit any discrimination, harassment, or any type of abuse.

No direct or indirect discrimination shall take place based on any professionally non relevant trait or circumstance like gender, marital status, age, national or social or ethnic, origin, color, religion, political opinion, disability, sexual orientation, employee representation, property, birth, or other status. Any kind of discriminatory behavior, harassment, bullying or victimization is prohibited.



Social Governance	2017-18	2018-19	2019-20	2020-21	2021-22
Harassment & Discrimination Cases -- In Nos.	0	0	0	0	0





## LABOUR & HUMAN RIGHTS

### Child Labour, Forced Labor and Human Trafficking

We, at Ginni Filaments Ltd, strictly prohibit the employment of child labour in our operations and offices. All employees at Ginni Filaments Limited responsible for the hiring of staff are required to ensure that this principle is upheld.

Ginni Filaments Limited does not and will not recruit or engage workers through coercion or other similar means.



Social Governance	2017-18	2018-19	2019-20	2020-21	2021-22
Child labour & young Working --In Nos.	0	0	0	0	0
Force Labour & Human Trafficking Cases --In Nos.	0	0	0	0	0



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## LABOUR & HUMAN RIGHTS



### Employee Satisfaction

At Ginni Filaments Limited, we employ a myriad of tools and platforms to connect with employees of all cadres.

We consistently strive to foster an open work environment for the discussion of ideas, opinions, and enhanced collaboration among our employees. Additionally, our HR connect and redressal platforms enable us to always be connected with our employees and address their queries and challenges in a seamless manner.



*Employee  
Satisfaction  
%*

78.6 %

Avg. 2017 TO 2022

90 %

Goal by 2027

-

Goal by 2032





## HEALTH & SAFETY

### Overall HS Performance

At Ginni Filaments Limited, we consistently monitor and review our best practices. An essential component of Health and Safety is Monitoring and Review, allowing us to accurately assess existing controls alongside risks to develop an effective plan of action. With this in mind, the purpose of this report is to provide a concise rundown on how Health and Safety is monitored and reviewed.

**Lost Time  
(Minor)  
Accident**

5.6

Avg : 2017 TO 2022

Fatality

0

Lost Time  
(Minor) Accident

5.6/Year

PPE  
Compliances  
100%

HS Training  
Hours

86/Year

HS Training Man-  
Hours

4487/Year

Emergency  
Preparedness

Mock Drill-26/Year  
Fire Hydrant  
Fire Extinguisher

0

Goal by 2027

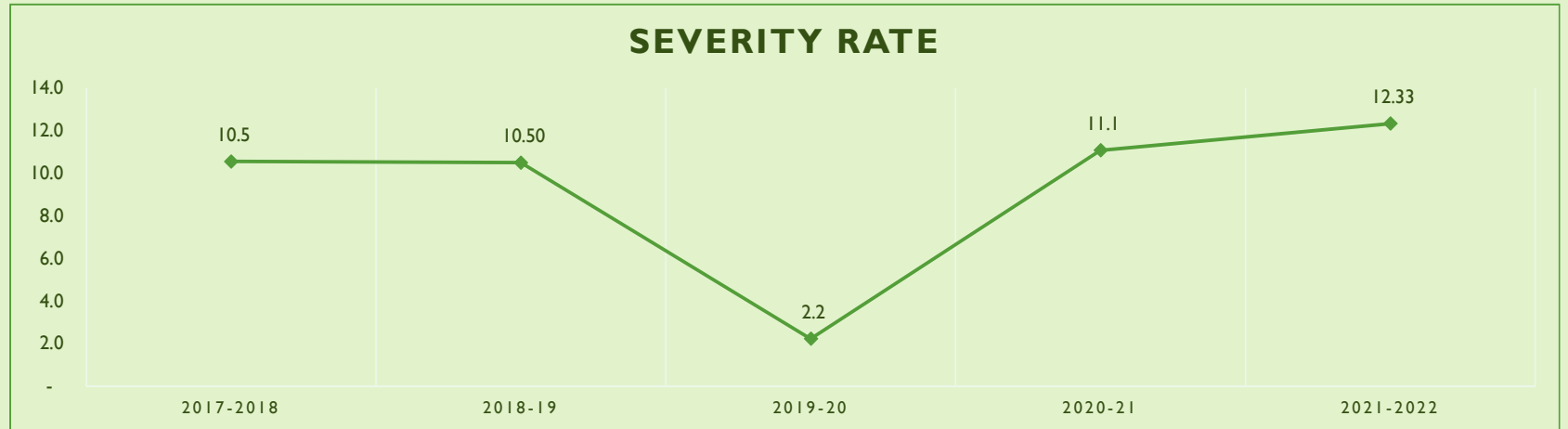
0

Goal by 2032

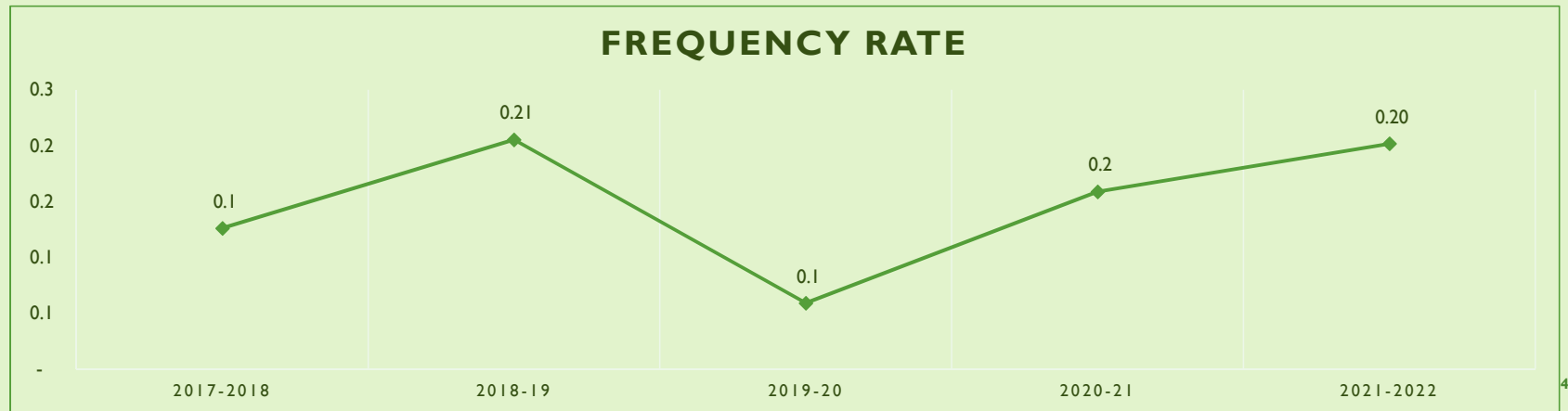


## HEALTH & SAFETY

### Severity Rate



### Frequency Rate







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## HEALTH & SAFETY

### First Aid Training Program

We, at Ginni Filaments Ltd., believe that the Health & Safety of our employees and safe working environment are fundamental to our operations. We will ensure this by providing and maintaining safe working conditions, continuous education and training and continually improving safety, health & environmental aspects through objectives, targets & management programmes.







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## HEALTH & SAFETY

### Health Check-up Camp Glimpses







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## HEALTH & SAFETY

### Blood Donation

*Ginni Filaments Limited - Panoli staff members participated in **blood donation***







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## HEALTH & SAFETY

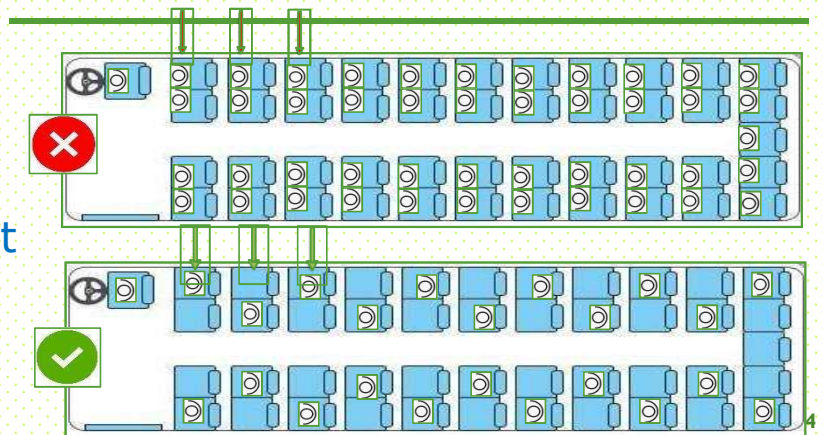
### Our response to Covid - 19

“During the pandemic, we at Ginni Filaments Limited had modified our standard operating procedure to tackle the situation and adopt new safe work practices.

**FOCUS:** Our immediate focus is to secure our employees from health hazards at workplace and to safeguard business continuity by ensuring implementation of prescribed Covid-19 SOP.

### Transportation – New Arrangement

Completely disinfect in the disinfection chamber that our maintenance and engineering team created and produced.







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## SUSTAINABLE PROCUREMENT

### Sustainable Purchasing and Contracting

#### Sustainable Procurement

The selection of a supplier or sub-contractor of goods or services must be carried out according to exclusively objective criteria and with transparency. It will ensure equal treatment of suppliers invited to offer to tender and make sure they all receive the same information, which is correct and not misleading. Favoritisms based on family or friendship relationships, race, religion, or any other form, is not allowed whatsoever.



**Sustainable Raw  
Cotton**





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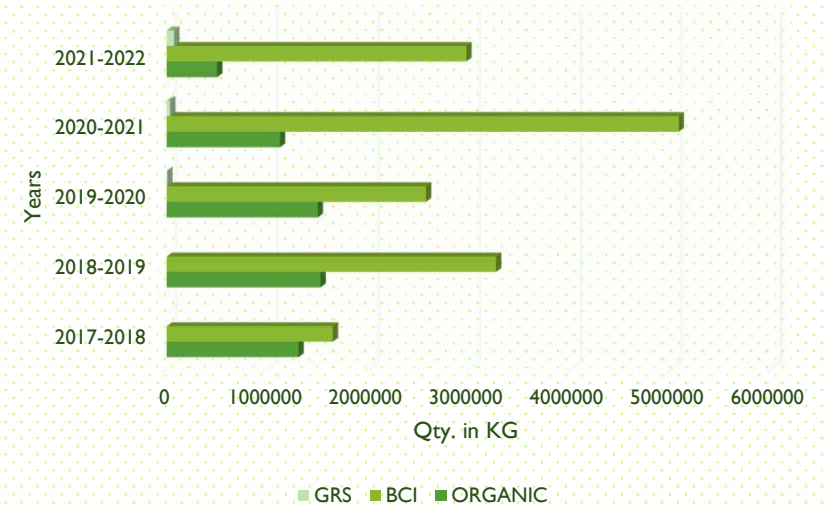
## SUSTAINABLE PROCUREMENT

### Sustainable Purchasing and Contracting

The procurement function must be very vigilant in ensuring that the fundamental principles and social rights of social, ethical, and environmental behavior are effectively complied with within the sub-contracting companies with which the Ginni Filaments Limited entertains relationships worldwide. The associated requirements of Code of Ethics for Purchasing and Contracting will be integrated into the contract.

The confidentiality of information received in the course of duty should be respected at all times and specific details of suppliers' offers must not be disclosed to competitors.

### ORGANIC COTTON @ YARN MANUFACTURE



### Management Point of View

*"Consumer and business-to-business market pressure through the adoption of Sustainable Criteria as a key in sourcing, is a very effective driver of change to sustainable economy."*





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## SUSTAINABLE PROCUREMENT

### Supply Chain *Hot-Spots In Textile Value Chain*

Key hotspots in the textiles value chain are summarized in the "Sustainability and Circularity in the Textile Value Chain" report (UNEP, 2020) and the "Catalyzing Science Based" report (UNEP, 2021), as follows:

#### **Fiber Production:**

- Extensive use of fossil fuels in synthetic fiber production, leading to impacts on climate, health, and ecosystems.
- Significant use of agrichemicals, land, and water for natural fiber production, particularly cotton, affecting biodiversity and ecosystems.
- Unsafe working conditions and fragile legal systems, resulting in health and social risks.

#### **Textile Production:**

- Heavy reliance on fossil fuels for heat and electricity generation in energy-intensive textile processes, causing impacts on climate, health, and ecosystems.
- Utilization of hazardous chemicals, which affect health and ecosystems, particularly through water pollution.
- Release of microfibers, impacting ecosystems and potentially human health.
- Unsafe working conditions and fragile legal systems, leading to health and social risks.

#### **Use Phase:**

- High electricity consumption during textile care throughout their lifetime, with fossil fuels used for energy production, leading to impacts on climate, health, and ecosystems.
- Extensive water usage and release of microfibers during textile washing, contributing to water scarcity and impacts on ecosystem health.

#### **End-of-Life:**

- Low recovery rates of textiles at the end of their life, resulting in substantial material value loss and depletion of non-renewable resources.

65.16% Cotton

- Avg. 2017-2022 RM of YARN MFG.

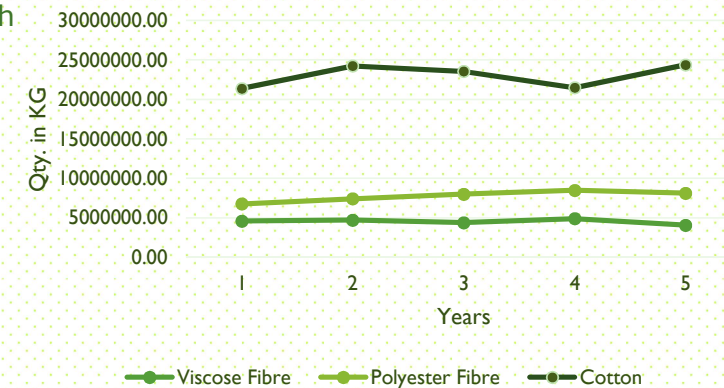
21.99% Polyester Fibre

- Avg. 2017-2022 RM of YARN & Non Woven MFG.

12.85% Viscose Fibre

- Avg. 2017-2022 RM of YARN & Non Woven MFG.

Consumption for Fiber @ Yarn & Non woven Fabric







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## SUSTAINABLE PROCUREMENT

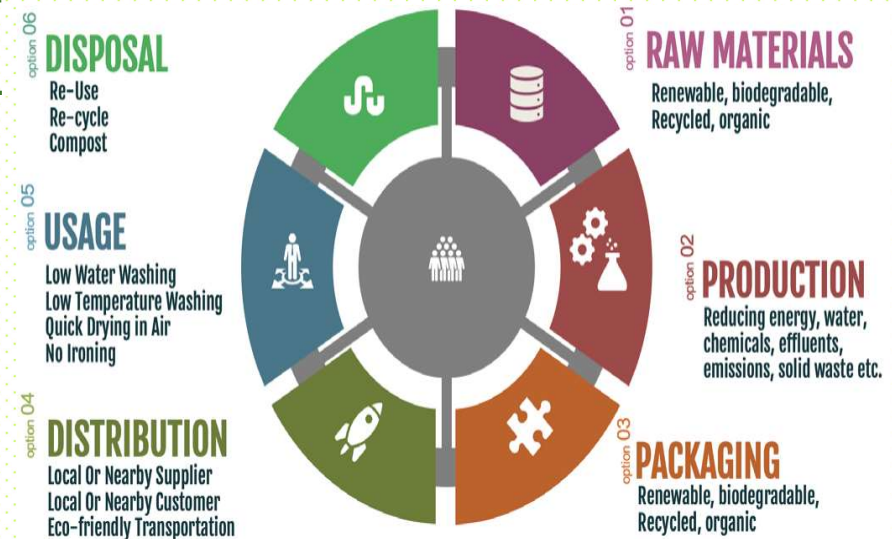
### Code of Ethics Policy

Ginni Filaments Limited employees should avoid any possible conflict of interest between their private interests and the interests of the Ginni Filaments Limited. A conflict of interest may exist, for example, in the event of direct or indirect involvement or management in business activities of suppliers or sub-contractors to the Ginni Filaments Limited that have a business relationship with the Ginni Filaments Limited.

Acceptance of gifts or personal benefits of commercial value is not allowed, be the money, goods, services, entertainment, travel, dining or any other form of gift, from a supplier, or anyone attempting to develop a business relationship with the Ginni Filaments Limited.



"To meet the global climate challenge, we need to drive transformational changes and not just incremental changes. By changing procurement policies to prioritize sustainability we believe companies can accelerate improvement in sustainable business practices and become more competitive. "



*In the Ginni Filaments Limited supply chain process we have addressed sustainable procurement to realize the focus area for the transparency of business activities and avoid conflict of interest with stakeholders.*





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## LINKAGE WITH SDGs GOALS

SDG's 17 GOALS	SUATAINABILITY INITIATIVES	CORRESPONDING SUBJECTS
 <p><b>1 NO POVERTY</b></p>	<p>01. Women empowerment and helping them in income generation.</p> <p>02. Ginni Filaments Limited allocates 90% of its CSR funding for better education and future of the students in schools and colleges.</p> <p>03. Procurement of organic &amp; BCI cotton and sustainable viscose fibre.</p>	<ul style="list-style-type: none"> <li>• Social</li> <li>• Sustainability &amp; Us</li> <li>• Sustainable Procurement</li> </ul>
 <p><b>2 ZERO HUNGER</b></p>	<p>01. Use of sustainable organic and BCI cotton by GFL motivates the farmers for organic farming which yields higher productivity of the crop.</p> <p>02. GFL organized numerous IEC activities, camps for distribution of ration to daily wage earning individuals adversely affected by the pandemic followed by lockdown.</p>	<ul style="list-style-type: none"> <li>• Social</li> <li>• Sustainable Procurement</li> </ul>
 <p><b>3 GOOD HEALTH AND WELL-BEING</b></p>	<p>01. GFL is organizing and executing medical health check up and blood donation camp to enhance curative and preventive medical treatments in rural India.</p> <p>02. We take proactive measures to provide employees a safe work environment by continually supporting their productivity and well being programmes.</p>	<ul style="list-style-type: none"> <li>• Social</li> <li>• Health &amp; Safety</li> </ul>
 <p><b>4 QUALITY EDUCATION</b></p>	<p>01. GFL allocates 90% of its CSR funding for better education &amp; future of the students.</p> <p>02. GFL facilitates the students for easy traveling by providing means of transportation like buses, etc.</p> <p>03. GFL facilitates for better digital education by providing computers.</p>	<ul style="list-style-type: none"> <li>• Social</li> </ul>
 <p><b>5 GENDER EQUALITY</b></p>	<p>GFL promotes gender diversity through a number of programs and adherence to the laws that encourage women's empowerment.</p>	<ul style="list-style-type: none"> <li>• Social</li> </ul>
 <p><b>6 CLEAN WATER AND SANITATION</b></p>	<p>GFL have established ETPs for effluent treatment and reuse of treated water, at Kosi Processing Unit and Ankleshwar Non-woven Unit.</p> <p>GFL has initiated collection and usage of rain water to reduce fresh water consumption by utilization of rain water.</p>	<ul style="list-style-type: none"> <li>• Environment</li> </ul>

SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.



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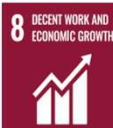




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## LINKAGE WITH SDGs GOALS

SDG's 17 GOALS	SUATAINABILITY INITIATIVES	CORRESPONDING SUBJECTS
 <b>7 AFFORDABLE AND CLEAN ENERGY</b>	01. We are working towards increasing ratio of renewable energy in our operations. 02. We use alternate fuels (bio briquettes) for power and steam generation.	• Environment
 <b>8 DECENT WORK AND ECONOMIC GROWTH</b>	01. Implimentation of health and safety training, skill development training, technological innovation and upgradation, equal pay for equal work, policy against forced labor, child labor, human rights policy and Zero Accident Policy.	• Social • Labour & Human Rights
 <b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b>	01. GFL has established fit for purpose infrastructure across all sites through continual improvement plans & technological machines upgradation.	• Company Profile
 <b>10 REDUCED INEQUALITIES</b>	01. GFL Promoted gender diversity in operations. 02. By fostering continuous income growth, we want to achieve the social, economic, and political inclusion of all people, regardless of their age, gender, disability, race, ethnicity, place of birth, religion, or economic or other status.	• Social • Labour & Human Rights
 <b>11 SUSTAINABLE CITIES AND COMMUNITIES</b>	Participated in cleaning river Ganges - Debris and contaminants such as single use plastic bags, rubbish was removed from Ganga river bed. GFL committed to support and play their role in restoring and maintaining the integrity of the Ganga river ecosystem at Haridwar, Uttarakhand.	• Social • Environment
 <b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b>	Reduce: Ensuring the responsible use of raw materials while propagating the ideology of 'waste is wealth' across our business activities. Recycle: Encouraging the recycling of packaging waste. Reuse: Prolonging the Lifecycle of equipment and products and reusing the process waste- by opening the fabric into fiber. Reprocess: Reclamation of waste in inhouse or outhouse facility.	• Environment

SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.





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## LINKAGE WITH SDGs GOALS

SDG's 17 GOALS	SUATAINABILITY INITIATIVES	CORRESPONDING SUBJECTS
	01. We have implemented ERM (Enterprise Risk Module) to determine, control and mitigation of risk. 02. GFL has taken initiatives and target for the reduction of GHG emission.	<ul style="list-style-type: none"> <li>• Governance</li> <li>• Environment</li> </ul>
	01. Procurement of organic & BCI cotton and sustainable viscose fiber. 02. GFL has been organizing numerous IEC activities, camps for distribution of ration to daily wage earning individuals adversely affected by the pandemic followed by lockdown.	<ul style="list-style-type: none"> <li>• Social</li> <li>• Sustainable Procurement</li> </ul>
	01. GFL promotes biodiversity and concentrated on planting trees in and around the operations and educating local population about their significance. 02. GFL has done trees plantation year on year to improve the local biodiversity. 03. Safety & Hygiene are an integral part of our work culture.	<ul style="list-style-type: none"> <li>• Social</li> <li>• Health &amp; Safety</li> </ul>
	01. GFL allocates 90% of the CSR funding for better future and education of the students. 02. GFL facilitates for better digital education for providing computers.	<ul style="list-style-type: none"> <li>• Social</li> </ul>
	01. To build long-term value through cutting-edge technologies, we interact internationally with technological companies & organizations. 02. GFL has businesses with renowned International and National groups like Johnson & Johnson, Mothercare, Future Group, Colorbar, Faces, Reckitt Benckiser, Unicharm (Mamy Poko), Chicco, First Cry, Piramal Healthcare, NUBY, ITC, Kaya Skin Care.	<ul style="list-style-type: none"> <li>• Our Collaborations</li> </ul>

SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.



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## SASB MAPPING

### Sustainability Accounting Standard Board (SASB) Index Mapping

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Greenhouse Gas Emissions	21
Gross Scope 1 & Scope 2 emissions	
GHG emission reduction targets	
Water Management	22-23
Total water utilization	
Amount of waste generated	
Waste Management	24
Amount of waste hazardous waste and non hazardous waste generated	
Energy Management	25-27
Percentage Grid Electricity	
Total Energy Consumed	
Workforce Health & Safety	39-44
Total recordable incident rate (TRIR)	
Severity and Frequency rate	





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## GRI (Global Reporting Initiative)

### GRI Content Index

GRI Standard	Disclosure	Disclosure Description	Remarks
GRI 101: Foundation			
General Discloser			
GRI 102: General Disclosures	Organizational Profile		
	102-01	Name of the organization	
	102-02	Activities, brands, products, and services	
	102-03	Location of headquarters	Noida - UP
	102-04	Location of operations	05 Nos.
	102-06	Markets served	
	102-07	Scale of the organization	
	102-09	Supply chain	
	102-11	Precautionary principle or approach	
	102-12	External initiatives	
	102-13	Membership of associations	
	Strategy		
	102-14	Statement from senior-decision maker	
	102-15	Key impacts, risks, and opportunities	
	102-03		
	Ethics & Integrity		
	102-16	Values, principles, standards, and norms of behaviour	
	Governance		
	102-18	Governance structure	
	102-19	Delegating authority	
	102-20	Executive-level responsibility for economic, environmental, and social topics	
	102-21	Consulting stakeholders on economic, environmental, and social topics	



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## GRI (Global Reporting Initiative)

### GRI Content Index

GRI Standard	Disclosure	Disclosure Description	Remarks
GRI 102: General Disclosures	<b>Governance</b>		
	102-29	Identifying and managing economic, environmental, and social impacts	
	102-31	Review of economic, environmental, and social topics	
	102-33	Communicating critical concerns	
	102-38	Annual total compensation ratio	
	<b>Stakeholder Engagement</b>		
	102-40	List of stakeholder groups	
	102-41	Collective bargaining agreements	
	102-42	Identifying and selecting stakeholders	
	102-43	Approach to stakeholder engagement	
	102-44	Key topics and concerns raised	
	<b>Reporting Practice</b>		
	102-45	Entities included in the consolidated financial statements	
	102-46	Defining report content and topic boundaries	
	102-47	List of material topics	
	102-48	Restatements of information	
	102-50	Reporting period	
	102-52	Reporting cycle	
	102-53	Contact point for questions regarding the report	
	102-54	Claims of reporting in accordance with the GRI Standards	
	102-55	GRI content index	





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GRI Standard	Disclosure Number	Disclosure Discription	Remarks
MATERIAL TOPICS			
GRI 200: ECONOMIC			
GRI 103: Management Approach			
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	
	201-2	Financial implications and other risks and opportunities due to climate change	
	201-4	Financial assistance received from government	
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	
	203-2	Significant indirect economic impacts	
GRI 300: ENVIRONMENT			
GRI 103: Management Approach			
GRI 301	301-2	Recycled input materials used	
GRI 302: Energy	302-1	Energy consumption within the organization	
	302-4	Reduction of energy consumption	
	303-1	Interactions with water as a shared resource	
GRI 303: Water & Effluents	303-3	Water withdrawal/ received	
	303-4	Water discharge	
	303-5	Water consumption	
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
	304-2	Significant impacts of activities, products, and services	
	304-3	Habitats protected or restored	
	304-4	"IUCN Red List species and national conservation list species with habitats in areas affected by operations"	
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-7	NOx, SOx, and other significant air emissions by type weight	
GRI 306: Waste	306-3	Waste generated	
	306-4	Waste diverted from disposal	
	306-5	Waste directed to disposal	
GRI 307: Compliance	307-1	Non-compliance with environmental laws and regulations	
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	
	308-2	Negative environmental impacts in the supply chain and actions taken	



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GRI 403: Occupational Health & Safety	403-1	Occupational health and safety management system
		Worker participation, consultation, and communication on occupational health and safety
		Worker training on occupational health and safety
		Promotion of worker health
		Workers covered by an occupational health and safety management system
		Work related injuries
		Work-related ill-health
GRI 404: Training & Education	404-1	Average hours of training per year per employee
	404-2	Programs for upgrading employee skills and transition assistance programs
	404-3	Percentage of employees receiving regular performance and career development reviews
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employee
GRI 406: Non discrimination	406-1	Incidents of discrimination and corrective actions taken
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 408: Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour and measures taken to contribute to the effective abolition of child
GRI 409: Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour and measures taken to contribute to the elimination of all forms of forced or compulsory labor
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies and procedures
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments
	412-2	Employee training on human rights policies or procedures
GRI 413: Local Communities	413-1	Operations with local community engagement, impact, assessments and development programs
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria
	414-2	Negative social impacts in the supply chain and actions taken
GRI 415: Public Policy	415-1	Political Contributions



