



SAAM TEXTILES

SUSTAINABILITY
REPORT 2022-23



Beyond Profits : Prioritizing ESG to Create Long-Term Value.

"Discovering Sustainability: Your Guide to SAAM Textile's Commitment to a Greener Future. Navigate through our Sustainability Report to explore our eco-friendly initiatives, responsible practices, and progress towards a more sustainable tomorrow. Join us in our journey towards a brighter, greener future."



TABLE OF CONTENTS

INTRODUCTION

- MESSAGE FROM THE CHAIRMAN AND MANAGING DIRECTOR
- INTRODUCTION TO SAAM GROUP
- ABOUT REPORT
- BUSINESS HIGHLIGHTS, AWARDS AND RECOGNITION 202-23
- SUSTAINABILITY AND SAAM GROUP
- MATERIALITY ASSESSMENT
- COMMITMENTS & TARGETS
- ALIGNMENT WITH UN SDGs

ENVIRONMENT

- ENERGY
- WATER
- CHEMICAL
- WASTE MANAGEMENT
- MATERIAL EFFICIENCY

SOCIAL

- HIGHLIGHTS
- DIVERSITY AND INCLUSION
- EMPLOYEE ENGAGEMENT
- OCCUPATIONAL HEALTH AND SAFETY
- LOCAL COMMUNITIES

GOVERNANCE

- BOARD OF DIRECTORS
- GOVERNANCE COMMITTEE
- BUSINESS ETHICS AND HUMAN RIGHTS
- SYSTEMATIC RISK MANAGEMENT
- AND OVERALL MANAGEMENT
- SUSTAINABLE PROCRUITMENT
- DATA PRIVACY
- INNOVATION AND PRODUCT STEWARDSHIP
- GRI INDEX



MESSAGE FROM THE FOUNDER AND CHAIRMAN



Dear Stakeholders,

I'm thrilled to share our Environmental, Social, and Governance (ESG) report for SAAM Group. This report highlights our efforts and progress towards sustainability.

At SAAM, we are committed to make a positive impact on the environment, society, and governance practices. Through initiatives like reducing carbon emissions, promoting diversity and inclusion, and upholding strong ethical standards, we strive to create long-term value for all stakeholders.

I want to express my gratitude to everyone who contributed to this report and to our broader sustainability efforts. Together, we can continue to drive positive change and build a better, more sustainable future for SAAM and the communities we serve.

Together, we have the power to redefine the future of textiles, not just in terms of financial performance, but also in terms of our impact on the planet and society. Let's continue to push the boundaries, inspire change, and leave a legacy that goes Beyond Profits.

Best Regards,
Mr. Mukesh Bhargava

This report reflects our dedication to transparency and accountability. It outlines our achievements, challenges, and future goals in a clear and accessible manner.

INTRODUCTION

SAAM Group is a prominent and innovative textile company known for its commitment to quality and sustainability in the textile industry. Established with a vision to redefine the way we think about textiles.

SAAM Group has consistently pushed the boundaries of design, technology, and environmental responsibility. With a rich history spanning two decades, the company has become synonymous with cutting-edge fabric solutions, offering a wide range of products that cater to diverse industries and customer needs.

SAAM Group is dedicated to both the art and science of textiles, fostering a culture of creativity and responsible manufacturing, making it a leading player in the global textile market.

SAAM GROUP



SAAM TEXTILES,
MUMBAI

SAAM TEXTILES
KISHANGARH, RAJASTHAN

ARAMS TEXTILES,
BHILWARA, RAJASTHAN

THE CORE BLENDS WE DEVELOP:

(Poly
Viscose)

(Poly
Viscose
Lycra)

(Poly
Wool)

(Poly
Wool
Lycra)



School Wear



Corporate Wear



Men's Wear



Women's Wear



Suiting



"Eco-Efficient Weaving:
Powering Progress with
Renewable Energy
at Every Turn."



"Precision Perfected:
Where Quality is
Tested, Trusted,
and Certified for
Excellence."



Leveraging advanced Air Jet Loom technology, our state-of-the-art weaving unit in Kishangarh, Rajasthan, operates within an Indian government-approved "TEXTILE PARK." We specialize in producing cost-effective, high-quality and Sustainably Processed textiles tailored to customer demands.



Instruments ensure rigorous examination of all production batches, scrutinizing aspects like color-fastness, physical strength, and overall performance. Accredited by Marks & Spencer's standard accreditation scheme, our in-house lab guarantees the superior quality of our fabrics.



"Leading the
Green Revolution:
Our Bhilwara
Finishing Plant
Sets the Standard
for Sustainable
Innovation."



OUR NEW MANUFACTURING PLANT
ARAMS TEXTILES (under construction)

Our New Finishing Plant at Bhilwara, India will operate as a zero fossil fuel facility, exclusively utilizing plant waste Bio Husk to produce steam, completely eliminating the need for coal. Furthermore, all water within the plant will undergo thorough treatment via effluent treatment and reverse osmosis, ensuring zero discharge. A remarkable amount of water will be recycled.

Yarn Doubling Machine and TFO Yarn Winding Machine - A Lycra spinning plant has been recently integrated into the existing weaving unit in Kishangarh to fulfil internal demands.



**Expanding Horizons: Enhancing Efficiency
with Integrated Lycra Spinning.**

With this addition, the current setup is capable of producing sufficient yarn to manufacture around **300,000** meters per month.



Our objective goes beyond mere profitability; it is intricately connected to our ability to make a meaningful difference for both the planet and its people. We adhere to a well-defined sustainability approach enabling us to consistently enhance our sustainability performance through ongoing initiatives. The drive for sustainability is further propelled by our commitment to innovation.

ABOUT REPORT

The report presents a comprehensive overview of our commitments towards improving our environmental, social and governance performance and showcases our progress in monitoring and reporting on these areas. The provided report offers valuable information regarding SAAM Groups' ESG strategy, accomplishments, and performance. Additionally, it emphasizes our dedication to generating shared value for all stakeholders through the sustainable operation and growth of our business. From this year onwards, ESG Report will be published annually.

Scope

Unless specified otherwise, this report encompasses all primary operational and corporate functions of SAAM Group across all locations.

Locations are: -

- SAAM Textiles, Head Office, Mumbai, Maharashtra
- SAAM Textiles, Weaving Plant, Kishangarh, Rajasthan
- ARAMS Textiles, Bhilwara, Rajasthan

Commitment

SAAM Group remains, and will always remain, a brand driven by action. Our commitment extends beyond mere words, as we actively pursue the creation of positive change in the world. As long as we have the ability to contribute to a brighter future, we will continue to strive for improvement and never cease our efforts.

Reporting period

1st April 2022 to 31st March 2023.

Reporting guidelines

In accordance with the guidelines of Global Reporting Initiative (GRI – 2021)

Feedback

Please feel free to reach out to us at:
saamtextsustainabilityfeedback@gmail.com

Foresight

Our goal is to enhance individuals' quality of life through the provision of enriching and inspiring lifestyle solutions

Our conviction is

In individuals and their boundless capabilities; within content and a dedication to problem-solving; within teams for efficient performance and in the potency of intellect.

We strive to

select, train, and mentor individuals for elevated responsibilities; fostering talent and cultivating leaders for the future of corporations. We also acknowledge, celebrate, and harness all intellectual contributions to business.

2022-23 BUSINESS HIGHLIGHTS, AWARDS & RECOGNITION



SRTEPC Award for Best Export Performance

The Synthetic & Rayon Textiles Export Promotion Council set up in 1954, is one of the oldest Export Promotion Councils in India.

SAAM Textiles PVT. LTD. has won the award for Best Export Performance in

Exports of Fabrics / Made-ups to "Focus SAARC" Countries 2022-23

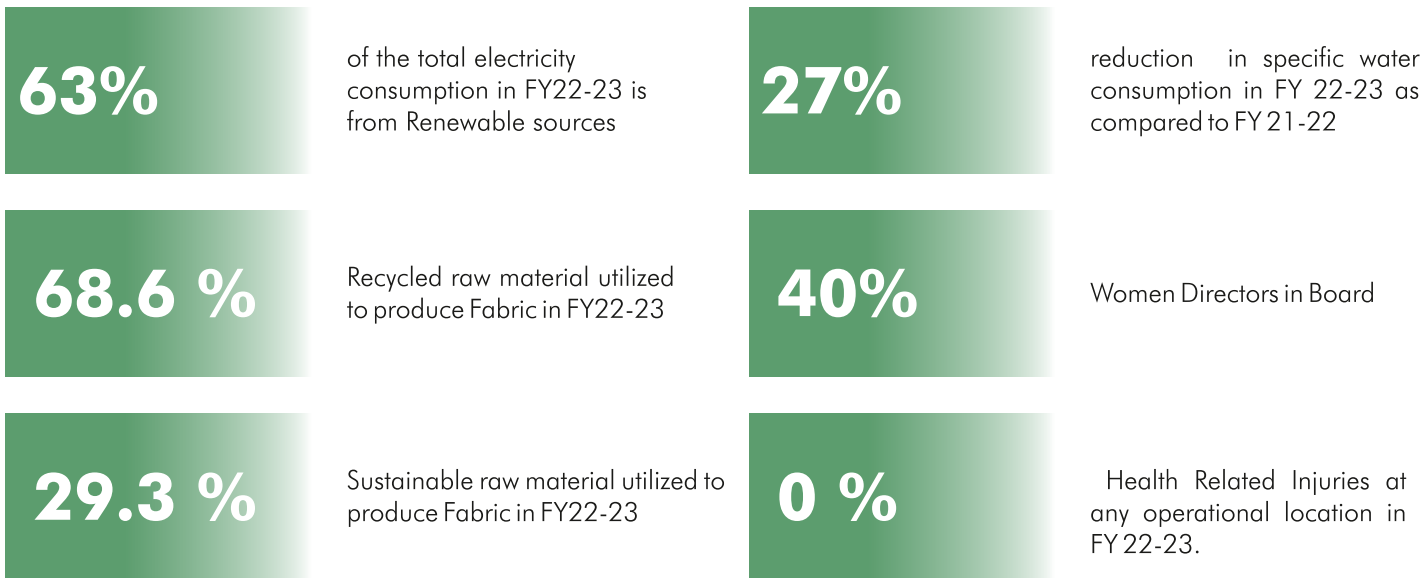
SAAM Textiles PVT.LTD. has also won the award for Best Export Performance in

Synthetic & Rayon Spun Fabrics 2022-23



SUSTAINABILITY & SAAM GROUP

KEY ESG HIGHLIGHTS



Stakeholders are broadly defined as those groups or individuals who can be reasonably expected to be significantly affected by the organization's activities, products and/or services and whose actions can reasonably be expected to affect the ability of the organization to successfully implement its strategies and achieve its goals.

We identify stakeholders originating from the vision of the Company. The vision indicates that all efforts shall be directed towards quality, productivity, profitability, and customer satisfaction, establishing value partnership with suppliers and contributing towards social progress of the nation.

We gather valuable insights for improving our business and sustainability strategy through a range of engagement activities. These include partnerships, sponsorships, collaboration on industry initiatives, customer and supplier education, supplier capability-building programs, supplier audits and assessments, conference participation, employee surveys, mentoring, and more.

The feedback received from shareholders to us is often manifested in the market capitalization. Inputs from shareholders help into the strategic plan development and the consequent strategic objective setting.

The frequency of engagement varies with the stakeholder groups ranging from regular everyday interaction with employees to Annual Meetings for shareholders.

At SAAM, creating value for each stakeholder is at the heart of our business philosophy

Sr. No.	Stakeholder	Engagement Channel	Expectation of Stakeholder	Issues	Contact Frequency
1	Shareholders and Investors (External)	<ul style="list-style-type: none">Investor & Analyst Meet, Annual General MeetingInvestor Conferences & meetsAnnual Reports, Corporate website and press releases & stakeholder meet	<ul style="list-style-type: none">Business growth and stability, Better quarterly reportsTransparency in corporate governanceCorporate reputation	<ul style="list-style-type: none">Financial performance,Risk managementEntry into new marketsOptimizing operational costsCorporate governance and anti-corruption	Annually, Quarterly, Need based
2	Suppliers, contractors & vendors, Business Partners (External)	<ul style="list-style-type: none">Contract Agreement,Meeting with Contractors/ Vendors,Seminar/ Workshops.Supplier Selection Criteria	<ul style="list-style-type: none">Fair and accountable transactionsTransparency in tendering process	<ul style="list-style-type: none">Supply & Distribution,Quality and Quantity,Customer Satisfaction, etc.	Annually, Quarterly, Need based
3	Community	<ul style="list-style-type: none">Awareness Programs,Meetings, Public Hearing,	<ul style="list-style-type: none">Minimum environmental impact on the communitiesRecruitment and support of people from the community	<ul style="list-style-type: none">Corporate Social Responsibility Initiatives,Societal Priorities, etc.	Periodic Interactions
4	Employee/ contract workers (Internal)	<ul style="list-style-type: none">Surveys, Events, Employee-Centric ApplicationsSeminars, Periodicals, Workshops /Trainings,Website, Social Media PlatformsMeetings/Discussions	<ul style="list-style-type: none">Career developmentPerformance feedbackFair evaluation and compensationA comfortable organizational culture	<ul style="list-style-type: none">Career growth prospectsLearning and development programsOccupational health and safetyGrievance redressal mechanismRewards and recognitionEthics & transparency	Quarterly, Monthly, weekly
5	Customers (External)	<ul style="list-style-type: none">Grievance Redressal ForumsCustomer Care programsCustomer Feedback,Helpline NumbersWebsiteQuestionnaire Survey	<ul style="list-style-type: none">Ethical and fair marketingProduct qualityCorporate governance	<ul style="list-style-type: none">Resolution of customer complaintsQuality of productsPricing of productsCompliance Fulfilment	Periodic Interactions
6	Government / Regulatory Bodies / NGO's	<ul style="list-style-type: none">Regular meetingsIndustry ForumProject collaborations	<ul style="list-style-type: none">Legal Compliance & Timely fulfilment of compliance	<ul style="list-style-type: none">Policy implementation reviewApprising the Government on organization plans and progressCommunicating industry's challenges and issues, etc.CSR initiatives review/ Implementation	Annually, Quarterly, Need based
7	Media	<ul style="list-style-type: none">Press ReleaseMedia EventMagazinesMeetings organized at regular interval	<ul style="list-style-type: none">Keeping our stakeholders updated about the developments in the company	<ul style="list-style-type: none">Financial and operational performanceRisk managementEntry into new marketsCorporate governance	Periodic Interactions

MATERIALITY ASSESSMENT

We define material topics as topics that reflect our significant economic, environmental, and governance impacts, or substantively influence the assessments and decisions of stakeholders associated with our business.

Our materiality assessments, conducted annually, are guided by the GRI Standards 2021, Peer Benchmarking, Effective Stakeholder Engagement and informed by SASB

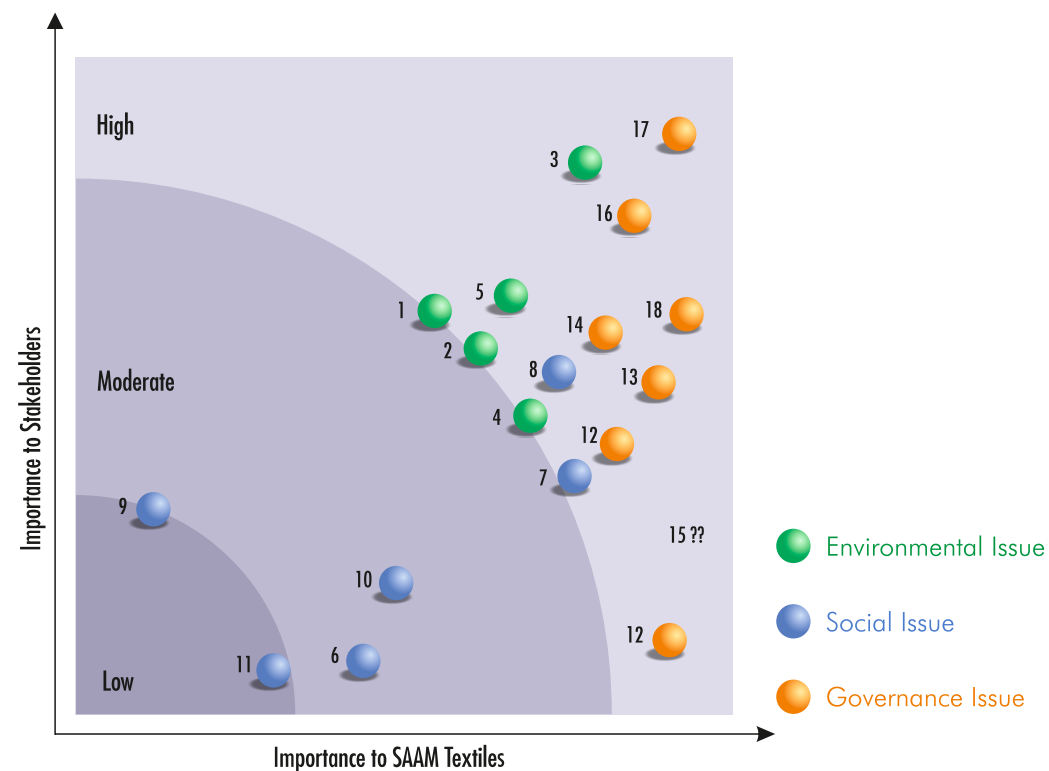
We conduct a materiality assessment to identify and map the material issues we face with respect to stakeholders and our business to provide direction on areas we need to focus on in the future. The outcome is a list of 18 material topics, which are grouped into three categories: environment, social, and governance. This year, we have conducted materiality assessment for the very first time.

Our materiality assessments, conducted annually, are guided by the GRI Standards 2021, Peer Benchmarking, Effective Stakeholder Engagement and also informed by SASB

Waste Management (1)
Water Management (2)
Energy Management (3)
Emissions (4)
Material Sourcing Efficiency (5)

Diversity & Inclusion (6)
Employee Engagement (7)
Occupational Health and Safety (8)
Retention (9)
Training & Development (10)
Community Engagement (11)

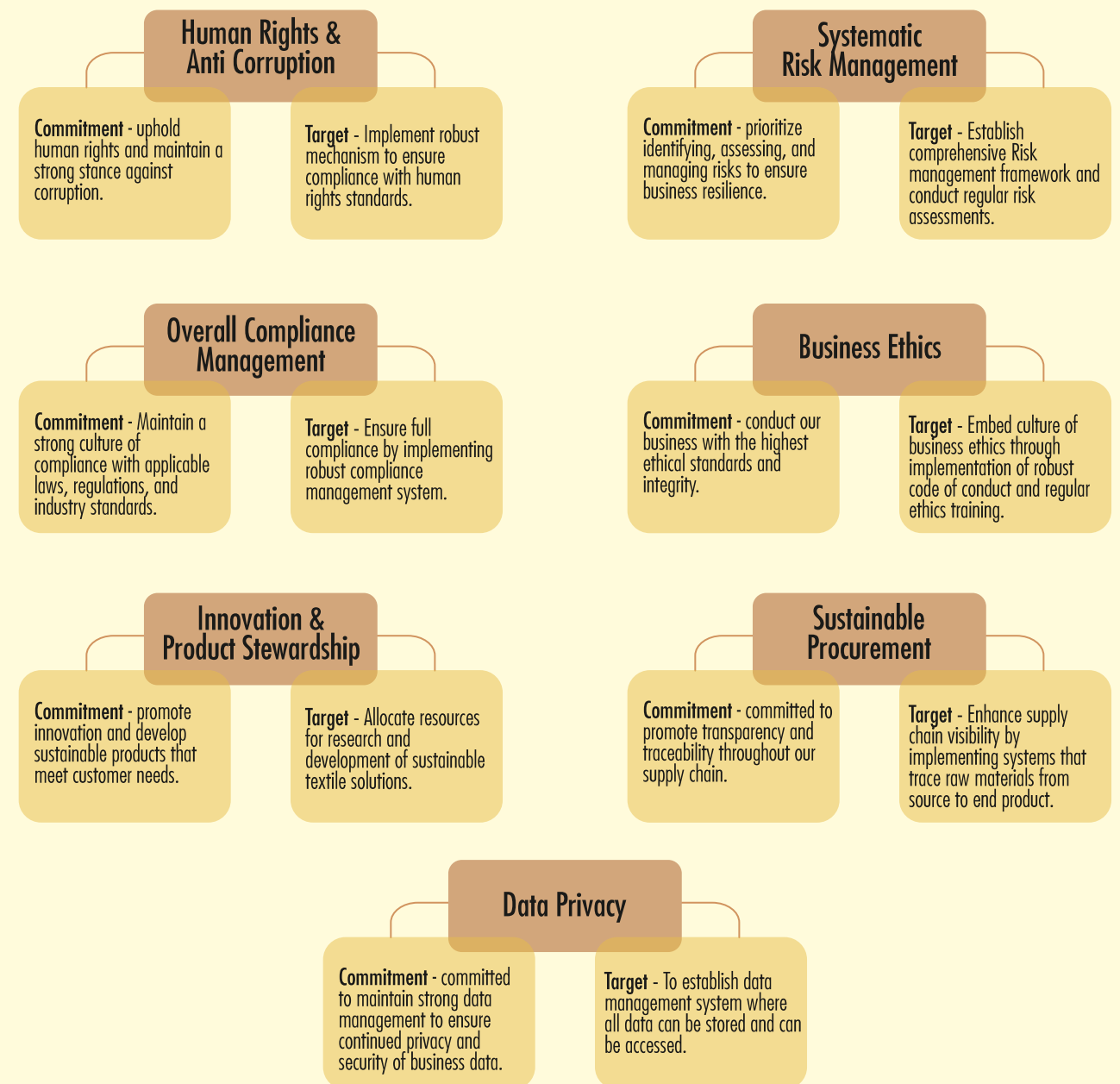
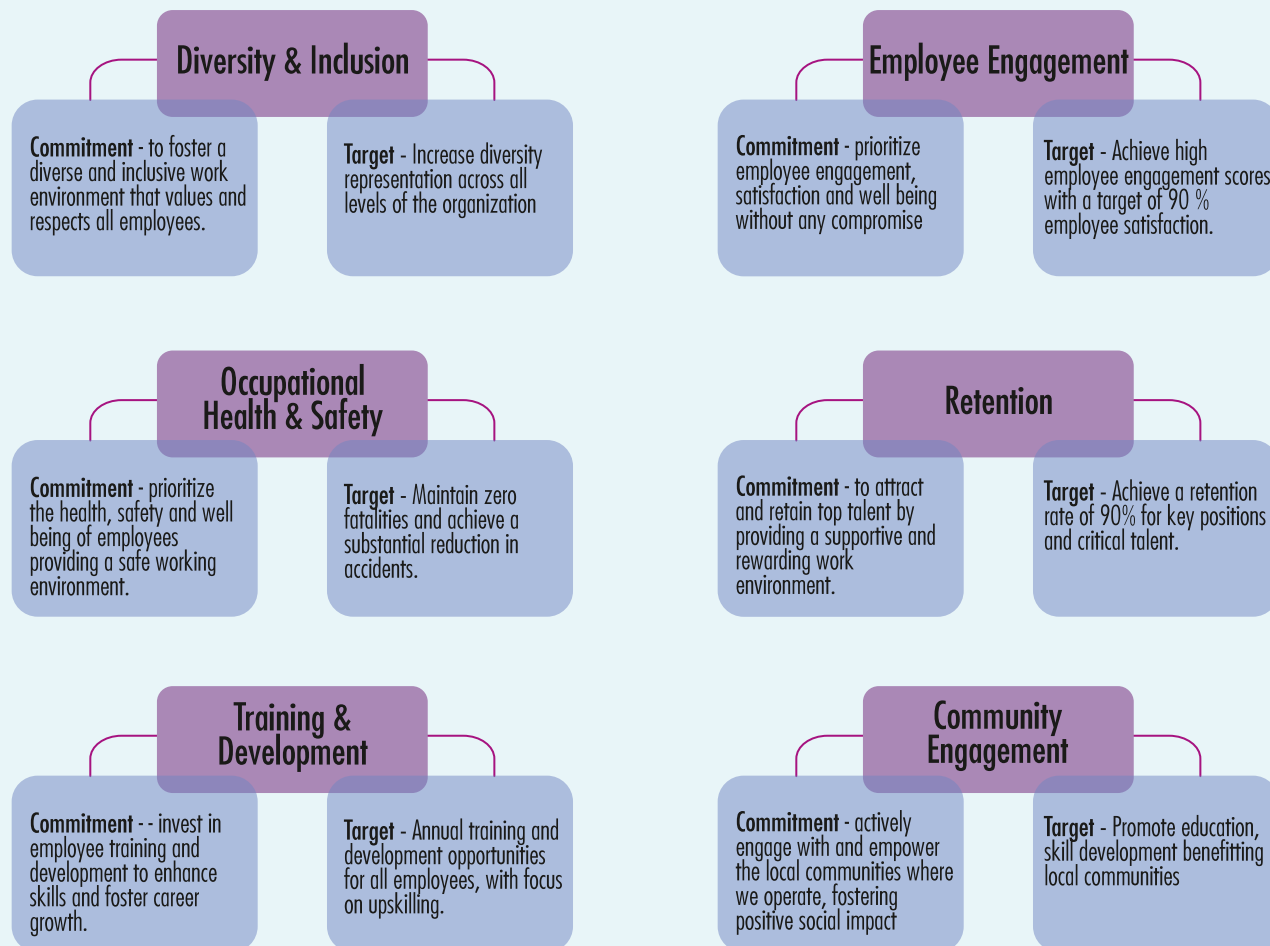
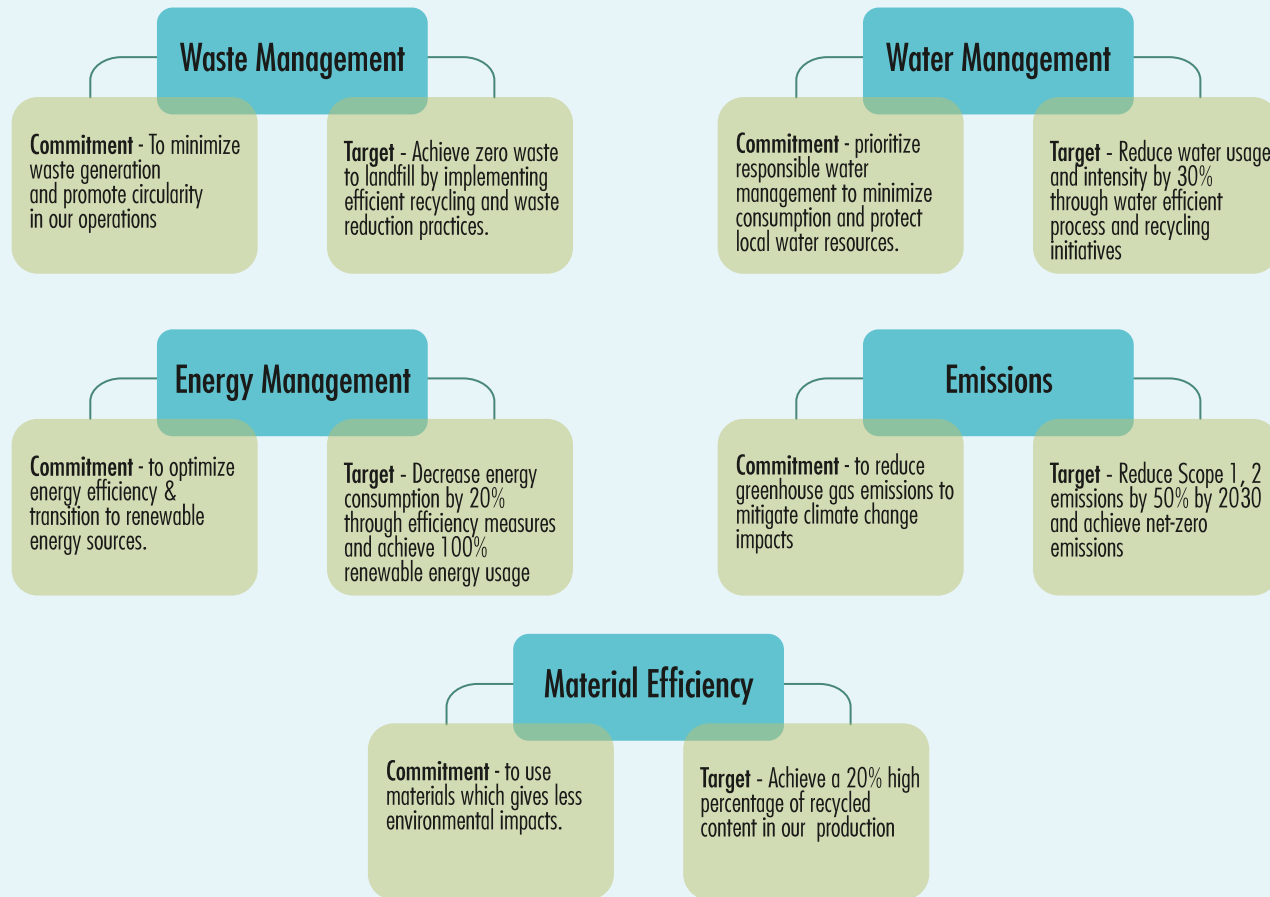
Human Rights & Anti Corruption (12)
Systematic Risk Management (13)
Overall Compliance Management (14)
Business Ethics (15)
Innovative & Product Stewardship (16)
Customer Privacy (17)
Sustainable Procurement (18)



COMMITMENTS & TARGETS

Our approach to sustainability has been crafted to conform to prominent global and local sustainability standards and programs. By correlating our significant concerns with the objectives and focal points of these programs, we guarantee that our endeavours target critical sustainability challenges. This enables us to efficiently monitor and compare our performance.





ALIGNMENT WITH UN SDGs.

The Sustainable Development Goals (SDGs) are a set of 17 worldwide targets set by the United Nations, aimed at tackling social, environmental, and economic issues to promote a more sustainable future.

We are in accordance with specific Sustainability Goals, confident that they will bolster our path towards achieving ESG objectives.



Ensure healthy lives and promote well-being for all at all ages
Impact - Ensure Safe Working Conditions, Reducing Harmful Chemicals



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
Impact - Supporting in child education through CSR funds



Achieve gender equality and empower all women and girls
Impact - Equal Employment Opportunities, Safe and Supportive Work Environment for women



Ensure availability and sustainable management of water and sanitation for all
Impact - Manufacturing process is not water intensive. Most of the water used for Domestic usage.

SUSTAINABLE DEVELOPMENT GOALS



Ensure access to affordable, reliable, sustainable and modern energy for all
Impact - Increased use of renewable energy (solar, wind plants).



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
Impact - Adoption of Industry Standards, OEKO-TEX Standard, and ISO 14001 for environmental management. Investing in machinery and equipment that reduce energy and water use.



Reduce inequality within and among countries
Impact - Ensure fair and equitable treatment of workers and Invest in education and skills development programs for workers



Make cities and human settlements inclusive, safe, resilient and sustainable
Impact - Implement responsible waste management practices, involves adhering to occupational health and safety standards, implementing risk management systems.



Ensure sustainable consumption and production patterns
Impact - Recycled raw material, Sustainable raw material.



Take urgent action to combat climate change and its impacts
Impact - Ensure Water and Waste management and reduction and usage of sustainable Materials



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.
Impact - Collaboration with NGOs and knowledge sharing within organizations and stakeholders



ENVIRONMENT

*Weaving Green Threads:
Crafting Sustainable Fabrics
for Better World*



ENERGY

Energy consumption plays a significant role in our overall environmental impact. It is a key contributor to greenhouse gas emissions and, as a result, we are committed to minimizing energy usage, reducing our carbon footprint, enhancing energy efficiency, and boosting the utilization of renewable energy sources. Predominantly, our energy consumption stems from powering our buildings and data centers, and we regularly engage in internal energy audits to enhance our energy management practices.

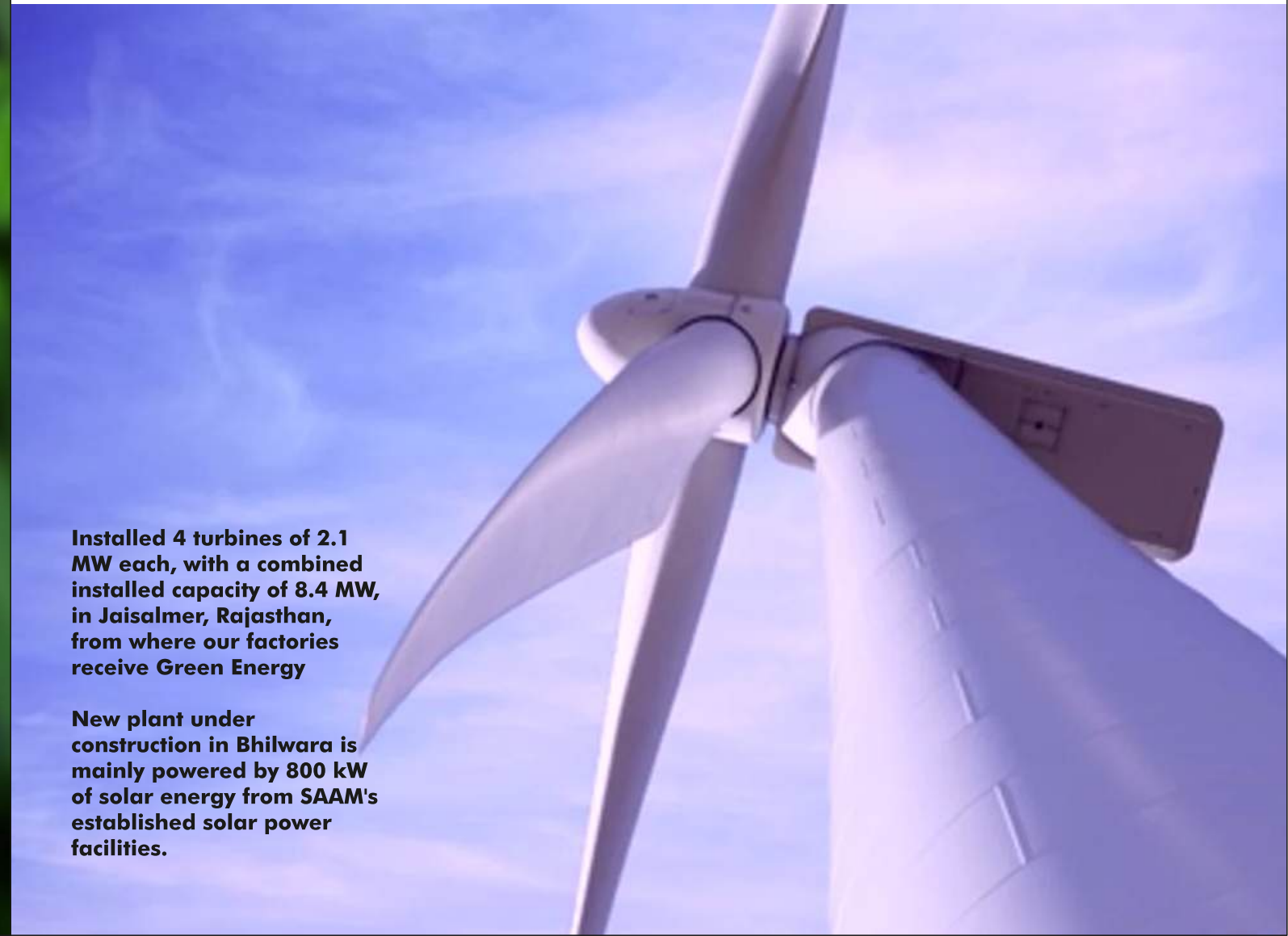
Globally, energy usage stands as the predominant source of GHG emissions from human activities. It is critical to limit the global warming to well below 2°C above pre-industrial levels, and preferably below 1.5°C, by reducing our GHG emissions. As a textile manufacturer, we understand our responsibility and are committed to contribute towards this ambitious, yet crucial goal aligned with India's Nationally Determined Contributions (NDCs).

We have made significant investments in a planned machinery setup, incorporating variable compressors and cutting-edge Air Jet Looms, aimed at reducing energy consumption and improving overall efficiency. By implementing variable compressors and Air Jet Looms, we achieve a 15% reduction in power consumption compared to conventional compressors and looms.

Furthermore, we have taken a major step in our commitment to environmental sustainability by transitioning to renewable energy sources to power our factories.

Installed 4 turbines of 2.1 MW each, with a combined installed capacity of 8.4 MW, in Jaisalmer, Rajasthan, from where our factories receive Green Energy

New plant under construction in Bhilwara is mainly powered by 800 kW of solar energy from SAAM's established solar power facilities.



ENERGY CONSUMPTION

For the purpose of this report, we analyzed data on the energy consumption in our own operations.

It comes from three sources:

- Electricity purchased from the grid
- LPG used in canteen
- Fuel used in our own vehicles:
 - Petrol
 - Diesel

At SAAM, we consider Energy Intensity as a key indicator to evaluate the performance of our energy efficiency.



ENERGY CONSUMPTION

	FY 21-22	FY22-23
Consumption from LPG (kWh)	1118	1744.6
Consumption from Petrol (kWh)	22950	20700
Consumption from Diesel (kWh)	150001	1160
Consumption of purchased electricity from non- renewable sources (kWh)	2203835	2434357
Consumption of purchased electricity from renewable source (windmill) (kWh)	1365290	1419568
Total energy consumption (kWh)	3608194	3887529
Energy intensity per production (kWh/meter)	0.46	0.50

0.50 kWh
Energy was used
to produce
1 meter of yarn in
FY 22-23

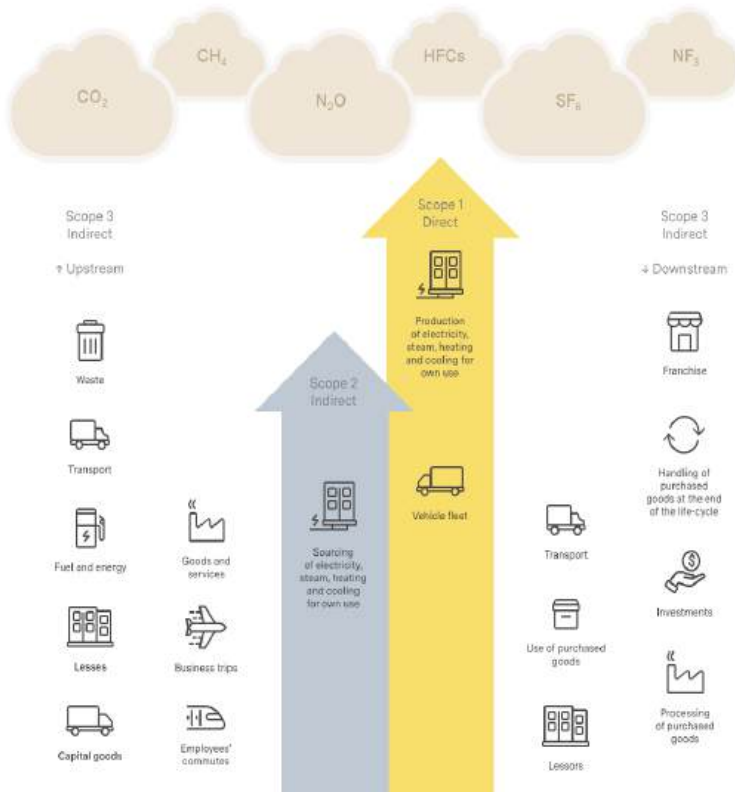
63% of the
total electricity consumption
in FY22-23 is from
Renewable sources

CARBON FOOTPRINT

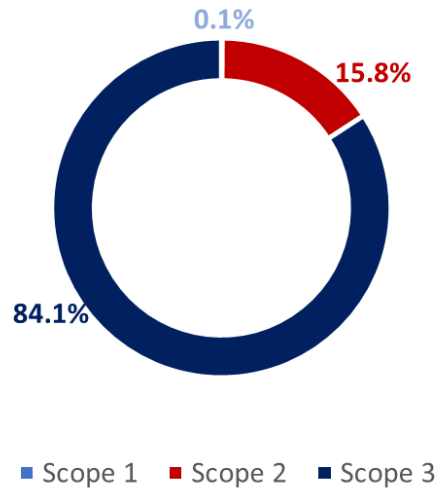
We are committed to ensure that our efforts towards climate change mitigation and adaptation are grounded in evidence and data. This approach enables us to effectively prioritize areas within our business model and value chain that have the greatest impact. Currently, we are now at the stage of the assessment of our impact on climate.

We have calculated our scope 1, 2 and 3 emissions for FY21-22 and FY22-23, identifying the activities with the most significant climate impact. Based on these insights, we are committed to developing a comprehensive action plan. This plan will outline realistic goals and specific measures targeted at key areas of improvement.

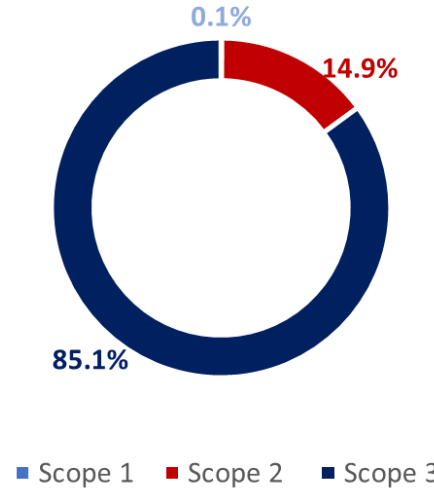
We also believe that education is the key for the change. Our goal is to create sustainability knowledge hub and education program for our employees, value chain workers, clients, and other relevant stakeholders.



GHG Emissions in FY 21-22



GHG Emissions in FY 22-23



SCOPE 1 EMISSIONS

It represent the direct greenhouse gas (GHG) emissions originating from sources that are directly controlled or owned by an organization. This category encompasses emissions from the combustion of fuels in Company owned vehicles, Diesel Generator, LPG for Cooking and CO2 Fire Extinguisher reflecting the immediate environmental impact of an organization's on-site energy consumption and operational activities.

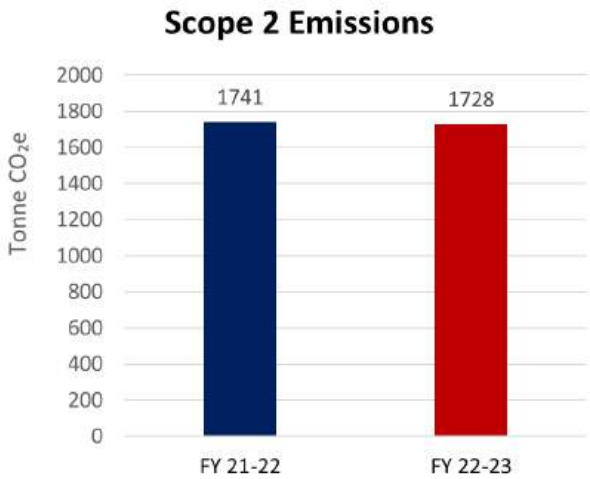
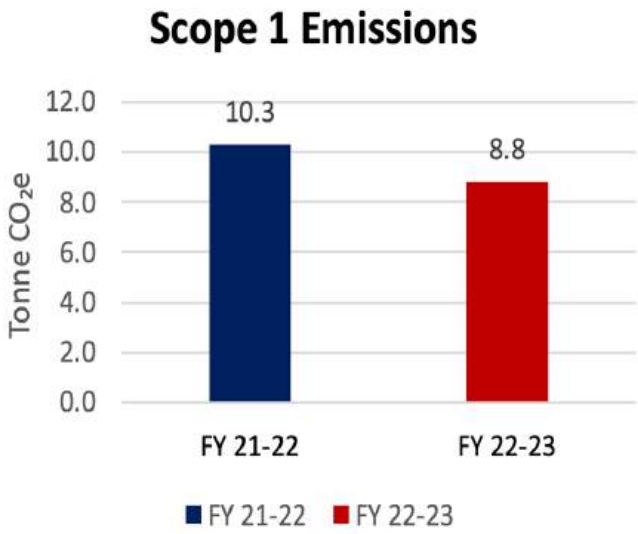
The observed reduction in Scope 1 emissions in the FY 22-23 can be primarily attributed to a decrease in petrol consumption within their operational activities, in comparison to the FY 21-22.

SCOPE 2 EMISSIONS

Scope 2 emissions refer to the indirect greenhouse gas (GHG) emissions associated with the purchase of electricity by an organization. Unlike direct emissions (Scope 1) that occur from sources owned or controlled by the organization, Scope 2 emissions occur at the facility where the energy is generated, not where it is consumed. These emissions are considered indirect because they are a consequence of the organization's energy use but occur at the premises of the utility provider that produces the energy.

SCOPE 3 EMISSIONS

Scope 3 emissions are the result of activities from assets not owned or controlled by us, but they indirectly impact our value chain. Scope 3 emissions include all sources not within an organization's scope 1 and 2 boundary. This year, we carried out the first ever Scope 3 (Value chain) GHG accounting for the FY 2021-22 & 2022-23. Our Scope 3 inventory consists of seven material categories, which are prepared as per the GHG Protocol's Corporate Value Chain (Scope 3) standard. This Standard follows the principles of: relevance, completeness, consistency, transparency, and accuracy.



GHG Emissions Intensity

	FY 21-22	FY 22-23
GHG Emissions Intensity (kgCO ₂ e/meter)	1.46	1.49

*Above rise in GHG Emission Intensity is because of rise in scope 3 emission in FY 22-23.

GHG Emission Reduction Initiatives

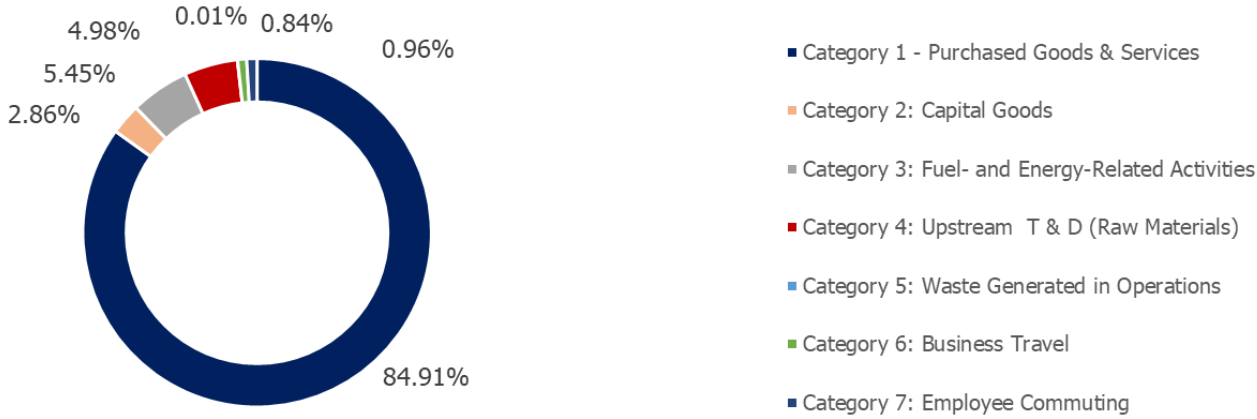
Conversion and Retrofitting of Equipment: Retrofit existing machinery with energy-efficient motors and controls to reduce energy demand and associated GHG emissions.

Switching to Renewables: Transition from fossil fuel-based energy sources to renewable energy sources, such as solar or wind power, for electricity needs, significantly cutting down GHG emissions.

Changes in Behavior: Foster a culture of sustainability within the company by training employees on energy conservation techniques and the importance of reducing GHG emissions. Implement energy-saving practices, such as optimizing equipment usage schedules and ensuring machinery is turned off when not in use, to minimize unnecessary energy consumption.



Scope 3 Emissions FY 22-23



The observed slight increase in Scope 3 emissions during FY 22-23 is attributed to the increased procurement of raw material inventory compared to FY 21-22. Additionally, the expansion of our existing factory and the construction of a ARAMS new facility have resulted in increased emissions in the Capital Goods category.

WATER

The need of the hour is a concerted and Collaborative efforts towards water

Water is a critical resource in the textile industry, essential for various stages of production, including dyeing, washing, and finishing. However, the textile industry's water-intensive processes also pose significant environmental challenges, such as water pollution and depletion. Implementing sustainable water management practices is crucial for the textile industry to minimize its environmental footprint and ensure long-term viability.

At SAAM, our unwavering commitment to safeguarding natural resources stands at the core of our Environmental Policy. With a deep understanding of water's pivotal role in sustaining life and ecosystems, we have embarked on a journey to champion its conservation. Through the adoption of comprehensive initiatives, including advanced recycling practices, strategic rainwater harvesting, and the integration of cutting-edge technologies, we are actively forging paths toward responsible water stewardship. Our endeavors are not just actions; they are a reflection of our dedication to a sustainable future, demonstrating our resolve to preserve the planet's most precious resource for generations to come.

FRESHWATER CONSUMPTION

At SAAM, our current manufacturing processes are designed to be less water-intensive for fabric production. However, a significant portion of our freshwater consumption (third-party water) is allocated to domestic and gardening purposes

28%
reduction in specific water
consumption in FY 22-23
as compared to FY 21-22

27%
reduction in freshwater
consumption in FY 22-23
as compared to FY 21-22

DOMESTIC WASTEWATER MANAGEMENT

At SAAM Textiles, our commitment to environmental sustainability extends beyond our manufacturing processes to encompass responsible domestic wastewater management. All domestic wastewater generated within our facility at Kishangarh plant is directed to a centralized sewage treatment plant located in the Kishangarh Hi-Tech Textile Park. This state-of-the-art facility is equipped with modern treatment technologies designed to efficiently process and purify wastewater, ensuring that it meets or exceeds environmental standards before being discharged or reused. By participating in this centralized wastewater management system, SAAM Textiles not only ensures the effective treatment of its domestic effluents but also contributes to the overall sustainability goals of the Kishangarh Hi-Tech Textile Park, reinforcing our commitment to environmental stewardship and the well-being of the communities we operate in.



WATER CONSERVATION INITIATIVES

SAAM Textiles has implemented several water conservation initiatives to minimize water usage and promote sustainability within its operations. These initiatives not only contribute to environmental preservation but also optimize operational costs related to water consumption. Below are the key water conservation measures undertaken by SAAM Textile:

- Utilization of Rainwater in the Humidifiers during fabric production
- Improved Monitoring of Water Usage.
- Installation of Water-Efficient Fixtures.
- Implementation of a Water-Efficient Irrigation System and Landscape design



CHEMICALS

Chemicals play a crucial role in textile production, serving as a pivotal juncture for integrating innovation and technology to align the final product with contemporary preferences. In our commitment to remove hazardous and toxic chemicals from our products, we utilize chemicals that comply with the Global Organic Textile Standards (GOTS) and the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances List (MRSL) in our processes.



Ø ZDHC
Collaborated with
ZDDHC Programme

OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100
20.HIN.23525 HOHENSTEIN HETTI
Tested for harmful substances.
www.oeko-tex.com/standard100

ZDHC is a list of chemical substances that are banned in facilities processing textile materials, leather, rubber, foam, adhesives and trim parts in textiles, apparel, and footwear. Using chemical formulations that conform to the ZDHC MRSL allows suppliers to assure themselves, and their customers, that banned chemical substances are not used during production and manufacturing processes.

We use chemicals which are human-ecologically safe and certified with OEKO-Tex Standard 100. OEKO-Tex Standard 100 global certification assures manufacturers, sources, brands, retailers and consumers around the world that certified products meet the strict limit values for harmful substances of STANDARD 100 and that these substances are not present in critical concentrations. Tex is the product label for textiles tested for harmful substances with the largest prevalence worldwide.



WASTE MANAGEMENT



Effective waste management is a priority for our business and for the planet. It improves operating efficiency, reduces costs and cuts demand for virgin resources, reducing our environmental impact. The textile industry is one of the most resource-intensive industries in the world, generating a significant amount of waste.

SAAM Textile is dedicated to managing its operations and facilities in full adherence to all relevant environmental laws, ensuring that we operate in a way that safeguards our environment's integrity and the well-being and safety of our employees.

We are ardently working towards achieving a zero waste to landfill objective. This ambition will shape the way we run our manufacturing processes, innovate our products, and engage with our suppliers and clients. Recycling of materials is an integral part of this ongoing effort.

WASTE MANAGEMENT DESTINATIONS

As part of our ongoing commitment to sustainability and responsible manufacturing practices, SAAM has established a comprehensive program to ensure that all salvage fabric and used mobile oil are not merely discarded as waste. Recognizing the value and potential for reuse in these materials, we have partnered with specialized vendors who share our vision for a more sustainable industry. The salvage fabric, a byproduct of our fabric production processes, is sent to a vendor who specializes in repurposing this material. They creatively utilize the salvage to craft a variety of products, from unique fashion items to eclectic home decor, thus extending the life cycle of our textile materials. Similarly, the used mobile oil generated from our machinery is collected and sent to another vendor dedicated to recycling this type of waste.



Through these initiatives, we not only contribute to the circular economy but also reinforce our dedication to environmental stewardship and the reduction of industrial waste.

HAZARDOUS WASTE	FY 21-22	FY 22-23
Used oil (kg)	980	1000

NON-HAZARDOUS WASTE	FY 21-22	FY 22-23
Selvage Fabric (kg)	49495	50903
Paper (kg)	48.9	52.7

MATERIAL EFFICIENCY

The textile industry is known for its resource-intensive nature, with significant environmental impacts throughout the production process. Adopting material efficiency practices is a key strategy to minimize these environmental footprints.

By optimizing the use of raw materials, reducing waste, and improving production processes. SAAM not only conserves valuable resources but also lowers the overall environmental impact associated with resource extraction and processing. By utilizing materials more judiciously, we decrease carbon footprint and contribute to the conservation of biodiversity.

Additionally, it promotes the use of eco-friendly materials, encourages the development of innovative, sustainable alternatives, and supports circular economy principles in the textile sector. Designing products with recyclability in mind and incorporating recycled materials into production processes fosters a closed-loop system. This minimizes the demand for virgin resources and reduces the environmental burden associated with textile waste.



Better cotton initiative BCI mission is to help cotton community survive and thrive while protecting the restoring the environment.



Global recycle standard 4.0
we use recycled fibres and are certified with GRS in order to contribute towards material efficiency



Global organic textile standard
We are certified with GOTS worldwide leading textile processing standard for organic fibres including ecological and social criteria.
This certification allow us to export are products in all the major markets.

68.6%
Recycled raw material utilised to produce Fabric in FY 22-23

29.3%
Sustainable raw material utilised to produce Fabric in FY 22-23

2.1%
Virgin raw material utilised to produce Fabric in FY 22-23



SOCIAL

*Well being of
employee and society*

HIGHLIGHTS

WORKFORCE

Employees are the cornerstone of any organization, which is why, at SAAM Group, prioritizing people is our ethos. We strive to foster a workplace where individuals are empowered to envision both personal and organizational progress. By adopting this philosophy, we unlock significant achievements that fuel exponential growth for all involved stakeholders. These achievements, in turn, cultivate empowerment within our workforce and surrounding communities, perpetuating a cycle of continuous progress.

171 Permanent employees
at all locations of SAAM Group (FY 22-23)

0.48 Average Training Hours
per employee during the reporting period

0 injuries occurred at work place during the reporting period.

OUR KEY FOCUS AREAS FOR WELL BEING OF EMPLOYEES AND SOCIETY

1

**Diversity &
Inclusion**

2

**Employee
Engagement**

3

**Occupational
Health &
Safety**

4

**Local
Communities**



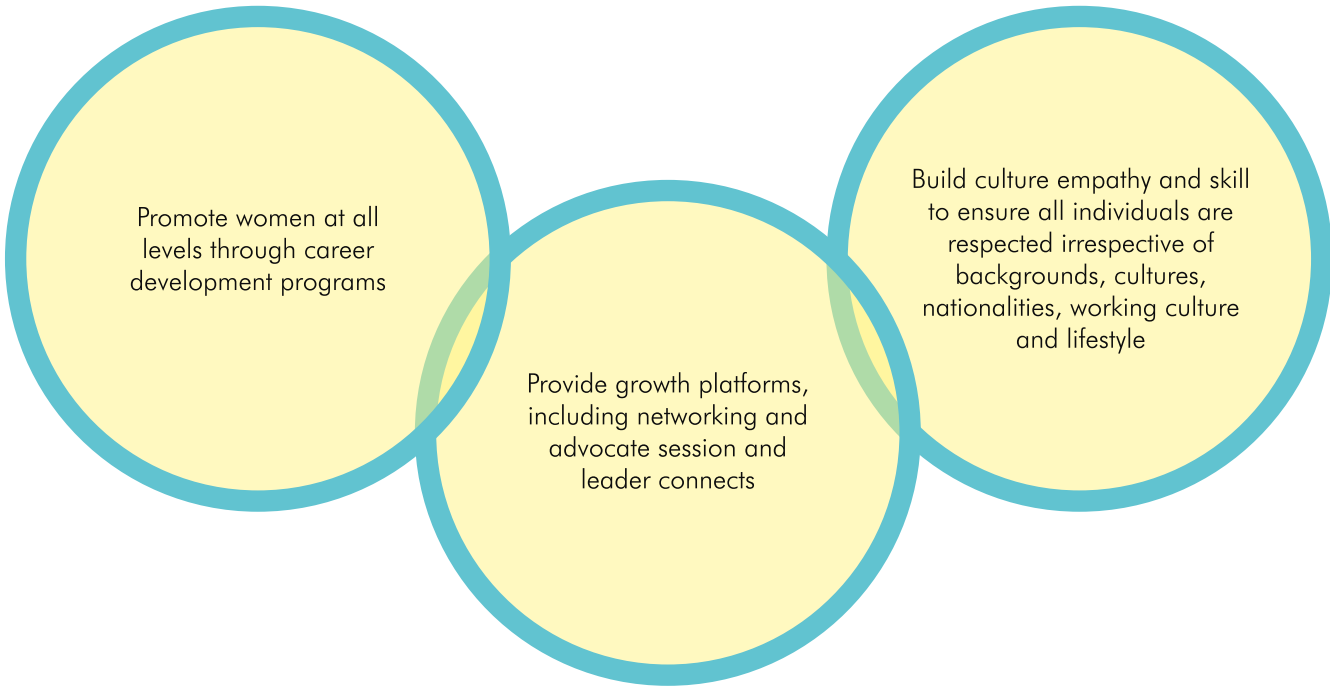
DIVERSITY & INCLUSION

“Our commitment to diversity begins at the highest level, with our Board of Directors. –
40% Women Directors

Our commitment to diversity and inclusion is deep and unwavering and our approach is broad, encompassing our employees, suppliers, partners, and communities. We have long been one of the most transparent companies and in diversity and inclusion. *Strong policies guide our actions, and we continue to innovate new ways to increase diversity, foster inclusion, and impact business results.* We are dedicated to driving progress from the boardroom to our operations worldwide. We aim to make our company a destination for women and underrepresented groups. It's a priority for us—both within our company and among our partners. To make a lasting impact, we are reinventing the standard for diversity. This shapes how our employees at all levels impact industry norms, partner with each other, make hiring and promotion decisions, and serve their communities.



Embracing Diversity, Empowering Inclusion: SAAM Group's Pledge to a Brighter Future!



EMPLOYEE ENGAGEMENT

“When people are financially invested, they want a return. When people are emotionally invested, they want to contribute.”
- Simon Sinek

Employee engagement at SAAM Group is a cornerstone of the company's success, recognizing the intrinsic value of a motivated and involved workforce. SAAM Group understands that engaged employees contribute not only to a positive workplace culture but also to enhanced productivity and overall business performance. By fostering an environment where employees and contractual workers feel valued, heard, and supported, the company ensures a committed workforce that is more likely to go above and beyond in their roles. The benefits of this engagement extend beyond job satisfaction to increase creativity, better problem-solving, and heightened collaboration. SAAM Group recognizes the pivotal role that its employees and contractual workers play in the company's journey, and through effective engagement practices, it strives to create a workplace where everyone feels connected to the company's mission and vision. This commitment to employee engagement not only enhances individual job satisfaction but also contributes to the collective success and growth of SAAM Group. We regularly conduct surveys and focus groups to assess employee engagement and determine if and how perspectives have changed over time. Our surveys and focus groups allow our employees to share their views on our workplace and the importance of various aspects of work life, among other topics. The themes and insights are shared with our Senior Management have been instrumental in shaping our approach to planning for the future of our workplace.

Annual Event

SAAM Group places a strong emphasis on employee well-being and camaraderie by organizing annual events such as the Sports Day and Annual Trips and Blood Donation Camps for all employees. The Annual Sports Day is a celebration of teamwork, healthy competition, and physical well-being. It provides employees with an opportunity to showcase their talents in various sports and recreational activities, fostering a sense of community and promoting a healthy work-life balance. This event not only contributes to physical fitness but also strengthens the bonds among colleagues, creating a positive and collaborative work environment. In addition to the Sports Day, SAAM Group recognizes the importance of relaxation and rejuvenation by organizing Annual Trips for all employees. These trips are designed to provide a break from the routine, allowing employees to unwind and build stronger connections outside the office setting. The Annual Trips contribute to team-building, employee satisfaction, and a sense of appreciation, as they offer a platform for shared experiences and memories.



By incorporating these annual events into its corporate culture, SAAM Group goes beyond the traditional employer-employee relationship, investing in the holistic well-being of its workforce. These initiatives not only enhance employee morale but also contribute to a positive and vibrant workplace, reinforcing SAAM Groups' commitment to creating an inclusive and engaging work environment.





Monetary Bonus and Medical Insurances



Attractive Home Loan Facilities



0 Salary Deduction for Leaves



Conveyance and Travelling Allowances.

Performance Management System

We have the performance management system which is designed to chart performance outcomes and ensure that our employees, teams and departments are aligned with the organization's strategic priorities. Great emphasis is given on continuous feedback exchange and development of employees. All our employees received formal performance appraisal and reviews during the financial years. Apart from performance, potential is assessed on competency dimensions that are aligned with the Company's leadership blueprint for managers and leaders.

Rewards and Recognition

We have a robust system of rewards and recognition, in terms of annual Awards for Excellence, half yearly promotions and unit awards, to motivate our employees. We also encourage each employee's entrepreneurial spirit through various rewards and career development programs.

Training and Development

Training is imperative within the SAAM Group to enhance the skills and knowledge of all employees, including contractual workers. The comprehensive training program covers a variety of pre-determined topics outlined in the training calendar for senior management to all other levels towards bottom line. These topics align with the extensive focus areas of pertinent HR policies, environmental awareness, safety protocols, and more.

The selection of training topics is based on a meticulous training needs analysis, ensuring that the content addresses specific skill gaps and organizational requirements. The SAAM Group recognizes that a well-trained workforce contributes to overall operational efficiency and the achievement of strategic goals.

Therefore, the training calendar is a strategic tool, systematically designed to cover essential aspects that contribute to the professional growth and competence of every team member. 100 % of our employees are covered in imparting trainings.

Employee Welfare

Employee benefits play a crucial role in strengthening the social aspect of ESG (Environmental, Social, and Governance) considerations within SAAM. By providing comprehensive and meaningful benefits, we contribute to the overall well-being of their workforce, fostering a positive and supportive workplace culture.

Robust employee benefits, such as healthcare coverage, retirement plans, flexible work arrangements, and professional development opportunities, demonstrate a commitment to the social welfare of employees. This not only enhances employee satisfaction and engagement but also helps attract and retain top talent.

Avg Training Hrs (FY 2022-23)	Male	Female
Management	2	12
Non-Management	0.48	1.8

OCCUPATIONAL HEALTH & SAFETY

In a textile industry, every thread counts, and so does every worker's safety.

SAAM Group is committed to protecting the safety and health of our employees, our contractors, our customers, and the people in the communities where we operate.

SAAM Group places a paramount emphasis on Occupational Health and Safety (OH&S) to ensure the well-being of its employees and contractual workers.

SAAM Group has a robust Health and Safety Policy in place, meticulously crafted to address the specific needs of the workplace. This policy is not just a document but a living commitment to the well-being of all individuals associated with the organization. The policy is thoroughly explained and effectively communicated to all relevant stakeholders, ensuring a shared understanding of the principles and practices embedded within it. Objectives and targets are established with a keen focus on aligning with the overarching goals of the Health and Safety Policy. This integrated approach ensures that every aspect of the company's operations is conducted in a manner that upholds the highest standards of health and safety. Regular reviews and updates of the policy further guarantee its relevance and effectiveness in adapting to the evolving needs of the workplace and industry standards.

Recognizing the significance of a safe working environment, the company implements rigorous safety measures that extend beyond compliance with regulations. Prioritizing OH&S not only safeguards the physical and mental health of the workforce but also contributes to increased productivity and job satisfaction. Regular training sessions on health and safety are conducted to enhance awareness and equip employees with the necessary skills to identify and mitigate potential risks. SAAM Group adopts a proactive approach, ensuring that workers undergo comprehensive training before commencing their duties. This commitment to ongoing education and a proactive safety culture guarantees that every individual is well-prepared and informed, creating a secure and conducive work environment for all.

Zero

Health Related Injuries at any operational location in FY 22-23.



LOCAL COMMUNITIES

At SAAM, Community engagement is integral to advancing the journey towards Environmental, Social, and Governance (ESG) goals. By involving local communities, we gain valuable insights into the social impact of our operations, fostering transparency and accountability.

Meaningful dialogue with stakeholders ensures that environmental concerns are addressed, social equity is prioritized, and governance structures are robust.

This engagement builds trust, mitigates risks, and aligns industry practices with community values. Ultimately, a collaborative approach enhances sustainability efforts, contributing to a more holistic and responsible business model, which is a cornerstone of ESG success.

Following are the initiatives for engaging with communities by SAAM Group -



"Education" by providing classes in chosen schools



"Blood-Donation Camps" at regular intervals.



"Health-Care" Facilities in hospital chosen by Memorial trust.

2021-22

Funding to -

Pandit Shri Kanta Nath Ji Bhargava Memorial Trust

INR 5777280.00



2022-23

Funding to -

Jan Jagrati Sevarth Sansthan.

INR 10,00,000.00

Pandit Shri Kanta Nath Ji Bhargava Memorial Trust.

INR 600000.00

Shri Jagatbharti Edu. & Charitable Trust.

INR 5,00,000.00

CORPORATE GOVERNANCE

BOARD OF DIRECTORS

The Board and executive management team of SAAM Group offer guidance and assistance to promote responsible business management and strategic decision-making. They establish the fundamental goals of SAAM and allocate responsibility throughout the entire organization.

We believe that a robust governance system is central to create sustainable value. While our efforts are focused on creating and sustaining value, we also ensure that it is conducted in alignment with our defined policy framework for ethical conduct of business. Corporate governance involves a collection of mechanisms and methodologies designed to uphold the proper management of our business operations. Its primary aim is to reinforce accountability, transparency, and equity in all our transactions. These mechanisms and methodologies assist us in overseeing the obligations and roles of the Board, comprehending the interests and considerations of our stakeholders, conducting our business with honesty, and guaranteeing the clear and equitable revelation of the organization's activities. Our policy structure has been crafted to align with the desires of stakeholders and societal anticipations.



Mr. Mukesh Bhargava
Founder & Chairman



Mr. Arman Bhargava
Independent Director



Mr. Shaurya Bhargava
Independent Director



Ms. Rupakshi Bhargava
Independent Director



Ms. Archana Bhargava
Managing Director

GOVERNANCE COMMITTEE

Corporate Social Responsibility Committee

The CSR committee is assigned the responsibility of executing the Company's CSR initiatives.

Members from BOD - Mr. Shaurya Bhargava

Audit Committee

The Audit Committee's role is to supervise the company's financial reporting process and the release of its financial information, ensuring accuracy, adequacy, and reliability of the financial statements.

Members from BOD - Mr. Arman Bhargava

Risk Management Committee

The committee is accountable for developing suitable systems and procedures for continuous identification and analysis of risks, as well as establishing parameters for effective management and mitigation of these risks.

Members from BOD - Ms. Archana Bhargava

Stakeholders' Relationship Committee

The committee's primary focus is addressing Shareholders' concerns and enhancing investor relations. It has the authority to represent the Board in matters related to tradable units, and other related tasks.

Members from BOD - Ms. Rupakshi Bhargava

Nomination, Remuneration & Compensation Committee

This committee is responsible for developing standards to assess the qualifications of Independent Directors and the Board, as well as establishing criteria for determining the remuneration of directors, key managerial personnel, and other employees. They oversee the evaluation process and establish guidelines for these aspects.

Members from BOD - Mr. Mukesh Bhargava



The role of our 5 board committees within a corporate governance framework is crucial for ensuring effective insight and decision-making in specific areas of responsibility. They provide a structured approach to address the complex issues and support the board in fulfilling its fiduciary duties. The highest governance body has assigned certain responsibilities of its insight function to its key committees. The Board regularly updates its nomination criteria to ensure that it maintains a suitable blend of skills and experience in its composition. Typically, each significant committee of the Board conducts executive sessions during their regularly scheduled meetings. In order to strengthen the oversight of specific focus areas, the Board recently divided its committees.

PRINCIPLES OF GOVERNANCE AT SAAM GROUP

Expressing an honest account of the internal workings of the Company, convey this information transparently to external stakeholders.

Ensure a transparent approach and uphold a significant level of disclosure when communicating about the Company's internal operations to external parties.

The Company management and the Board should prioritize the quality, quantity, and timeliness of information exchange between them.

Emphasize the significance of transparency and the maintenance of a substantial level of disclosure.

Corporate governance standards should extend beyond legal requirements, encompassing additional ethical principles, best practices, and guidelines.

Clearly differentiate between personal conveniences and corporate resources, emphasizing the importance of using company resources exclusively for business purposes and not for personal use.



Role of Governance Body in ESG.

The ultimate responsibility for our ESG strategy is held by the President (Sales & Marketing and Sustainability) who reports directly to the MD. The President's primary focus is on the intersection of ESG and innovation within our operational framework. Additionally, to preside over the ESG Committee, which is a subset of our Senior Leadership Team. This committee consists of representatives from various areas of the company, including corporate governance and finance, legal, operations and engineering, employee experience and development, innovation, and business oversight. The role of this Committee involves the review and approval of ESG initiatives and policies. Furthermore, The committee also maintains regular interactions with the Board of Directors and the relevant Board

BUSINESS ETHICS & HUMAN RIGHTS



Our foundational principle that supports all of our business endeavors is integrity. Our HR Head deals with the ethics and compliance initiative, providing regular updates to the Board of Directors and the Audit Committee. Our capable team responsible for ethics and compliance oversees the creation and application of policies, along with our endeavors to supervise and ensure compliance with these policies.

We aim to conduct our business activities in a manner that upholds the human rights, ethical behaviour and dignity of individuals. Our Code of Conduct mandates that every employee, supplier, and vendor must uphold not only each other's human rights but also those of the communities in which we operate. A comprehensive Code of Conduct policy is in effect, governing all tiers of employees, from Directors and senior executives to permanent and temporary staff, as well as third parties such as suppliers and business partners linked to us.

The true Major of a SAAM's success lies not only in its financial performance but also in its other adherence to ethical principles and respect for human right in every face of its operation

Respect for human rights is non-negotiable in our pursuit of sustainability. We recognize and embrace the fundamental principle that every individual is entitled to a life free from discrimination, exploitation, and oppression. We also have Human rights policy in place to ensure that our employees are comfortable at workplace. Incorporating ethics and human rights into our sustainability efforts is not just a legal requirement strategy; it is a reflection of our core values and principles. Our organization stands as a testament to the belief that sustainable development can only be achieved when we prioritize the dignity, rights, and well-being of all individuals. By embracing ethical practices and safeguarding human rights, we pave the way for a more equitable, just, and sustainable future for generations to come. We are in process of initiating human rights assessments in our operations and we make sure that human rights clauses are added in contracts and agreements with concerned stakeholders.



BOARD DIVERSITY
POLICY



CODE OF CONDUCT for
EMPLOYEES

SUSTAINABLE
PROCUREMENT POLICY



DIVERSITY &
INCLUSION POLICY



CODE OF CONDUCT for
SUPPLIERS



EHS POLICY

POLICIES AT SAAM GROUP



HUMAN RIGHTS POLICY



RECRUITMENT &
RETENTION POLICY

RESPONSIBLE
ADVOCACY



RISK MANAGEMENT
POLICY



STAKEHOLDER
ENGAGEMENT POLICY



GRIEVANCE REDRESSAL

SYSTEMATIC RISK MANAGEMENT



We have established a comprehensive approach to handling potential challenges and uncertainties that could affect our ability to achieve our strategic goals. This is called the Risk Management Framework (RMF), which is implemented throughout our operations. The main purpose of this framework is to spot all potential risks and ensure the smooth continuation of our business activities.

Our dedicated risk management team is responsible for examining our risk profile and maintaining the RMF. Moreover, the risk management process is in place to keep the level of risk in check. To independently validate the effectiveness of our risk management and internal control systems, the Audit team provides assurance to the Board through its Committees.

Our Risk Management Framework is designed in a simple and consistent manner, making it easy to identify and evaluate risks in our operations. The framework and associated processes are aimed at preventing incidents and optimizing business outcomes.

They enable our management to:

- Gain a clear understanding of the risk landscape and assess specific risks that could affect our company.
- Determine the most effective strategies for managing these risks and reducing potential negative impacts.
- Address the identified risks using appropriate approaches.
- Continuously monitor and ensure that these risks are managed effectively, stepping in to improve when needed.
- Regularly update the Board about the status of risk management, monitoring, assurance efforts, and any enhancements being implemented.

Our Group Risk Management Framework is designed to ensure that risk management is seamlessly integrated into all aspects of our work. This approach allows us to identify, evaluate, and address risks appropriately across our operations.

OVERALL MANAGEMENT

"Compliance management is not a burden for SAAM, it's an investment in the long-term sustainability and reputation of an organization."

We uphold rigorous standards for ensuring effective compliance management. A core aspect of our approach is to underscore compliance through alignment with our company values. We firmly assert that profitable business operations must be synonymous with upholding the utmost ethical standards.

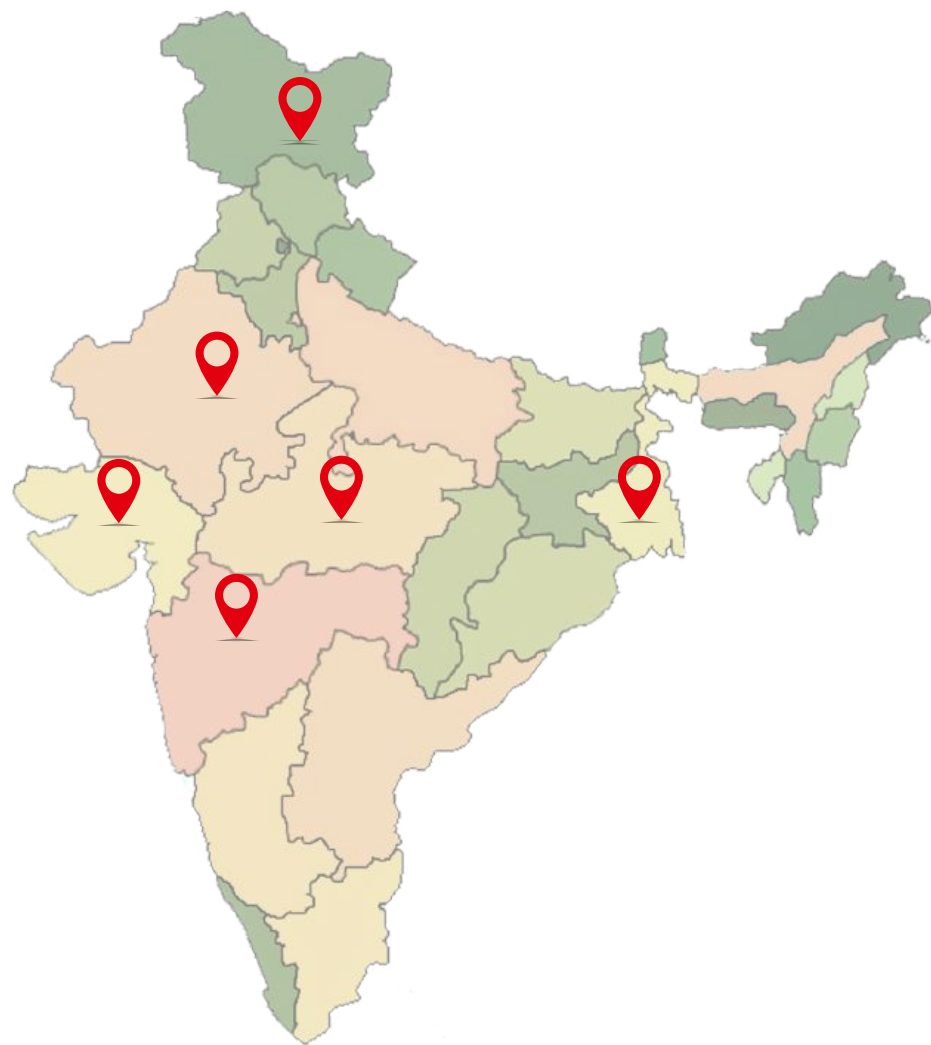
We have established policies, standards, and procedures to guarantee that our business operations adhere to applicable laws, regulations, and ethical standards. The management of other compliance-related issues, as well as internal regulations and guidelines, falls under the purview of the responsible functions.

Our commitment to compliance involves ongoing reviews of our status, with updates to initiatives and programs as needed. This approach considers new requirements and addresses internal and external risks, including those arising from legislative amendments, industry code changes, or shifts affecting our company. Discussions on current compliance matters, trends, and objectives take place with stakeholders, both internally within our compliance organization and externally. We prioritize our people by ensuring the availability of adequate resources and skills, defining clear roles and responsibilities, and aligning and harmonizing goals based on employee feedback. Additionally, we regularly evaluate and adjust our organizational structure to meet evolving business needs.

Twice a year, at a minimum, our HR Manager provides Senior Management with comprehensive reports on the status of our compliance activities, potential risks, and any serious compliance violations. This includes updates on our compliance status and continuous improvement initiatives. The HR Manager oversees all relevant functions responsible for ensuring compliance in specific areas of concern.



SUSTAINABLE PROCUREMENT



Our Suppliers' Geographies across India

Rajasthan
(Bhilwara, Kota, Ajmer, Banswara)

Gujarat
(Vapi, Surat, Ahmedabad)

Maharashtra
(Nagpur, Bhiwandi)

West Bengal
(Kolkata)

Jammu & Kashmir
(Katawa)

Madhya Pradesh
(Gwalior)

In an era where environmental concerns and social responsibilities are at the forefront of global discourse, sustainable procurement emerges as a crucial element in an organization's commitment to a better world. This chapter delves into our approach to sustainable procurement, elucidating the Suppliers Code of Conduct, Supplier Selection Criteria, and Training for Suppliers on Sustainability Topics, and the imperative practice of Suppliers Audit at regular intervals.

At the heart of our sustainable procurement strategy lies the Suppliers Code of Conduct. We firmly believe that every factor in the supply chain plays a vital role in achieving sustainability goals. Our Suppliers Code of Conduct outlines the ethical, social, and environmental expectations we have for our suppliers. It encompasses principles such as respect for human rights, fair labour practices, environmental stewardship, and transparency.

Through this code, we establish a shared commitment to the betterment of communities and the preservation of the planet. Selecting the right suppliers is crucial for embedding sustainability throughout our supply chain. Our Supplier Selection Criteria go beyond traditional considerations and prioritize sustainability performance as a fundamental criterion. When evaluating potential suppliers, we assess their environmental impact, social practices, and ethical conduct, in addition to their product quality, reliability, and cost-effectiveness.

There were no new suppliers added in last two years.

However, supplier selection criteria is in place and we will be implementing it while taking the new suppliers on-board.

PROCEDURE FOR SUSTAINABLE PROCUREMENT



Through a rigorous evaluation process, we identify suppliers who align with our sustainability goals and exhibit a proactive commitment to minimize their ecological footprint and social impact. By engaging with suppliers who embody these values, we forge partnerships that promote responsible business practices and enable mutual growth while minimizing negative externalities.

Recognizing that knowledge empowers change, we offer comprehensive training to our suppliers on various sustainability topics. Through workshops, webinars, and resources, we ensure that our suppliers are equipped with the information and tools necessary to integrate sustainable practices into their operations.

These sessions cover a range of subjects including eco-friendly manufacturing processes, ethical labor practices, energy efficiency, waste reduction, and responsible sourcing of materials. This not only elevates the practices of individual suppliers but amplifies the positive impact across the entire supply chain.



As a socially responsible entity, we acknowledge these responsibilities and actively work to safeguard the privacy of our stakeholders.

We have established a comprehensive data privacy framework which revolves around pillars like Consent and Transparency, Robust Security Measures, Data Minimization and Purpose Limitations.

We have also established Data privacy policy that extends across every facet of our operations and is well communicated to our stakeholders.

We have also designated a IT Team who is responsible for overseeing our data privacy efforts. The IT Team ensures that designed framework and policy shall be implemented within the organization, and serves as a point of contact for privacy -related concerns.

Innovation is the lifeblood for us being key players textile industry, spurring creativity, and adaptation to evolving consumer demands and environmental concerns. We are constantly seeking breakthroughs in materials, processes, and designs to meet the growing demand for sustainable and environmentally friendly products. Sustainable fibers used by us have gained traction, reducing the carbon footprint.

Product stewardship is not just a matter of compliance but a strategic approach to win consumer trust and meet regulatory requirements.

We are committed to being conscientious consumers and, at the same time, improving cost-efficiency and bolstering our reputation. Our steadfast dedication to maintaining top-notch quality standards extends across our entire supply chain. We procure yarn locally from India's foremost spinning mills, and our rigorous internal inspection system ensures that we uphold exceptional quality standards in all our raw materials.

Furthermore, we've made a significant investment in a new weaving facility within a "TEXTILE PARK" approved by the Government of India. This facility is equipped with state-of-the-art Air Jet Looms, enabling us to produce cost-effective, high-quality textile products tailored to meet our customers' needs. Our plant, which excels in operational excellence, has become a benchmark for related engineering and advisory companies.



Our fabrics meet international testing standards, including parameters related to physical attributes and color fastness. They are independently certified by renowned testing laboratories such as SGS and ITS. We also possess expertise in color matching and designing for production.

Embarking on
excellence

OUR PRODUCTS



▲
School uniform fabrics

Corporate wear fabrics
▼



GRI CONTENT INDEX

The table below provides the linkage between the material aspects identified through our materiality assessment exercise and the GRI Standards aspects, followed by the GRI Standards content index.

GRI STANDARD	DISCLOSURE	LOCATION
GENERAL STANDARDS		
2-1	Organizational details	4-6
2-2	Entities included in the organization's sustainability reporting	7
2-3	Reporting period, frequency and contact point	7
2-4	Restatements of information	Not reported
2-5	External assurance	NA
2-6	Activities, value chain and other business relationships	4-6
2-7	Employees	33-35
2-8	Workers who are not employees	Not reported
2-9	Governance structure and composition	39-40
2-10	Nomination and selection of the highest governance body	40-41
2-11	Chair of the highest governance body	Not reported
2-12	Role of the highest governance body in overseeing the management of impacts	Not reported
2-13	Delegation of responsibility for managing impacts	Not reported
2-14	Role of the highest governance body in sustainability reporting	39
2-15	Conflicts of interest	Not reported
2-16	Communication of critical concerns	40
2-17	Collective knowledge of the highest governance body	Not reported
2-18	Evaluation of the performance of the highest governance body	40

GRI STANDARD	DISCLOSURE	LOCATION
2-19	Remuneration policies	Not reported
2-20	Process to determine remuneration	Not reported
2-21	Annual total compensation ratio	Not reported
2-22	Statement on sustainable development strategy	Not reported
2-23	Policy commitments	42-43
2-24	Embedding policy commitments	Not reported
2-25	Processes to remediate negative impacts	45
2-26	Mechanisms for seeking advice and raising concerns	45
2-27	Compliance with laws and regulations	45
2-28	Membership associations	Not reported
2-29	Approach to stakeholder engagement	9-11
2-30	Collective bargaining agreements	Not reported
3-1	Process to determine material topics	12
3-2	List of material topics	12
3-3	Management of material topics	12
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	8
201-2	Financial implications and other risks and opportunities due to climate change	Not reported
201-3	Defined benefit plan obligations and other retirement plans	Not reported
201-4	Financial assistance received from government	Not reported
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not reported
202-2	Proportion of senior management hired from the local community	Not reported
203-1	Infrastructure investments and services supported	Not reported
203-2	Significant indirect economic impacts	Not reported
204-1	Proportion of spending on local suppliers	46
205-1	Operations assessed for risks related to corruption	Not reported
205-2	Communication and training about anti-corruption policies and procedures	Not reported
205-3	Confirmed incidents of corruption and actions taken	Not reported

GRI STANDARD	DISCLOSURE	LOCATION
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	42,45
207-1	Approach to tax	Not reported
207-2	Tax governance, control, and risk management	44
207-3	Stakeholder engagement and management of concerns related to tax	Not reported
207-4	Country-by-country reporting	Not reported
ENVIRONMENT PERFORMANCE		
301-1	Materials used by weight or volume	29
301-2	Recycled input materials used	29
301-3	Reclaimed products and their packaging materials	Not reported
302-1	Energy consumption within the organization	19
302-2	Energy consumption outside of the organization	Not reported
302-3	Energy intensity	19
302-4	Reduction of energy consumption	23
302-5	Reductions in energy requirements of products and services	Not reported
303-1	Interactions with water as a shared resource	24
303-2	Management of water discharge-related impacts	Not reported
303-3	Water withdrawal	24 3 Party Water (Other Water) = 1812000 L
303-4	Water discharge	Not reported
303-5	Water consumption	24 Total Water Consumption = 1812000 L
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not reported
304-2	Significant impacts of activities, products and services on biodiversity	Not reported
304-3	Habitats protected or restored	Not reported
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not reported
305-1	Direct (Scope 1) GHG emissions	21
305-2	Energy indirect (Scope 2) GHG emissions	21

GRI STANDARD	DISCLOSURE	LOCATION
305-3	Other indirect (Scope 3) GHG emissions	22
305-4	GHG emissions intensity	23
305-5	Reduction of GHG emissions	23
305-6	Emissions of ozone-depleting substances (ODS)	Not reported
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not reported
306-1	Waste generation and significant waste-related impacts	27- 28
306-2	Management of significant waste-related impacts	27-28
306-3	Waste generated	28
306-4	Waste diverted from disposal	27 -28
306-5	Waste directed to disposal	27-28
307-1	Non-compliance with environmental laws and regulations	None
308-1	New suppliers that were screened using environmental criteria	Not reported
308-2	Negative environmental impacts in the supply chain and actions taken	Not reported
SOCIAL PERFORMANCE		
401-1	New employee hires and employee turnover	31
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	33-35
401-3	Parental leave	Not Reported
402-1	Minimum notice periods regarding operational changes	Not reported
403-1	Occupational health and safety management system	36
403-2	Hazard identification, risk assessment, and incident investigation	36
403-3	Occupational health services	36
403-4	Worker participation, consultation, and communication on occupational health and safety	36
403-5	Worker training on occupational health and safety	35
403-6	Promotion of worker health	36
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36
403-8	Workers covered by an occupational health and safety management system	36
403-9	Work-related injuries	36

GRI STANDARD	DISCLOSURE	LOCATION
305-3	Other indirect (Scope 3) GHG emissions	22
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403-6	Promotion of worker health	36
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36
403-8	Workers covered by an occupational health and safety management system	36
403-9	Work-related injuries	36

GRI STANDARD	DISCLOSURE	LOCATION
403-10	Work-related ill health	36
404-1	Average hours of training per year per employee	35
404-2	Programs for upgrading employee skills and transition assistance programs	33-35
404-3	Percentage of employees receiving regular performance and career development reviews	Not reported
405-1	Diversity of governance bodies and employees	32
405-2	Ratio of basic salary and remuneration of women to men	Not reported
406-1	Incidents of discrimination and corrective actions taken	32
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not reported
408-1	Operations and suppliers at significant risk for incidents of child labor	46
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not reported
410-1	Security personnel trained in human rights policies or procedures	42
411-1	Incidents of violations involving rights of indigenous peoples	Not reported
412-1	Operations that have been subject to human rights reviews or impact assessments	35
412-2	Employee training on human rights policies and procedures	35
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not reported
413-1	Operations with local community engagement, impact assessments, and development programs	37
413-2	Operations with significant actual and potential negative impacts on local communities	37
414-1	New suppliers that were screened using social criteria	46-47
414-2	Negative social impacts in the supply chain and actions taken	Not reported
415-1	Political contributions	Not reported
416-1	Assessment of the health and safety impacts of product and service categories	49
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not reported
417-1	Requirements for product and service information and labeling	49
417-2	Incidents of non-compliance concerning product and service information and labeling	Not reported

GRI STANDARD	DISCLOSURE	LOCATION
417-3	Incidents of non-compliance concerning marketing communications	Not reported
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	48
419 -1	Non-compliance with laws and regulations in the social and economic area	45



SAAM TEXTILES

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