

# Sportking INDIA LTD.

(Govt. Recognised Three Star Export House)

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E-mail : sportking@sportking.co.in CIN No. L17122PB1989PLC053162  
Website : www.sportking.co.in GST No.: 03AAACS3037Q1ZA

SIL/2023-24/SE

21.08.2023

To <b>BSE Limited</b> Phiroze Jeeheebhoy Towers, Dalal Street, Mumbai-400001	To <b>National Stock Exchange of India Ltd,</b> Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai- 400051
<b>Script Code: 539221</b>	<b>Symbol: SPORTKING</b>

## Sub: Business Responsibility and Sustainability Report

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23, which also forms part of the 34<sup>th</sup> Annual Report of the Company.

You are requested to please take the same on your records.

**For SPORTKING INDIA LIMITED**

**LOVLESH VERMA**  
**COMPANY SECRETARY**  
**(ACS: 34171)**

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING FORMAT**

**SECTION A: GENERAL DISCLOSURES:**

**I. Details of the Listed Entity:**

1.	Corporate Identity Number	L17122PB1989PLC053162
2.	Name of the Listed Entity	Sportking India Limited
3.	Year of incorporation	1989
4.	Registered office address	Village Kanech, Near Sahnewal, GT Road, Ludhiana-141120
5.	Corporate address	Village Kanech, Near Sahnewal, GT Road, Ludhiana-141120
6.	E-mail	<a href="mailto:cs@sportking.co.in">cs@sportking.co.in</a>
7.	Telephone	0161-2845456
8.	Website	<a href="http://www.sportking.co.in">www.sportking.co.in</a>
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd National Stock Exchange of India Limited
11.	Paid-up Capital (INR)	201192000
12.	Name and contact details (telephone, email address) of the person whom may be contacted in case of any queries on the BRSR report	Mr. Lovlesh Verma Company Secretary & Compliance Officer Email Address: <a href="mailto:cs@sportking.co.in">cs@sportking.co.in</a>
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made under this report are on standalone basis.

**II. Products/services:**

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of Cotton/ Polyester Cotton Blended Yarn / Synthetic Yarn	100%

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Textiles	131	100%

**III. Operations:**

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

Location	Number of plants	Number of offices	Total
National	3	3 (Offices are at Plant Premises)	3
International	Nil	Nil	Nil

17. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	19 States
International (No. of Countries)	More than 30

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

Exports contributes around 47% of the total turnover of the entity.

c. A brief on types of customers:

In domestic markets, we are selling majority of Product through our dealers. Our exports go to more than 30 countries. For export of its product, Company is working directly as well as through Agents with the overseas customers.

IV. **Employees**

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. NO.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent(D)	515	496	96.31%	19	3.69%
2.	Other than Permanent (E)	Nil				
3.	<b>Total employees (D+E)</b>	<b>515</b>	<b>496</b>	<b>96.31%</b>	<b>19</b>	<b>3.69%</b>
<b>WORKERS</b>						
4.	Permanent(F)	5140	2869	55.82%	2271	44.18%
5.	Other than Permanent(G)	Nil				
6.	<b>Total workers (F+G)</b>	<b>5140</b>	<b>2869</b>	<b>55.82%</b>	<b>2271</b>	<b>44.18%</b>

b. Differently abled Employees and workers:

S. NO.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent(D)	-	-	-	-	-
2.	Other than Permanent(E)	-	-	-	-	-
3.	<b>Total differently abled employees (D+E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	19	17	89.47%	2	10.53%
5.	Other than permanent (G)	-	-	-	-	0.00%
6.	<b>Total differently abled workers (F+G)</b>	<b>19</b>	<b>17</b>	<b>89.47%</b>	<b>2</b>	<b>10.53%</b>

19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	2	33.33%
Key Management Personnel*	3	0	0.00%

\*Key Managerial Personnel are as defined under section 203(1) of the Companies Act, 2013 (KMP).

The above information pertains only to the Company as at 31<sup>st</sup> March, 2023.

**20. Turnover rate for permanent employees and workers:**
*(Disclose trends for the past 3 years)*

	FY2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	19.07	5.40	18.56	14.50	17.64	14.61	7.95	18.18	8.31
<b>Permanent Workers</b>	74.52	60.23	68.32	75.15	57.84	67.79	63.43	58.81	61.41

**V. Holding, Subsidiary and Associate Companies (including joint ventures):**
**21. (a) Names of holding/subsidiary /associate companies/joint ventures:**

S No.	Name of the holding/ subsidiary/ associate companies / joint ventures(A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity?(Yes/No)
	Nil	N.A.	Nil	N.A.

**VI. CSR Details:**
**22.**

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover (in Rs.)	220502.30 Lakhs
(iii)	Net worth (in Rs.)	89971.32 Lakhs

**VII. Transparency and Disclosures Compliances:**
**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2022-23			2021-22		
		Number of complaints filed during the year	Number of complaint pending resolution at close of the year	Remarks	Number of Complaints filed During the year	Number pending resolution at close of the year	Remarks
Communities	Yes, the complaints of the communities are redressed on a one-to-one basis and the medium of communication is in-person meetings	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes, the complaints are received by mail and forwarded to the respective departments meant to solve.	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes. Company's Registrar & Transfer Agent, M/s. Beetal Financial & Computer Services Pvt Ltd., looks after all the grievances/enquiries/queries of Shareholders/ Investors. There is a dedicated e-mail address of the Company viz <a href="mailto:cs@sportking.co.in">cs@sportking.co.in</a> for escalating unresolved investor grievances. Further shareholder has option to raise their concern/complaint through SEBI registered SCORES portal.	23	Nil	Fully Resolved	18	0	Fully Resolved

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2022-23			2021-22		
		Number of complaints filed during the year	Number of complaint pending resolution at close of the year	Remarks	Number of Complaints filed During the year	Number pending resolution at close of the year	Remarks
Employees and workers	Yes, the grievance of the employees and workers are redressed through emails, or open forum meetings	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes. Customers address their grievances through e-mail on <a href="mailto:rashimjindal@sportking.co.in">rashimjindal@sportking.co.in</a> or quick contact placed on Company's website: <a href="http://www.sportking.co.in">www.sportking.co.in</a>	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes. Value Chain Partners can raise their grievances by writing to the concerned functional head or location head. The same is attended promptly by the concerned head	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

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

The material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as under:

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications Of the risk or opportunity (Indicate positive or negative implications)
1.	Roof top Solar Power Plant to save on electricity/power cost.	Opportunity	In FY 2021-22 the Company had successfully commissioned 10.2 MW Solar Power Plant at its Bathinda Unit. Further In endeavour to contribute to the environment, company in process of implementation of additional 15 MW Rooftop Solar Power Project which likely to be commissioned by September 2023.	NA	Positive Implications
2.	Supply of Good quality raw cotton at reasonable prices.	Risk	The raw cotton, is the main raw material for the manufacturing of yarns but it is dependent on the forces of nature i.e. Monsoon. Any change in the monsoon may impact the cotton crop, prices as well as the farming community.	Strategic Purchases along with Import the raw cotton from the overseas countries as per requirement.	Positive Implications

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications Of the risk or opportunity (Indicate positive or negative implications)
3.	Environmental Footprint-Water Management	Risk	Water forms an indispensable part of company operations as well as the Community. Due to climate change, we may face an increase in extreme weather events, leading to resource shortages from drought-like situations and extreme heat wave.	Employee education for saving water and making efficient use of water in unit. Effluent Treatment plant (ETP) and Sewage Treatment Plant Rainwater harvesting at all plant	Positive Implications

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES:**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Mandatory Polices are available on the Company's website at <a href="http://www.sportking.co.in">www.sportking.co.in</a>								
2. Whether the entity has translated the policy into procedures.(Yes /No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g.SA8000,OHSAS,ISO,BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>• GLOBAL ORGANIC TEXTILE STANDARD 6.0</li> <li>• OEKO-TEX STANDARD 100</li> <li>• ORGANIC CONTENT STANDARD 3.0 (OCS3.0)</li> <li>• GLOBAL RECYCLED STANDARD (GRS) - VERSION 4.0</li> <li>• ISO 9000: 2015</li> <li>• Better Cotton Initiative</li> <li>• Fair Trade</li> <li>• CMA Certificate</li> <li>• INDITEX Certificate</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Though not set any such specific commitment goals, we continue to adhere all the guiding principles.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Governance, leadership and oversight																		
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):</b>  We are dedicated to promoting community efforts that drive improvements in rural development and women empowerment We prioritize the conservation of natural resources and improving operational efficiencies to minimize our environmental footprint. We aim to build resilience in our business and among our stakeholders, and we monitor our activities and their environmental and social impacts to ensure that we create value for all stakeholders.																		
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</b>										Name: Mr. Munish Avasthi Designation: Chairman and Managing Director DIN: 00442425								
<b>9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</b>										Yes, The Risk Management Committee and the Corporate Social Responsibility Committee constituted by the Board of Directors of the Company evaluate the sustainability related issues from time to time.								
<b>10.Details of Review of NGRBCs by the Company:</b>																		
Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency(Annually/Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	All the policies are reviewed periodically or on a need basis by department heads, business heads, senior management personnel/ respective committees and placed before the Board of Directors as and when required. In the assessment, the efficacy of these policies is also reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Board of Directors reviews the Statutory Compliances on applicable laws.																	
<b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).If yes, provide name of the agency.</b>	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	No								
<b>12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable</b>																		
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	<b>Not applicable</b>								
The entity does not consider the Principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/No)																		
Any other reason (please specify)																		

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

**Essential Indicators**
**1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total Number of Training and awareness programmes hold	Topics/Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	The Company conducts familiarization programmes for its Board of Directors at for discussing various topics such as Corporate Governance, changes in industry scenario, Corporate Social Responsibility, Business Growth and sustainability and various other regulatory updates.	100%
Key Managerial Personnel	1	The Company conducts familiarization programmes for its KMP for discussing various topics such as Corporate Governance, changes in industry scenario, Corporate Social Responsibility, Business Growth and sustainability and various other regulatory updates.	100%
Employees other than BOD and KMPs	31	The Employee was given sessions on health & safety, Conservation of Water & Energy, and skill development programme.	59%
Workers	45	The Workers were given sessions on health & safety, Conservation of Water & Energy, Training with regard to operation of Fire Fighting Equipment's, Machine Operating Training, Mock Drill and Prevention of Sexual Harassment (POSH) at workplace.	80%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?(Yes/No)
Penalty/Fine	No Material Penalty imposed on the company.				
Settlement	Nil				
Compounding fee	Nil				
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred?(Yes/No)
Imprisonment	Nil				
Punishment	Nil				



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

Not Applicable

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

The Code of Conduct and Vigil Mechanism/ Whistle Blower Policy covers anti-corruption or anti-bribery related requirements.

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

No such action taken during the FY 2022-23 and FY 2021-22

6. Details of complaints with regard to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of the <b>Directors</b>	NIL	NA	NIL	NA
No. of complaints received in relation to issues of Conflict of Interest of the <b>KMPs</b>	NIL	NA	NIL	NA

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

Not Applicable

#### Leadership Indicators

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

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

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

Yes, we have processes in place to avoid and manage conflict of interests involving members of the Board. The company has a "Code of Conduct for Board of Directors" that follows the full process as prescribed under SEBI LODR and Companies Act, 2013. The code of conduct requires Directors/Senior Management personnel shall not engage in any business, relationship or activity, which may be in conflict with the interests of the Company.

#### PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe:

##### Essential Indicators

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

Category	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	R & D process done at Units are for process improvement. There is no R&D investment made in the area to improve the environmental and social impacts of product and processes.		
Capex	7.13%	Nil	Installation of Solar Power Plant

2. a. Does the entity have procedures in place for sustainable sourcing?

We have a dedicated raw cotton department to monitor raw cotton availability and its price fluctuations. Our cotton selector visit different cotton growing areas and their strategies enable us to help in procurement of better / sustainable cotton.

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

Our major raw material is cotton for which we use the best quality cotton as per buyer's requirement, Further we procure sustainable cotton about 17% from certified vendors who are compliant with social and environmental standards.

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

The Company has installed Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) for in house treatment of process/ domestic waste water which is disposed in to its own land for plantation purpose as per the norms of regulatory authorities.

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

The Company is responsible for safe disposal of the waste generated during the production process. The residual waste of treated water is sent to an authorized recycler approved by respective State Pollution Control Board (SPCB) and the Central Pollution Control Board (CPCB).

**Leadership Indicators**

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

No Life Cycle Assessment has been carried out for any product of the Company.

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

Not Applicable

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

Not Applicable

**4. Of the products and packaging reclaimed at end of life of products, amount(in metric tonnes) reused, recycled, and safely disposed of:**

Not Applicable

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

Not Applicable

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

**Essential Indicators**

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

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	496	Covered through ESI and some employees who are exempted from ESI are covered under employee's Group insurance policy.	496	100%	NA	NA	NA	NA	Have creches in all units		
Female	19		19	100%	19	100%	NA	NA			
<b>Total</b>	<b>515</b>		<b>515</b>	<b>100%</b>	<b>19</b>	<b>100%</b>	NA	NA			

Category	% of Employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Other than Permanent Employees</b>											
Male	Nil										
Female											
<b>Total</b>											

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	2869	Covered through ESI.	2869	100%	Covered through ESI.		NA	NA	Have creches in all units		
Female	2271		2271	100%			NA	NA			
<b>Total</b>	<b>5140</b>		<b>5140</b>	<b>100%</b>			<b>NA</b>	<b>NA</b>			
<b>Other than Permanent Workers</b>											
Male	Nil										
Female											
<b>Total</b>											

**2. Details of retirement benefits, for Current FY and Previous FY:**

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	66.67%	99.35%	Y	65.60%	99.50%	Y

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

All the premises / offices of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

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

We do not have an exclusive policy, but the Company is committed for an equal opportunity to employees and values them irrespective of gender, marital status, sexuality, race, ethnic or national origin, colour, political or religious belief, disability or age. However but the company doesn't discriminate anyone based on their disabilities.

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

Female employees covered under ESI is entitled for six months maternity leave and during the said period full salary is paid and on completion of maternity leave they resume their duty.

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

	Yes/No (If Yes, then give details of the mechanism in brief)
<b>Permanent Workers</b>	1. The employees may specify their grievance to their head and they also have the option of raising a grievance directly to the HR head.  2. The Company has established a whistle blower policy/vigil mechanism to address the issues relating to ethics, bribery, corruption, sexual harassment or any discrimination of permanent employees and other than permanent employees. For this purpose the Company has a dedicated e-mail id i.e. <a href="mailto:cs@sportking.co.in">cs@sportking.co.in</a>  3. The company's Vigil mechanism empowers the employees and other stakeholders who have concerns about suspected misconduct, unethical behaviour, actual or suspected fraud or violation of the Code of Conduct or ethics policy, to come forward and express their concerns without fear of punishment or unfair treatment.  4. The company has also established Grievance Committee. The employees and workers can address their grievances to the committee.  5. The Company is committed to providing a safe and conducive work environment to all its employees and all women employees whether permanent, temporary or contractual and in this regard as per the requirement of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act") the Company has formulated and implemented a policy on prevention, prohibition and redressal of complaints related to sexual harassment of women at the workplace.
<b>Other than Permanent Workers</b>	
<b>Permanent Employees</b>	
<b>Other than Permanent Employees</b>	

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

The Company has no such Association/ Union. However, the Company recognises the right to freedom of Association.

**8. Details of training given to employees and workers:**

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up gradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	496	-	-	496	100%	460	-	-	460	100%
Female	19	-	-	19	100%	17	-	-	17	100%
<b>Total</b>	<b>515</b>	-	-	<b>515</b>	<b>100%</b>	<b>477</b>	-	-	<b>477</b>	<b>100%</b>
<b>Workers</b>										
Male	2869	2869	100%	2869	100%	2640	2640	100%	2640	100%
Female	2271	2271	100%	2271	100%	1939	1939	100%	1939	100%
<b>Total</b>	<b>5140</b>	<b>5140</b>	<b>100%</b>	<b>5140</b>	<b>100%</b>	<b>4579</b>	<b>4579</b>	<b>100%</b>	<b>4579</b>	<b>100%</b>

**Note: The above data did not include Apprentice/Trainee.**

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

100% of employees/workers have received performance and career development reviews.

**10. Health and safety management system:**

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

Yes, Keeping in view the nature of the Industry, the Company has well defined Occupational health and Safety Policy and supporting processes to ensure the safety and well-being of its employees and workers Additionally, trainings are conducted to build awareness about occupational health and safety.

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

The company is engaged in the manufacturing of yarns. The company identifies the occupational health and safety risks, for its business activities, processes, products or services and assess the risk on routine basis. Based on the assessment we follow hierarchy of controls to be implemented.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.**

Yes, Workers/Employees from lower to higher hierarchy can at any time report genuine concerns to management. The company investigate and takes necessary corrective actions so that such incident could be eliminated.

- d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services?**

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

The Company always make efforts to provide a safe, productive and positive environment for employees/workers. The Company has also taken several measures to prevent and mitigate significant occupational health & safety impacts which are given hereunder:

- Provision and maintenance of fire detection, alarm and suppression systems.
- Regular site review, inspections and audits to assess safety preparedness.
- Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation etc.
- Regular meetings and training, educating workers and employees regarding safety and healthy workplace.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of locations covered through internal audits
Working Conditions	NA

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

No significant risks or incident had occurred.

**Leadership Indicators**
**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

(A) Employees- Yes

(B) Workers - Yes

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

The Company timely discuss with the value chain partners with regard to timely deduction and deposit of statutory dues with the Authority as per applicable laws, rules and regulations. In case of any difficulty by the value chain partner, they can approach the Company for help.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	Nil		No high consequence of work related injuries	
Workers				

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

Since inception, the Company has not undertaken any retrenchment of employees owing to business exigencies or employees not having the requisite skills to do the required job. Skilling up gradation of all employees remains a continuous activity in the Company.

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

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

Not Applicable

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.**

**Essential Indicators**

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

The Company has mapped its internal as well as external stakeholders to deepen its insights into their needs and expectations and to develop sustainable strategies for the short, medium and long term. Key stakeholders of the Company are Shareholders/ Investors, Government and Regulators, Employees, Customers, Bankers/ Financial Institutions and Suppliers. The given stakeholder groups have the immediate impact on the operations and working of the company.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please Specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees/ Workers	No	Inter Office Memo, one-to-one counselling, training programmes, Emails, Meetings.	Ongoing	To boost the morale and to motivate them and to convey any information required to convey.
Vendors		Vendor Meetings, Calls, emails, seminars, exhibitions.	Ongoing	To develop stronger relationship with the Vendors and to ensure regular supply of material in time.
Customers		Website, Email, Customer visits, Calls, Surveys, official communication channels.	As per the Requirement on need to know basis.	To understand Customers Preferences and attitude towards the Products.
Govt Regulators		Email, E-Filings, Newspaper, Advertisements, Websites, Office Visits.	As and when required during the course of the Business.	To maintain Statutory records, to resolve issues, if any and to focus on Education, Employability and Entrepreneurship.
Shareholder & Investors		Annual General Meetings, Email, E-Filings, Newspaper, Advertisements, Website, Meetings and Annual Reports.	As per the Requirement of laws and regulations and ongoing	Understanding investors expectations and resolving concerns relating to Company and its services/ products.
Bankers & Financial Ins.		Website, Email, Consortium Meetings, One to one Meetings, Letters and routine reporting's .	On-going basis	To avail loans and finance from them and to sanction any other facility.

**Leadership Indicators**

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

Stakeholder engagement is critical to deepen dialogue and develop our understanding of important business and societal issues. We use various platforms where stakeholders engage on issues pertaining to the economic, environmental & social topics. The relevant information is shared with the Board of Directors of the Company regularly. The Board of Directors, through Risk Management and reviews, monitors, and provides strategic direction to the Company's social responsibility obligations

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

The consultation with the stakeholders always helps the company in devising company's policy on economic, environmental, and social topics.

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

The Company supports the government's endeavour towards the CSR Rules and implements various initiatives with the mission to uplift and to improve disadvantaged, vulnerable and marginalised segments of society. We undertake CSR initiatives on healthcare, education and community development.

**PRINCIPLE 5: Businesses should respect and promote human rights.**

The Company's continuous endeavour is to provide a safe, productive and positive environment for our employees that are free from any form of discrimination, including but not limited to sexual harassment. The Company always support the human rights.

**Essential Indicators**

**1. Employees and workers who have been provided training on human rights issues and policies of the entity, in the following format:**

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of Employees, workers covered (B)	% (B/ A)	Total (C)	No. of Employees, workers covered (D)	% ( D/C)
<b>Employees</b>						
Permanent	515	515	100%	477	477	100%
Other than Permanent	Nil					
<b>Total Employees</b>	<b>515</b>	<b>515</b>	<b>100%</b>	<b>477</b>	<b>477</b>	<b>100%</b>
<b>Workers</b>						
Permanent	5140	5140	100%	4579	4579	100%
Other than permanent	Nil					
<b>Total Workers</b>	<b>5140</b>	<b>5140</b>	<b>100%</b>	<b>4579</b>	<b>4579</b>	<b>100%</b>

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. ( C)	% (C / A)		No. (E)	% (E/ D)	No. ( F)	% (F/ D)
<b>Employees</b>										
<b>Permanent</b>	515	97	18.83%	418	81.17%	477	115	24.11%	362	75.89%
Male	496	93	18.75%	403	81.25%	460	108	23.48%	352	76.52%
Female	19	4	21.05%	15	78.95%	17	7	41.18%	10	58.82%
<b>Other than Permanent</b>	Nil									
Male	Nil									
Female	Nil									
<b>Workers</b>										
<b>Permanent</b>	5140	3976	77.35%	1164	22.65%	4579	3512	76.70%	1067	23.30%
Male	2869	1799	62.70%	1070	37.30%	2640	1702	64.47%	938	35.53%
Female	2271	2177	95.86%	94	4.14%	1939	1810	93.35%	129	6.65%
<b>Other than Permanent</b>	Nil									
Male	Nil									
Female	Nil									



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

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors(BOD)- Independent Director	2	50000	1	50000
Key Managerial Personnel*	4	1406663	0	NA
Employees other than BOD and KMP	492	285900	19	190656
Workers	2869	137040	2271	137040

\*KMP Remuneration includes Managing Director, Wholetime Director, Chief Financial Officer and Company Secretary.

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

Yes

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

The Company has a Vigil Mechanism and Whistle Blower Policy. The purpose of the Whistle Blower policy is to report any unethical practice observed without the risk of victimization, discrimination or disadvantage. No unfair treatment will be meted out to a Whistle Blower by virtue of his/her having reported a protected disclosure under this Policy. The Company condemns any kind of discrimination, harassment victimization or any other unfair employment practice being adopted against the Whistle Blower. The Company has a Policy on Prevention of Sexual Harassment in the Workplace. The enquiry process ensures that the inquiry will be conducted confidentially.

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

	FY 2022-23			FY 2021-22		
	Filed during the Year	Pending Resolution at the end of the Year	Remarks	Filed during the Year	Pending Resolution at the end of the Year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

The Company has Internal Complaint Committees (ICC) to address any kind of complaint w.r.t., Sexual Harassment. All complaints of sexual harassment will be kept and treated as confidential to the extent practicable under the circumstances. Only those individuals who receive the complaint or are necessarily involved in an investigatory process and in decision regarding resolution of the complaint will ordinarily be provided access to the information regarding the allegation of sexual harassment. All information regarding the sexual harassment will be kept with the Personnel Department. Till date zero complaints were received from our worker.

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

Yes

**9. Assessments for the year:**

	<b>% your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100% through Internal assessment and customer audit
Forced/involuntary labour	100% through Internal assessment and customer audit
Sexual harassment	100% through Internal assessment and customer audit
Discrimination at workplace	100% through Internal assessment and customer audit
Wages	100% through Internal assessment and customer audit
Others – please specify	100% through Internal assessment and customer audit
Child Labour	100% through Internal assessment and customer audit

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

No significant risks / concerns arose.

**Leadership Indicators**

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

Not applicable as no such modifications has been introduced in the current reporting year.

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

No specific human rights due diligence is conducted

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

All the premises/ offices of the entity are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual harassment	Nil
Discrimination at workplace	
Child labour	
Forced Labour/ Involuntary Labour	
Wages	
Others-please specify	

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

Not Applicable

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment:**

**Essential Indicators**

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

<b>Parameter</b>	<b>FY 2022-23</b>	<b>FY 2021-22</b>
Total electricity consumption(A)	196404730	201013768
Total fuel consumption(B)	92520	147551
Energy consumption through Other sources(C)	12619459	2269248

Parameter	FY 2022-23	FY 2021-22
<b>Total energy consumption (A+B+C)</b>	209116709	203430567
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.01	0.01
Energy intensity (optional)–the relevant metric may be selected by the entity	NA	NA

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The Independent assessment./evaluation/audit has been carried out by MITCON Consultancy & Engineering Services Ltd

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

Not Applicable

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	NA	NA.
(ii) Ground water	5,11,943	5,15,156
(iii) Third party water	NA	NA
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilo litres) (i+ii+iii+iv+v)</b>	<b>5,11,943</b>	<b>5,15,156</b>
<b>Total volume of water consumption (in kilo litres)</b>	5,11,943	5,15,156
<b>Water intensity per rupee of turnover (Water consumed/turnover)</b>	0.00	0.00
<b>Water intensity (optional)- the – the Relevant metric may be selected by the entity</b>	NA	NA

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Independent testing has been carried out for treated water/ ground water by Punjab Pollution Control Board.

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

No. However water generated from the manufacturing units is treated in the in house sewage treatment plants and the recycled water is used for horticulture and gardening.

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

Parameter	Please specify unit	FY 2022-23	FY 2021- 22
NOx	NA	NA	NA
SOx	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic Pollutants (POP)	NA	NA	NA
Volatile organic Compounds (VOC)	NA	NA	NA
Hazardous air Pollutants (HAP)	NA	NA	NA
Others–please specify	NA	NA	NA

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?(Y/N) If yes, name of the external agency.- No

**6. Provide details of green house gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format.**

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	NA	NA
<b>Total Scope1 and Scope 2 emissions per rupee of turnover</b>	NA	NA	NA
<b>Total Scope 1 and Scope 2 emission intensity (optional)-</b> the relevant metric may be selected by the entity	NA	NA	NA

**7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes. In FY 2021-22 the Company had successfully commissioned 10.2 MW Solar Power Plant at its Bathinda Unit. Further company in process of implementation of additional 15 MW Rooftop Solar Power Project (10 MW (Bathinda)/ 5 MW (Ludhiana) which likely to be fully commissioned by September 2023. Thus the total installed capacity of Rooftop solar plant will increased to 25.2 MW.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated(in metric tonnes)</b>		
Plastic waste(A)	NA	NA
E-waste (B)	2.77	NA
Bio-medical waste(C)	NA	NA
Construction and demolition waste(D)	NA	NA
Battery waste(E)	NA	NA
Radio active waste(F)	NA	NA
Other Hazardous waste. Please specify, if any.(G)	1.45	1.49
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
<b>Total(A+B+C+D+E+F+G +H)</b>	<b>4.22</b>	<b>1.49</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>NIL</b>	<b>NIL</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	4.22	1.49
<b>Total</b>	<b>4.22</b>	<b>1.49</b>

**Note:** Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

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

In any industry, effective waste management and minimisation should be a priority ensuring that the wastes generated from operations pose no adverse impact on human and environmental health. Our sites comply with all applicable health, safety and environmental requirements, and we ensure waste materials are sent for disposal in the most sustainable manner. Our waste management approach continues to evolve as we improve identification and accounting of our waste.

Further to manage any wastes, we follow industry best practices, including segregation, recycling and responsible disposal methods. Our goal is to minimize environmental impact, promote sustainability, and comply with relevant regulations governing waste management.

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

Not Applicable

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

Not Applicable

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

The Company strictly adheres to all relevant environmental laws, regulations, and guidelines in India, ensuring full compliance.

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

#### Essential Indicators

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

5 Chambers/Associations

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

Sr. No.	Name of the trade and industry chambers/association	Reach of trade and industry chambers/ associations (State/ National)
1.	Federation of Indian Export Organizations (FIEO)	National
2.	Confederation of Indian Industry [CII]	National
3.	The Cotton Textiles Export Promotion Council (TEXPROCIL)	National
4.	The Synthetic and Rayon Textiles Export Promotion Council (SRTEPC)	National
5.	Northern India Textile Mill's Association (NITMA)	National

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

No such issues reported during the Financial Year.

#### Leadership Indicators

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

Nil

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development:**

The Company has put in place Policy on Corporate Social Responsibility to guide its efforts on CSR initiatives that contribute to inclusive growth and equitable development. The Company's CSR Policy outlines the Company's philosophy & the mechanism for undertaking socially useful programmes for welfare & sustainable development of the community at large as part of its duties as a responsible corporate citizen

**Essential Indicators**

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

None of the Projects undertaken by the Company in FY 2022-23 required the Social Impact Assessment.

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

Not Applicable

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

The Management has instructed / given mandate the respective plant heads to address any community related grievances and take appropriate action.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	0.56%	4.39%

**Leadership Indicators**

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

Not Applicable

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

Not Applicable as no CSR projects were undertaken in designated aspirational districts as identified by government bodies

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?**

The company does not have any preferential procurement policy at present.

**(b) From which marginalized /vulnerable groups do you procure?**

Not Applicable

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

Not Applicable.

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

Not Applicable

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

Not Applicable

**6. Details of beneficiaries of CSR Projects:**

For details refer to Annexure to Director's Report 2022-23 (Annual Report on Corporate Social Responsibilities (CSR) Activities for Financial Year 2022-23)

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner:**

**Essential Indicators**

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

The customer complaints are received by the Marketing department and based on the intensity of the complaints/ feedback it is taken up with the respective teams at plant level to address the issues.

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

All products offered by the Company comply with relevant statutory parameters and guidelines related to environmental and social parameters, safe and responsible usage, recycling and/or safe disposal. However, the Company has not calculated a specific percentage of its turnover derived from products or services that convey information on these areas at present.

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the Year	Pending Resolution at end of year		Received during the Year	Pending Resolution at end of year	
Data Privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary Calls		No such case reported
Forced calls		

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

Yes. The Risk management Policy is available on the Company's website i.e. [www.sportking.co.in](http://www.sportking.co.in).

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

No such incident related to the mentioned topic has been reported.

**Leadership Indicators**

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

The information on Company's products can be accessed through Company's websites i.e. [www.sportking.co.in](http://www.sportking.co.in).

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

The company display safety and responsible usage of products on carton boxes. Also we regular interact with our customers on the quality and safety of our products, as well as their appropriate use

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

Not Applicable

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

The company display only mandated product information on carton boxes.

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

No

6. Provide the following information relating to data breaches:

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

During the financial year 2022-23, no data breaches regarding customer privacy from outside parties etc. has happened.

- b. Percentage of data breaches involving personally identifiable information of customers: 0%

**By the order of the Board  
For Sportking India Limited**

**Munish Avasthi  
Chairman & Managing Director  
DIN: 00442425**

**Place: Ludhiana  
Date: 22.07.2023**