

Sportking INDIA LTD.

(Govt. Recognised Four Star Export House)

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

SIL/2025-26/SE

05.08.2025

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

Sub: Business Responsibility and Sustainability Reporting- FY 2024-25

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we hereby submit the Business Responsibility and Sustainability Report (BRSR) for the financial year 2024-25. The BRSR forms an integral part of the Annual Report for FY 2024-25, which has been submitted to the stock exchanges.

The Annual Report, including the Notice of the Annual General Meeting (AGM) and the BRSR, is also available on the Company's website at www.sportking.co.in.

For SPORTKING INDIA LIMITED

LOVLESH VERMA
COMPANY SECRETARY
(ACS: 34171)

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

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.	Date of incorporation	15.02.1989
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	cs@sportking.co.in
7.	Telephone	0161-2845456
8.	Website	www.sportking.co.in
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd National Stock Exchange of India Limited
11.	Paid-up Capital (INR)	19,53,92,000
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: cs@sportking.co.in Phone: 0161-2845456 Email Address: cs@sportking.co.in
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.
14.	Whether the company has undertaken assessment or assurance of BRSR Code	No
15.	Name of assurance provider / Type of assurance obtained	Not Applicable since no assurance has been carried out for the reporting period.

II. Products/services:
16. 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%

17. 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:
18. 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

19. Markets served by the entity:
a. Number of locations:

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	37

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

Exports contribute around 51% of the total turnover of the entity.

c. A brief on types of customers:

The company produces well diversified range of grey and dyed textile yarns to cater to the demands of weaving and knitting industry in domestic as well as international markets. With presence in both national and international market, company is representing India on a world stage with a commitment to deliver superior quality products among evolving trends in customer preferences.

IV. Employees
20. 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)
EMPLOYEES						
1.	Permanent(D)	549	529	96.36%	20	3.64%
2.	Other than Permanent (E)	Nil				
3.	Total employees (D+E)	549	529	96.36%	20	3.64%
WORKERS						
4.	Permanent(F)	6203	3182	51.29%	3021	48.71%
5.	Other than Permanent(G)	Nil				
6.	Total workers (F+G)	6203	3182	51.29%	3021	48.71%

b. Differently abled Employees and workers:

S. NO.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	-	-	-	-	-
2.	Other than Permanent(E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	15	13	86.67%	2	13.33%
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F+G)	15	13	86.67%	2	13.33%

21. 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 31st March, 2025.

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

	2024-25			FY2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.57	9.75	11.50	14.88	10.00	14.70	19.07	5.40	18.56
Permanent Workers	85.79	82.31	84.13	70.53	59.64	65.59	74.52	60.23	68.32

V. Holding, Subsidiary and Associate Companies (including joint ventures):
23. (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:
24.

(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013	Yes
(ii)	Turnover(in Rs.)	252422.94 Lakhs
(iii)	Net worth (in Rs.)	100582.14 Lakhs

VII. Transparency and Disclosures Compliances:
25. 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)	2024-25			2023-24		
		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	Any grievances arising in the community, regarding Company's operations, are communicated through direct representation to the HR Department or in other forms. Grievances reported are reviewed, addressed, and communicated suitably. If required the issue is escalated to Senior Management & MD for Review.	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	The Stakeholder Relationship Committee oversees and reviews all matters connected with the redressed of Investor Grievances and complaints. Investor grievances can be reported in the following email id cs@sportking.co.in and the same is prominently displayed on the Company's website, at https://sportking.co.in/investor-relations/	Nil	Nil	Nil	Nil	Nil	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web –link for grievance redress policy)	2024-25			2023-24		
		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
Shareholders	Yes. shareholder can contact at cs@sportking.co.in for any grievances and the same is prominently displayed on the Company's website, at https://sportking.co.in/investor-relations/	5	Nil	Fully Resolved	8	Nil	Fully Resolved
Employees and workers	Yes, Whistle Blower policy is available at the Company's website at https://sportking.co.in/wp-content/uploads/2024/11/VIGIL-MECHANISM-WHISTLE-BLOWER-POLICY.pdf	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes. Customers address their grievances through e-mail on rashimjindal@sportking.co.in or quick contact placed on Company's website: https://sportking.co.in/contact-us/	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Complaints if any received from value chain partners are reviewed and managed by the respective departments. The Whistle Blower policy is available at the Company's website at https://sportking.co.in/wp-content/uploads/2024/11/VIGIL-MECHANISM-WHISTLE-BLOWER-POLICY.pdf	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	NA	Nil	Nil	Nil	Nil	Nil	Nil

26. 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.	Energy Conservation	Opportunity	Energy conservation measures often involve optimizing processes, equipment, and systems to operate more efficiently. Implementing energy conservation measures can lead to significant cost savings.	NA	Positive
2.	Corporate Governance	Opportunity	The Code of conduct of the Company encourages all the Stakeholders to maintain good Corporate Governance Practices.	NA	Positive

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.	Community Relations	Opportunity	The company implements impactful CSR programs to enhance local socio-economic well-being, fostering strong community relationships through approved projects guided by its Board-approved policy.	NA	Positive
4.	Human Capital Management (Employee wellbeing, employee engagement, diversity, and inclusion)	Opportunity	Sportking recognizes the importance of having a strong human capital. Strong human capital helps us in maintaining our consistent business growth and contributing to the development of society at large.	NA	Positive
5.	Diversity and Equal Opportunity	Opportunity	Diversity in the workforce improves the company's performance as it increases the likelihood of people from different states with different cultures together at the workplace.	NA	Positive
6.	Quality of Products and Project delivery	Opportunity	By consistently delivering high-quality products and services on time, the company can build a strong reputation for reliability, customer satisfaction, and excellence. This can lead to increased customer loyalty, positive word-of-mouth referrals, and a competitive edge in the market, ultimately driving growth and profitability for the company.	The in-house quality inspection ensures that all the products delivered are of the highest quality.	Positive
7.	Lower Cotton Production	Risk	Cotton, which is our main raw material is highly dependent on weather changes that could lower the harvest and surge the price significantly	We have a dedicated cotton team to monitor availability of exclusive its availability and its price fluctuations. The personnel at the cotton growing areas and their prudent & pragmatic cotton procurement strategies enable us to access quality cotton	Negative 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
Policy and management processes									
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	<p>P1: https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>https://sportking.co.in/wp-content/uploads/2022/07/Code-of-Conduct-Policy.pdf</p> <p>https://sportking.co.in/pdf/Related-Party-Transaction-Policy.pdf</p> <p>https://sportking.co.in/wp-content/uploads/2024/11/vigil-mechanism-whistle-blower-policy.pdf</p> <p>P2 : https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>P3: https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>https://sportking.co.in/wp-content/uploads/2022/07/Code-of-Conduct-Policy.pdf</p> <p>P4: https://sportking.co.in/wp-content/uploads/2025/08/CSR-POLICY.pdf</p> <p>https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>https://sportking.co.in/wp-content/uploads/2022/07/Code-of-Conduct-Policy.pdf</p> <p>P5: https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>P6: https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>P7: https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>P8: https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p> <p>https://sportking.co.in/wp-content/uploads/2025/08/CSR-POLICY.pdf</p> <p>P9: https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf</p>								
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">• Recycled Claim Standard 2.0 (RCS2.0)• Fairtrade Certificate• Global Recycled Standard (4.0)• GLOBAL ORGANIC TEXTILE STANDARD 6.0 (GOTS6.0)• ORGANIC CONTENT STANDARD 3.0 (OCS3.0)• OEKO-TEX STANDARD 100• ISO 9000:2015• CMIA Certificate• Higg Index Certificate																	
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																			
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): In keeping with Company’s commitment to reducing the environmental impact of business, the Company have implemented a rigorous risk assessment as part of Business Risk Management framework. The procedure entails a thorough examination of all of our processes, raw materials, products, and services, as well as identifying and quantifying the importance of Environmental Aspects and Associated Impacts. The Company is socially responsible towards its employees and the community at large. The Company encourages to create and maintain a diverse, inclusive, and vibrant work environment that nurtures and motivates its employees.																			
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).										Name: Mr. Munish Avasthi Designation: Chairman and Managing Director DIN: 00442425									
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.										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.									
10.Details of Review of NGRBCs by the Company:																			
Subject for Review		Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee									Frequency(Annually/Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.																	
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.		P1	P2	P3	P4	P5	P6	P7	P8	P9									
		No																	

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not Applicable									
Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not applicable								
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)									

SECTIONC: 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	Familiarization was provided on various topics related to <ul style="list-style-type: none"> Impact of on-going geo political issues on the Business of the company. Internal Financial Control. Updating on Rights and responsibilities of Independent Directors in line with the statutory Amendments Presentations on business and performance of the Company, to familiarize the Independent Directors with the strategy, operations and functions of the Company and to enable them to be in a position to take well-informed timely decisions and contribute significantly 	100%
Key Managerial Personnel	1	The KMP participated in sessions on various topics such as Corporate Governance, Corporate Social Responsibility, Business Growth and sustainability and various other regulatory updates.	100%

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
Employees other than BOD and KMPs	479	The Employee was given sessions on Creating a safe work environment (POSH). Conservation of Water & Energy, Various benefits of social security schemes and General policies of the company.	98%
Workers	485	The Workers were given sessions on Training On Operation of Machinery and equipment's , Creating a safe work environment (POSH), Fire & Safety, Mock Drill Waste Handling Training Programme, Various benefits of social security schemes, Work Ethics and Various training session like No child labour, No bribery, No discrimination etc	97%

Note: The Company has three units located at different sites. The numbers mentioned above include training and awareness programs conducted across all units

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

3. **Of the instances disclosed in Question 2 above, detail s 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 Whistle Blower Policy available at the Company's website at <https://sportking.co.in/wp-content/uploads/2024/11/vigil-mechanism-whistle-blower-policy.pdf>.

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

No such action taken during the FY 2024-25 and 2023-24.

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
No. of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NA	NIL	NA
No. of complaints received in relation to issues of Conflict of Interest of the KMPs	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

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

Particular	FY 2024-25	FY 2023-24
Number of days of accounts payables	10	13

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. b. Number of trading houses where purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	33.13	29.05
	b. Number of dealers / distributors to whom sales are made	50	20
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	79.02	96.09
Share of RPTs in	a. Purchases (Purchases with related parties /Total Purchases) (%)	0.32	0.27
	b. Sales (Sales to related parties / Total Sales) (%)	0.44	0.46
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances) (%)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made) (%)	NIL	NIL

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
Nil	NA	-

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.

The Company's code of Conduct and policy on dealing with the related party transactions requires that the management avoids any transaction directly or indirectly in which they have a direct or indirect interest that conflict the interests of the Company. Further, every member of the Board and senior management is required to submit an affirmation of compliance with the provisions of the Code of Conduct annually.

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

Essential Indicators

- 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 2025	FY 2024	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	NIL	7.13%	Meeting about 13-14% of our power requirement through Installation of Solar would further strengthen our green power

- Does the entity have procedures in place for sustainable sourcing?**

Yes

- If yes, what percentage of inputs was sourced sustainably?**

The Company has a policy to encourage a purchase of Organic Cotton, BCI (Better Cotton Initiative) certified cotton, and recycled Polyester Fibre. We also use recycled cotton fibre in our manufacturing. For this FY we procure sustainable/organic cotton about 35.87% from certified vendors who are compliant with social and environmental standards.

- 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.**

- Plastics (including packaging): We collaborate with certified recyclers approved by the State Pollution Control Board (SPCB) and the Central Pollution Control Board (CPCB).
- E-waste: For the disposal of E-waste, we partner with and authorized CPCB / SPCB vendors.
- Hazardous waste: The hazardous waste generated from our operations is disposed through authorized CPCB/SPCB vendor per the compliance.
- Other waste: For waste materials that do not fall into the above categories, we evaluate the possibility of recycling or reusing them within our production processes before sending it for disposal.

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

Yes, Extended Producer Responsibility (EPR) norms are applicable to our entity's activities, and we adhere to these regulations as mandated by the Central pollution control boards.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?**

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

- 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

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

Not Applicable

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

Not Applicable

- 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)
Permanent Employees											
Male	529	529	100%	529	100%	NA	NA	NA	NA	0	0
Female	20	20	100%	20	100%	20	100%	NA	NA	20	100
Total	549	549	100%	549	100%	20	4%	NA	NA	20	4%
Other than Permanent Employees											
Male	Nil										
Female											
Total											

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)
Permanent Workers											
Male	3182	3182	100%	3182	100%	0	0.00	0	0	0	0
Female	3021	3021	100%	3021	100%	3021	100%	0	0	3021	100%
Total	6203	6203	100%	6203	100%	3021	48.70%	0	0%	3021	48.70%
Other than Permanent Workers											
Male	Nil										
Female											
Total											

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2024-25	FY 2023-24
Cost incurred on well- being measures as a % of total revenue of the company	0.19	0.20

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

Benefits	FY 2024-25			FY 2023-24		
	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	39.99%	97.40%	Y	38.11%	98.27%	Y

***All eligible employees are covered under ESI**

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 is being taken by the entity in this regard:

We recognize the importance of meeting the requirements of the Rights of Persons with Disabilities Act, 2016 and are taking steps to support the needs of individuals with disabilities.

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:

Our Company is dedicated to providing equal employment opportunities to all individuals, ensuring that no discrimination occurs based on age, colour, disability, marital status, nationality, race, religion, sex, or sexual orientation. The company is committed to fostering an inclusive work environment that is respectful and free from any form of harassment related to these factors. The Code of Business Ethics Policy adheres to all applicable regulations, taking into account the qualifications and merit of each individual. This policy serves as a guiding principle to promote fairness and diversity within the organization.

The Policy on Code of Business Ethics is available at the Company's website at <https://sportking.co.in/wp-content/uploads/2024/06/Code-of-Business-Ethics.pdf>.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	-	-	-	-
Total	-	-	-	-

Female employees are covered under ESI and they can avail maternity leave and benefits as per ESI rules.

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)
Permanent Workers	Yes	The Company has established a transparent & impartial complaint resolution process with the goal of addressing concerns as quickly as possible & in compliance with the law. There has been a Code of Conduct for Workers which provides ways for assessing, investigating & reporting of complaints. The workers of the Company may report their grievances / complaints to their respective Head of Departments / immediate superior which is escalated to the HR department of the Company in case of non- satisfactory resolution.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	The organization has a strong and detailed Grievance Redressal Mechanism in place to protect our employees. Procedures have been established to ensure that the process of registering a complaint, investigating it, and ultimately reaching an appropriate decision is handled professionally and confidentially.
Other than Permanent Employees	Yes	

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

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers irrespective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B / A)
Total Permanent Employees						
Male	-	-	-	-	-	-
female	-	-	-	-	-	-
Total Permanent Workers						
Male	-	-	-	-	-	-
female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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)
Employees										
Male	529	-	-	529	100%	525	-	-	525	100%
Female	20	-	-	20	100%	21	-	-	21	100%
Total	549	-	-	549	100%	546	-	-	546	100%
Workers										
Male	3182	3182	100%	3182	100%	2907	2907	100%	2907	100%
Female	3021	3021	100%	3021	100%	2521	2521	100%	2521	100%
Total	6203	6203	100%	6203	100%	5428	5428	100%	5428	100%

Note: The above data did not include Apprentice/Trainee

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (A)	No. (B)	% (B / A)
Employees						
Male	529	529	100%	525	525	100%
Female	20	20	100%	21	21	100%
Total	549	549	100%	546	546	100%
Workers						
Male	3182	3182	100%	2907	2907	100%
Female	3021	3021	100%	2521	2521	100%
Total	6203	6203	100%	5428	5428	100%

10. Health and safety management system:

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

The company has established a robust and comprehensive Occupational Health and Safety Management System, reflecting its strong commitment to safeguarding the well-being of all employees. This system provides a structured framework that ensures the consistent implementation of stringent safety protocols across all levels of the organization.

Regular safety audits, thorough risk assessments, and structured employee feedback mechanisms are integral to continuously identifying improvement opportunities and enhancing the overall safety culture. In addition, comprehensive training programs equip employees with the knowledge and skills necessary to uphold a safe and healthy work environment, reinforcing a shared responsibility and commitment to 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?**

We are dedicated to maintaining safe and healthy operations globally, with a strong focus on protecting the lives and well-being of our employees and the communities surrounding our facilities. This commitment extends to safeguarding our assets, ensuring business continuity, and fostering public trust.

To uphold these standards, the Company conducts regular health, safety, and environmental (HSE) inspections, tests, and monitoring activities across all devices, equipment, process systems, and facility infrastructure. These activities are carried out in accordance with established procedures and specified frequencies. All results are carefully evaluated to identify potential risks, and where necessary, appropriate remedial actions and implementation schedules are developed.

For non-routine operations, the Company ensures that comprehensive HSE risk assessments, studies, classifications, and clearances are performed by qualified and trained professionals prior to commissioning. We also ensure that suitable engineering and administrative controls are integrated into the design and construction of all facilities and operating systems. These measures are implemented to comply with legal requirements and to protect employees, nearby communities, and the environment from physical, health, and environmental hazards.

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

Yes, the Company has established efficient protocols that enable the employees or workers to promptly identify and report any potential hazards in their work environment, aiming to ensure the prevention and elimination of any such risks. The Company's internal team consistently conducts thorough checks or inspections and assessment in collaboration with workers, addressing their concerns regarding workplace safety and promptly reporting any identified hazards

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

Yes, company believes in establishing an environment in which employees' needs, in addition to their salary, are met. Employees and workers have access to medical benefits through Company provided insurance policies, funded medical support and where applicable, statutory benefits under ESIC

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
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.

Company values its employees, considering them as the company's most important assets. The company has implemented measures to ensure a safe and healthy work environment, especially for its majority workforce in manufacturing facilities. Communication about safety matters is a priority at company. Regular inspections and audits are conducted to monitor compliance and identify potential risks. An Occupational Health system is also in place to address preventive healthcare needs of the employees. The company has designed its workplaces to be healthy and conducive for work. Spaces are open and well-ventilated, with natural light enhancing productivity. Company has also provided breakout areas and relaxation spaces for employees to take short breaks and recharge. This commitment to safety, employee well-being, and thoughtful workplace design shows our concern for the health and overall development of its workforce.

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

	FY 2024-25			FY 2023-24		
	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%
Working Conditions	100%

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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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?

The Company offers transitional assistance programs to support retired employees. Where appropriate, and subject to business needs, the Company may engage retired employees as short-term consultants. Such engagements are contingent upon mutual agreement and are governed by separate consulting agreements, which define the scope of work, duration, compensation, and other relevant terms. Participation in these programs is voluntary and based on the availability of suitable opportunities and the individual's expertise

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:

We recognize as key stakeholders all individuals, groups, institutions, or entities that significantly influence or contribute to our business operations, add value, or form an integral part of our value chain. Our stakeholders encompass both internal and external parties, with relationships that may be direct or indirect. Key stakeholders include employees, investors, suppliers, business partners, customers, government authorities, management, financial institutions, and the broader community.

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	Training programmes, Circulars and email communications, employee engagement programmes, sports, cultural and extra curricular events	On-going	To exchange ideas and suggestions, provide merit based opportunity for professional growth and to create an inclusive workplace
Vendors		Assessment of suppliers and vendors, email communication and calls, project review meeting	On-going	Business related discussions, techno commercial discussions, grievance redressal etc
Customers		In-person and virtual interactions, personal visits to customer, customers' visit to plants, participation in meetings, exhibitions, conferences and events both nationally and internationally. Regular emails, updates through various software and social media.	Weekly and Quarterly Annually Monthly and when Needed	We engage with our customers to ensure regular supply of the products, keep them informed about new products, and maximize the outreach of our products.
Govt Regulators		Official communication channels including mail, service portals, in-person and virtual meetings, filing of reports, documents, and Supporting information. In the course of regulatory audits/ inspections, compliance reviews or plant and site visits.	As and when required during the course of the Business.	Communication with the government and regulatory bodies includes compliance with regulatory requirements, filing of reports, information, documents, supporting information, environmental impact assessments, social welfare initiatives, and community engagement programs.
Shareholder & Investors		Annual report, press releases, newspaper publications, Investor presentations, Corporate website, Quarterly & Annual results, Annual General Meetings , Investor Meets	Annually, Periodically, Quarterly or based on an event	We engage with them so that they can take an informed decision to invest in our Company. The key area of engagement includes an update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks.
Bankers & Financial Ins.		Website, Email, Consortium Meetings, One to one Meetings, Letters and routine reporting's .	On-going	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.**

Risk Management Committee is responsible for the internal and external ESG related risks. Additionally, the Committee ensures the implementation of appropriate methodologies, processes, and systems to monitor and evaluate ESG risks and to keep the board of directors informed about the nature and content of its discussions, recommendations and actions to be taken.

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

Yes, stakeholder consultation plays a pivotal role in the identification and management of environmental and social topics. By engaging with our stakeholders, including customers, dealers, suppliers, investors, employees, communities, industry associations, and regulatory bodies, we discuss the key concerns of the stakeholders. This collaborative approach ensures that the stakeholder perspectives and concerns are considered in our business decisions making our policies and activities more aligned with sustainable practices.

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

Our company is committed to inclusive development, actively engaging with disadvantaged, vulnerable, and marginalized communities through its corporate social responsibility (CSR) initiatives. The company recognizes the importance of addressing the needs and concerns of these underserved groups, striving to create opportunities for their upliftment and empowerment. Through its CSR endeavours, we supports underprivileged sections with welfare programs, career growth opportunities, and financial assistance for sportspersons and athletes. PTC is committed to fostering a more inclusive society is evident in its thoughtful and impactful CSR programs.

PRINCIPLE 5: Businesses should respect and promote human rights.

Respect for Human Rights is fundamental to the way we manage our business. This includes respecting and promoting the human rights of our employees, our external business partners, and the communities in which we live, serve, and operate

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 2024-25			FY 2023-24		
	Total (A)	No. of Employees, workers covered (B)	% (B/ A)	Total (C)	No. of Employees, workers covered (D)	% (D/C)
Employees						
Permanent	549	549	100%	546	546	100%
Other than Permanent	Nil					
Total Employees	549	549	100%	546	546	100%
Workers						
Permanent	6203	6203	100%	5428	5428	100%
Other than permanent	Nil					
Total Workers	6203	6203	100%	5428	5428	100%

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E/ D)	No. (F)	% (F/ D)
Employees										
Permanent	549	23	4.18%	526	95.82%	546	32	5.86%	514	94.14%
Male	529	21	3.97%	508	96.03%	525	28	5.33%	497	94.67%
Female	20	2	10.00%	18	90.00%	21	4	19.05%	17	80.95%
Other than Permanent	Nil									
Male										
Female										
Workers										
Permanent	6203	4637	74.765	1566	25.23%	5428	4205	77.47%	1223	22.53%
Male	3182	1845	57.97%	1337	42.01%	2907	1817	62.50%	1090	37.50%
Female	3021	2792	92.41%	229	7.58%	2521	2388	94.72%	133	5.28%
Other than Permanent	Nil									
Male										
Female										

3. Details of remuneration/salary/wages,

- **Median remuneration / wages:**

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	35000	1	30000
Key Managerial Personnel*	4	2898553	0	NA
Employees other than BOD and KMP	525	337200	20	253680
Workers	3182	152088	3021	152088

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

- **Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	33.47%	26.12

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, Human Resources department is responsible for addressing any issues or impacts related to human rights. The company has established a comprehensive Business Ethics Policy, providing employee with a clear avenue to report their complaints or grievances. Employees are encouraged to voice their concerns, either to the HR department or directly to senior management if necessary. The policy strictly prohibits any form of retaliation or reprisal against those who raise concerns in accordance with the policy.

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

Company has established Business Ethics Policy which acts as guidance mechanism to address grievances related to human rights issues and other internal grievances.

The Company has an easily accessible internal mechanism for grievance redressal, handled by the HR head. The HR head are readily available to receive and address any issues or concerns relating to unethical behaviour that may have risen within the organization, complaints or concerns can be mailed and even conveyed verbally too. The Company strongly condemns all forms of unethical behaviour and is committed to upholding its value. In the event of any violation of the Company's values and code of conduct, the HR head and administrator will initiate a thorough investigation and enforce disciplinary measures

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

	FY 2024-25			FY 2023-24		
	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. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format :

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

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

The company through its policy encourages employees to report matters without the risk of subsequent victimisation, discrimination or disadvantage. The identity of the Whistle Blower shall be kept confidential to the extent possible and permitted under law. The identity of the complainant will not be revealed unless he himself has made either his details public or disclosed his identity to any other office or authority. Further there is a Internal Committee which looks into all POSH related complaints. It ensures that these are no adverse consequences to the complainant. It follows the SOP designed to be followed for all POSH complaints.

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

Yes

10. Assessments for the year:

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

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

No such incident of non-compliance has been observed during assessment

Leadership Indicators

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

We are committed to upholding human rights is reinforced by our code of conduct, policies, and whistle blower channels. There have been no human rights grievances/complaints which resulted in introduction/ modification of business process.

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:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	-
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:

Parameter	FY 2024-25	FY 2023-24
From renewable sources (GJ)		
Total electricity consumption(A)	122691	87669
Total fuel consumption(B)	-	-
Energy consumption through Other sources(C)	-	-
Total energy consumed from renewable sources (A+B+C)	122691	87669
From non-renewable sources (GJ)		
Total electricity consumption(D)	843606	861418
Total fuel consumption(E)	247	355
Energy consumption through Other sources(F)	-	-
Total energy consumed from non- renewable sources (D+E+F)	843853	861773
Total energy consumed (GJ) (A+B+C+D+E+F)	966544	949442
Energy intensity per rupee of turnover (Total energy consumption in Units/turnover in rupees)	0.01	0.01
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-
Energy intensity in terms of physical Output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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**

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

Yes

Unit Name	PAT Cycle	Year	Assessment TOE	Target TOE	Achieved TOE
Ludhiana-Village kanech	VII	2022-23 to 2024-25	0.4427	0.4251	0.33
Bathinda-Village Jida	VII	2022-23 to 2024-25	0.3700	0.3657	0.35

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilo litres)		
(i) Surface water	NA	NA
(ii) Ground water (including STP)	630821	5,50,190
(iii) Third party water	NA	NA
(iv) Seawater/desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilo litres) (i+ii+iii+iv+v)	630821	5,50,190
Total volume of water consumption (in kilo litres)	630821	5,50,190
Water intensity per rupee of turnover (Water consumed/turnover)	0.00	0.00
Water intensity (optional)- the – 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.

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

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not applicable	Not applicable
-No treatment		
-With treatment - please specify level of treatment		
(ii) To Groundwater	Not applicable	Not applicable
-No treatment		
-With treatment - please specify level of treatment		
(iii) To Seawater	Not applicable	Not applicable
-No treatment		
-With treatment - please specify level of treatment		
(iv) Sent to third - parties	Not applicable	Not applicable
-No treatment		
-With treatment - please specify level of treatment		
v) Others	Not applicable	Not applicable
-No treatment		
-With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	Not applicable	Not applicable

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

Currently, none of our facilities are a Zero Liquid Discharge site. However, we have implemented wastewater purification systems across all our manufacturing sites to maintain the quality of discharged wastewater within the permissible limits set by CPCB or the SPCBs.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope1 and Scope 2 emissions per rupee of turnover	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

Yes, the Company has embarked on a carbon emission reduction journey and has developed a ESG roadmap with several initiatives to achieve this goal. The Company has also focussed on improving energy efficiency in manufacturing processes by adopting advanced technologies, optimising equipment efficiencies and implementing energy management systems. The Company is implementing interventions such as solar projects and waste generation reduction.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated(in metric tonnes)		
Plastic waste(A)	12.87	0.51
E-waste (B)	1.93	1.46
Bio-medical waste(C)	NA	NA
Construction and demolition waste(D)	NA	NA
Battery waste(E)	NA	NA

Parameter	FY 2024-25	FY 2023-24
Radio active waste(F)	NA	NA
Other Hazardous waste. Please specify, if any.(G)	0.33	0.55
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total(A+B+C+D+E+F+G +H)	15.13	2.52

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.00	0.00
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (optional) –the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NIL	NIL
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	NIL	NIL
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	15.13	2.52
Total	15.13	2.52

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.

10. 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.

11. 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

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

Not Applicable

13. 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. Further consent to Operate taken Under Punjab Pollution Control Board for all Units.

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.

Name of authority	Brief of the case	Corrective action taken
There were no incidents of anti-competitive behaviour involving the Company during the reporting period		

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly /Others –please specify)	Web Link, if available
-	-	-	-	-	-

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

Company recognizes its responsibilities towards society by ensuring the well-being and creating a positive impact on their lives. The Company has a well-designed Corporate Social Responsibility Policy which is in line with the Companies Act, 2013, and believes to work for wider socio-economic objectives and has always endeavoured to meet the expectations of the communities by carrying out the socio-community and development activities. 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. The Policy on Corporate Social Responsibility (CSR) is available at the Company's website at <https://sportking.co.in/wp-content/uploads/2025/08/CSR-POLICY.pdf>.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No Social Impact Assessments (SIA) of project have been undertaken by the Company in the current year since it is not applicable to the Company.					

- Provide information on project(s) for which on-going Rehabilitation and Resettlement (R&R) is being undertaken by your entity in following format:-**

S. No.	Name of Project for which R&R is on-going	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
No rehabilitation and resettlement were undertaken by the Company during this reporting period.						

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

The Company has dedicated few team members, who are responsible for regularly monitoring the progress of CSR projects. This team maintains consistent engagement with the communities in the areas where the Company operates. Any grievances that arise are promptly and effectively addressed by the team ensuring timely resolution.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighbouring districts	17.97%	3.00%

- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2024-25	FY 2023-24
Rural	63.79	67.80
Semi-urban	27.91	16.73
Urban	4.68	12.20
Metropolitan	3.63	3.28

Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Nil	NA

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

S. No.	State	Aspirational District	Amount spent (In INR)
Not Applicable			

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, no benefits derived and shared from the intellectual properties owned or acquired

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share

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

Name of authority	Brief of the Case	Corrective action taken
-	-	-

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Health care Support	Public at large	The beneficiaries of Company's CSR Programs and projects are from all sections of the society in our area of influence.
2.	Rural Development		
3.	Eradication of poverty		

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 Head of the Marketing Department (HOD) is primarily responsible for handling customer complaints. Once a complaint is received, the product is sent to the relevant department for investigation, and the Managing Director (MD) is informed by email or phone. If the complaint relates to product quality, it is referred to the Head of the Quality Assurance Department (QAD). Each complaint is carefully reviewed to identify the root cause. Depending on the severity and nature of the issue, a visit to the customer may be arranged to assess the situation. The HOD of Marketing may also join this visit, if necessary. A detailed report is then shared with the MD. Corrective actions are implemented to prevent similar issues, and their effectiveness is reviewed regularly. We also collect customer feedback after sales, and have consistently maintained 100% satisfaction in our customer satisfaction index.

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

Particular	as a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2022-23		Remarks	FY 2023-24		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 <https://sportking.co.in/wp-content/uploads/2022/07/Risk-Management-Policy.pdf>.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of 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.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches- **Nil**
- Percentage of data breaches involving personally identifiable information of customers- **Nil**
- Impact, if any, of the data breaches- **Nil**

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.

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

The company display only mandated product information on carton boxes.

b. 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)

Yes

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

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

**Place: Ludhiana
Date: 02.08.2025**