

Business Responsibility and Sustainability Report for FY 2021-22

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L99999DN1985PLC000197
2. Name of the Listed Entity: Faze Three Limited
3. Year of incorporation: 1985
4. Registered office address: Survey No. 380/1, Khanvel Silvassa Road, Village Dapada Dapada DADRA & NAGAR HAVELI DN 396230 IN
5. Corporate address: 63/64, 6th Floor, Wing C, Mittal Court, Nariman Point, Mumbai - 400021.
6. E-mail: cs@fazethree.com
7. Telephone: +91 (22) 43514444/ 400
8. Website: www.fazethree.com
9. Financial year for which reporting is being done: Financial year 2021-22
10. Name of the Stock Exchange(s) where shares are listed: BSE Limited
11. Paid-up Capital: 24,31,90,000
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Mr. Ankit Madhwani, Chief Financial Officer
Telephone no. : +91 (22) 43514444/400; Email id: cs@fazethree.com
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) - The disclosures under this report are made on standalone basis for Faze Three Limited.

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 the Turnover of the entity
1	Manufacturing	Home & Technical Textile Products	More than 90%

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

S. No.	Description of Main Activity	Description of Business Activity	% of the Turnover of the entity
1	Manufacturing of made-up textiles products except apparels	1392	More than 90%

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	6	2	8
International	-	-	-

17. Markets served by the entity

a. Number of locations

Location	Number
National (No. of states)	0
International (No. of countries)	Mainly North America & Europe and balance rest of world

b. What is the contribution of exports as a percentage of the total turnover of the entity ? Approx 90%

c. A brief on types of customers

Faze Three Limited has its registered office at Silvassa and is engaged in the business of manufacturing home & technical textiles furnishing products. The Company generates over 90% of its total revenue from Exports. The Company manufactures bath mats, chairpads, rugs, cushions, cushion covers, table cloth, curtains and other home furnishing etc. The Company caters to a wide range of vendors, wholesalers and distributors. The Company supplies to gaint global retailers.

18. EMPLOYEES

Details as at the end of Financial Year 31st March, 2022

a. Employees and workers (including differently abled) :

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES AND WORKERS						
1	Permanent (D)	1753	1385	79.01	368	20.99
2	Other than Permanent (E)	692	567	81.94	125	18.06
3	Total employees and Workers (D + E)	2445	1952	79.84	493	20.16

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES AND WORKERS						
1	Permanent (D)	3	3	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees and workers (D + E)	3	3	100	0	0

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Female	
		No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personel	2	NII	NIL

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2021-22			FY 2020-21			FY 2019-20		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees & Workers	10.69	7.07	9.93	13.33	14.80	13.58	13.89	8.94	13.08

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)
1	Faze Three US LLC	Wholly owned Foreign Subsidiary	100%	No
2	Mats and More Private Limited	Wholly owned Indian Subsidiary	99.96%	No

II. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - YES

(ii) Turnover (in Rs.) for FY 2021-22 : INR 5,05,33,81,527.97

(iii) Net worth (in Rs.) for FY 2021-22 : INR 2,24,37,64,171.18

23. Transparency and Disclosures Compliances

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)	FY 2021-22			FY 2020-21		
		Current Financial Year			Current Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has deployed its employees at each factory location who regularly visit the communities and interact with people to ascertain and address community concerns, if any.	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)	NIL						
Shareholders	The Company has Stakeholders Relationship Committee ("SRC") to examine and redress complaints by shareholders. SRC meets as and when required and atleast once a year to resolve shareholders grievances. Scores platform is also available for shareholders to raise any compliants (https://scores.gov.in/admin/Welcome.html)	NIL	NIL	NIL	NIL	NIL	NIL
Employee	https://www.fazethree.com/policies/	NIL	NIL	NIL	NIL	NIL	NIL
Workers	https://www.fazethree.com/policies/	NIL	NIL	NIL	NIL	NIL	NIL
Customers	The Company operates into B2B Model and exports manufactured products to large retailers around the world. Each customer has a dedicated key account manager for 360 degree communication.	NIL	NIL	NIL	NIL	NIL	NIL

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

Material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial 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)
1	Natural Resource availability	Risk and Opportunity	Natural capital being a essential part of our value creation model, drives us towards meeting our business needs by creating sustainable products and solutions with minimum impact on the natural ecosystem.	<ol style="list-style-type: none"> 1. Company has invested in 1.0 MW of Solar Rooftop at Silvassa units in Apr 2022 which would generate around 30% of current electricity consumption at said units. Apart from being cost effective, it enhances goal & commitment towards ESG. 2. Plant wise plan/actions implemented for alternate sources of water like borewell, tanker water supply, effluent treatment plant water re-use, rainwater usage and achieving water neutrality. 	<p>Positive: Scope to increase reliability on renewal energy.</p> <p>Negative: Unavailability can impact service to customer.</p> <p>Scarcity/ shortage of raw material leads to high production cost.</p>
2	Environment risk	Risk and Opportunity	Changes in existing regulations/ emerging regulations impacting sourcing of materials, emissions, waste generation, storage and use of material or quality of finished goods	<ol style="list-style-type: none"> 1. The Company continues to monitor all emerging regulations, incidents, developments and map it for compliance. 2. Regular training and discussion with employees is conducted to keep themselves updated about regulatory changes. 3. Data mapping and records are kept in organised manner. 	<p>Positive: Scope for product innovation to meet new regulatory requirements and explore new sources of raw materials.</p> <p>Negative: Increased expenses in transiting towards meeting new regulations.</p>
3	Handling Hazardous Material / Waste	Risk	Handling hazardous material/waste in business operations with care to avoid any threats posed to the health and well-being of our employees and to our surrounding environment	<ol style="list-style-type: none"> 1. Conducts risk assessments, safety audits and safety inspections at a prescribed frequency. 2. Regular training is imparted to employees, workers and contractors on workplace hazards, associated risks and arrangements to mitigate them. 3. Having a appropriate emergency response procedures and contingency plans. 	<p>Negative: Impact on health and well-being of employees/ workers at the plants & community near by.</p>
4	Health and safety risk	Risk and Opportunity	The manufacturing operations of the Company require employees to interact with plant, machinery, and material handling equipment, all of which carry an inherent risk of injury	<ol style="list-style-type: none"> 1. Training of employees for operating machines, procedure, SOP etc Compliance with all applicable health and safety legislations and relevant standards. 2. Keep upgrading the health and safety standards. 	<p>Positive: Adoption of latest safety related protocols and measures to create a safe work environment.</p> <p>Negative: Impact on health and well-being of employees of the Company.</p>
5	Labour strikes/ disputes	Risk and Opportunity	Disruption in manufacturing due to labour strikes	<ol style="list-style-type: none"> 1. Knowledge sharing sessions on labour laws. 2. Physical and Mental Wellness sessions conducted on regular basis. 	<p>Positive: Opportunity to develop stronger relationship and engagement with labour and labour unions.</p> <p>Negative: Labour unavailability can impact manufacturing.</p>
6	Reputation	Opportunity	Bad publicity arising out of any act/ inaction by the Company on social media or any other platform	<ol style="list-style-type: none"> 1. Actively addressing product complaints. 2. Ensuring product delivery as promised. 3. Compliance with all regulatory norms. 4. Strengthening corporate governance norms, including adherence to the code of conduct by all. 	<p>Positive: Opportunity to improve brand presence and reputation through proactively managing possible issues.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management process									
1. a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No		Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No		Yes
c. Web Link of the Policies, if available	Refer Note 1								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No		Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The policies followed by the Company as applicable to value chain partners are listed on the Company's website. The value chain partners are expected to follow the applicable policies.								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Fair Trade USA, GOTS, Oeko-Tex, STeP (Sustainable Textile Production), MIG label(Made in Green), ISO9001:2015, SA8000:2014, SMETA.	ISO9001:2015, Fair Trade USA, Oeko-Tex, STeP (Sustainable Textile Production), MIG label(Made in Green)	SMETA, SA8000: 2014	No. Company has not adopted any certification / label / standard, however through its internal policies it strives to follow the principle	SA8000: 2014	Fair Trade USA, GOTS, Oeko-Tex, MIG label(Made in Green)	N.A.	No. Company has not adopted any certification / label / standard, however through its internal policies it strives to follow the principle	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in compliance with all applicable laws & regulations and is committed & working regularly to further improve the current standards.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Board of Directors of the Company has empowered the Senior Management at each location to ensure the compliance with the Principles and to review it periodically and strive to improve the current standards.								
Governance, leadership and oversight									
7. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company through top management oversee the implementation of the Business Responsibility policies.								
8. 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.	No								

Note1

Principles	Applicable Policies	Link for Policies
PRINCIPLE 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	Code of Conduct for Directors and Senior Management Personnel, Insider Trading Policy, Policy on dealing with and materiality of Related Party Transactions, Vigil Mechanism/ Whistle Blower Policy	https://www.fazethree.com/policies/
PRINCIPLE 2 - Businesses should provide goods and services in a manner that is sustainable and safe	Environment, Health and Safety Policy	https://www.fazethree.com/policies/
PRINCIPLE 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains	Code of Conduct for Employees, HR Policy, Policy on Prevention of Sexual Harassment (POSH) of women at the workplace	https://www.fazethree.com/policies/
PRINCIPLE 4 - Businesses should respect the interests of and be responsive to all its stakeholders	Corporate Social Responsibility Policy	https://www.fazethree.com/policies/
PRINCIPLE 5 - Businesses should respect and promote human rights	Code of Conduct for Employees, HR Policy	https://www.fazethree.com/policies/
PRINCIPLE 6 - Businesses should respect and make efforts to protect and restore the environment	Environment, Health and Safety Policy, Corporate Social Responsibility Policy	https://www.fazethree.com/policies/
PRINCIPLE 7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	NA	NA
PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development	Corporate Social Responsibility Policy	https://www.fazethree.com/policies/
PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner	Customer Policy	https://www.fazethree.com/policies/

9. 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								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is in continuous compliance with all the applicable statutory requirements								

Subject for Review	Frequency (Annually / Half Yearly / Quarterly / Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Quarterly								

10. 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
The processes & compliances may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and approved by Senior Management/ Board, as the case may be.								

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

Questions	P7	Remarks
The entity does not consider the Principles material to its business (Yes/No)	No	The Company may share its knowledge / knowhow to assist in the formulation of public policy, but it does not directly engage in advocacy activities. The Company is committed to extend financial literacy, employment generation, equal opportunity, increasing investor awareness, among others.
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	No	
It is planned to be done in the next financial year (Yes/No)	No	

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: 2021-22

Segment	Total number of training and awareness programmes held	Topics /principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3 (as part of Board Meeting)	Updates and awareness related to regulatory changes are conducted for the Board of Directors & KMPs. Topics covered includes: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements	83%
Key Managerial Personal			100%
Employees other than BoD and KMPs	3 Sessions	1. Code of conduct for Employees 2. Anti-Bribery and Anti-Corruption Policy 3. Vigil Mechanism / Whistle Blower Policy 4. Policy on Prevention of Sexual Harassment (POSH) of women at the workplace	More than 80% of intended target audience
Workers	Health and Safety related training and awareness sessions are being conducted and provided to the workers at regular intervals.		

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. - None

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:

Yes, the Company has an Anti-Bribery and Anti-Corruption Policy. This policy applies to all persons associated with the Company and who may be acting on behalf of the Company.

The policy is available on the Company's website at <https://www.fazethree.com/policies>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption: None

6. Details of complaints with regard to conflict of interest: None

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

Yes, the Company has a Code of Conduct for Board of Directors and senior management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from its Board of Directors and senior management personnel on compliance with the code, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with each entities.

The policy is available on the Company's website at <https://www.fazethree.com/policies/>.

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.**

Environmental and Social impact assessment is one of the key inputs for the new product development/ process changes. Capital expenditure and R&D spends incurred by the Company embeds cost incurred to mitigate environmental & social hazards. These are inseparable cost of the products and hence separately identifying such cost is not feasible.

The Company regularly undertakes required steps for conservation of energy leading to sustainability. The Company is also actively contributing to the Sustainability projects for conservation of resources. Some of the initiatives are highlighted below:

- i. Installation of rooftop solar project at its Dadra location for generation of renewable energy;
- ii. Installation of LED lamps in the vicinity of all factories powered by solar energy;
- iii. Installation of new sewing machines with servo motors leading to higher productivity and lower electricity cost;
- iv. Turbo fans installed in the factories instead of electrical blowers thereby cutting energy;
- v. Regulated compressed air supply in factories as well as Installed Separate regulated Air Line to Machines without any 0% Air leakage;
- vi. Installation of separate regulated air line for machines which has zero % leakage;
- vii. Electrical scooters used for transportation of goods within factory premises;
- viii. Transparent sheets installed in the warehousing walls and roof for daylight exposure leading to lower use of powered lights;
- ix. LED tubelights installed all over the factories replacing the fluorescent lights cutting energy consumption by 50%;
- x. Using 20 W Led Tube lights instead of using 40w Fluorescent Tube rod with chowk which cuts 50 % power consumption;
- xi. Boiler and Thermopac conversion from furnace oil to natural gas for reducing of co2 emission, power consumption, low maintenance cost;

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

b. If yes, what percentage of inputs were sourced sustainably? ~10%

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 undertake efforts to reduce / minimize environmental impact in following areas –

1. Vendors – As a matter of policy the Company increasingly works with vendors who have integrated facility for effluent treatment or subscribe to a common treatment/ discharge facility.
2. Customers – The Products are manufactured as per requirement of company's customers, who further encourages the final consumer to re-use and recycle the products. Various tags and information for same is also provided on products.
3. Plastics – The Company encourages its customers to replace Plastics Tags with FSC Paper Tag and other recyclable material.
4. Product Packaging – The Recycling details are provided on product supplied to customers wherever applicable.
5. E-waste – All IT related disposal are done through E-waste certified supplier who ensures safe disposal with minimal environmental impact.

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. - Not applicable**

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?**

Given the diversity of our products, Company has not undertaken LCA. However, the Company is exploring various initiatives to assess Carbon Footprint and reduce the same.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Raw Material	Waste Generation	The Company encourages its customers to place orders for products which are sustainable and manufactured with recycled material.
Oil	Carbon emission	The Company has in place effluent treatment/ discharge facility for proper disposal of oil.
Fuel	Carbon emission	Expanding use of CNG, Solar Energy, Electrical Vehicles and other renewable energy source
Coal produced electricity	Carbon emission	i. Installation of rooftop solar project at its Dadra location for generation of renewable energy. ii. Installation of LED lamps in the vicinity of all factories powered by solar energy. iii. Installation of new sewing machines with servo motors leading to higher productivity and lower electricity cost; iv. Turbo fans installed in the factories instead of electrical blowers thereby cutting energy.
Waste disposal	Water pollution / soil and land pollution	The Company increasingly works with vendors who have integrated facility for effluent treatment or subscribe to a common treatment/ discharge facility.

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

Indicate input material	Recycled on re-used input material to total material	
	FY 2021-22	FY 2020-21
	Current Financial Year	Previous Financial Year
Plastic Bags	6.63	4.22
Yarn	6.73	5.05
Spun Poly Yarn	3.04	5.58
Fiber	100	100
Chindi	100	100

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

The Company operates into B2B Model and exports manufactured products to large retailers around the world and these products are not reclaimed by the Company directly, however Company encourages customers to purchase sustainable products.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category. - Not applicable**

PRINCIPLE 3 : Business 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 and workers :

% of employees and workers covered by											
Category	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 and workers											
Male	1385	1129	81.25	1385	100	0	0	1385	100	1221	88.16
Female	368	252	68.48	368	100	368	100	0	0	368	100
Total	1753	1381	78.78	1753	100	368	20.99	1385	79.00	1589	90.64
Other than Permanent employees and workers											
Male	567	567	100	567	100	0	0	567	100	467	82.36
Female	125	125	100	125	100	125	100	0	0	125	100
Total	692	692	100	692	100	125	18.06	567	81.94	592	85.55

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

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No of workers covered as a % of total employees	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	Y	100	100	Y
ESI*	100	100	Y	100	100	Y
Other - please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

*The Employees and Workers are covered as per the threshold limit as prescribed under the various applicable law.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirement of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard - The Company's corporate office and factory floor is accessible to differently abled employees and workers.

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.

The Company is committed to provide equal employment opportunities without any discrimination on the grounds of race, religion, national origin, ethnic origin, color, gender, age, citizenship, veteran status marital status or a disability. The Company's Code of Conduct for employees specifically calls out for no discrimination on any grounds. The Code of Conduct can be accessed at the following link on our website at www.fazethree.com

5. Return to work and Retention rates of permanent employees and workers that took parental leave: Not Applicable.

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	The Company aims to provide a safe, friendly and conducive work environment to all of its employees and associates. Employees are encouraged to share their concerns with their Reporting Manager or the members of the senior management. The Company has formulated whistle blower policy which allows all our employees to report any kind of suspected or actual misconduct in the organisation in an anonymous manner. In addition, Policy on Prevention of Sexual Harassment at Workplace for prevention, prohibition and redressal of sexual harassment at workplace has been formulated and Internal Complaints Committee has also been set up to redress any such complaints received.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees / workers irrespective category, who are part of association(s) or Union(B)	% (B/A)	Total employees workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent Employees	NIL					
- Male						
- Female						
Total Permanent Workers						
- Female						

8. Details of training given to employees and workers:

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Total (A)	On health and safety measure		On skill upgradation		Total (D)	On health and safety measure		On skill upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees and Workers										
Male	1952	1753	89.81	693	35.50	1676	773	46.12	298	17.78
Female	493	386	78.30	170	34.48	405	274	67.65	130	32.10
Total	2445	2139	87.48	863	35.30	2081	1047	50.31	428	20.57

9. Details of performance and career development reviews of employees and worker: 100% of eligible employees 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?

The Company has in place Environmental, Health and Safety Policy for protection of the employees from work related hazards. This Health and Safety Policy covers all the operating/ factory sites of Company. The health and safety management system broadly covers the following:

1. Risk assessments, safety audits and safety inspections at a prescribed frequency
2. Formation of contingency plan

3. Ensure that each employee, workers and visitors comply with all safety rules and regulations framed for the operation.

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

Periodic inspections are carried out at plant site to identify work related hazards. The Company is committed to provide safe and healthy working conditions for the prevention of work-related injury and ill health of employees and workers. Periodic training is given to the workers/ employees on dealing with hazardous goods.

The Company regularly updates the health and safety standards.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) - YES

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

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

Safety Incident / Number	Category	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	
	Workers		
Total injuries recordable work-related	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

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

The Company has in place Health and Safety Policy which covers all the operating/ factory sites of Company.

The Company has taken following measures to ensure and safety and health work place:

1. Implementation of Health and Management System
2. Systematic process in place for identification of work-related hazards.
3. Imparting trainings to the workers/ employees on dealing with hazardous goods.
4. Conducting mock drills for workers/ employees.
5. Adequate system in place to identify work related hazards and to formulate contingency plan and to eliminate or mitigate the hazards.
6. Ensures that all activities across the value chain are conducted as per the defined health and safety procedures.
7. Risk assessment is done on a periodic basis and actions are taken to maintain the risks.
8. Providing patient-centered, culturally appropriate, and individual holistic care and checkups, including sickness checkups and regular follow-ups to factory worker/ employees.
9. Conducts weekly checkups of employees working in Hazardous areas.
10. Maintenance of accurate medical records.

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

	FY 2021-22			FY 2020-21		
	Current Financial Year			Previous Financial Year		
	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		
Health & Safety						

14. Assessments for the year

	% of your plants and offices that were assessed (By entity or statutory authority or third parties)
Health & Safety practice	100% of locations covered through internal/external audits and social audits conducted by Customers/ Vendors
Working Conditions	

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:

- Thermography Scanning:** Thermography scanning is conducted at all plants.
- Installation of instruments to prevent fire injury & Emergency Exit:** To prevent any injury from fire, the Company has installed various instruments as prescribed by the Department of Fire and Emergency Services at all plants and compliance with respect to emergency exit requirements is ensured. Further, the fire drills are carried out at regular intervals.
- Masks:** It is mandatory for the workers even before Covid-19 Pandemic, to wear mask at the time of processing raw cotton, in order to prevent any respiratory disorders caused due to inhalation of dust produced by raw cotton.
- Machine guards and censors:** The machine guards and censors are installed to protect the machine operator and other employees in the work area from hazards created during the machine's normal operation.

LEADERSHIP INDICATORS

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

The employees and workers of the Company are covered under ESIC and Workmen Compensation Policy.

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

The Company ensure that statutory dues are paid within timeline by the Company and regularly follows up with the value chain partners for the same. The Company is regular in paying the statutory dues.

- 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: NONE**

- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No) - YES**

- Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practice	100% through internal / external audits and social audits conducted by Customers / Vendors
Working Conditions	

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.

During the year under review, there were no major health and safety related risks.

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 key stakeholder group identified by the Company includes includes Employees, Shareholders & Investors, Vendors and Communities.

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

Stake holder 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	No	As needed: Email, in person meeting, calls	At regular intervals	<ol style="list-style-type: none"> 1. Career Management and Growth Prospects 2. Learning opportunities 3. Compensation structure 4. Flexible working hours
Shareholders & Investors	No	As needed: Presentation, email advisories.	<ol style="list-style-type: none"> 1. Quarterly: Financial statements in IndAS and Company's presentation on Financial results 2. Annual: Annual General Meeting; Annual Report 	<ol style="list-style-type: none"> 1. Understanding shareholder expectations 2. Addressing their concerns
Vendors	No	As needed: calls and meetings, emails, presentations, reviews.	At regular intervals	<ol style="list-style-type: none"> 1. Quality Management 2. Pricing of products 3. Purchase orders 4. Supply chain management
Communities	Yes	As needed: reviews, calls and meetings, surveys	Annual	<ol style="list-style-type: none"> 1. Sustainable ways of doing business 2. Community welfare 3. Business concerns

LEADERSHIP INDICATORS

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

The Company actively engages with its key stakeholders. A continuous engagement with the stakeholders helps the Company to meet its stakeholders' needs and expectations. The Board is kept abreast on recent developments and feedback on the same is sought from the Directors on regular basis.

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.

Continuous engagement with stakeholders helps in aligning expectations, thereby enabling the Company to better serve its stakeholders. The Company does take into consideration the material inputs/ feedbacks received from the cutomers. The Company recognises the imporatance of stakeholder consulation and hence stakeholder interactions are important. The Company is in compliance with the environmental guidelines with respect to the operations, waste management, effluent treatment and energy conservation.

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

All the CSR initiatives of the Company are undertaken for the benefit and upliftment of disadvantaged and marginalised section of the society. Kindly refer to the Corporate Social Responsibility Report given separately in Annual Report.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. employees Workers Covered (B)	% (B/A)	Total (C)	No. employees Workers Covered (D)	% (D/C)
Employees						
Permanent	566	566	100	562	560	100
Other than permanent	0	0	0	0	0	0
Total Employees	566	566	100	562	562	100
Workers						
Permanent	1187	1187	100	1039	1039	100
Other than permanent	692	692	100	480	480	100
Total Workers	1879	1879	100	1519	1519	100

2. Details of minimum wages paid to employees and workers.

The Company is providing more than the statutorily required minimum wages to all its employees and workers whether permanent or temporary and ensures equal remuneration for equal work

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)*	2	4,46,875	0	NIL
Key Managerial Personnel	2	3,47,500	0	NIL
Employees other than BoD and KMP	537	25,000	25	30,975
Workers	1411	12,716	468	11,046

*Directors not drawing remuneration are excluded in computation of median remuneration.

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 is committed to providing a safe and positive work environment. The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair & ethical business and employment practices are followed. The Company is committed to providing a work environment that ensures that every employee/ worker is treated with dignity, respect and afforded equitable treatment. The Company is also committed to promoting a work environment that is conducive to the professional growth of its employees and encourages equality of opportunity. The Company strictly prohibits sexual harassment, harassment based on race, religion, national origin, ethnic origin, color, gender, age, citizenship, veteran status marital status or a disability. The employees can raise the concern for the violation of human rights/ harassment to their reporting Manager or Senior Management.

The Company also has zero tolerance towards and prohibits all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Filed During the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL			NIL		
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other humanrights related issues						

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

- a. Internal Complaints Committee constituted as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, receives, investigates the complaints and provide independent judgement.
- b. Whistle Blower Policy of the Company provides adequate safeguard against the whistle blower and no one is denied access to the Chairman of the Audit Committee or in exceptional cases to the Board of Directors for appropriate relief.

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

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	The Company is in compliance with the applicable laws and monitors at regular intervals the compliance for all applicable laws and policies.
Forced Labour/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Other please specify	

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. - Not applicable

LEADERSHIP INDICATORS

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

During the reporting period, no business processes were required to be modified or introduced for addressing human rights grievances/complaints.

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

The Company is committed to protecting and respecting Human Rights as well as remedying rights violations in case they are identified. The Company has constituted Internal Complaints Committee to receive and investigate the complaints with respect to Sexual Harassment of Women at Workplace. The Company has also framed Whistle Blower/ Vigil Mechanism Policy which provides adequate safeguard against the whistle blower and no none is denied access to the Chairman of the Audit Committee or in exceptional cases to the Board of Directors for appropriate relief. As an equal opportunity employer, we have zero tolerance towards the discrimination on the basis of race, colour, religion, sex, national origin, gender identity, gender expression, sexual orientation or disability status.

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?

The Company's corporate office and factory floor is accessible to differently abled Visitors.

4. 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 2021-22	FY 2020-21
	Current Financial Year	Previous Financial Year
Total electricity consumption (A) in Kwh	13981971.55	11782559.05
Total fuel consumption (B)		
Coal (Ton)	13388.1	10619.75
Diesel and other oil (Litre)	497711	669366
Energy consumption through other sources (C) in Kwh	41888	40568
Total energy consumption (A+C)	14023859.55	11823127.05
Energy intensity per rupee of turnover	0.0027 Kwh/Rs	0.0036 Kwh/Rs

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. Not Applicable
3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	294960.1	287618.7
(iii) Third party water	430723	379008
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	725683.1	666626.7
Total volume of water consumption (in kilolitres)	725683.1	666626.7
Water intensity per rupee of turnover (Water consumed/turnover)	0.00014 KL/₹	0.00020 KL/₹

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

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

Recognizing the importance of water as a resource, we undertake several initiatives to optimize the consumption and reduce resultant wastewater generation through our reuse or recycle schemes. Such wastewater is further recovered and used back in process.

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

Parameter	Please specify unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
NOx	mg/Nm ³	109.38	111.24
SOx	mg/Nm ³	270.01	260.59
Particulate matter (PM)	mg/Nm ³	375.20	377.10
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

***Other air emissions i.e. Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC), Hazardous Air Pollutants (HAP), are not being monitored currently.**

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 greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
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	Not Available	Not Available
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	Not Available	Not Available
Total Scope 1 and Scope 2 emissions per rupee of turnover		Not Applicable	Not Applicable
Total Scope 1 and Scope 2 emission intensity (optional)		Not Applicable	Not Applicable

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

The Company aims to reduce the green house gas emission and increase use of alternative / clear energy source.

The Company has invested and installed a 110-kWh solar power plant at its unit in Dadra, further contributing towards the growth of clean energy. The Company has also commenced investment for Installation of another Solar power plant with capacity of 1 MW in Apr 2022 which would generate around 30% of current electricity consumption at said units.

Company has invested in lithium Ion MHE (warehouse truck & forklifts) during Jan 2022 leading to efficiency, energy saving. With above efforts Company has reduced its emission levels.

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

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	0.450	0.600
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any (such as process & other waste, sludge etc)	18.365	17.82
Total (A+B + C + D + E + F + G + H)	18.815	18.420
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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

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.

Waste generation being an inevitable part of manufacturing process, efforts have been taken to create value from waste. With an aim to divert a significant quantum of waste from going to the landfills, the Company has adopted systems and procedures that helps repurpose used material and reintroduce excess material into the production process. The Company follows legally prescribed procedures and applies environmentally sound disposal techniques for disposing hazardous waste whereas the non-hazardous waste is sold to authorised recyclers/ government authorities/ government agents. Safety and environmental sustainability are integral parts of strong product development processes established by the Company.

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. 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, Environment protection act and rules thereunder (Y/N). YES

LEADERSHIP INDICATORS

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

Parameter	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	145465.55 Kwh	90008.05 Kwh
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	145465.55 Kwh	90008.05 Kwh
From non-renewable sources		
Total electricity consumption (D) - in Kwh	13836506 kWh	11692551 kWh
Total fuel consumption (E)		
Coal (Ton)	13388.1	10619.75
Diesel and other oil (Litre)	497711	669366
Energy consumption through other sources (F)	65539 kWh	60598 kWh
Total energy consumed from non-renewable sources (D+F)	13902045	11753149

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. Provide the following details related to water discharged:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	38235.1	20813.7
- With treatment – please specify level of treatment	246324	249450
	ETP TREATMENT	ETP TREATMENT
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	272760	246830
	ETP TREATMENT	ETP TREATMENT
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	556819.1	517093.7

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

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

Parameter	Unit	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not Available	Not Available
Total Scope 3 emissions per rupee of turnover		Not Applicable	Not Applicable
Total Scope 3 emission intensity (optional)		Not Applicable	Not Applicable

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

- 4. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities. - Not applicable**
- 5. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives.**

The Company regularly undertakes required steps for conservation of energy leading to sustainability. The Company is also actively contributing to the Sustainability projects for conservation of resources. Some of the initiatives are highlighted below:

- i. Installation of rooftop solar project at its Dadra location for generation of renewable energy;
- ii. Installation of LED lamps in the vicinity of all factories powered by solar energy;

- iii. Installation of new sewing machines with servo motors leading to higher productivity and lower electricity cost;
- iv. Turbo fans installed in the factories instead of electrical blowers thereby cutting energy;
- v. Regulated compressed air supply in factories as well as Installed Separate regulated Air Line to Machines without any 0% Air leakage;
- vi. Installation of separate regulated air line for machines which has zero % leakage;
- vii. Electrical scooters used for transportation of goods within factory premises;
- viii. Transparent sheets installed in the warehousing walls and roof for daylight exposure leading to lower use of powered lights;
- ix. LED tubelights installed all over the factories replacing the fluorescent lights cutting energy consumption by 50%;
- x. Using 20 W Led Tube lights instead of using 40w Fluorescent Tube rod with chowk which cuts 50 % power consumption;
- xi. Boiler and Thermopac conversion from furnace oil to natural gas for reduces of co2 emission, power consumption, low maintenance cost.

6. Does the entity have a business continuity and disaster management plan?

Emergency plan is prepared at all plants and mock drills are conducted at regular intervals.

Following are the major components of the emergency plan:

- All probable hazards, their place, potential, damaging capacity and areas in case of all accidents, dangerous occurrence, emergencies and disasters happening in or affecting the jurisdiction at any time detailed emergency response for each hazard scenario.
- Emergency response team on site consisting of site main controller, incident controller, firefighting team, first aiders, communications team, power and utility teams.
- Responsibilities and functions of key member's emergency response team and alternates.
- Emergency control centre and minimum infrastructure required in emergency control centre.
- List of Regulatory agencies with names and telephone Numbers.
- List of Telephone numbers of Local Hospitals and telephone numbers

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.

The Company is affiliated with six (6) trade and industry 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	Cotton Textiles Export Promotion Council	National
2	Synthetic and Rayon Textiles Export Promotion Council	National
3	Handloom Export Promotion Council	National
4	Carpet Export Promotion Council	National
5	Textiles Committee	National
6	ASMECHEM - Chamber of Commerce and Industry of India	National

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

No adverse order was received by the Company from regulatory authorities during the financial year 2021-22, hence no corrective action was required to be taken.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity: Not applicable

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year - Not applicable**
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the entity. Not applicable**
3. **Describe the mechanisms to receive and redress grievances of the community.**

The Company has deployed its factory employees who regularly visit the communities and interact with people to ascertain and address community concerns, if any. Based on these interactions, we have not encountered any specific grievances from the community at present.

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

	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Directly sourced from MSMEs/ small producers	6.16%	5.72%
Sourced directly from within the district and neighbouring districts	The Company has setup its manufacturing unit at location where major Raw Materials are available locally in surrounding area hence priority is given to suppliers in local community.	

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.**

S.No.	State	Aspirational District	Amount spent (In INR)
1	Gujarat	Narmada	62,50,000

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

Yes. The Company works with small producers based on their quality, operational efficiency and design capability of the vendors. The Company also provides opportunity to various marginalized /vulnerable community residing in the surrounding area of the factory to whom various hand made work can be delegated.

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

Widows / Women Workers/ Tribal Community.

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

The constant efforts are made by the Company to engage rural women residing.

* No breakup is available at present.

4. Details of beneficiaries of CSR Projects:

The Company carry out its CSR activities through Trusts. During FY 2021-22 the Company has made total CSR contribution of Rs. 1,48,00,000/- by way of donations to Trusts for promoting education, including special education among children, women, elderly and the differently abled.

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 Company has business-to-business (B2B) model. The Company sell it's products to vendors which ultimately sell the products to the end consumers. The Company has in place a mechanism for each consumer, where they can raise complaint and provide feedback to the Merchandiser.

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

	As a percentage to total turnover
Environmental and social parameters product relevant to the (Energy Used, Water Consumed, No. of People involve in production etc)*	-
Safe and responsible usage	100
Recycling and/or safe disposal	100

*The Company operates into B2B Model and exports manufactured products to large retailers around the world, hence product specifications & other details are provided as instructed by the Customers.

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	NIL			NIL		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	NIL	N.A.
Forced recalls		

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

Yes, the Company has Cyber Security Policy and same can be accessed on the website of the Company at <https://www.fazethree.com/policies/>

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 - NONE**

LEADERSHIP INDICATORS

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).** Information relating to all the products provided by the Company are available on the Company's website at <https://www.fazethree.com/>
2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Labels on safe and responsible usage are printed on the products.

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.**

Yes. The Company displays all requisite production formation on the product as per the applicable laws.

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) - Not applicable since the Company operates through business-to-business (B2B) model.

5. **Provide the following information relating to data breaches:**
- Number of instances of data breaches along-with impact - NIL
 - Percentage of data breaches involving personally identifiable information of customers - Not applicable