Sri All India Exports

Karur, India

The Magic of Indian Weaves

ESG Report

CY 2025

Woven with responsibility — people, planet and the craft of Indian home textiles

- Environment
- Social
- Governance



KARUR | TAMIL NADU | INDIA

The Magic of Indian Weaves

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Sri All India Exports

01

About Sri All India Exports

Building on our heritage.
Creating a more sustainable future.



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About this report

GRI 2-2 · 2-3 · 2-4

This report brings together four years of ESG performance data and the policies, procedures and certifications behind it.

Purpose GRI 2-3

This report describes how Sri All India Exports manages its environmental, social and governance (ESG) responsibilities, what it achieved in 2025 and where it stands against the 2030 targets set in its ESG KPI system. It is written for our customers, employees, suppliers, certification bodies, regulators and the community of Karur.

Reporting period

The report covers calendar year (CY) 2025, from 1 January to 31 December 2025. All indicators are compiled by calendar year: 2022 is the baseline, 2023 and 2024 are shown for comparison, and figures for January–June 2026 are included where available. CSR expenditure is recorded by financial year (April–March).

Scope and boundary GRI 2-2

The report covers the Company's single site at 23, Velammal Layout, Sengunthapuram, Karur – 639002, Tamil Nadu, and all its employees, workers and subcontractors. Value-chain topics — sourcing, transport and product end-of-life — are covered where the Company has data or influence.

Reporting framework

This ESG Report has been prepared in accordance with the Global Reporting Initiative (GRI) Universal Standards 2021 and the United Nations Sustainable Development Goals (UN SDGs). Greenhouse gas emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

Sources of information

- ESG KPI monitoring system — 140 indicators, 2022–2030
- Environmental, Labour & Human Rights, Ethics and Sustainable Procurement Policies (Rev. 03, 2026)
- Standard Operating Procedures Manual (Rev. 3.0, 2026)
- Nineteen risk registers and the Supplier Sustainability Risk Analysis
- Materiality Assessment (approved September 2025)
- Employee Handbook and work instructions
- OEKO-TEX® STANDARD 100 certificate and amfori BSCI monitoring report (March 2026)

Who prepares the data

The Environmental & Safety Head maintains the environmental indicators, the Human Resource Head the social and governance indicators and the Procurement Head the sustainable-procurement indicators. Each updates them monthly and reviews them with management every quarter.

Contact for this report

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Message from the Managing Partner

GRI 2-22

For more than four decades Sri All India Exports has been part of the textile trade of Karur. The tablecloths, kitchen towels, cushion covers and aprons that leave our Sengunthapuram workshop carry that heritage to homes around the world. With it comes a responsibility — to the people who make our products, to the town we work in and to the environment our raw materials come from.

In 2022 we set a baseline and began tracking 140 environmental, social and governance indicators, each with a target for 2030. This report gives a full account of where that journey stands.

There is real progress. Renewable sources supplied a fifth of our energy in 2025, up from none in 2022. The waste we generate fell from 75 tonnes in 2022 to 14.5 tonnes in 2025. We recorded no lost-time injuries, no complaints of corruption, discrimination or child labour, and every employee received training on business ethics. Our products hold OEKO-TEX® STANDARD 100 certification in its strictest product class, and the amfori BSCI social audit in March 2026 rated our factory B, with A ratings in eleven of thirteen performance areas.

We also see where we must do better. Our value-chain emissions are higher than in 2022, with emissions from transporting finished goods nearly doubling; our water use is above its 2022 level, and the BSCI audit showed that some of our colleagues need clearer, repeated training on their rights and on our codes of conduct. These are the priorities for the years ahead.

We thank our employees, buyers, suppliers and neighbours for their trust, and we welcome their feedback on this report.

"We strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices."

Our ESG commitment

20%
renewable share of energy, 2025

−81%
waste generated vs 2022

0
lost-time injuries

B
amfori BSCI rating, 2026

P. Ramesh
Managing Partner, Sri All India Exports

MORE FROM OUR LEADERSHIP



Mr. S.P. Selvam, Senior Leadership Representative, Sri All India Export
Every policy, procedure and risk register at our site is approved with one aim: that what we commit to on paper is what happens on the shop floor. In 2025 that meant no lost-time injuries, every employee trained on business ethics and every supplier signing our Supplier Code of Conduct. The March 2026 audit showed us where our systems must be stronger — workers' awareness of their rights and our codes of conduct — and we will close that gap with refresher training that we check is understood.



Mr. Ramesh, Senior Leadership Representative, Sri All India Export
Sustainability is not a separate project for us; it is how a Karur business of more than four decades keeps the trust of its buyers, its people and its neighbours. Our 2030 targets are demanding, and our own figures tell us honestly that transport emissions and water use must come down. We will keep measuring openly, act on what audits tell us, and invest in solar power and cleaner logistics so that the progress in this report continues.

2025 at a glance

Highlights of our environmental, social and governance performance in 2025, the most recent full year of data.

40+	1994	21	140
years in the textile trade	operating at our Karur site	employees, all directly employed	ESG KPIs tracked against 2022

Environment

20%	of energy from renewable sources (0% in 2022)
148	tCO_2e total emissions, down from 194 in 2024
−81%	waste generated, from 75 t (2022) to 14.5 t
1,020	kL of rainwater harvested
100%	of products meet restricted-substance standards

Social

0	lost-time injuries and work-related incidents, 2022–2025
110	training hours per employee (96 in 2022)
2,300	man-hours of health & safety training
100%	of employees covered by healthcare
0%	of employees paid below the living wage

Governance

0	complaints of corruption or bribery, 2022–2025
100%	of the workforce trained on business ethics
100%	of suppliers signed the Supplier Code of Conduct (0% in 2022)
100%	of supplier contracts carry sustainability clauses
B	amfori BSCI social audit rating, March 2026

Certified products

All products are certified to OEKO-TEX® STANDARD 100, Product Class I, valid to May 2027.

Audited workplace

amfori BSCI full social audit by Intertek in March 2026: overall rating B, with A in 11 of 13 performance areas.

Sources: ESG KPI monitoring system; amfori BSCI monitoring report 26-0384634.

Who we are

GRI 2-1 · 2-6 · 2-7

Our business GRI 2-1

Sri All India Exports is a Karur-based maker and exporter of woven cotton home textiles, managed by its partners and led by Managing Partner P. Ramesh. Rooted in the town's handloom and power-loom tradition, the Company has been in the textile trade for more than 40 years and has operated from its present site in Sengunthapuram since 1994.

What we make GRI 2-6

Tablecloths, napkins, kitchen towels, cushions and cushion covers, oven gloves, potholders, aprons and bags in 100% cotton — raw white, bleached, reactive yarn-dyed, reactive solid-dyed, pigment-printed and softener-finished — with accessories such as sewing threads, labels, tapes, laces and zippers.

Where we work

Production takes place in one rented building of a ground floor and three upper floors, with a built-up area of about 1,209 m². Fabric and yarn stores, the office, laboratory and utilities are on the ground floor, checking, packing and ironing on the first, cutting and sewing on the second, and waste storage on the third. The site is licensed for up to 50 workers and 50 HP of electrical power, falls in the Pollution Control Board's "White" category and is not in a water-stressed region.

Our people GRI 2-7

Twenty-one people work at the site, all employed directly by the Company, in a single general shift from 9:30 am to 6:30 pm, six days a week. Elected worker representatives sit on the Grievance, Works, Health & Safety and Internal Complaints Committees.

Our value chain

Cotton fabric is woven and processed by specialist weavers and processors and reaches us ready for cutting. Components are pre-certified to OEKO-TEX® STANDARD 100. Finished goods are packed for local and international buyers.

1,209 m²
built-up production area

21
direct employees

White
PCB category — no environmental permit required

100%
cotton home textiles

How our products are made

1. **Fabric receipt** — Woven cotton fabric received and inspected
2. **Cutting** — Patterns cut; offcuts collected
3. **Sewing** — Panels stitched and finished
4. **Trimming & checking** — Threads trimmed; quality checked
5. **Ironing** — Pressed where required
6. **Packing** — Labelled and packed
7. **Dispatch** — Shipped to buyers

Sources: amfori BSCI monitoring report 26-0384634; OEKO-TEX® certificate 25.HIN.83415; Materiality Assessment; Employee Handbook.

Certifications & social audit

GRI 2-27 · 416-1

Independent certification of our products and an external audit of our working conditions give buyers confidence in how our textiles are made.

OEKO-TEX® STANDARD 100

Product Class I — the strictest class, for baby articles

Our woven home textiles are certified to OEKO-TEX® STANDARD 100, which tests every component for harmful substances. Product Class I sets the strictest limits, intended for articles used by babies and young children. Certification covers the full range — tablecloths, napkins, kitchen towels, cushions and covers, oven gloves, potholders, aprons and bags in 100% cotton, with their threads, labels, tapes, laces and zippers — exclusively produced from components already certified to the standard.

DETAIL	
Certificate	25.HIN.83415
Certification body	Hohenstein Laboratories, Germany
Test report	26.1268247
Issued	16 April 2026
Valid until	31 May 2027

What certification means for our customers

Buyers receive products tested against a single, internationally recognised list of restricted substances, with a declaration of conformity under EN ISO 17050-1. Together with our own controls on safety data sheets and handling guidelines, it underpins our record of no product-safety incidents since 2022.

amfori BSCI social audit

Full monitoring by Intertek, 19–24 March 2026 · valid to 24 March 2028

Overall rating

A | **B** | C | D | E

PA 1 Social management system	B
PA 2 Workers' involvement & protection	C
PA 3 Freedom of association & collective bargaining	A
PA 4 No discrimination, violence or harassment	A
PA 5 Fair remuneration	A
PA 6 Decent working hours	A
PA 7 Occupational health & safety	A
PA 8 No child labour	A
PA 9 Special protection for young workers	A
PA 10 No precarious employment	A
PA 11 No bonded, forced labour or trafficking	A
PA 12 Protection of the environment	A
PA 13 Ethical business behaviour	A

Sources: OEKO-TEX® certificate 25.HIN.83415; amfori BSCI monitoring summary report 26-0384634.

How we manage sustainability

GRI 2-9 · 2-12 · 2-13 · 2-23 · 2-24

One management cycle

Our sustainability management follows a simple cycle: policies set our commitments, procedures and work instructions put them into practice, risk registers identify what could go wrong, KPIs measure progress, and regular reviews close the loop.

Policies
Environmental (POL-01), Labour & Human Rights (POL-02), Ethics (POL-03) and Sustainable Procurement (POL-04) — Rev. 03, January 2026.

Procedures
An SOP Manual (Rev. 3.0, April 2026) of 12 procedures, the Employee Handbook and site work instructions.

Risk registers
Nineteen registers score hazards by likelihood and severity, with controls, planned measures and owners.

KPIs & targets
140 indicators across 29 areas, tracked monthly against a 2022 baseline and 2030 targets.

Review
Quarterly KPI reviews with management; policies and SOPs reviewed every two years or after a trigger event.

Who is responsible GRI 2-13

- **General Manager** (S. P. Selvam) — approves all policies, procedures and risk registers
- **Environmental Safety Office** — environmental policy, SOP Manual and environmental KPIs
- **Human Resources Office** — labour, human rights and ethics policies; social and governance KPIs
- **Procurement Office** — sustainable procurement policy and supplier KPIs
- **Environment Task Force** and **Labour Task Force / HR Committee** — day-to-day implementation
- **Sustainability Risk Management Committee** — supplier risk analysis

ESG KPI SYSTEM	KPIS	AREAS
Environment	59	14
Social	58	8
Governance	23	7
Total	140	29

134 of the 140 KPIs are linked to a GRI Standard, a UN SDG or both. 68 carry improvement targets for 2030 and one a ratio target; 60 are held at a set level and 11 are monitored against statutory limits.

Commitment from every employee GRI 2-24

Every employee signs an acknowledgement for each policy, committing to follow it, take part in its programmes and report concerns. Policies are reviewed at least every two years — next in January 2028 — and earlier after changes in law, operations, audit findings or stakeholder expectations.

Our management documents

DOCUMENT	REFERENCE	CURRENT VERSION	NEXT REVIEW
Environmental Policy	SAIE-POL-01	Rev. 03 · 01-01-2026	01-01-2028
Labour & Human Rights Policy	SAIE-POL-02	Rev. 03 · 01-01-2026	01-01-2028
Ethics Policy	SAIE-POL-03	Rev. 03 · 01-01-2026	01-01-2028
Sustainable Procurement Policy	SAIE-POL-04	Rev. 03 · 01-01-2026	01-01-2028
Standard Operating Procedures Manual	SAIE-SOP-01	Rev. 3.0 · 01-04-2026	Every two years
Risk registers (19)	DOC-SAIE-RA-01 to 19	Reviewed 01-06-2026	01-12-2028
Supplier Sustainability Risk Analysis	—	Rev. 02 · 01-01-2025	On significant change
Employee Handbook	—	Rev. 02 · 02-01-2024	01-01-2030

Sources: Policies POL-01 to POL-04 (Rev. 03); SOP Manual SAIE-SOP-01 (Rev. 3.0); risk registers DOC-SAIE-RA-01 to RA-19; ESG KPI monitoring system.

Stakeholder engagement

GRI 2-29

STAKEHOLDER GROUP	WHAT MATTERS TO THEM	HOW WE ENGAGE
Employees & workers Artisans, tailors and staff	Safer, better-equipped workplaces; fair pay; skills and career growth	Elected committees; grievance channels; training; annual career meetings
Customers & consumers Local and international buyers	Safe, sustainably made products; packaging and recycling options	Sustainability sessions; workshops; product information
Suppliers & vendors Raw materials, dyes and machinery	Visibility into the sustainability practices of suppliers	Supplier Code of Conduct; ESG assessments; on-site audits
Local communities Especially rural handloom communities	Involvement in company initiatives; local development; water use	CSR contributions; community engagement
Government & regulators Labour, environment and trade authorities	Compliance with labour, environmental and trade regulations	Licences and statutory compliance
Environmental groups Advocates for sustainable cotton	Transparency on sourcing; organic and sustainable cotton	Sourcing commitments; supplier criteria
Investors & financiers Banks and financial partners	Clear anti-corruption controls; ESG performance	Reporting; policy disclosure
Industry associations Textile trade bodies	Innovative, sustainable fabric solutions	Policy commitment to industry sustainability forums
Certification bodies OEKO-TEX®, amfori BSCI	Strict adherence to environmental and labour standards	Certification; social audits
NGOs & welfare groups Workers' rights and community welfare	Strict enforcement of no-child-labour rules in the supply chain	Supply-chain audits; remediation with NGOs and authorities

Listening to stakeholders GRI 2-29

The Materiality Assessment identified ten stakeholder groups and recorded what each expects of the Company. Their views were used to rank our ESG topics (next page) and to set the actions in our roadmap.

Engaging customers on sustainability

In 2025, 40% of our customer base was actively engaged in sustainable-consumption practices, 12% of customers who attended our workshops adopted environmentally friendly practices and 28% of participants in environmental-education sessions reported better understanding of sustainable practices.

Worker voice at the site

Workers elect their representatives to four committees, giving every employee a direct route to management.

Grievance Committee
Hears complaints on pay, treatment and conditions

Works Committee
Management–worker dialogue on day-to-day issues

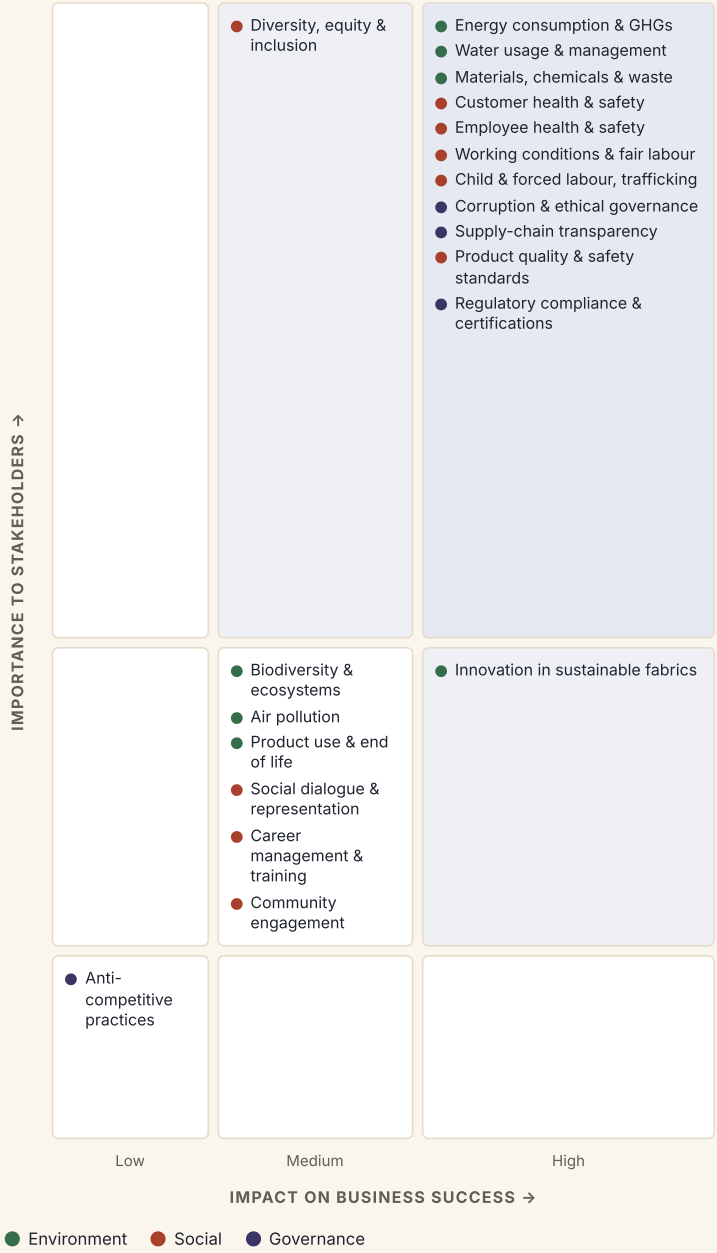
Health & Safety Committee
Reviews hazards, incidents and safety measures

Internal Complaints Committee
Handles complaints of sexual harassment

Sources: Materiality Assessment; ESG KPI monitoring system (E.12, E.13, G.07).

Materiality assessment

GRI 3-1 · 3-2



How we assessed materiality GRI 3-1

The assessment, carried out in accordance with the GRI Standards 2021, identified 20 ESG issues relevant to cotton home-textile manufacturing and to our ten stakeholder groups. Each issue was rated High, Medium or Low for its importance to stakeholders and its impact on business success, giving an overall priority.

What we found GRI 3-2

Thirteen issues are high priority — led by energy and emissions, water, chemicals and waste, health and safety, working conditions, child and forced labour, ethics, supply-chain transparency and product safety. Six are of medium priority and one, anti-competitive practice, is low.

Review

The General Manager reviews the assessment every two years with the EHS Manager, HR and the Compliance Manager, using updated ESG data and stakeholder feedback. The current assessment was approved on 29 September 2025.

Source: Materiality Assessment (approved by the General Manager, 29-09-2025).

Material topics & our response

GRI 3-2 · 3-3

For each high-priority issue, the Materiality Assessment records what stakeholders expect and how the Company is responding.

HIGH-PRIORITY TOPIC	WHAT STAKEHOLDERS TOLD US	OUR RESPONSE	PAGE
Energy consumption & GHGs	Concern about the energy-intensive nature of power looms	Energy-efficient machinery; renewable energy	20
Water usage & management	Local communities concerned about water use in dyeing	Water recycling and conservation measures	22
Materials, chemicals & waste	Harmful dyes and improper waste disposal	Eco-friendly dyes; better waste management	24
Customer health & safety	Safety of dyes and materials, especially for sensitive skin	Hypoallergenic, non-toxic materials in all products	25
Employee health & safety	Workers seek better safety standards	Stronger safety protocols; regular safety training	29
Working conditions & fair labour	Unions highlight ergonomics and fair labour practices	Ergonomic assessments; better working conditions	30
Child & forced labour, trafficking	NGOs demand strict enforcement in the supply chain	Thorough supply-chain audits; zero tolerance	31
Diversity, equity & inclusion	A push for more diversity and inclusion initiatives	DEI policies and training at all levels	32
Corruption & ethical governance	Investors call for clearer anti-corruption policies	Stronger anti-corruption measures and training	14
Supply-chain transparency	Greater visibility into suppliers' practices	Supplier audits; partnerships with sustainable suppliers	37
Innovation in sustainable fabrics	Industry and customers seek innovative fabric solutions	Investment in sustainable fabric technologies	25
Product quality & safety standards	High-quality, safe products meeting international standards	Stronger quality control; global safety standards	08
Regulatory compliance & certifications	Strict adherence to environmental and labour regulations	Full compliance; additional certifications	08

Medium-priority topics

Biodiversity and ecosystems, air pollution, product use and end of life, social dialogue and worker representation, career management and training, and community engagement are managed through our policies and KPIs and reported in the sections that follow.

Low-priority topic

Anti-competitive practice raised no significant stakeholder concern. We continue to monitor the market and apply our Ethics Policy's fair-competition rules (page 14).

Source: Materiality Assessment (approved by the General Manager, 29-09-2025).

Sri All India Exports

02

Ethics & Governance

Integrity on every decision.
Transparency in every action.

IN THIS SECTION

Ethics policy & business conduct 14
Integrity, approvals & speaking up 15
Information security & data protection 16
Risk management & resilience 17

Ethics policy & business conduct

GRI 2-23 · 2-24 · 205 · 206

Our commitment GRI 2-23

The Ethics Policy (SAIE-POL-03, Rev. 03) commits Sri All India Exports to integrity, transparency and accountability in every part of its business. It applies to all employees, workers, subcontractors and partners connected with our site and sets the framework for addressing corruption, conflicts of interest, fraud, money laundering, anti-competitive practice and information security.

Corruption

Bribery, kickbacks and improper payments are prohibited; regular training; a confidential reporting channel.

Conflict of interest

Personal, financial or professional interests are disclosed, reviewed and managed through transparent decisions.

Fraud

Internal controls and audit procedures; anonymous reporting; disciplinary action up to dismissal.

Money laundering

Transactions monitored, suspicious activity reported, full records kept and staff trained.

Anti-competitive practice

No collusion, price-fixing or market manipulation; fair and transparent market conduct.

Information security

Data protection, encryption, staff training and a tested incident-response plan.

Our code in practice: what we do and don't do

AREA	DO	DON'T
Anti-corruption & fraud	Report suspected bribery, fraud or misconduct to the Compliance Officer or through the whistleblower procedure; keep accurate records	Offer or accept bribes; falsify records; ignore corruption risks; accept gifts that could influence decisions
Conflict of interest	Disclose personal or financial relationships; seek approval for outside business relationships	Make decisions for personal benefit; deal with competitors without approval; misuse company resources
Money laundering	Report suspicious transactions; carry out due diligence on new partners; keep transaction logs	Approve transactions without clear business purpose; ignore red flags; structure transactions to evade reporting
Fair competition	Compete fairly; follow competition law; be transparent in negotiation and pricing	Fix prices, rig bids or allocate markets; discuss pricing with competitors
Information security	Follow cybersecurity rules; use strong passwords and multi-factor authentication; report phishing and breaches	Share confidential data with unauthorised people; store company data on personal devices

Consequences of violations GRI 2-26

Any breach of the Ethics Policy by an employee, supplier, agent or partner leads to action proportionate to its severity.

Warning — Verbal or written, for minor first offences

Suspension — For repeated or serious negligence

Corrective training — For correctable or unintentional lapses

Termination — For bribery, fraud or falsified documents

Blacklisting — Of suppliers or agents found unethical

Restitution — Repayment of losses or penalties

Legal action — Reporting to law-enforcement and trade authorities

Source: Ethics Policy SAIE-POL-03 (Rev. 03, approved by the General Manager, 01-01-2026).

Integrity, approvals & speaking up

GRI 2-26 · 205-1 · 205-2 · 205-3

Approving sensitive transactions GRI 205-2

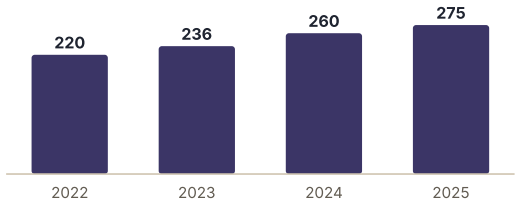
Gifts, hospitality and travel that could create a conflict of interest are documented on a Sensitive Transaction Request Form, reviewed by the employee's supervisor and approved according to their value. Approvals are recorded in writing, retained for at least five years and reviewed every year for patterns or issues.

SENSITIVE TRANSACTION	APPROVED BY
Gifts or benefits above ₹5,000	Department Head
Gifts or benefits above ₹10,000	Senior Management
Travel expenses above ₹25,000	Senior Management
Travel expenses above ₹50,000	Executive Committee

Managing corruption risk GRI 205-1

Our corruption risk register scores bribery risks in dealings with government offices, customs and export procedures, licences and permits and labour inspections, as well as facilitation payments, financial fraud, embezzlement and hospitality, with controls such as multiple-bid systems, separation of duties, audits and the whistleblower policy.

People trained on anti-corruption & bribery (man-hours)



INDICATOR	2022	2023	2024	2025
Complaints of corruption & bribery	0	0	0	0
Workforce trained on business ethics	100%	100%	100%	100%
Employee satisfaction with ethics training	100%	100%	100%	100%
Whistleblower reports received	0	0	0	0
Incidents of deceptive advertising	0	0	0	0
Departments covered by risk assessment / internal audit	100%	100%	100%	100%

Speaking up: our whistleblower procedure GRI 2-26

Employees, suppliers and partners can report misconduct — including corruption, conflicts of interest and information-security issues — by email (whistleblower@sriallindia.com), through the telephone hotline (+91 4324 237140) or directly to the Managing Partner, P. Ramesh. Reports made in good faith never lead to adverse treatment.

Report
Email, hotline or the Managing Partner — anonymously if preferred

Protect
Identity kept confidential; retaliation dealt with within 5 days

Investigate
Corruption and ethics reports within 10 days; information-security reports within 7

Act
Corrective action; law enforcement involved where needed

Feed back
Outcome to the reporter within 30 days; procedure reviewed yearly

Sources: SOP Authorization & Approval Process for Critical Transactions; Employee Handbook §33; corruption risk register DOC-SAIE-RA-04; ESG KPIs G.01, G.04, G.05.

Information security & data protection

GRI 418-1

Responding to security incidents GRI 418-1

Our IT Security Incident Handling & Recovery Procedure sets clear deadlines from the moment a breach is suspected.

Detect & report
Within 1 hour, with a threat level

Contain
Isolate systems, revoke access; directors told within 2 hours

Assess
Scope, cause and impact within 24 hours

Notify
Affected parties and authorities as required

Learn
Corrective actions and post-incident review

Controlling access to data

- **Physical:** customer documents kept in locked cabinets in a restricted room monitored by CCTV; sign-in and sign-out for sensitive files
- **Digital:** unique user IDs, strong passwords and multi-factor authentication for sensitive systems
- **Role-based permissions:** each person sees only the data their job requires
- **Encryption** of sensitive data in transit and at rest
- **Third parties** — such as logistics providers — receive only the data they need, under contractual data-protection clauses
- **Activity logs** reviewed regularly and internal audits of access controls

Respecting customers' data

Customers are told what data we collect and why, and give explicit consent before sensitive data is stored. They may ask to see, correct or delete their data, and would be notified promptly — with guidance and support — if a breach affected them.

How long we keep data

CUSTOMER DATA	RETAINED FOR
Customer contact information	7 years
Payment information	5 years
Order history	10 years
Communication records	3 years
Sensitive personal data	Until consent is withdrawn, or 5 years
Third-party data-sharing logs	5 years

Data that reaches the end of its retention period is securely deleted or anonymised.

INDICATOR	2022	2023	2024	2025
Data-breach incidents	0	0	0	0
Data-retention compliance	100%	100%	100%	100%
User complaints	0	0	0	0
Privacy complaints — employees, suppliers, customers, others	0	0	0	0

Information-security risks we manage

RISK	RATING	CONTROLS IN PLACE	PLANNED
Unauthorised access	High	Strong passwords, periodic access reviews	Multi-factor authentication
Data breach (phishing, malware)	High	Anti-virus, email filtering, staff training	Stronger encryption; intrusion detection
System vulnerabilities	High	Patch management; vulnerability assessments	Advanced threat protection
Network security incident	High	Firewalls; intrusion prevention	Network monitoring and security audits
Data loss from system failure	High	Regular backups; disaster-recovery plan	Frequent recovery testing

Sources: SOP IT Security Incident Handling & Recovery; SOP Data Access Control & Customer Data Management; information-security risk register DOC-SAIE-RA-06; ESG KPIs G.02, S.04.06–09.

Risk management & resilience

GRI 2-25 · 201-2

How we assess risk GRI 2-25

Nineteen risk registers cover the environmental, social and governance risks of our operations and supply chain. Each hazard is scored for likelihood — rare, occasional or frequent — and severity — minor, moderate or catastrophic — giving a low, medium or high rating, with existing controls, planned measures and a named owner. All registers were reviewed on 1 June 2026; the next review is due by 1 December 2028.

LIKELIHOOD		SEVERITY	
1 · Rare	Highly unlikely under normal conditions	1 · Minor	Limited impact, easily managed
2 · Occasional	May occur under specific circumstances	2 · Moderate	Noticeable impact; moderate effort
3 · Frequent	Expected to occur repeatedly	3 · Catastrophic	Severe impact; threatens operations

Risk level = likelihood × severity: **Low** risks are managed by existing controls, **Medium** risks need active monitoring and planned measures, and **High** risks need priority corrective action and management oversight.

Our risk registers

RA-01	Water	RA-02	Employee health & safety
RA-03	Child labour, forced labour & trafficking	RA-04	Corruption
RA-05	Stress	RA-06	Information security
RA-07	Anti-competitive practice	RA-08	Air pollution
RA-09	Waste management	RA-10	Strain engineering
RA-11	Biodiversity	RA-12	Spillage
RA-13	CSR activities	RA-14	Physical climate
RA-15	Living wage	RA-16	Diversity, equity & inclusion
RA-17	Discrimination & harassment	RA-18	Supply-chain sustainability impacts
RA-19	Recruitment & human resources		

Business continuity

Contingency measures include business-interruption and property insurance against natural hazards, an emergency reserve for disaster recovery approved by the Proprietor, safety stock of critical materials with alternate suppliers, a tested emergency generator, and flood barriers, sandbags and pumps inspected before every monsoon. After any event, damage is assessed within 24 hours and lessons are reviewed.

Preparing for climate and environmental disruption GRI 201-2

Our physical climate risk register assesses flooding, heatwaves, drought, fire smoke, rising temperatures and weather disruption to suppliers and dispatch. Under our work instruction on environmental disruptions (June 2026), the Environmental and Compliance Coordinator checks official weather warnings every working day and triggers the measures below.

TRIGGER	HOW OPERATIONS ADAPT
Yellow heat alert	Outdoor loading and yard work moved to early morning and late afternoon; water, shade and rest breaks
Orange or red heat alert	Outdoor work suspended 11:30–15:30; ventilation and cooling indoors; staff rotated on hot workstations
Storm, heavy rain or cyclone	Outdoor work and vehicle movement stopped; goods secured; exposed electrical panels isolated
Water shortage	Three escalating levels: fix leaks and defer non-essential washing; prioritise export orders and use stored or harvested water; reserve water for drinking and sanitation

Sources: risk registers DOC-SAIE-RA-01 to RA-19; physical climate risk register DOC-SAIE-RA-14; Work Instruction SAIE/WI/ENV-01.

Sri All India Exports

03

Environment

Reducing our footprint.
Strengthening our future.



IN THIS SECTION

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Air, noise & light	23
Waste & circularity	24
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Environmental policy & management

GRI 2-23 · 2-24 · 2-27

Our Environmental Policy sets ten areas of focus, from energy and water to product end-of-life, each backed by targets for 2030.

Our commitment GRI 2-23

Our Environmental Policy (SAIE-POL-01, Rev. 03) commits Sri All India Exports to minimising its environmental footprint at every stage of cotton home-textile production, through resource efficiency, waste reduction and eco-friendly methods, and to exceed — not merely meet — regulatory standards. It covers all employees, workers, subcontractors and stakeholders connected with our site.

How the policy is managed

- The **Environment Safety Officer** oversees implementation and compliance and reports progress
- A cross-functional **Environment Task Force** monitors day-to-day initiatives
- Key indicators — energy, water, waste and emissions — are assessed monthly and compared with the baseline and targets every quarter
- Every employee receives annual environmental training and signs an acknowledgement of the policy
- The policy is reviewed at least every two years — next in January 2028 — and after any significant incident, audit finding or change in law

Regulatory status GRI 2-27

Our site falls in the “White” category of the Tamil Nadu Pollution Control Board — the lowest-impact class — so no environmental consent is required. No chemicals are stored at the site, and no environmental complaints have been received since 2022.

Ten focus areas

Energy & GHG
Efficient processes and equipment; renewable energy such as solar

Water
Recycling, better filtration and rainwater harvesting

Biodiversity
Sustainably grown cotton; habitat protection and restoration

Air & noise
Emission control, filtration and noise reduction

Materials & waste
Eco-friendly materials and dyes; strict chemical handling; recycling textile waste

Product use
Durable products, responsible sourcing and end-of-life management

Product end of life
Recycling, material recovery and life-cycle assessment

Customer health
Non-toxic dyes and finishes; product testing

Sustainable consumption
Eco-friendly ranges, consumer education, traceable supply chains

Advocacy
Environmental education, industry forums and work with government

INDICATOR	2022	2023	2024	2025
Environmental complaints	0	0	0	0
Employees trained on energy, water, air or waste issues	100%	100%	100%	100%
Sites assessed for environmental issues	100%	100%	100%	100%

Sources: Environmental Policy SAIE-POL-01 (Rev. 03); amfori BSCI monitoring report 26-0384634; ESG KPIs E.02.

Climate & greenhouse gas emissions

GRI 305-1 to 305-5

Our greenhouse gas inventory GRI 305-1 · 305-2 · 305-3

We calculate our emissions every year in accordance with the GHG Protocol and ISO 14064. **Scope 1** covers diesel used in stationary equipment, fuel for company vehicles and refrigerant losses; **Scope 2** covers purchased electricity; **Scope 3** covers employee commuting, purchased plastic and paper, transport of raw materials and finished goods, waste and water supply.

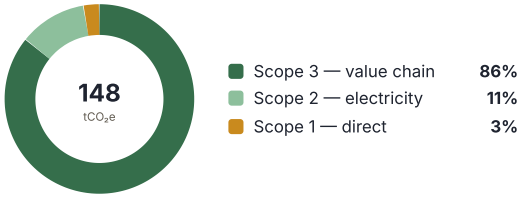
What the numbers show GRI 305-4

Total emissions were 148 tCO_2e in 2025, down 24% from a peak of 194 tCO_2e in 2024 but still above the 2022 baseline of 101 tCO_2e. Value-chain (Scope 3) emissions make up 86% of the total. Emissions from transporting finished goods have nearly doubled since 2022, to 24.4 tCO_2e, and inbound transport of raw materials has also risen. Our own direct and electricity emissions are small — 21 tCO_2e in 2025 — and their intensity fell from 0.20 to 0.17 tCO_2e per ₹ crore of revenue.

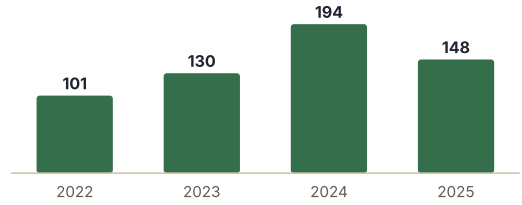
Reducing emissions GRI 305-5

Our Low-Carbon Energy Transition procedure commits us to replace carbon-intensive fuels and equipment with cleaner alternatives where technically and economically feasible, to consider life-cycle energy and emissions when buying equipment, and to evaluate rooftop solar and other renewables every year. Delivery and dispatch are scheduled outside peak hours and vehicles are maintained for fuel efficiency. Our people received 276 man-hours of training on greenhouse gases in 2025.

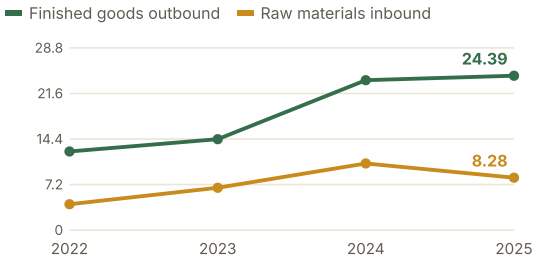
Emissions by scope, 2025



Total GHG emissions (tCO_2e)



Scope 3 transport emissions (tCO_2e)



INDICATOR	2022	2023	2024	2025	JAN–JUN 2026
Scope 1 emissions (tCO_2e)	4	4	6	4	2
Scope 2 emissions (tCO_2e)	16	15	17	17	9
Scope 3 emissions (tCO_2e)	81	111	171	127	79
Total, Scope 1 + 2 + 3 (tCO_2e)	101	130	194	148	90
Scope 1 + 2 intensity (tCO_2e / ₹ crore revenue)	0.20	0.19	0.19	0.17	0.22
People trained on GHG (man-hours)	240	268	280	276	134

SCIENCE BASED TARGETS

Science Based Targets initiative (SBTi)

Sri All India Exports has completed its commitment with the Science Based Targets initiative (SBTi), the global body that defines and promotes science-based emissions-reduction targets for companies.

Sources: GHG emission inventory (GHG Protocol, ISO 14064); ESG KPIs E.01; SOP Low-Carbon Energy Transition & Clean Energy Management.

Energy & renewable electricity

GRI 302-1 · 302-3 · 302-4

A fifth of our energy now comes from renewable sources, up from none in 2022.

Where our energy comes from GRI 302-1

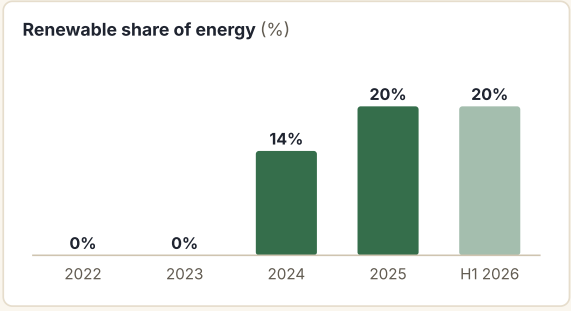
Electricity is the only energy source counted in our energy indicators. It powers sewing machines, cutting equipment, irons, compressors, lighting and offices. Consumption was 23,950 kWh — 86.2 GJ — in 2025, close to its 2022 level of 22,800 kWh, while a growing share came from renewable sources: 14% in 2024 and 20% in 2025 and the first half of 2026, from none in 2022.

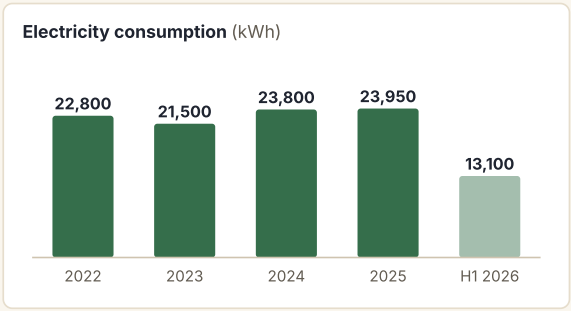
Using energy efficiently GRI 302-4

- Annual energy reviews identify high-consumption machinery; new equipment is selected for higher efficiency and lower life-cycle energy use
- Smart energy meters are specified to monitor use in real time, with pre- and post-upgrade comparisons
- Preventive maintenance keeps machines running at optimum efficiency
- Induction training on energy conservation for every new employee and specific training for machine operators — 305 man-hours in 2025

Moving to clean energy

Under our Low-Carbon Energy Transition procedure, renewable generation and consumption are monitored and reported in our environmental performance, opportunities to increase renewable electricity are evaluated in every annual energy review, and management approves clean-energy investments and reviews progress.





INDICATOR	2022	2023	2024	2025
Energy from electricity (GJ)	82.08	77.40	85.68	86.22
Energy intensity (MJ / ₹ crore revenue)	821	774	879	862
Renewable energy in total energy	0%	0%	14%	20%
Employees trained on energy conservation (man-hours)	250	269	305	305

Energy (GJ) is calculated from purchased electricity at 0.0036 GJ per kWh.

Sources: ESG KPIs E.03; SOP Sustainable Operations & Energy Efficiency Protocol; SOP Low-Carbon Energy Transition & Clean Energy Management.

Water stewardship

GRI 303-1 to 303-5

How we use water GRI 303-1 · 303-3

Our cut-and-sew operations use water mainly for drinking, sanitation, cleaning and ironing; water-intensive dyeing and finishing are carried out by our fabric processors. Consumption was 2,050 kL in 2025 — lower than the 2,500 kL of 2024 but above the 2022 baseline of 1,500 kL. Our site is not located in a water-stressed region.

Harvesting rainwater

A rooftop rainwater-harvesting system with first-flush diversion and filtration collects rainwater for toilet flushing, floor cleaning, landscaping and other non-potable uses. We harvested 1,020 kL in 2025, up from 800 kL in 2022.

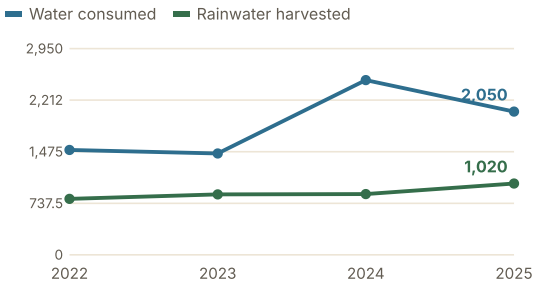
Wastewater GRI 303-2 · 303-4

Wastewater is monitored for suspended solids, chemical and biological oxygen demand and ammoniacal nitrogen. All results since 2022 have been well within statutory limits, and chemical oxygen demand fell from 73 mg/L to 50 mg/L. We treated 113 kL of water in 2025.

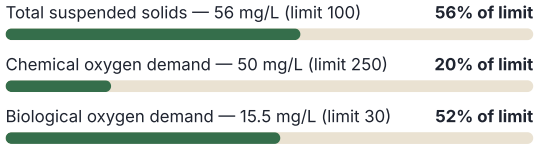
Managing water risk

Our water risk register rates water scarcity as a high risk and covers pollution, community access, cost, flooding, groundwater depletion, incoming water quality and basin stress. Planned measures include assessing the site with a recognised basin-risk tool such as the WRI Aqueduct Water Risk Atlas or WWF Water Risk Filter, and setting drought triggers and water-reduction measures. Water-efficient practices are set out in our Water Management & Efficiency Protocol, and 260 man-hours of water-efficiency training were delivered in 2025.

Water consumed and rainwater harvested (kL)



Wastewater quality against statutory limits, 2025



INDICATOR	2022	2023	2024	2025
Water consumption (kL)	1,500	1,450	2,500	2,050
Rainwater harvested (kL)	800	865	870	1,020
Water treated (kL)	100	113	107	113
Water treated (% of consumption)	6.7%	7.8%	4.3%	5.5%
Water recycled and reused (kL)	0	0	0	0
Water intensity (kL / ₹ crore revenue)	15.0	14.5	25.0	22.5
TSS (mg/L; limit 100)	63	58.6	56	56
COD (mg/L; limit 250)	73	69	65	50
BOD (mg/L; limit 30)	14	17	15	15.5
Ammoniacal nitrogen (mg/L; limit 50)	1	NA	NA	NA

Sources: ESG KPIs E.04; water risk register DOC-SAIE-RA-01; SOP Water Management & Efficiency Protocol; amfori BSCI monitoring report 26-0384634.

Air, noise & light

GRI 305-7

Ambient air quality GRI 305-7

We monitor ambient air every year for sulphur oxides, nitrogen oxides and fine particulates. Every result since 2022 has been well within statutory limits, and levels have fallen: sulphur oxides from 17 to 11.5 µg/m³, PM10 from 25 to 18 µg/m³ and PM2.5 from 8 to 7 µg/m³.

Lint and fibre dust

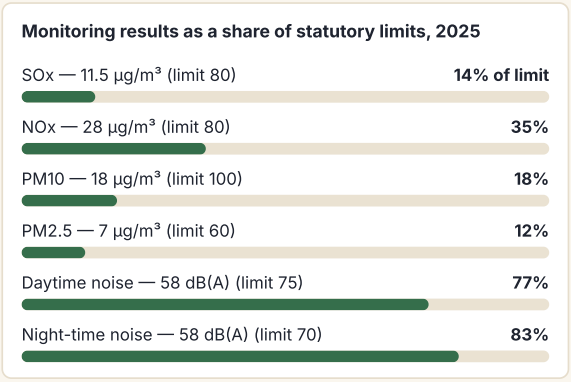
Cutting, sewing, brushing and handling fabric release cotton dust and lint. Our health and safety risk register rates cotton-dust exposure as a high risk and lint exposure as medium, because lint can affect indoor air quality and add to fire loading. Dust masks and ventilation are in place; our air-emissions guidelines call for dust-generating processes such as cutting to be enclosed and for work areas to be cleaned with industrial vacuum systems, and planned measures include maintaining local exhaust ventilation, monitoring dust levels and keeping a documented cleaning schedule.

Noise and light

Noise near the plant fell from 66 to 58 dB(A) by day and from 66 to 58 dB(A) at night between 2022 and 2025, within the limits of 75 and 70 dB(A). High-noise areas are monitored every year, noisy work is scheduled in the daytime and sound barriers can be fitted around high-decibel equipment. Workplace lighting has complied with IS 3646 (Part III) in every year.

Transport and vehicles

Deliveries and dispatches are scheduled outside peak hours and routes planned to avoid congestion, and company vehicles are maintained for fuel efficiency and low emissions.



INDICATOR	2022	2023	2024	2025
SOx (µg/m³; limit 80)	17	14	12	11.5
NOx (µg/m³; limit 80)	32	33	30	28
PM10 (µg/m³; limit 100)	25	21	19	18
PM2.5 (µg/m³; limit 60)	8	17.74	16	7
Daytime noise, dB(A) Leq (limit 75)	66.4	63.9	60	58
Night-time noise, dB(A) Leq (limit 70)	66.3	65.8	60	58
Non-compliance with IS 3646 (Part III)	0	0	0	0

Sources: ESG KPIs E.05–E.07; air pollution risk register DOC-SAIE-RA-08; health & safety risk register DOC-SAIE-RA-02; SOP Air Emissions Management Guidelines.

Waste & circularity

GRI 306-1 to 306-4

Less waste at source GRI 306-1 · 306-2

We generated 14.5 tonnes of waste in 2025, 81% less than the 75 tonnes of 2022 and down from 65.4 tonnes in 2024. All of it is reported as non-hazardous. In January–June 2026 we generated 7.05 tonnes.

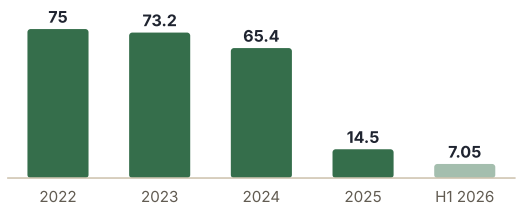
Sorting and reuse

Our Waste Minimization & Disposal Strategy names an owner, route and frequency for every waste stream. Waste is sorted into wood, electronic waste, wires, metal, glass and plastics; furniture and equipment parts are repaired and reused; and records, inspections and training are kept as evidence.

Closing the loop GRI 306-3

Our 2030 targets aim to divert waste from landfill, recycle wastewater and recover materials from waste — none of which our indicators yet record. Packaging is designed to use the least material needed, with single-material packs and clear recycling instructions to make recycling easier for customers.

Total waste generated (tonnes)



INDICATOR	2022	2023	2024	2025
Total waste generated (t)	75.00	73.20	65.40	14.50
Hazardous waste (t)	0.00	0.00	0.00	0.00
Non-hazardous waste (t)	75.00	73.20	65.40	14.50
Waste diverted from landfill	0%	0%	0%	0%
Waste recovered (t)	0.00	0.00	0.00	0.00

Where each waste stream goes

WASTE STREAM	RESPONSIBLE	ROUTE	FREQUENCY
Fabric bits	Cutting Master	Large pieces sold for reuse; small bits sold as cleaning cloth	Twice a week
Fabric-roll covers	Fabric In-charge	Sold for reuse	6 months
Poly bags, cones and cartons	Accessories In-charge	Sold for reuse or recycling	3 months
Labels, tags, broken needles, metal	Accessories In-charge	Stored securely on site	3 months – 3 years
Rejected and surplus products	Godown In-charge	Sold as scrap or sold on	3 months
Machine oil	Mechanic	Sold to workshops for cleaning use	3 months
Toner cartridges	Mechanic	Returned to the manufacturer	3 months
Batteries, cables, PVC, furniture	Electrician / Admin	Sold for exchange or as scrap	3 months
Tube lights, expired medicines	Electrician / HR	Panchayat collection yard	Monthly – 3 months

Sources: ESG KPIs E.09; SOP Waste Minimization & Disposal Strategy; SOP Sustainable Product Recovery and Disposal Strategy.

Safe products & responsible use

GRI 416-1 · 416-2 · 417-1 · 301

Our customers buy textiles for their kitchens, tables and homes — and often for children. Safety and durability come first.

Safe by design GRI 416-1 · 417-1

Every product and raw material complies with chemical-safety and restricted-substance standards such as OEKO-TEX®, and our OEKO-TEX® STANDARD 100 certificate covers our 100% cotton towels, cushions and covers, oven gloves, potholders, aprons and bags in Product Class I — the strictest class, for baby articles. Every textile product and process chemical is supplied with an updated safety data sheet and handling guidelines.

Durable products, used well

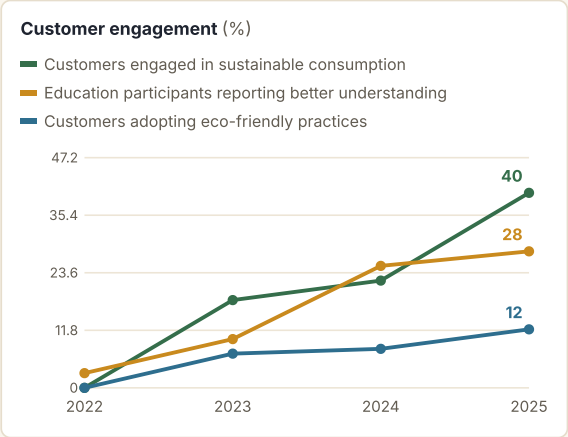
Our Sustainable Product Design procedure prioritises durability and long service life and asks product teams to reduce material, water, energy and chemical use. Labels and care instructions promote lower washing temperatures, suitable drying and ironing, and proper storage, so that products last longer.

Reducing microfibre release

Fabric selection, yarn construction and finishing are reviewed for ways to improve fibre stability and reduce shedding, and customers are encouraged to wash only when necessary, on suitable cycles and with less mechanical agitation.

Engaging customers GRI 416-1

In 2025, 40% of our customer base was actively engaged in sustainable-consumption practices, up from 18% in 2023. We held one customer sustainability session and one customer safety-training session, and 8% of used products collected for recycling were successfully processed.



INDICATOR	2022	2023	2024	2025
Customer complaints on product performance	0	0	0	0
Product-related safety incidents	0	0	0	0
Returned batches due to quality defects	0%	0%	0%	0%
Products and chemicals with updated SDS and handling guidance	100%	100%	100%	100%
Products and raw materials meeting restricted-substance standards	100%	100%	100%	100%
Saving from efficient product design	0%	0%	0%	1.5%
Customer safety-training sessions	0	0	0	1
Customer sustainability sessions	0	0	1	1

Sources: OEKO-TEX® certificate 25.HIN.83415; ESG KPIs E.10–E.13, G.06, G.07; SOP Sustainable Product Design, Responsible Product Use & Microfiber Reduction.

Biodiversity & natural resources

GRI 101 · 304

Why nature matters to us GRI 101

Every product we make starts as cotton grown on a farm. The health of soils, water and ecosystems in cotton-growing regions — and around our own site — is therefore part of our responsibility.

Sustainable cotton

The Environmental Policy commits us to source cotton from suppliers who practise sustainable agriculture and protect local ecosystems, including farms that use organic methods and avoid harmful pesticides. Our sustainable-procurement indicators track the share of sustainably sourced raw material — 38% in 2025, from 5% in 2022 (page 37).

Around our site

Our policy commits us to green spaces with native plants around our premises and to community reforestation and habitat-restoration projects in the Karur region. We have not yet dedicated land to biodiversity or supported native species; these are targets for 2030. No complaints about biodiversity have been received since 2022.

Protecting natural buffers

Before each monsoon and after any severe event, drains and silt traps are cleared, eroding soil is stabilised with grass or planting, and existing trees and green cover are kept as a buffer against wind and run-off.

Assessing biodiversity risk

Our biodiversity risk register identifies how operations and the value chain could affect nature and the controls in place.

BIODIVERSITY RISK	RATING	EXISTING CONTROLS
Habitat destruction	High	Environmental impact assessments; habitat preservation
Pollution of natural resources	High	Waste-management practices; pollution controls
Alteration of water flow	High	Water-management practices; monitoring of water systems
Invasive species	Medium	Monitoring of local species
Overuse of natural resources	Medium	Resource-management plans; sustainable practices
Soil erosion	Medium	Erosion control; land management
Habitat fragmentation	Medium	Land-use planning; habitat restoration

INDICATOR	2022	2023	2024	2025
Native species supported	0	0	0	0
Land dedicated to biodiversity (acres)	0	0	0	0
Complaints on biodiversity	0	0	0	0
Sustainably sourced raw material	5%	12%	24%	38%

Sources: Environmental Policy SAIE-POL-01; biodiversity risk register DOC-SAIE-RA-11; Work Instruction SAIE/WI/ENV-01; ESG KPIs E.08, E.14.



04

People & Communities

Empowering people.
Stronger communities.

IN THIS SECTION

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Child labour, forced labour & fair recruitment	31
Diversity, inclusion & dignity at work	32
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Community & CSR	34

Every towel, apron and cushion we ship is cut, stitched, checked and packed by hand. This section covers how we keep our people safe, pay them fairly, protect their rights, give them a voice — and what we contribute to Karur.

0
lost-time injuries, 2022–2025

110
training hours per employee in 2025

0%
of employees paid below the living wage

Labour & human rights policy

GRI 2-7 · 2-8 · 2-23

Respect, fairness and dignity for the people who make our products — set out in our Labour Policy and Employee Handbook, and checked by independent audit.

Our commitment GRI 2-23

Our Labour Policy (SAIE-POL-02, Rev. 03) commits Sri All India Exports to an ethical and inclusive workplace where every individual is treated with respect and dignity, with the highest standards of health and safety, fair working conditions and opportunities to develop. It applies to all employees, workers, subcontractors and other stakeholders directly connected with our site, and is supported by the Employee Handbook and the amfori BSCI Code of Conduct, which is posted on every production floor.

Who is responsible

- The **HR Department** implements the policy, monitors compliance with labour law and keeps employee records
- A cross-functional **Labour Task Force / HR Committee** monitors fair labour practices, grievance handling and workplace standards day to day
- Labour indicators — safety incidents, employee satisfaction and legal compliance — are evaluated every month
- Employees take part in regular training on labour rights and are encouraged to raise concerns

Our workforce GRI 2-7 · 2-8

Twenty-one people work at our site. All are permanent and employed directly by the Company; there are no contract, agency, migrant or foreign workers. Eighteen work in production and three in non-production roles, in one general shift. Our workforce logged 40,600 hours of work in 2025, up from 36,000 in 2022.

Seven areas of focus

Health & safety
Safety protocols, health programmes and emergency preparedness

Working conditions
Fair wages at or above living-wage benchmarks; legal working hours; clean facilities

Labour relations
Open communication, a confidential grievance mechanism and respect for collective bargaining

Career management
Training, fair performance evaluation and clear career pathways

Child & forced labour
Zero tolerance, supplier audits and remediation

Diversity, equity & inclusion
Inclusive culture, equal opportunity and anti-discrimination

External stakeholders
A supplier code of conduct, supplier training and engagement on labour rights

Independent social audit GRI 414-2

Our amfori BSCI audit (March 2025 – February 2026) rated fair remuneration, decent working hours, health and safety, no child labour, protection of young workers, no precarious employment and no forced labour all A. Findings on workers' awareness of their rights and on training are covered on page 33.

Sources: Labour Policy SAIE-POL-02 (Rev. 03); Employee Handbook (Rev. 02); amfori BSCI monitoring report 26-0384634; ESG KPIs S.07.

Health & safety

GRI 403-1 to 403-10

Zero injuries, five years running GRI 403-9 · 403-10

We have recorded no lost-time injuries, no work-related incidents, no fatalities and no days lost to work-related injury or ill health, for our own employees or subcontractors' workers, in any year from 2022 to 2025 or in the first half of 2026.

Identifying hazards GRI 403-2

Our Employee Health & Safety risk register, prepared by the Health & Safety Department and approved by the General Manager, rates each hazard by severity and likelihood and records existing and planned controls. Planned measures include noise-reduction engineering and hearing tests, improved ventilation and air-quality monitoring, regular fire drills and improved fire detection, ergonomics training and job rotation.

HAZARD	RATING	EXISTING CONTROLS
Fire	High	Fire extinguishers; evacuation plans
Noise in production areas	High	Ear protection
Cotton dust	High	Dust masks
Machinery	Medium	Machine guarding; operator training; regular maintenance
Prolonged standing, repetitive work	Medium	Ergonomic workstations; regular breaks
Slips, trips and falls	Medium	Non-slip flooring; housekeeping
Lint exposure	Medium	Housekeeping; dust masks

Prepared for emergencies GRI 403-7

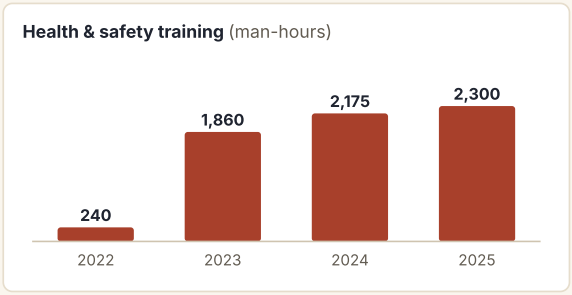
Our Labour Policy commits us to emergency response plans communicated to every employee and to emergency drills twice a year. The most recent fire drill was held on 9 March 2026.

Health of our people GRI 403-3 · 403-6

Every worker has a medical examination when they join, at the Company's cost. An agreement with an external healthcare provider gives workers and their dependants a health-care plan covering work-related and non-work-related injuries and illnesses, and 100% of employees have been covered in every year since 2022.

Training GRI 403-5

Health and safety training rose from 240 man-hours in 2022 to 2,300 in 2025. Our Labour Policy sets the goal of safety training — covering emergency response and hazard identification — for every new employee in their first month.



INDICATOR	2022	2023	2024	2025
LTI frequency rate — employees	0.00	0.00	0.00	0.00
LTI frequency rate — subcontractors	0.00	0.00	0.00	0.00
Lost-time severity rate — employees	0.00	0.00	0.00	0.00
Work-related incidents	0	0	0	0
Fatal incidents	0	0	0	0
Days lost to injury, fatality or ill health	0	0	0	0
Sites with an H&S risk assessment	100%	100%	100%	100%

Sources: Employee Health & Safety risk register DOC-SAIE-RA-02; Labour Policy; Employee Handbook §6, §20; amfori BSCI monitoring report 26-0384634; ESG KPIs S.03, S.07.

Working conditions & fair wages

GRI 202-1 · 401-2 · 2-21

Pay above the living wage GRI 202-1 · 2-21

Our living-wage estimate is calculated from a survey of the food and non-food expenses of employees living around the factory and prices in local markets. The estimate, ₹9,997.43 a month, is reported in our amfori BSCI audit. Every employee is paid above it: the lowest wage for regular work is ₹11,856 a month, against a legal minimum of ₹7,838. Wages are calculated daily and paid monthly, on or before the 7th of the following month.

Monthly wages against the benchmarks (₹)

Legal minimum wage	₹7,838
Living-wage estimate (basic needs wage)	₹9,997.43
Lowest wage paid for regular work	₹11,856

The lowest wage paid is 51% above the legal minimum and 19% above the living-wage estimate.

Fair hours GRI 2-7

Everyone works one general shift, 9:30 am to 6:30 pm, six days a week, with a one-hour lunch break, two fifteen-minute tea breaks and Sunday as the weekly day off. Overtime is entirely voluntary, follows government rules, is recorded and is paid promptly at a higher rate than regular pay. Working time is recorded manually, and the audit found no inconsistencies between time and production records.

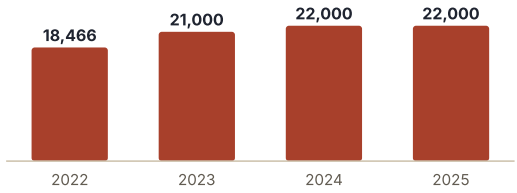
Leave and benefits GRI 401-2 · 401-3

In addition to statutory leave and maternity benefits, every worker can take 10 days of paid care leave a year to look after children, elderly parents or other family members, and up to 5 days of paid emergency family-care leave. Workers also receive extra pay for performance linked to the Company's results.

Reviewing pay every year

Our Labour Policy commits us to an annual wage review against the local living wage, and the Employee Handbook to an annual review of compensation structures to identify and remove any unequal pay. Our living-wage risk register reviews piece-rate pay, overtime and payroll monitoring.

Average salary above minimum wages (₹)



INDICATOR	2022	2023	2024	2025
Employees above living-wage rules	100%	100%	100%	100%
Subcontractors' workers covered by minimum / living-wage rules	100%	100%	100%	100%
Direct employees covered by living-wage benchmarking	100%	100%	100%	100%
Employees paid below the living wage	0%	0%	0%	0%
Ratio of highest to median annual compensation	4.2:1	4.1:1	4.0:1	3.9:1
Employees covered by healthcare	100%	100%	100%	100%
Plants and offices assessed	50%	85%	93%	95%
Incidents of non-potable drinking water	0	0	0	0
Non-compliance with working-condition principles	0	0	0	0

Sources: amfori BSCI monitoring report 26-0384634; Employee Handbook §14, §18, §29, §38; Living Wage risk register DOC-SAIE-RA-15; ESG KPIs S.02, S.04, S.07.

Child labour, forced labour & fair recruitment

GRI 408-1 · 409-1 · 412-1

Zero tolerance GRI 408-1 · 409-1

We do not employ children and do not use forced, bonded or trafficked labour — in our own operations or in our supply chain. Our risk register rates child labour and forced labour as high risks because of the severity of their consequences, even though their likelihood is rare, and our KPIs have recorded no cases and no complaints since 2022.

Checking age at the door

Every candidate must provide valid age documents — such as a school transfer certificate or birth register extract — before being hired. Anyone who cannot is referred to a medical officer for age assessment. At our 2026 audit, our youngest employee was 35 years old.

Protecting young workers

Should we employ a young worker in future, our Employee Handbook requires us to explain their hours and contract clearly, give them a tailored induction, carry out regular health and safety checks with direct communication, and keep a risk assessment of their workplace under review.

Freely chosen employment GRI 2-8

All 21 employees are permanent and directly employed, with no contract or agency workers. Overtime is voluntary, and a recruitment and HR risk register covers ethical hiring.

If a case is ever found GRI 2-25

Our remediation procedure sets firm timelines for supporting any victim of child labour, forced labour or trafficking:

Within 24 hours
Victim made safe and removed from harm

Within 7 days
Legal action against perpetrators, with authorities

Within 30 days
Rehabilitation, education and vocational training

Ongoing
Work with local authorities and NGOs on reintegration

Speaking up GRI 2-26

Concerns about child labour, forced labour or trafficking can be reported confidentially to our designated Compliance Officer and are handled with the highest priority. Channels include the anonymous hotline (+91 4324 237140) and the Managing Partner directly.

INDICATOR	2022	2023	2024	2025
Child labour	0%	0%	0%	0%
Forced labour	0%	0%	0%	0%
Complaints on child labour, forced labour or trafficking	0	0	0	0
Subcontractors' workers in agreement with the Code of Conduct	100%	100%	100%	100%
Sites with a human rights review or impact assessment	100%	100%	100%	100%

Independent audit result

No child labour, special protection for young workers, no precarious employment, and no bonded or forced labour or trafficking were all rated A in our 2026 amfori BSCI audit.

Sources: Employee Handbook §5, §19, §31–32; Child labour, forced labour & trafficking risk register DOC-SAIE-RA-03; amfori BSCI monitoring report 26-0384634; ESG KPIs S.01, S.04.

Diversity, inclusion & dignity at work

GRI 405-1 · 405-2 · 406-1

Equal opportunity GRI 405 · 406

Recruitment and promotion are based on qualifications, skills, experience and performance — never on personal attributes or background. Job openings are advertised, recruiters are trained in fair hiring, and practices are reviewed regularly to remove bias. Women are never asked to take a pregnancy test.

Including everyone

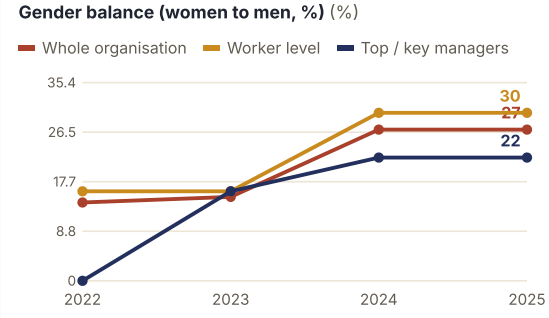
Our Employee Handbook commits us to programmes for gender inclusion — leadership development, mentoring and career-advancement training — and for under-represented groups. For employees with disabilities we commit to accessible infrastructure, ergonomic workstations, tailored training and reasonable adjustments to schedules and equipment.

Dignity at work GRI 406-1

Sexual harassment is misconduct under our Employee Handbook. Complaints of harassment or discrimination can be raised confidentially with the HR Manager or the Internal Complaints Committee, which includes elected worker representatives. Victims receive counselling and legal support within 7 days, restorative action within 15 days, and follow-up every 30 days for three months. No complaint of sexual harassment, discrimination or DEI has been recorded since 2022.

Where we must do better

Our 2026 amfori BSCI audit found that “Gender Equality in the Workplace” training had not yet been given to factory workers, and that “Zero Tolerance for Violence and Harassment” training had not been given to managers. Both are part of our next steps.



INDICATOR	2022	2023	2024	2025
Gender balance — workers (women to men)	16%	16%	30%	30%
Gender balance — executives	8%	8%	7%	7%
Gender balance — top / key managers	0%	16%	22%	22%
Gender balance — whole organisation	14%	15%	27%	27%
Average gender pay gap	0%	0%	0%	0%
People trained on gender equality (man-hours)	180	196	208	210
Employees trained on diversity, discrimination and harassment	100%	100%	100%	100%
Hiring of local people	55%	75%	73%	76%
Hiring of people with disability	0%	0%	0%	0%
Hiring of vulnerable / marginalised people	0%	0%	0%	0%
Complaints — sexual harassment	0	0	0	0
Complaints — discrimination (all sources)	0	0	0	0

Sources: Employee Handbook §4, §6, §16, §17, §30–32; amfori BSCI monitoring report 26-0384634; ESG KPIs S.02, S.05, S.06.

Skills, careers & worker voice

GRI 2-30 · 404 · 407

Elected worker committees GRI 2-30 · 407-1

Workers elect their own representatives to four committees. There is no trade union or collective bargaining agreement at our site; our Labour Policy commits us to respect workers' right to form unions and bargain collectively.

Grievance Committee
Elected worker representatives

Works Committee
Elected worker representatives

Health & Safety Committee
Elected worker representatives

Internal Complaints Committee
Elected worker representatives

Raising a grievance GRI 2-25 · 2-26

Complaints — unfair treatment, wrongful deductions, discrimination, harassment, abuse, refusal of urgent leave, child or forced labour — can be made to the manager, the HR Manager, the Compliance Officer or the Managing Partner, or anonymously through our hotline. The complainant may attend the inquiry and receive a copy of the decision. Unjustified refusals of urgent leave are reviewed within 3 days; substantiated unfair treatment is compensated within 10 days and monitored for six months.

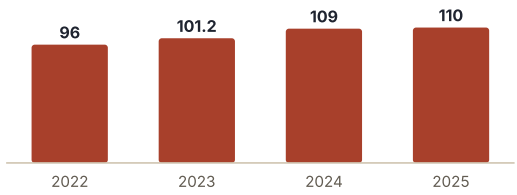
Growing skills and careers GRI 404-1 · 404-2 · 404-3

Every employee receives skills training and an annual performance and career review with their manager, covering career paths, strengths and development needs. Internal openings are advertised, and job rotation, cross-skilling and transfers support growth. Training reached 2,200 hours in 2025 — 110 hours per employee.

What our audit told us

On 9 March 2026 we trained workers on their rights and obligations, the amfori BSCI Code of Conduct and our anti-bribery policy. When auditors interviewed eight workers soon after, four could not yet explain these fully. Refresher training — and checking that it is understood — is part of our next steps.

Average training hours per employee (hours)



INDICATOR	2022	2023	2024	2025
Total training hours	1,920	2,024	2,180	2,200
People trained on human rights (man-hours)	180	197	200	207
People trained on careers and skills (man-hours)	210	264	283	285
Employees receiving skills training	100%	100%	100%	100%
Employees receiving performance and career reviews	100%	100%	100%	100%
Career-management awareness sessions	0	0	1	1
Employees covered by elected representatives or collective agreements	100%	100%	100%	100%
Attrition ratio	0%	0%	0%	0%

Sources: amfori BSCI monitoring report 26-0384634; Labour Policy; Employee Handbook §17, §31–33; ESG KPIs S.02, S.04.

Community & CSR

GRI 413-1 · 201-1

Part of Karur GRI 413-1

We have operated from Sengunthapuram in Karur since 1994. In 2025, 76% of our hires were local people, up from 55% in 2022.

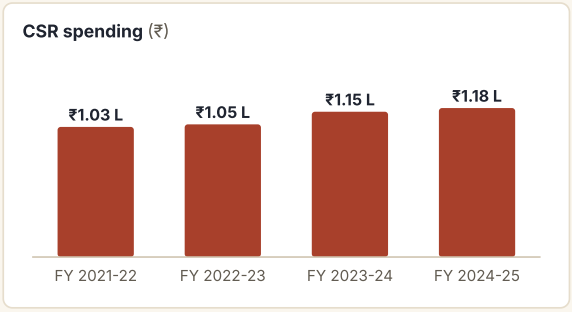
Our CSR spending GRI 201-1

We spent ₹1,18,000 on corporate social responsibility in the financial year 2024-25, up from ₹1,03,000 in 2021-22, and the same amount again in 2025-26. Our indicators do not yet record any structured social initiatives at local or national level; starting them is a target for 2030.

What we plan

The action plan in our materiality assessment sets out two steps for community engagement and development over the next three to five years:

- Launch community development programmes focused on education, healthcare and employment
- Partner with local NGOs and community leaders so that our initiatives match the community's needs and priorities



Managing community risk

Our CSR activities risk register identifies the risks of poorly targeted community-development, conservation, community-wellness and volunteering activities — such as weak stakeholder engagement or misallocated resources — and assigns each an owner. It also covers community concerns about water use and wastewater.

INDICATOR	FY 21-22	FY 22-23	FY 23-24	FY 24-25
Amount spent on CSR (₹)	1,03,000	1,05,000	1,15,000	1,18,000
Social initiatives at national and local level	0	0	0	0

Sources: ESG KPIs S.02.08, S.08; Materiality Assessment; CSR Activities risk register DOC-SAIE-RA-13; amfori BSCI monitoring report 26-0384634.

Sri All India Exports

05

Responsible Sourcing

Traceable supply chains.
A more resilient tomorrow.



IN THIS SECTION

Sustainable procurement policy	36
Supplier ESG risk & assessment	37
Upstream impacts & traceability	38

Our fabric is woven, dyed and printed by partners before it reaches our cutting tables. This section explains how we choose, assess and work with our suppliers.

38%
of raw material sustainably sourced in 2025 (5% in 2022)

100%
of suppliers signed our Supplier Code of Conduct

70%
of suppliers evaluated for ESG performance

Sustainable procurement policy

GRI 2-23 · 204 · 308 · 414

We expect the people who weave, dye and supply for us to meet the same standards we hold ourselves to.

Our commitment GRI 2-23 · 2-24

Our Sustainable Procurement Policy (SAIE-POL-04, Rev. 03) commits us to source materials and services in a way that minimises environmental impact, respects labour rights and upholds human rights, and to comply with all applicable laws. It is prepared by the Procurement Office, approved by the General Manager, and reviewed at least every two years — next in January 2028.

Who is responsible

- The **Purchase Officer / Supply Chain Department** implements the policy, checks that suppliers meet environmental, social and ethical standards and maintains reporting
- **Managers and supervisors** make sure their teams follow the sourcing guidelines and address supplier concerns
- Sustainability performance in procurement is evaluated every month
- Every employee signs an acknowledgement of the policy

What the policy commits us to GRI 308-1 · 414-1

- A supplier code of conduct prohibiting child and forced labour, which suppliers sign
- Sustainability clauses in supplier contracts
- Assessment of suppliers' environmental certifications and practices
- Training and resources for suppliers on labour rights, waste reduction, energy efficiency and anti-discrimination
- Annual audits of supplier compliance with human rights standards

Environment

- Prioritise suppliers using eco-friendly materials and practices
- Require waste reduction and recycling
- Encourage energy-efficient technologies

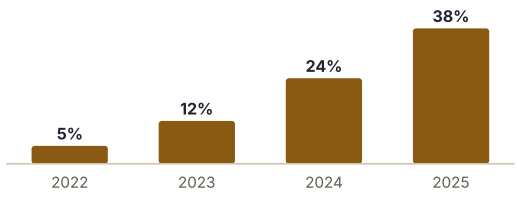
Labour practices

- Fair wages, safe conditions and reasonable hours
- No child or forced labour — with evidence of compliance
- Freely chosen employment, freedom to join unions, non-discrimination

Human rights

- Respect for the rights of workers, local communities and indigenous peoples
- Workplaces free from discrimination, harassment and abuse
- Transparency, honesty and respect for the rule of law

Sustainably sourced raw material (%)



INDICATOR	2022	2023	2024	2025
Sustainably sourced raw material	5%	12%	24%	38%
Employees trained on sustainable sourcing of raw material	0%	25%	50%	72%
Buyers trained on sustainable procurement (man-hours)	38	41	43	45

Sources: Sustainable Procurement Policy SAIE-POL-04 (Rev. 03); ESG KPIs E.14.

Supplier ESG risk & assessment

GRI 308-1 · 308-2 · 414-1 · 414-2

A weighted view of supplier risk GRI 308-1 · 414-1

Our Supplier Sustainability Risk Analysis (Rev. 02) assesses suppliers across five ESG risk areas, each weighted by its importance to our business. Every area is currently rated a medium risk. The analysis is overseen by our Sustainability Risk Management Committee and updated whenever operations, regulations, supplier risk profiles or stakeholder expectations change significantly.

RISK AREA	WEIGHT	WHAT WE LOOK AT (WEIGHT, %)
Environmental	35%	Emission control 10 · resource efficiency 10 · waste management 10 · environmental certification 5
Social	30%	Labour rights 10 · employee wellbeing 10 · community engagement 5 · social certification 5
Governance	20%	Ethical business practices 10 · regulatory compliance 5 · governance certification 5
Supply chain	10%	Supplier compliance 5 · supply disruptions 5
Product safety & quality	5%	Quality control 3 · product safety 2

How we respond

- **Environment** — cleaner technologies, efficient use of water, energy and cotton, circular waste practices and recognised certifications such as ISO 14001
- **Social** — fair labour practices, health and safety programmes, community programmes and social certifications such as SA8000
- **Governance** — ethical guidelines, regulatory tracking and certifications such as ISO 37001
- **Supply chain** — regular supplier audits and multiple sourcing strategies
- **Product** — strict quality control and compliance with safety regulations

Risk weighting



Supplier coverage (%)



INDICATOR	2022	2023	2024	2025
Suppliers evaluated for ESG performance	0%	10%	22%	70%
Suppliers evaluated through ESG on-site audit	0%	10%	22%	100%
High-risk partners covered by corruption and information-security due diligence	0%	10%	20%	100%
Suppliers in agreement with company policies	0%	10%	20%	100%
Suppliers in agreement with the Supplier Code of Conduct	0%	10%	20%	100%
Sustainability clauses in supplier contracts	0%	10%	20%	100%
Average non-conformities per supplier	0	0	0	0
Average corrective actions per supplier	0	0	0	0

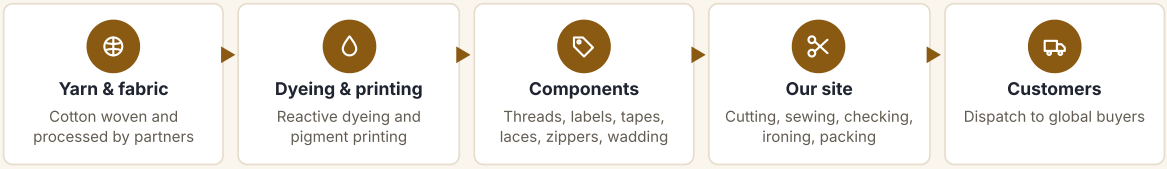
Sources: Supplier Sustainability Risk Analysis (Rev. 02, 01-01-2025); ESG KPIs G.03.

Upstream impacts & traceability

GRI 308 · 414 · 416-1

Where our impacts lie GRI 308-2 · 414-2

Our own site cuts, sews, checks, irons and packs. The water-, energy- and chemical-intensive stages — weaving, dyeing, printing and finishing — happen upstream at our suppliers, and transport links each stage. That is why most of our greenhouse gas emissions are in Scope 3, and why we look beyond our own walls.



Safe inputs, verified GRI 416-1

Our OEKO-TEX® STANDARD 100 certificate requires our articles to be made exclusively from components that are themselves pre-certified to STANDARD 100 — fabric, sewing and embroidery threads, printed labels, interlining, twill tapes, laces, zippers and polyester wadding. 100% of our textile products and raw materials comply with chemical-safety and restricted-substance standards.

Visibility of subcontracting

Our supply-chain risk register calls for an up-to-date supplier list, assessment of relevant subcontractors and controls on unauthorised subcontracting, so that our products are not made at facilities we have not assessed.

Lower-carbon logistics GRI 305-3

Emissions from transporting raw materials to our site fell from 10.53 tCO_2e in 2024 to 8.28 tCO_2e in 2025. Our register asks us to track freight activity, consolidate shipments and evaluate lower-emission transport alternatives.

Assessing supply-chain impacts

Our register of adverse sustainability impacts in the supply chain covers ten risks, each with existing and planned controls and an owner. All are currently rated low.

SUPPLY-CHAIN RISK	RATING
Unsustainable sourcing of textile raw materials	Low
Labour rights violations at supplier facilities	Low
Child labour and forced labour	Low
Pollution from textile processing	Low
Hazardous chemicals and restricted substances	Low
Waste from cutting and production	Low
Packaging for export shipments	Low
Unauthorised subcontracting and traceability	Low
Transport emissions and logistics	Low
Supplier sustainability monitoring and corrective action	Low

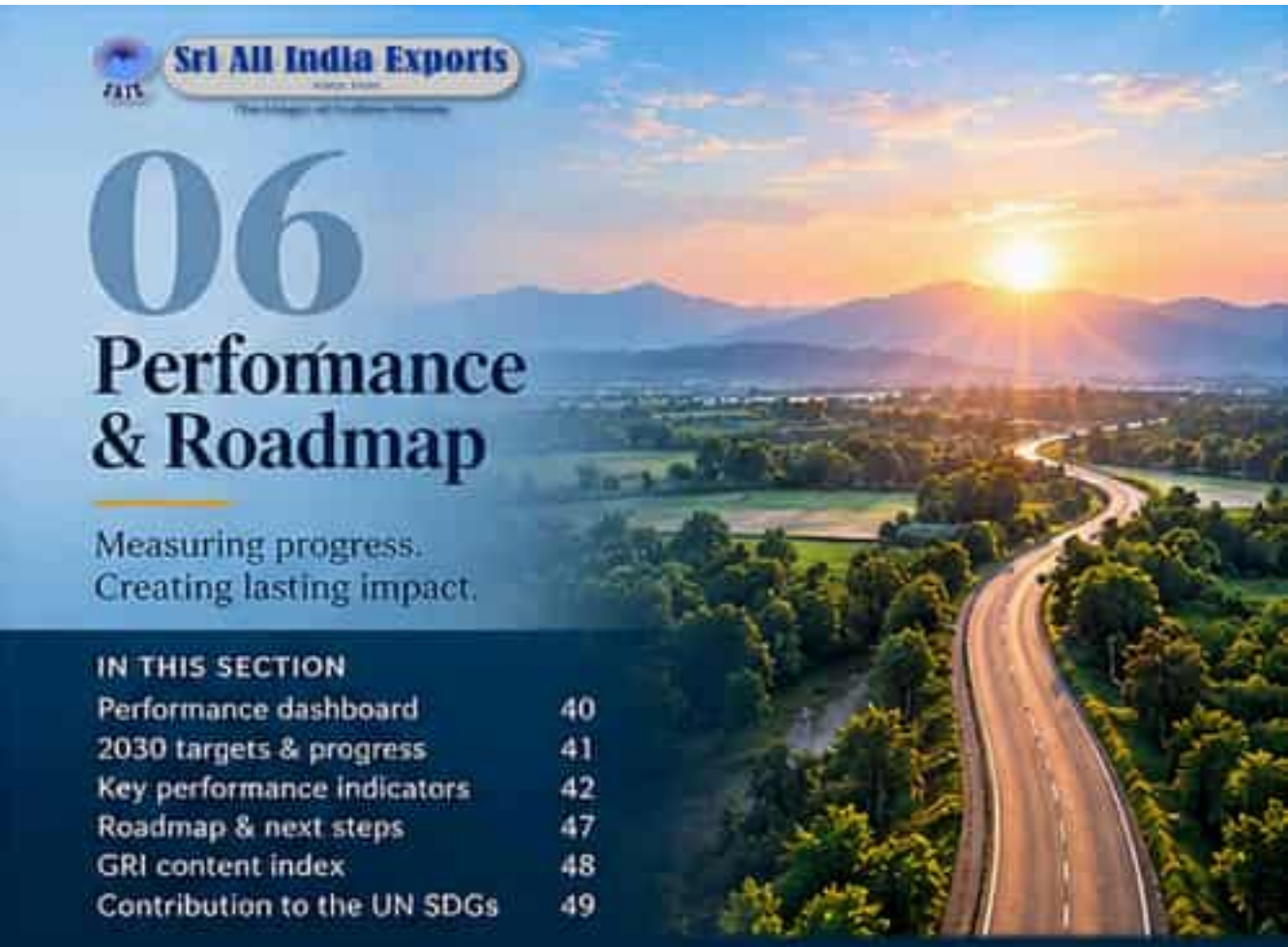
38%
of raw material sustainably sourced in 2025, from 5% in 2022

100%
of suppliers signed our Supplier Code of Conduct in 2025

100%
of products and raw materials meet restricted-substance standards

0
non-conformities found per supplier, 2022–2025

Sources: Adverse Sustainability Impacts in Supply Chain risk register DOC-SAIE-RA-18; OEKO-TEX® certificate 25.HIN.83415; amfori BSCI monitoring report 26-0384634; ESG KPIs E.01.05, E.10.04.



06 Performance & Roadmap

Measuring progress.
Creating lasting impact.

IN THIS SECTION

Performance dashboard	40
2030 targets & progress	41
Key performance indicators	42
Roadmap & next steps	47
GRI content index	48
Contribution to the UN SDGs	49

The numbers behind this report: headline results for 2025, our 2030 targets, all 140 indicators from 2022 to mid-2026, the actions planned next, and how the report maps to the GRI Standards and the UN SDGs.

140
ESG indicators tracked since 2022

68
numeric targets set for 2030

10
UN Sustainable Development Goals mapped

Performance dashboard

GRI 3-3

Our headline results for calendar year 2025, compared with 2022, the baseline year for our targets.

ENVIRONMENT

148 tCO_2e
total GHG emissions in 2025, down 24% from 194 in 2024

20%
of energy from renewable sources (0% in 2022)

14.5 t
of waste, down 81% from 75 t in 2022

1,020 kL
of rainwater harvested (800 kL in 2022)

0
environmental complaints, 2022–2025

Within limits
every air, noise and wastewater result, 2022–2025

100%
of products meet restricted-substance standards

40%
of customers engaged in sustainable consumption (0% in 2022)

SOCIAL

0
lost-time injuries, incidents or fatalities, 2022–2025

2,300
man-hours of health & safety training (240 in 2022)

110
training hours per employee (96 in 2022)

0%
of employees paid below the living wage

51%
lowest wage above the legal minimum

0
complaints of harassment, discrimination or child labour

100%
of employees covered by healthcare

₹1.18 lakh
CSR spending in FY 2024-25

GOVERNANCE

0
complaints of corruption or bribery

0
data breaches

100%
of the workforce trained on business ethics

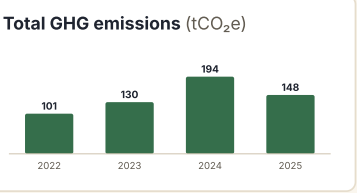
100%
of suppliers signed our Supplier Code of Conduct (0% in 2022)

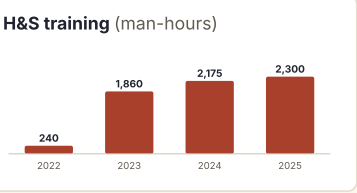
70%
of suppliers evaluated for ESG performance (0% in 2022)

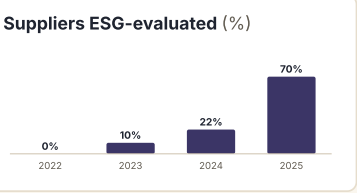
38%
of raw material sustainably sourced (5% in 2022)

B
overall amfori BSCI rating, March 2026

Class I
OEKO-TEX® STANDARD 100, the strictest product class







Sources: ESG KPIs 2022–2030; amfori BSCI monitoring report 26-0384634; OEKO-TEX® certificate 25.HIN.83415.

2030 targets & progress

GRI 3-3

Of our 140 indicators, 68 carry a numeric target for 2030 measured against the 2022 baseline, one sets a target ratio, 60 are to be maintained at their current level and 11 are monitored against statutory limits. The table shows our principal targets; every target is listed in the indicator tables that follow.

CODE	INDICATOR	UNIT	2022 BASELINE	2025	2030 TARGET
ENVIRONMENT					
E.01.06	Total GHG emissions, Scope 1 + 2 + 3	tCO_2e	101.0	**148.0**	**85.85**
E.01.01	Scope 1 GHG emissions	tCO_2e	4.0	**4.0**	**3.4**
E.01.02	Scope 2 GHG emissions	tCO_2e	16.0	**17.0**	**13.6**
E.01.03	Scope 3 GHG emissions	tCO_2e	81.0	**127.0**	**68.85**
E.01.07	GHG intensity, Scope 1 + 2	tCO_2e / ₹ Cr	0.20	**0.17**	**0.17**
E.03.03	Electricity consumption	kWh	22,800	**23,950**	**19,380**
E.03.04	Renewable energy in total energy	%	0%	**20%**	**50%**
E.04.01	Water consumption	kL	1,500	**2,050**	**1,425**
E.04.02	Water recycled and reused	kL	0	**0**	**250**
E.04.03	Rainwater harvested	kL	800	**1,020**	**1,040**
E.09.01	Total waste generated	t	75.00	**14.50**	**12.30**
E.09.04	Waste from operations diverted from landfill	%	0%	**0%**	**4%**
E.09.06	Waste recovered	t	0.00	**0.00**	**11.50**
E.08.01	Native species supported	#	0	**0**	**15**
E.08.02	Land dedicated to biodiversity conservation	acres	0	**0**	**3**
E.11.05	Textile materials recycled or recovered after use	%	0%	**0%**	**12%**
E.12.01	Customer base engaged in sustainable consumption	%	0%	**40%**	**100%**
E.14.02	Sustainably sourced raw material	%	5%	**38%**	**50%**
SOCIAL					
S.02.03	Average training hours per employee	hours	96.0	**110.0**	**110.4**
S.02.04	Average salary above minimum wages	₹	18,466	**22,000**	**25,300**
S.02.08	Hiring of local people	%	55%	**76%**	**80%**
S.02.09	Hiring of people with disability	%	0%	**0%**	**1%**
S.03.09	People trained on health & safety	man-hours	240	**2,300**	**2,400**
S.04.04	Ratio of highest to median annual compensation	ratio	4.2:1	**3.9:1**	**3:1**
S.04.10	People trained on human rights	man-hours	180	**207**	**234**
S.06.01	Gender balance – workers (women to men)	%	16%	**30%**	**50%**
S.06.03	Gender balance – top / key managers (women to men)	%	0%	**22%**	**30%**
S.06.04	Gender balance – whole organisation (women to men)	%	14%	**27%**	**50%**
S.07.02	Plants and offices assessed	%	50%	**95%**	**100%**
S.08.02	Social initiatives at national and local level	#	0	**0**	**3**
GOVERNANCE					
G.01.02	People trained on anti-corruption and bribery	man-hours	220	**275**	**286**
G.03.01	Suppliers evaluated for ESG performance	%	0%	**70%**	**100%**
G.06.02	Customer safety-training sessions	#	0	**1**	**3**
G.07.01	Customer sustainability sessions / meetings	#	0	**1**	**3**
G.07.02	Customer satisfaction with sustainability sessions	%	0%	**0%**	**30%**

Source: ESG KPIs 2022–2030. Targets are for the year 2030; the baseline year is 2022.

Environment indicators (1 of 2)

CODE	INDICATOR	UNIT	2022	2023	2024	2025	H1 2026	2030 TARGET
E.01 · GREENHOUSE GAS (GHG) · GRI 305								
E.01.01	Scope 1 GHG emissions	tCO_2e	4.0	4.0	6.0	4.0	2.0	**3.4**
E.01.02	Scope 2 GHG emissions	tCO_2e	16.0	15.0	17.0	17.0	9.0	**13.6**
E.01.03	Scope 3 GHG emissions	tCO_2e	81.0	111.0	171.0	127.0	79.0	**68.85**
E.01.04	Scope 3 – downstream transport of finished goods	tCO_2e	12.43	14.37	23.68	24.39	21.39	**10.57**
E.01.05	Scope 3 – upstream transport of raw material	tCO_2e	4.08	6.70	10.53	8.28	4.11	**3.47**
E.01.06	Total GHG emissions, Scope 1 + 2 + 3	tCO_2e	101.0	130.0	194.0	148.0	90.0	**85.85**
E.01.07	GHG intensity, Scope 1 + 2	tCO_2e / ₹ Cr	0.20	0.19	0.19	0.17	0.22	**0.17**
E.01.08	People trained on GHG	man-hours	240	268	280	276	134	**288**
E.02 · ENVIRONMENTAL MANAGEMENT								
E.02.01	Environmental complaints	#	0	0	0	0	0	**0**
E.02.02	Employees trained on specific environmental issues	%	100%	100%	100%	100%	100%	**100%**
E.02.03	Sites assessed for specific environmental issues	%	100%	100%	100%	100%	100%	**100%**
E.03 · ENERGY · GRI 302								
E.03.01	Energy consumed from electricity	GJ	82.08	77.40	85.68	86.22	47.16	**69.77**
E.03.02	Energy intensity	MJ / ₹ Cr	821	774	879	862	934	**698**
E.03.03	Electricity consumption	kWh	22,800	21,500	23,800	23,950	13,100	**19,380**
E.03.04	Renewable energy in total energy	%	0%	0%	14%	20%	20%	**50%**
E.03.05	Employees trained on energy conservation	man-hours	250	269	305	305	148	**335**
E.04 · WATER · GRI 303								
E.04.01	Water consumption	kL	1,500	1,450	2,500	2,050	1,050	**1,425**
E.04.02	Water recycled and reused	kL	0	0	0	0	0	**250**
E.04.03	Rainwater harvested	kL	800	865	870	1,020	285	**1,040**
E.04.04	Water treated	kL	100.0	113.0	107.0	113.0	55.2	**115.0**
E.04.05	Water treated, share of consumption	%	6.7%	7.8%	4.3%	5.5%	5.3%	**8.1%**
E.04.06	Water intensity	kL / ₹ Cr	15.00	14.50	25.00	22.50	20.80	**14.25**
E.04.07	Wastewater – total suspended solids	mg/L	63	58.6	56	56	56	**100** LIMIT
E.04.08	Wastewater – ammoniacal nitrogen	mg/L	1	NA	NA	NA	NA	**50** LIMIT
E.04.09	Wastewater – chemical oxygen demand	mg/L	73	69	65	50	50	**250** LIMIT
E.04.10	Wastewater – biological oxygen demand	mg/L	14	17	15	15.5	15.5	**30** LIMIT
E.04.11	People trained on water efficiency	man-hours	220	246	258	260	127	**286**
E.05 · AIR POLLUTION · GRI 305								
E.05.01	SOx	$\mu g/m^3$	17	14	12	11.5	11.5	**80** LIMIT
E.05.02	NOx	$\mu g/m^3$	32	33	30	28	28	**80** LIMIT
E.05.03	PM10	$\mu g/m^3$	25	21	19	18	18	**100** LIMIT
E.05.04	PM2.5	$\mu g/m^3$	8	17.74	16	7	7	**60** LIMIT

H1 2026 covers January–June 2026 only. “Limit” marks indicators monitored against a statutory limit rather than a target. Intensity indicators are per ₹ crore of revenue.

Source: ESG KPIs Monitored & Reported, 2022–2030.

Environment indicators (2 of 2)

CODE	INDICATOR	UNIT	2022	2023	2024	2025	H1 2026	2030 TARGET
E.06 · LIGHT								
E.06.01	Non-compliance with IS 3646 (Part III)	#	0	0	0	0	0	— LIMIT
E.07 · NOISE								
E.07.01	Day-time noise near plant	dB(A) Leq	66.4	63.9	60	58	58	75 LIMIT
E.07.02	Night-time noise near plant	dB(A) Leq	66.3	65.8	60	58	58	70 LIMIT
E.08 · BIODIVERSITY CONSERVATION · GRI 101								
E.08.01	Native species supported	#	0	0	0	0	0	15
E.08.02	Land dedicated to biodiversity conservation	acres	0	0	0	0	0	3
E.08.03	Complaints received on biodiversity	#	0	0	0	0	0	0
E.09 · WASTE GENERATION · GRI 306								
E.09.01	Total waste generated	t	75.00	73.20	65.40	14.50	7.05	12.30
E.09.02	Hazardous waste generated	t	0.00	0.00	0.00	0.00	0.00	0.00
E.09.03	Non-hazardous waste generated	t	75.00	73.20	65.40	14.50	7.05	12.30
E.09.04	Waste from operations diverted from landfill	%	0%	0%	0%	0%	0%	4%
E.09.05	Wastewater recycled	kL	0	0	0	0	0	30
E.09.06	Waste recovered	t	0.00	0.00	0.00	0.00	0.00	11.50
E.10 · PRODUCT USE · GRI 417								
E.10.01	Customer complaints on product performance or consistency	#	0	0	0	0	0	0
E.10.02	Products and process chemicals with updated SDS and handling guidelines	%	100%	100%	100%	100%	100%	100%
E.10.03	Product batches returned for quality defects	%	0%	0%	0%	0%	0%	0%
E.10.04	Products and raw materials meeting chemical-safety and restricted-substance standards	%	100%	100%	100%	100%	100%	100%
E.11 · PRODUCT LIFE-CYCLE ASSESSMENT · GRI 301								
E.11.01	Reporting on product end-of-life treatment	#	0	0	0	0	0	0
E.11.02	Saving from efficient product design	%	0%	0%	0%	1.5%	1.5%	3%
E.11.03	Specialty textile chemicals safely disposed, treated or repurposed	%	0%	0%	0%	0%	0%	5%
E.11.04	Raw material recovered from expired or returned products	%	0%	0%	0%	0%	0%	1%
E.11.05	Textile materials recycled or recovered after use	%	0%	0%	0%	0%	0%	12%
E.12 · SUSTAINABLE CONSUMPTION								
E.12.01	Customer base engaged in sustainable consumption	%	0%	18%	22%	40%	40%	100%
E.13 · ENVIRONMENTAL ADVOCACY								
E.13.01	Used products collected and successfully recycled	%	0%	0%	0%	8%	8%	15%
E.13.02	Education participants reporting better understanding	%	3%	10%	25%	28%	28%	30%
E.13.03	Customers adopting eco-friendly practices	%	0%	7%	8%	12%	12%	15%
E.14 · SUSTAINABLE PROCUREMENT								
E.14.01	Employees trained on sustainable sourcing of raw material	%	0%	25%	50%	72%	72%	75%
E.14.02	Sustainably sourced raw material	%	5%	12%	24%	38%	38%	50%
E.14.03	Buyers trained on sustainable procurement	man-hours	38.0	41.0	43.0	45.0	21.8	50.0

H1 2026 covers January–June 2026 only. “Limit” marks indicators monitored against a statutory limit rather than a target.

Source: ESG KPIs Monitored & Reported, 2022–2030.

Social indicators (1 of 2)

CODE	INDICATOR	UNIT	2022	2023	2024	2025	H1 2026	2030 TARGET
S.01 · CHILD LABOUR, FORCED LABOUR & TRAFFICKING · GRI 408 · 409								
S.01.01	Child labour	%	0%	0%	0%	0%	0%	**0%**
S.01.02	Forced labour	%	0%	0%	0%	0%	0%	**0%**
S.01.03	Complaints on child labour, forced labour or trafficking	#	0	0	0	0	0	**0**
S.02 · EMPLOYMENT · GRI 401								
S.02.01	Attrition ratio	%	0%	0%	0%	0%	0%	**0%**
S.02.02	Total training hours of employees	hours	1,920	2,024	2,180	2,200	1,060	**2,208**
S.02.03	Average training hours per employee	hours	96.0	101.2	109.0	110.0	53.0	**110.4**
S.02.04	Average salary above minimum wages	₹	18,466	21,000	22,000	22,000	22,000	**25,300**
S.02.05	Employees above living-wage rules	%	100%	100%	100%	100%	100%	**100%**
S.02.06	Subcontractors' workers covered by minimum / living-wage rules	%	100%	100%	100%	100%	100%	**100%**
S.02.07	Employees covered by elected representatives or collective agreements	%	100%	100%	100%	100%	100%	**100%**
S.02.08	Hiring of local people	%	55%	75%	73%	76%	76%	**80%**
S.02.09	Hiring of people with disability	%	0%	0%	0%	0%	0%	**1%**
S.02.10	Hiring of vulnerable / marginalised people at top management	%	0%	0%	0%	0%	0%	**2%**
S.02.11	Hiring of vulnerable / marginalised people in the company	%	0%	0%	0%	0%	0%	**4%**
S.03 · HEALTH & SAFETY · GRI 403								
S.03.01	LTI frequency rate – direct workforce	rate	0.00	0.00	0.00	0.00	0.00	**0.00**
S.03.02	LTI frequency rate – subcontractors' workers	rate	0.00	0.00	0.00	0.00	0.00	**0.00**
S.03.03	Lost-time severity rate – employees	rate	0.00	0.00	0.00	0.00	0.00	**0.00**
S.03.04	Lost-time severity rate – subcontractors' workers	rate	0.00	0.00	0.00	0.00	0.00	**0.00**
S.03.05	Work-related incidents	#	0	0	0	0	0	**0**
S.03.06	Fatal incidents	#	0	0	0	0	0	**0**
S.03.07	Sites with an employee H&S risk assessment	%	100%	100%	100%	100%	100%	**100%**
S.03.08	Days lost to work-related injury, fatality or ill health	days	0	0	0	0	0	**0**
S.03.09	People trained on health & safety	man-hours	240	1,860	2,175	2,300	1,120	**2,400**

H1 2026 covers January–June 2026 only. "Limit" marks indicators monitored against a statutory limit rather than a target. Gender-balance indicators show the number of women as a percentage of the number of men.

Source: ESG KPIs Monitored & Reported, 2022–2030.

Social indicators (2 of 2)

CODE	INDICATOR	UNIT	2022	2023	2024	2025	H1 2026	2030 TARGET
S.04 · HUMAN RIGHTS · GRI 412								
S.04.01	Direct employees covered by living-wage benchmarking	%	100%	100%	100%	100%	100%	**100%**
S.04.02	Employees paid below living wage	%	0%	0%	0%	0%	0%	**0%**
S.04.03	Average wage gap for employees below living wage	%	0%	0%	0%	0%	0%	**0%**
S.04.04	Ratio of highest to median annual compensation	ratio	4.2:1	4.1:1	4.0:1	3.9:1	3.9:1	**3:1**
S.04.05	Subcontractors' workers agreeing to Code of Conduct	%	100%	100%	100%	100%	100%	**100%**
S.04.06	Data privacy / security complaints – internal	#	0	0	0	0	0	**0**
S.04.07	Data privacy / security complaints – suppliers	#	0	0	0	0	0	**0**
S.04.08	Data privacy / security complaints – customers	#	0	0	0	0	0	**0**
S.04.09	Data privacy / security complaints – other stakeholders	#	0	0	0	0	0	**0**
S.04.10	People trained on human rights	man-hours	180	197	200	207	100	**234**
S.04.11	People trained on career management and skills	man-hours	210	264	283	285	138	**315**
S.04.12	Employees receiving skills-related training	%	100%	100%	100%	100%	100%	**100%**
S.04.13	Employees receiving performance and career reviews	%	100%	100%	100%	100%	100%	**100%**
S.04.14	Awareness sessions on career management	#	0	0	1	1	1	**3**
S.04.15	Sites with human rights reviews or impact assessments	%	100%	100%	100%	100%	100%	**100%**
S.05 · HARASSMENT & DISCRIMINATION · GRI 406								
S.05.01	Complaints on sexual harassment	#	0	0	0	0	0	**0**
S.05.02	Discrimination complaints – internal	#	0	0	0	0	0	**0**
S.05.03	Discrimination complaints – suppliers	#	0	0	0	0	0	**0**
S.05.04	Discrimination complaints – customers	#	0	0	0	0	0	**0**
S.05.05	Discrimination complaints – other stakeholders	#	0	0	0	0	0	**0**
S.05.06	Complaints on DEI	#	0	0	0	0	0	**0**
S.05.07	Employees trained on diversity, discrimination and harassment	%	100%	100%	100%	100%	100%	**100%**
S.06 · GENDER EQUALITY · GRI 405								
S.06.01	Gender balance – workers (women to men)	%	16%	16%	30%	30%	30%	**50%**
S.06.02	Gender balance – executives (women to men)	%	8%	8%	7%	7%	7%	**100%**
S.06.03	Gender balance – top / key managers (women to men)	%	0%	16%	22%	22%	22%	**30%**
S.06.04	Gender balance – whole organisation (women to men)	%	14%	15%	27%	27%	27%	**50%**
S.06.05	Average gender pay gap	%	0%	0%	0%	0%	0%	**0%**
S.06.06	People trained on gender equality	man-hours	180	196	208	210	108	**231**
S.07 · WORKING CONDITIONS · GRI 413								
S.07.01	Hours worked	man-hours	36,000	38,634	40,500	40,600	40,600	**45,400**
S.07.02	Plants and offices assessed	%	50%	85%	93%	95%	95%	**100%**
S.07.03	Incidents of non-potable drinking water	#	0	0	0	0	0	**0**
S.07.04	Employees covered by healthcare	%	100%	100%	100%	100%	100%	**100%**
S.07.05	Non-compliance with working-condition principles	#	0	0	0	0	0	**0**
S.08 · CORPORATE SOCIAL RESPONSIBILITY · GRI 413								
S.08.01	Amount spent on CSR (financial year)	₹	1,03,000	1,05,000	1,15,000	1,18,000	1,18,000	**1,18,450**
S.08.02	Social initiatives at national and local level	#	0	0	0	0	0	**3**

H1 2026 covers January–June 2026 only. "Limit" marks indicators monitored against a statutory limit rather than a target. CSR spending is by financial year (2022 = FY 2021-22; H1 2026 column = FY 2025-26).

Source: ESG KPIs Monitored & Reported, 2022–2030.

Governance indicators

CODE	INDICATOR	UNIT	2022	2023	2024	2025	H1 2026	2030 TARGET
G.01 · ANTI-CORRUPTION & BRIBERY · GRI 205								
G.01.01	Complaints on corruption and bribery	#	0	0	0	0	0	**0**
G.01.02	People trained on anti-corruption and bribery	man-hours	220	236	260	275	275	**286**
G.02 · INFORMATION MANAGEMENT · GRI 418								
G.02.01	Data breach incidents	#	0	0	0	0	0	**0**
G.02.02	Data retention compliance	%	100%	100%	100%	100%	100%	**100%**
G.02.03	User complaints	#	0	0	0	0	0	**0**
G.03 · VALUE CHAIN · GRI 308 · 414								
G.03.01	Suppliers evaluated for ESG performance	%	0%	10%	22%	70%	100%	**100%**
G.03.02	Suppliers evaluated through ESG on-site audit	%	0%	10%	22%	100%	100%	**100%**
G.03.03	High-risk partners covered by corruption and information-security due diligence	%	0%	10%	20%	100%	100%	**100%**
G.03.04	Average non-conformities per supplier	#	0	0	0	0	0	**0**
G.03.05	Average corrective actions per supplier	#	0	0	0	0	0	**0**
G.03.06	Suppliers in agreement with company policies	%	0%	10%	20%	100%	100%	**100%**
G.03.07	Suppliers in agreement with the Supplier Code of Conduct	%	0%	10%	20%	100%	100%	**100%**
G.03.08	Sustainability clauses in supplier contracts	%	0%	10%	20%	100%	100%	**100%**
G.04 · ANTI-COMPETITIVE PRACTICE								
G.04.01	Incidents of deceptive advertising	#	0	0	0	0	0	**0**
G.04.02	Departments covered by risk assessment / internal audit	%	100%	100%	100%	100%	100%	**100%**
G.05 · ETHICS · GRI 404								
G.05.01	Workforce trained on business ethics	%	100%	100%	100%	100%	100%	**100%**
G.05.02	Employee satisfaction with ethics training	%	100%	100%	100%	100%	100%	**100%**
G.05.03	Whistleblower reports received	#	0	0	0	0	0	**0**
G.06 · CUSTOMER HEALTH & SAFETY · GRI 416								
G.06.01	Product-related incidents	#	0	0	0	0	0	**0**
G.06.02	Customer safety-training sessions	#	0	0	0	1	1	**3**
G.07 · SOCIAL DIALOGUE								
G.07.01	Customer sustainability sessions / meetings	#	0	0	1	1	1	**3**
G.07.02	Customer satisfaction with sustainability sessions	%	0%	0%	0%	0%	0%	**30%**
G.07.03	Complaints on violation of collective bargaining agreements	#	0	0	0	0	0	**0**

H1 2026 covers January–June 2026 only. “Limit” marks indicators monitored against a statutory limit rather than a target.

Source: ESG KPIs Monitored & Reported, 2022–2030.

Roadmap & next steps

GRI 3-3

Our materiality action plan

The action plan in our materiality assessment, approved on 29 September 2025, sets out what we will do on each high-priority topic and when.

0–1 year

Energy & emissions
Energy-efficient technologies such as variable-speed drives and energy-saving motors; invest in renewable energy such as solar panels

Water
Adopt water-saving techniques and water recycling systems to treat and reuse wastewater

1–3 years

Materials, chemicals & waste
Move to eco-friendly dyes and eliminate hazardous chemicals; a waste system that recycles fabric scraps and reduces landfill

Supply chain
Regular, thorough supplier audits; partnerships with suppliers of organic and fair-trade cotton

Health & safety
Upgrade safety protocols and equipment; regular safety training on equipment use and emergency response

Child & forced labour
Stronger supply-chain audits, especially of smaller suppliers; zero tolerance with clear penalties and termination clauses

Customer health & safety
Certified hypoallergenic materials and non-toxic dyes; regular third-party testing and compliance checks

Product innovation
R&D into sustainable fabric options; eco-friendly packaging; explore take-back and recycling

3–5 years

Community
Community development programmes in education, healthcare and employment, with local NGOs and community leaders

Next steps from our audit and risk reviews

- Refresher training for all workers on their rights and obligations, the amfori BSCI Code of Conduct and our anti-bribery policy — with checks that it is understood
- “Gender Equality in the Workplace” training for factory workers
- “Zero Tolerance for Violence and Harassment” training for managers and those responsible for CSR, management systems and HR
- Assess our site with a recognised water basin-risk tool and set drought triggers and water-reduction measures

Sources: Materiality Assessment (action plan); amfori BSCI monitoring report 26-0384634; Water risk register DOC-SAIE-RA-01; SOP Waste Minimization & Disposal Strategy.

GRI content index

This report has been prepared in accordance with the GRI Universal Standards 2021. The index lists the disclosures addressed and the pages where they are reported.

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Statement of use: Sri All India Exports has reported in accordance with the GRI Standards for the period 1 January – 31 December 2025.

Contribution to the UN SDGs

134 of our 140 indicators are linked to a GRI Standard, a UN Sustainable Development Goal or both. These are the ten goals our indicators map to.

3 SDG — Good health and well-being
Zero lost-time injuries since 2022; healthcare for every employee and their dependants; products certified to the strictest OEKO-TEX® class, for baby articles.
KPIs S.03

5 SDG — Gender equality
Equal pay — a 0% average gender pay gap; women's share of key-manager roles rising; gender-equality training.
KPIs S.06

6 SDG — Clean water and sanitation
Rainwater harvesting of 1,020 kL; wastewater well within statutory limits; water-efficiency training.
KPIs E.04

7 SDG — Affordable and clean energy
Renewable share of energy up from 0% to 20%; energy-efficient equipment and preventive maintenance.
KPIs E.03

8 SDG — Decent work and economic growth
Wages above the living-wage estimate; no child or forced labour; voluntary overtime; elected worker committees.
KPIs S.01 · S.02 · S.07 · S.08

10 SDG — Reduced inequalities
Living-wage benchmarking for all employees; zero discrimination complaints; a falling pay ratio.
KPIs S.04 · S.05

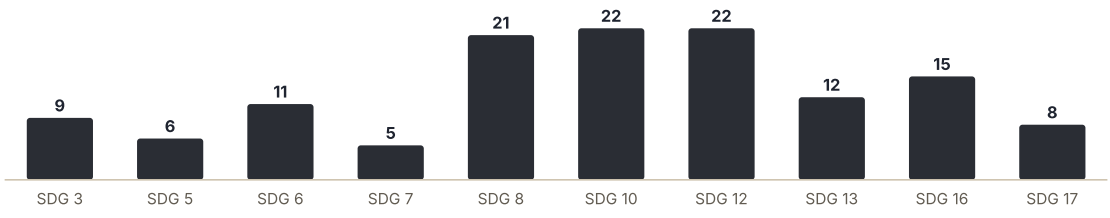
12 SDG — Responsible consumption and production
Waste down 81% since 2022; OEKO-TEX® certified products; customer engagement on sustainable consumption; sustainable sourcing.
KPIs E.09 – E.14

13 SDG — Climate action
A full Scope 1, 2 and 3 inventory; Scope 1 + 2 intensity down from 0.20 to 0.17 tCO_2e per ₹ crore.
KPIs E.01 · E.05

16 SDG — Peace, justice and strong institutions
Zero corruption complaints; ethics training for the whole workforce; whistleblower protection; data security.
KPIs G.01 · G.02 · G.04 – G.07

17 SDG — Partnerships for the goals
Supplier code of conduct, sustainability clauses and ESG assessment across our supply chain.
KPIs G.03

Number of KPIs mapped to each goal



Source: ESG KPIs 2022–2030 (SDG mapping).



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