



 **WELSPUN INDIA**  
HOME TEXTILES

Sustainability Report 2021-22



EXECUTIVE  
STATEMENT

COMPANY  
PROFILE

ABOUT THE  
REPORT

GOVERNANCE

SUSTAINABILITY & US

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

SOCIAL

Sustainable Farming

PEOPLE

SUSTAINABLE  
SUPPLY CHAIN

# EXECUTIVE STATEMENT



**I believe businesses can be a catalyst for change, and so we remain driven to propel the well-being of our environment, society and stakeholders with a strong governance bedrock.**

*Dear Stakeholders,*

Today, sustainability is about action with acceleration. Addressing the pressing challenges of ESG, is no longer a question of only priority, but also agility. We believe, businesses can be catalysts for change to help propel sustainability across the value chain. This is why acceleration is at the heart of our ESG strategy - 'Welocity', designed to enhance and amplify environmental, social and economic well-being. While the principles of ESG have always been a part of Welspun's DNA, with our newly refined ESG strategy we have developed a more structured approach with clear goals.

With the COVID-19 pandemic, the world around us transformed rapidly and a new normal pushed us to re-invent ourselves and re-imagine possibilities. At Welspun, we believe the health of the organization depends on the health of its people. We ensured the well-being and security of our people through the 'Penta Protocol', a multi-layered security framework involving measures like sanitizing, social distancing & rotational work.

**Despite a year full of challenges, Welspun India emerged resilient and sustained its performance. This ability to deliver arises from our commitment to innovation, sustainability and talent.**

At Welspun, innovation helps us shift gears and fast forward towards effective solutions to mitigate risks and amplify opportunities. Over the years, we have invested in focused consumer researches to make data-driven

decisions. We also constantly embed new technology in our processes such as developing unique traceability solutions - WelTrak™ through blockchain technology, exploring technology for product innovation in sleep or wellness, or enabling virtual showcasing of our products as well as tours of our manufacturing facilities for our stakeholders. We also implemented ESG Compass tool for monitoring and reporting our ESG performance accurately and on time.

Sustainability and innovation go hand in hand at Welspun. Transitioning from linear to circular processes, we took rapid strides to make our operations more sustainable. We have achieved zero dependency on fresh water in our manufacturing plant at Anjar and are working to replicate the same across our facilities.

**Going forward, we have developed and redefined our Sustainability Roadmap for the next ten years with structured goals and targets. By 2030, we aim to rely 100% on renewable energy and source 100% sustainable cotton, among other goals.**

Along with our commitment to environmental well-being, we also work to create progressive communities. With an unwavering focus on the 3Es i.e., Education, Empowerment and Environment & Health, we have undertaken multiple initiatives and projects to advance societal well-being. Many of our social initiatives are designed with the dual benefit of preserving the environment while empowering the community.

Along with creating sustainable sources for our raw materials, our sustainable farming projects ensure better income for our farmers who are also updated in the latest know-how and have positively impacted more than 70,000 farmworkers. With our initiative 'SPUN', we repurposed fabric waste generated in our factories by gainfully employing women to work from home and create beautiful hand-crafted products, thus creating livelihood opportunities as well.

Instrumental in keeping the momentum of growth going are our employees. We ensured our employees were cared for and communicated with during the months of uncertainties. We believe each employee is an asset and we empower them to reach their full potential through continuous learning and upskilling.

**We emphasize diversity within the organization and actively work to bring on board more women at every level in the organization.**

By reporting our sustainability performance, we aim to accelerate the pace of transformation not only within our organization but also within our entire value chain. This sustainability report is not only a tool to foster transparency, but also to encourage and enrich engagement. We hope you find this report informative and look forward to your thoughts and feedback.

**Ms Dipali Goenka**

CEO and Joint Managing Director  
Welspun India

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# COMPANY PROFILE



**#1 ranking**  
as Home Textile Supplier  
to the US\* consistently



**360° capabilities**  
from farm-to-shelf with  
vertically integrated facilities



**+50 countries**  
distribution and reach with global  
retailers and marquee customers



**INR 93,115 million**  
annual revenue



**Leading from front in  
ESG performance**

Note: \*Source: HTT Magazine



Welspun India is a part of the USD 2.3 billion Welspun Group and is one of the world's leading home textile players. The largest exporter of home textile products from India, we have been the top home textiles exporter to the US consistently.

A strong workforce of more than 20,000 people worldwide is what fuels our success. In India, we have a range of home textile brands and a product portfolio divided into three main categories - Bed, Bath and Flooring- helping us to become the leading option in homes all around the world.

Creating products for world-class sporting events such as the Wimbledon Championship and renowned brands such as Martha Stewart and Scott Living, to manufacturing towels and sheets that regulate body temperature on contact with the skin, we have always ensured quality and innovation in every aspect of our process.

In our journey of more than 37 years, we have ensured our growth also propels the communities we work in and protects the environment we live in.

Our new motto is “**Har Ghar Welspun**” and we aim to reach every Indian home through our products and bring better living experiences for them all.

We believe in “**Leading Tomorrow Together**” by breaking new grounds and setting new benchmarks to create a more sustainable world. To achieve this, we focus on innovation, branding, and sustainability to set us apart.

## Our Vision

### Home Textiles

**Delight our customers through innovation and technology, achieve inclusive and sustainable growth to remain eminent in all our businesses.**

### Welspun Flooring

**Winning over the world,  
one room at a time.**

## Our Principles

### Customer Centricity

### Technology & Innovations

### Collaboration

### Inclusive Growth

For more details, please visit our website at <https://welspunindia.com/about-us.php>



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

- SOCIAL**
- Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**Global  
Presence**

With a strong global distribution network and a dominant presence in over 50 countries, we have various warehouses, manufacturing facilities, headquarters, and marketing offices across the globe.

Welspun India has two world-class, state-of-the-art textile manufacturing facilities at Anjar and Vapi, both located in Gujarat, India while the Flooring solutions manufacturing is based in Chandanvelly, Telangana, India. Our corporate office is in Mumbai, Maharashtra, India.

We have also established our online presence through our own brand website - SPACES and reach our customers through other online retail partners.



For more details on our locations, please visit our website at <https://welspunindia.com/about-us.php>

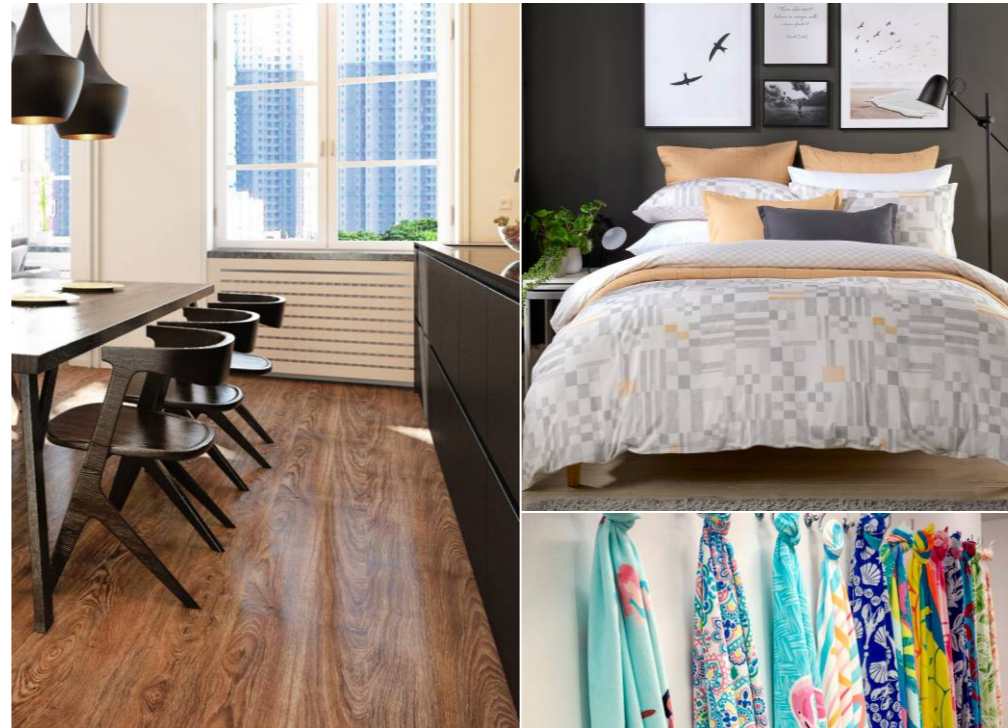
**Business  
Portfolio**

Our world-class manufacturing facilities are equipped to deliver high quality products, benchmarked to international standards. Our environment-friendly vertically integrated plants are designed for farm-to-finish production across our diverse product range that includes terry towels, bathmats, rugs, bed sheets and basic bedding products.

We also offer broadloom carpets, greens, click-n-lock tiles, and carpet tiles as a part of the flooring solutions.

Welspun India has a strong B2B business, where it supplies its textile products to the global retailers like Walmart, Ikea, Target, Costco, Tesco, etc. The Company is also now focusing on B2C business in India and other parts of the world through its own brands like 'Welspun', SPACES, Christy, etc.

Through its strong brand presence and focus on building the distributor and retail network it aims to be the FMCG of the textile sector.



For more details on our businesses and brands please visit our website at <https://welspunindia.com/businesses.php> and <https://welspunindia.com/brands.php>



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**Products  
Profile**

Along with standard textile products, we have also taken several initiatives in developing sustainable products which have a lower environmental footprint and a higher health & wellness quotient.

These were developed across categories like Towels, Sheets, Rugs, Carpets, TOB and Utility Bedding.

Some examples of successful development and execution of sustainable products include:



- Made a range of towels with blended recycled polyester (polyester used in these towels was derived from post-consumer PET bottles) - this not only prevented PET bottles from going into landfills, but also reduced the environmental footprint during its use by consuming less power to dry. These products were made using GRS (Global Recycle Standard) certified sources

- Replaced latex coating which imparts anti-skid properties with Thermoplastic Rubber (TPR) - with a lesser environmental impact than synthetic latex

- Launched SPACES organic bed sheets in the Indian market - which were made using GOTS (Global Organic Textile Standard) certified processes with biodegradable packaging



- Patented Nanocore (R) anti-allergen bedding products - made up of a unique fabric structure, without any chemical coatings, AAFA certified, and specially designed and beneficial for people with asthma and allergies

- Developed Goodrest range of organic sheeting products with wrinkle-resist properties

- Produced bath rugs made of 100% recycled polyester

- Used sustainable manmade cellulosic fibers - Tencel and Lyocell, in our products

- Set-up a robust supply chain to offer recycled cotton blended products in towels and bed sheets category - the cotton was recovered from industrial waste streams (yarns and fabrics)





**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**Product  
Innovation**

For us, customer delight and sustainability are the two main drivers for innovation.

**Total R&D expenditure  
FY 21-22 (INR million)**

**222.1**

**Welspun has become the launching partner in South Asia for 'Fashion for Good', Amsterdam, which is a collaborative innovation platform. This gives us the opportunity to engage with a large pool of innovators covering the entire spectrum of sustainable textile manufacturing.**



During the year, we launched three innovative products:

- **Desh ka Towel** - developed based on consumer research in the Indian market to offer an affordable solution, it is also highly absorbent and quick drying
- **Reversible Printed Bed Sheets** - which have distinctly different designs on both sides, made with a patent-pending, innovative process
- **Stay Fresh** - bamboo charcoal infused range of bed sheets and towels



Some of the other highlights include:

- **Launched Athena range of fashion towels in the USA market**, which apart from being unique in construction, are high in performance as well
- **Launched Bleach Safe towels from Vapi plant**
- **Made Eco Twist version of towels from super low twisted yarns**. Saved energy and weight loss during manufacturing, apart from offering great hand feel to consumers
- **Executed a sustainable towel made of recycled polyester blends for National Geographic**. This range has been adopted by a few more retailers as well and we have thus saved thousands of PET bottles from going into landfills
- **Implemented cloud-based PLM system for design and product archiving, and collaboration among teams for design and product development**

**Till FY 21-22, WIL and subsidiaries had 35 patented technologies filed globally.**

**Growing  
Together**

We embarked on our journey with Welspun Winilon Mills - a small texturizing unit in the district of Palghar in 1985. In 1991, Welspun Polyester India Limited went public with its IPO, and subsequently became Welspun India Limited with a global distribution network and world-renowned clientele. The latest establishment under Welspun India's umbrella is Welspun Flooring. With a cutting-edge production complex spanning 300 acres, we are upending the flooring industry by offering a first-of-its-kind flooring solutions in India.

We started small but grew at an extraordinary pace. At Welspun India, our growth story is mirrored in the growth of our people and communities around us. In 2001, a devastating earthquake had ravaged the entire region of Anjar district, one of our key manufacturing locations. In 2004, through persistent rehabilitation efforts, we inaugurated 'Welspun City' in Anjar, Kutch. Spread over 2,500 acres, it houses Asia's largest home textile factory and one of the world's larger diameter SAW pipe mill. Today, this region which was previously known to be a barren land is a thriving township.

**We are trying to create a future where everyone thrives. Together, with our corporate social value creation vision and sustainability initiatives, we focus on environmental concerns, education, women empowerment, and community healthcare.**



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# ABOUT THE REPORT

At Welspun India Limited, we believe transparency is the cornerstone of accountability. By communicating our sustainability performance, we aim to not only strengthen transparency, but also instill a sense of accountability towards all our stakeholders.

The report is an attempt to provide information on our structured approach towards sustainability. It covers our sustainability performance for the financial year 2021-22 (April 2021 to March 2022) and outlines our sustainability journey - **how we started, where we are going, and our efforts in embedding sustainability in all that we do.**



The report boundary pertains to Welspun India's home textile operations at Anjar and Vapi (Gujarat, India), the flooring business operations at Chandanvelly (Telangana, India), and the corporate office in Mumbai (Maharashtra, India).

Unless otherwise stated, this report does not include any data and / or information which pertains to any entity outside our organization (such as suppliers).

This report aims to align with the GRI Reporting Guidelines, and a content index provided at the end of the report gives detailed reference to the indicators disclosed in the report.

We have also mapped our performance to the United Nation's Sustainability Development Goals (SDGs).



We ensure that each step we take today helps us to move towards a better tomorrow. To strengthen our endeavor, we look forward to your suggestions and comments at [sustainability@welspun.com](mailto:sustainability@welspun.com)







## GOVERNANCE

# WALK

*not just Talk*

### SUSTAINABILITY & US

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

### ECONOMIC

### ENVIRONMENT

### SOCIAL

- Sustainable Farming

### PEOPLE

### SUSTAINABLE SUPPLY CHAIN

An organization's worth comes not only from the quality of its products, but also from its embodiment of ethical conduct. It goes beyond statutory compliances and reflects its responsibility towards stakeholders.

**At Welspun India Limited, we adopt and adhere to the best governance practices. Since our inception, these practices have been deeply ingrained in our value system and are the foundation of our growth.**

We conduct all our business affairs in a fair and transparent manner by adopting the highest standards of professionalism, honesty, integrity and ethical behavior. We operate and grow our business in a socially and environmentally responsible way, ensuring the creation of long-term value for our stakeholders.





**EXECUTIVE STATEMENT**

**COMPANY PROFILE**

**ABOUT THE REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**  
Sustainable Farming

**PEOPLE**

**SUSTAINABLE SUPPLY CHAIN**

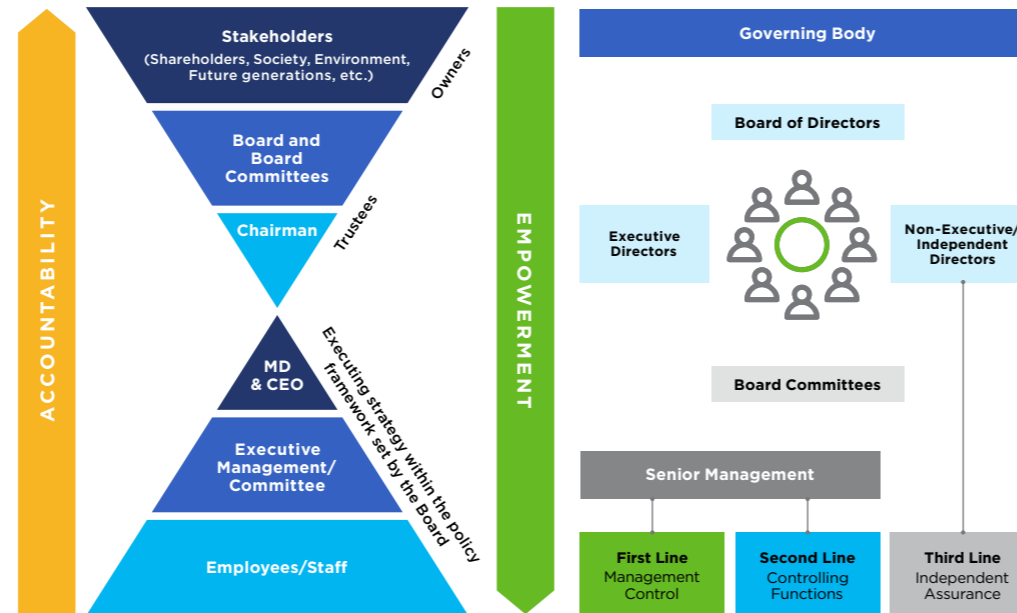
## Governance Framework

Our Corporate Governance Framework, involving the Board of Directors, Committees of the Board and policy structure, is designed to ensure transparency and accountability at every level of the organization as per the Indian Companies Act, 2013, in letter and spirit.

With our Corporate Governance Framework promoting the highest standards in responsible conduct of business, we work to enable growth, profitability, stability and sustainability across our businesses in an equitable manner and create value for all stakeholders.

### Corporate Governance Framework

Inculcating the three lines of defense culture



### The Board of Directors

Responsible for and committed to sound principles of corporate governance, the Board of Directors is instrumental in the overall accountability for business performance across economic, environmental, and social aspects.

It also acts as a trustee and is responsible for protecting the rights of the Company, its members, and other stakeholders.

As of 31<sup>st</sup> March 2022, the Board is composed of seven members who bring significant experience and expertise in the fields of finance, accounts, legal, general management, and business strategy.

### The Board composition includes four independent Directors and two women Directors.

*For more details, please refer to our website*

### Committees of the Board

The Board has constituted various committees to ensure accountability and monitoring. These committees are responsible for carrying out specific functions assigned by the Board. Meeting periodically during the year to supervise and review performance, these committees also make specific recommendations to the Board on various matters whenever required.

At Welspun India Limited, there are five committees:

- **Audit Committee**
- **Nomination and Remuneration Committee**
- **Stakeholders' Relationship, Share Transfer and Investor Grievance Committee**
- **Risk Management Committee**
- **ESG & CSR Committee**



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

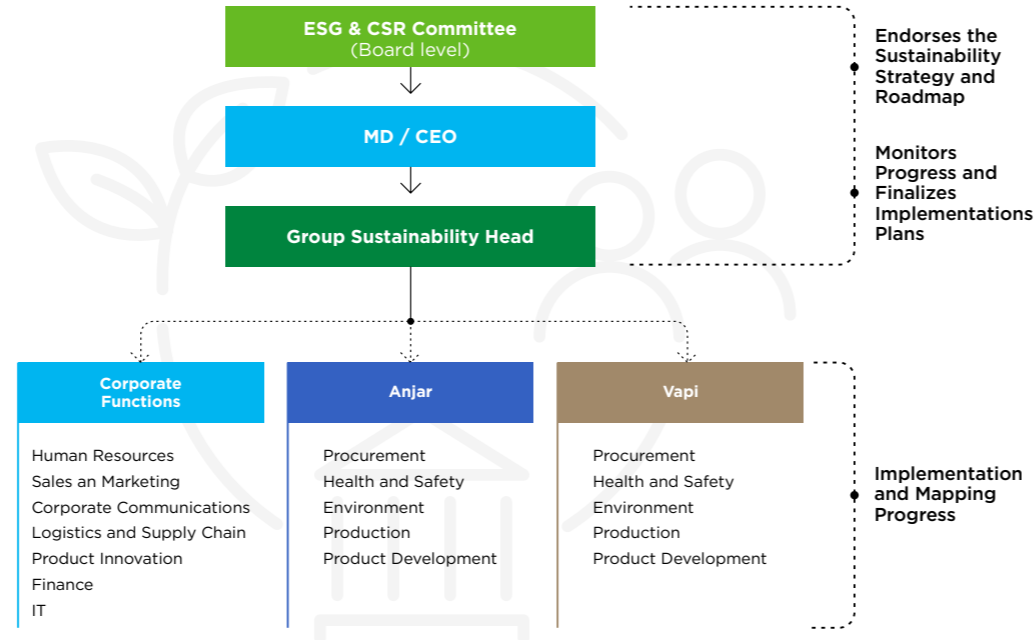
Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Governance Framework

### Sustainability Governance - Responsibilities and Roles



For more information on each committee, its members, and their responsibilities, please refer to our Annual Report and website at [www.welspunindia.com/investor-corner](http://www.welspunindia.com/investor-corner)



## Risk Management Framework

Welspun has a strong risk management architecture that enables us to recognize, measure, control, and communicate the key risks that may have an impact on our ability to fulfill our commitments and assist our stakeholders.

The Board's Risk Management Committee evaluates the management's efforts to manage risks throughout the entire business. We acknowledge the risks that we are exposed to across all our business functions. The Board has formulated a well-structured Enterprise Risk Management (ERM) framework to mitigate these risks.

**The key objective of the ERM framework is to identify the risks, assess them, and take precautionary actions in advance. It effectively addresses financial, operational, business, regulatory, compliance and strategic risks.**

We also identify our environmental risks and opportunities, which are integrated into the ERM framework. As an outcome of the Climate Risk and Opportunities assessment carried out last year as per the TCFD framework, ESG risks were also included as one of the key risks facing the organization and the same was presented to the board committee. Welspun has initiated mitigative actions against the identified ESG risks to future proof its business.

For details on risks and threats applicable to Welspun India Limited, refer to the MDA Section of our Annual Report FY 2021-22.

## Ethical Business Conduct

Ethical conduct of business is at the core of our business, and it is embedded in the policies and Code of Conduct adopted by Welspun India, implementation of which is ensured through well-established systems and processes across all its businesses.

**We follow a zero-tolerance policy for disruptive behavior and are committed to the highest standard of ethical, moral and legal business conduct to ensure the protection of interests of all our stakeholders.**

### Code of Conduct

The Code of Conduct describes the operational standards that Welspun India Limited follows. It also supports and lays down guidelines for an ethical approach towards governance and corporate responsibility. All the Board members and senior management personnel affirm their commitment to the compliance requirements of the Code of Conduct each year.

We also ensure that our business partners, vendors, and contractors, are aware of, understand and adhere to its standards. Furthermore, we have a clause incorporated in supplier agreements which informs them of our policy of zero tolerance towards any unethical practices.

For more information on the Code of Conduct, please refer <https://www.welspunindia.com/policy/code-conduct.pdf>



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Anti-bribery and Anti-corruption

At Welspun India, we have zero tolerance against any kind of corruption and take strict action against anyone found indulging in such unprincipled acts.

**Our policies and procedures are devised to ensure strict adherence to the tenets of sound Corporate Governance.**

Ethics in business is an essential part of our induction process and an integral part of our Code of Conduct. All employees are expected to exhibit the highest level of integrity in every sphere of activity.

### Whistle Blower Policy

We have partnered with a third-party organization to implement the Whistle Blower Policy, encourage open communication and create a platform for stakeholders to make protected disclosures through a systematic process.

Disclosures are made to the Chairman of the Audit Committee and can include concerns about any malpractice like unethical behavior, actual or suspected fraud or violation of the Codes of Conduct or policy. The stakeholder can report any legitimate concern through email. This mechanism also provides for adequate safeguards against victimization of employees who avail of the mechanism.

### Grievance Redressal

In FY 2021-22, a total of 33 complaints from shareholders were received. All complaints / requests received during the year under review were resolved within the stipulated timeframe to the satisfaction of the investors / shareholders.

Also, there was no complaint reported by any Director or employee of the Company under our vigil / whistle blower mechanism. Complaints from external stakeholders like suppliers and contractors are raised directly to business teams and are addressed by them on a case-by-case basis.

Our marketing team have assigned personnel based on the geography of the sales, and handle customer complaints and queries accordingly.



## Policies, Public Policy & Advocacy

Our policies stem from our commitment to our core values and guide us in our day-to-day operations. These policies are updated as we evolve by consistent interactions with stakeholders.

Together with the Code of Conduct, the policies ensure a professional work environment that reinforces Welspun India's core values and help create a transparent and responsible organization. A sound regulatory environment is instrumental for businesses to thrive. We believe that efforts towards effective policy development by the private sector fosters industrial growth.

**At Welspun, we maintain a constant dialogue with the policy makers and influencers in national and international bodies, to provide our industry with insights and information that leads to well-thought out and robust policies.**

Some of the broad areas which we advocate include, governance and administration, economic reforms, inclusive development policies, energy security, water, food security, and sustainable business practices.

*For further details on policies and codes adopted by Welspun please refer to <https://welspunindia.com/investor-corner.php>*

## Compliance

At Welspun India, we ensure all regulations are respected and compliance is always ensured. We adhere by all international and national laws and uphold the highest standards of transparency and accountability.

**During the reporting period of FY 2021-22, there were no instances of non-compliance by Welspun India Limited and no fines were incurred from any regulatory authority for non-compliance.**

We have in place, a cloud-based compliance monitoring tool to keep a track on the legislative compliances based on locations and various departments.

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# SUSTAINABILITY & US

Deeply instilled into the culture of Welspun, sustainability is at the heart of all our actions across our operations and value chain. But there is an acute need to accelerate sustainable actions to mitigate the deepening impact on the ecosystems.

**With our sustainability strategy, 'Welocity - Accelerating Sustainability', our goal is to instill a sense of urgency into our actions to propel environmental, societal and economic well-being for all our stakeholders.**



By incorporating Sustainability, Circularity and Welocity within our strategy, we aim to create a better tomorrow, faster.



Aligning with the UN SDGs

We believe that sustaining economic growth is not possible without an equally thriving ecosystem. Thus, we work to weave sustainability and circularity seamlessly into our value chain from sourcing of raw materials and manufacturing processes to supply chain and waste management.

**We aspire to be the absolute benchmark and global textile leader in the use of ESG framework and compliance to sustainable practices.**

To achieve this, we have adopted global best practices in every domain of ESG like the water recycling project, waste upcycling through SPUN initiative and the ETP sludge use for energy generation in the domain of Environment to the establishment of ESG & CSR committee of the board, establishing the committee charter & quarterly review of ESG performance by the board committee and a third-party administered whistle blower mechanism in the domain of Governance.

We have also adopted a very transparent & objective ESG performance reporting to strengthen our accountability towards different stakeholders and also set a benchmark in the industry.

## Sustainability Journey

Since our inception, we have consistently worked to build a business that not only generates wealth but also enhances well-being at every step of the way.

At Welspun, sustainability is more than an effective strategy to build competitive advantage. It is a part of our everyday process to deliver results and create new benchmarks.

In FY 2014-15, we published our first sustainability report. Over the years, our sustainability initiatives resulted in

eliminating freshwater usage through a sewage treatment plant in Anjar; significantly improving energy efficiency in manufacturing and reducing greenhouse gas emissions; using sustainable raw materials and transportation modes to leave a smaller carbon footprint; and creating products out of waste material.

The success of these initiatives now serves as a catalyst in propelling our drive towards adopting a circular approach in the next phase of our sustainability journey.





## Sustainability Roadmap

EXECUTIVE STATEMENT

COMPANY PROFILE

ABOUT THE REPORT

GOVERNANCE

### SUSTAINABILITY & US

Awards & Accolades

Stakeholder Engagement & Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

SOCIAL

Sustainable Farming

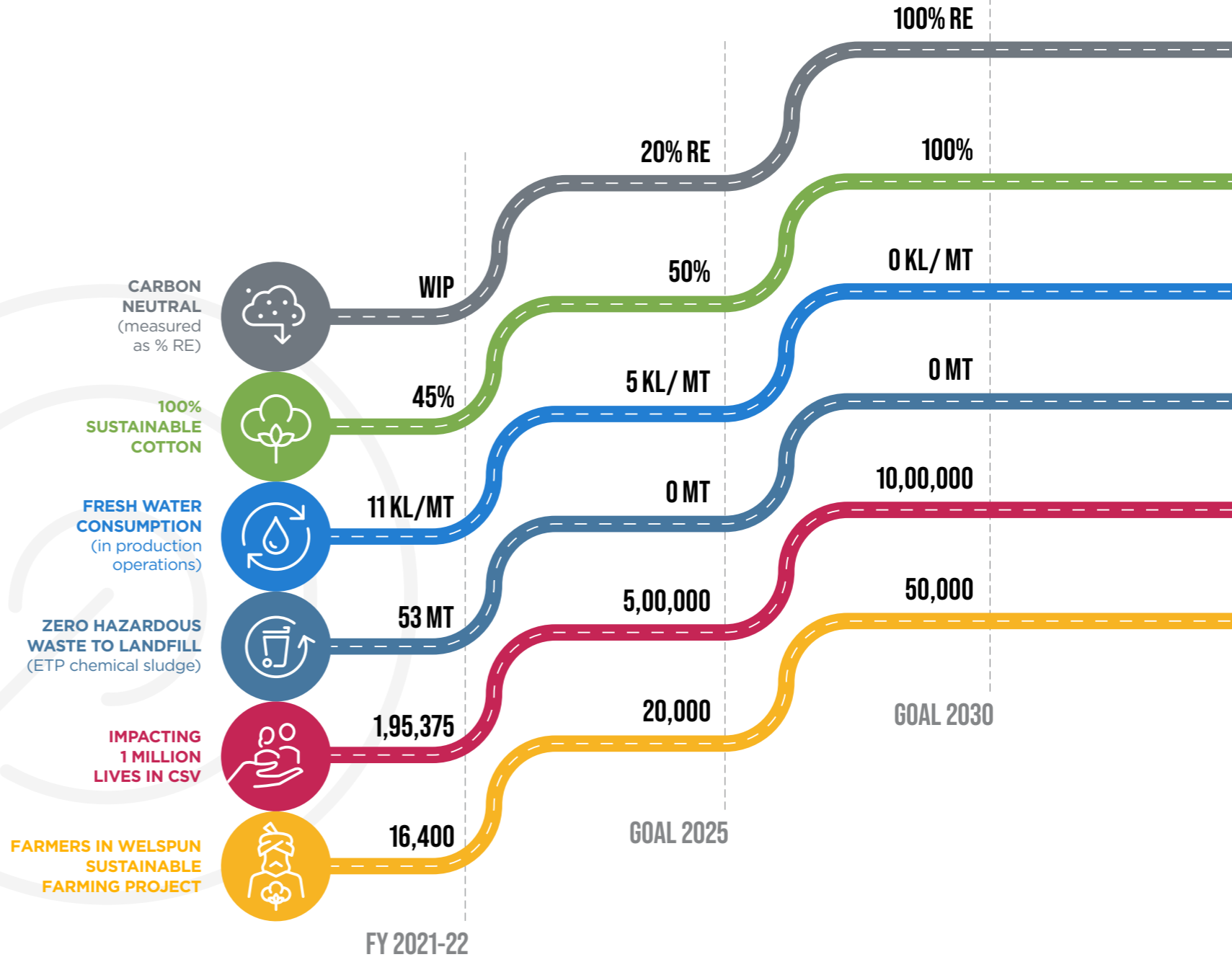
PEOPLE

SUSTAINABLE SUPPLY CHAIN

In FY 2019-20, we redefined our sustainability strategy to incorporate speed in order to create a larger impact, faster. The roadmap was designed not only to enable sustainable manufacturing in our operations, but also to incorporate it across our value chain.

**In FY 2021-22, we carried out several initiatives and also measured these aspects to create a baseline. Through these initiatives, we strengthened our governance framework, assessed risks and opportunities, and further made our ESG goals ambitious.**

To improve our Sustainability performance across the Company, we have undertaken many initiatives in the last year. To know more, please keep reading the report.



EXECUTIVE  
STATEMENT

COMPANY  
PROFILE

ABOUT THE  
REPORT

GOVERNANCE

SUSTAINABILITY & US

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

SOCIAL

Sustainable Farming

PEOPLE

SUSTAINABLE  
SUPPLY CHAIN

## AWARDS & ACCOLADES

Awards are not only an acknowledgement of our efforts but also an external indication that we are on the right track. At Welspun India, every accolade encourages us to challenge the status quo, push the envelope and set new benchmarks in the industry.

During the reporting period Welspun India Limited was honored with several accolades from prominent organisations and bodies.

### Best Community Sustainable Award | TESCO

Awarded the Best Community Sustainable Award by TESCO at the February 2022 Supplier Conference, reaffirming our commitment to building a sustainable future.



### Amongst Top 100 Companies in India | Futurescape

Recognised as one of the Top 100 Companies in India by Futurescape for Sustainability & CSR

### Welspun India participates in DJSI rating

In the annual ESG assessment by DJSI, Welspun India scored 48 last year which is over 62% higher than the average industry score. A sharp focus on product innovation, customer centric approach, inclusive growth and resource efficiency paved the way for Welspun's entrance into the sustainability indices.

### The Clarivate South and Southeast Asia Innovation Award 2021

Awarded in the Corporations Category, the award is a recognition of our commitment to innovate every segment of our business.

### WIL's sustainability journey is now an Ivey case study

Lauded by the academic community for meeting the rigorous demands of management education Ivey Publishing is the leader in providing business case studies with a global perspective. Featured in this prestigious list is WIL's sustainability journey that is currently being taught in reputed universities around the globe.

### National Water Award (Best Industry) | Ministry of Jal Shakti, Government of India



Welspun India was felicitated with the National Water Award by the Ministry of Jal Shakti, Department of Water Resources, River Development, and Ganga Rejuvenation for its stellar role in water stewardship. Welspun India bagged the No.1 position in the Best Industry Category for the massive positive social and environmental impact made by Welspun's cutting-edge sewage treatment plant in the drought-prone Kutch district of Gujarat, India.

The sewage treatment plant utilizes the latest wastewater treatment technology to reuse urban sewage water as a high-quality clean water for industrial use. This helped Welspun achieve zero freshwater usage for industrial applications at its manufacturing unit in Anjar.

### Winner - Challengers Award (2021) Frost & Sullivan & The Energy and Resources Institute Sustainability 4.0 Awards

Entered the Dow Jones Sustainability Index (DJSI) with an ESG score of 48 - over 62% higher than the average industry score. A sharp focus on product innovation, customer centric approach, inclusive growth and resource efficiency paved the way for Welspun's entrance into the sustainability indices.



### Jury Special Mention Award Frost & Sullivan & The Energy and Resources Institute Sustainability 4.0 Awards

Recognized for its 'STP to Recycle and Reuse Domestic Sewage' at the Frost & Sullivan and TERI's Sustainability 4.0 Awards 2021 with the Jury Special Mention Award - honouring Welspun for embedding sustainability with Economic Value Creation.



EXECUTIVE  
STATEMENT

COMPANY  
PROFILE

ABOUT THE  
REPORT

GOVERNANCE

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

SOCIAL

Sustainable Farming

PEOPLE

SUSTAINABLE  
SUPPLY CHAIN

## BUILDING TRUST *not just Interaction*

One of the key lessons learnt during the pandemic is the importance of interdependency and therefore, the critical need for consistent interaction to take all stakeholders along.

### Management Approach

We believe that stakeholder engagement is a wonderful opportunity to build trust with all stakeholders. It provides them the chance to participate in and influence the decision-making process, while it delivers us insights for ensuring business growth.

We engage with internal and external stakeholders on an ongoing basis.

**Welspun India follows a structured engagement plan for its stakeholders to take feedback and include their expectations in its operations.**

The table given here details some of the key stakeholders, the engagement modes, frequency and the topics. For more understanding the respective functions responsible for the engagement are also highlighted.

Key Stakeholder	Mode of Engagement & Activities	Frequency	Responsibility	Key Aspects / Areas of Interest for Stakeholders
<b>Investors</b>	Stock exchange disclosures Quarterly investor calls Press releases and emails Investor relations Investor feedback form on website	Ongoing	Investor Relation	Economic value / Sustainable wealth creation Strategy and risk management Capital allocation   Financial performance Business outlook   Minority shareholder interest Transparency & disclosure
<b>Customers</b>	Customer satisfaction surveys Visits and meetings	Project-based	Marketing	Product quality   Timely delivery Service level   Innovation
<b>Suppliers</b> (Business partners and contractors)	Direct interactions Supplier meets	Need-based / Ongoing	Supply Chain	New business opportunities Business transparency
<b>Government and Regulators</b>	Need basis participation in industry level consultation groups Participation in forums Policy advocacy	As needed	Finance	Compliance and good governance Sustainable practices Inclusive growth
<b>Employees</b>	Surveys   Town halls   Workshops Capacity building   Appraisals newsletters & rewards	Ongoing	HR	Professional growth   Work-life balance Diversity and equal opportunity Learning & development Organizational culture / workplace
<b>Contract Workers</b>	Health & safety committee meetings Direct interactions		HR	Minimum wages   Working conditions Health & safety
<b>Society, Communities &amp; NGOs</b>	Direct engagement Visits and camps Community needs assessments CSR projects and engagement	Ongoing	CSR	Infrastructure development Education & healthcare Environmental protection Employment opportunities
<b>Bankers and Lenders</b>	Meetings and calls Conferences	As needed	Finance	Economic value Compliance and covenants
<b>Media</b>	Press releases Media events / Interviews	As needed	Corporate Communication	Financial news Information on business developments

# MATERIALITY

These are issues that have a direct or indirect impact on our ability to create value. Through stakeholder engagements and further analysis, we identify and prioritize these issues.

**Based on these critical issues, we plan our strategy and initiatives to make a net positive impact. We periodically review our materiality issues.**

Some of the high priority issues that were identified in the materiality analysis include Energy & Carbon, Water & wastewater management, Circularity, Supply chain management and Product Stewardship.

The outcome of this materiality analysis has been the development of various programs and initiatives in each of the high material issues to enhance business value and make the business future proof.

## Materiality Map



## Key Material Issues

- Natural Capital**
  - 2 Water and Wastewater Management
  - 3 Climate Change
  - 4 Circular Economy
  - 5 Energy & Carbon
  - 6 Waste Management
  - 18 Biodiversity
- Social Capital**
  - 1 Product Stewardship
  - 7 Corporate Social Value (CSR)
  - 8 Governance
  - 10 Supply Chain Management
  - 13 Customer Centricity
  - 19 Industry Collaboration
- Human Capital**
  - 9 Human Rights
  - 11 Occupational Health and Safety
  - 14 Employee Wellbeing
- Financial Capital**
  - 15 Market Leadership
  - 16 Risk, Opportunities and Circis Management
- Intellectual Capital**
  - 12 Innovation
- Manufactured Capital**
  - 17 Product Quality and Safety

EXECUTIVE STATEMENT

COMPANY PROFILE

ABOUT THE REPORT

GOVERNANCE

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement & Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

SOCIAL

Sustainable Farming

PEOPLE

SUSTAINABLE SUPPLY CHAIN



EXECUTIVE  
STATEMENT

COMPANY  
PROFILE

ABOUT THE  
REPORT

GOVERNANCE

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

SOCIAL

Sustainable Farming

PEOPLE

SUSTAINABLE  
SUPPLY CHAIN

**OUR GLOBAL COLLABORATIONS**

**PARTNERSHIP**  
*not just Engagement*

Collaboration is a win-win concept. Welspun's philosophy of 'Leading Tomorrow Together' encapsulates synergistic alliances to achieve inclusive and sustainable growth to remain eminent in all our businesses. We weave global partnerships with universities, technology partners and industry associations, to create long-term value through cutting edge innovations.

**Management Approach**

Integrating sustainability is a continuous journey for us. With a holistic approach towards wellness and sustainability, we advanced our thought leadership through various global collaborations with technology partners and universities. Welspun is a regional partner for the 'Fashion for Good' program in Sustainable Innovations.

**Fashion for Good**

It is a global platform for innovation, made possible through collaboration and community. We joined as a launch partner of the South Asia Innovation Platform to provide support in their regional program.

The platform supports innovations that had passed the proof-of-concept phase to solve sustainability challenges for companies like Welspun India Limited.

**Wadhvani AI**

Wadhvani Institute for Artificial Intelligence, an independent not-for-profit research institute is focused on developing Artificial Intelligence (AI) based applications.

We have collaborated with them to use AI for crop protection, thereby helping cotton farmers to increase crop yield by early detection of pests and rationalizing pesticide usage. The tool runs on a basic smartphone to classify and count pests based on images and provides relevant advisory.

**Textile Exchange**

We are a member of the Textile Exchange - a global nonprofit, with memberships representing leading brands, retailers, and suppliers. Together, as part of the climate strategy, we are positively impacting the climate by accelerating the use of preferred materials across the global textile industry.

**MIT**

Welspun, in collaboration with MIT Media Lab, worked on a project to grow specialty cotton (long to extra-long staple) sustainably in the semi-arid region of Kutch District by using hydroponic technology. This area is better known for growing medium staple cotton in open fields by farmers.

This collaboration with MIT was undertaken to support farmers of the region and secure sustainable raw material supply by developing appropriate cotton production technologies that factor in the current challenges related to climate change.

**Leadership & Development - for Associates in Cut & Sew area of Terry Towel and Rugs Plant, a skill gap analysis was carried out in partnership with Werner International (a management consulting practice specialized in the textile industry), and accordingly, training plans were initiated.**



**Certifications and Frameworks**



ISO 9001,  
QMS ISO 9001:2008,  
EMS 14001  
ISO 45001

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# ECONOMIC PERFORMANCE

## DISTRIBUTED *not just Generated*

Economic sustainability supports long-term economic growth, as it enables shared value with multiple stakeholders. Apart from directly creating employment opportunities for income generation, we also create indirect opportunities through procurement of goods and services, ancillarisation, community development and facilitating sustainable cotton farming.

### Management Approach

Welspun India Limited, part of the USD 2.3 billion Welspun Group, is one of the largest home textile manufacturers in the world. We have been ranked the No.1 Home Textile Supplier to the US, five times in the preceding six years.



We have also expanded into flooring solutions business with our newest entity - Welspun Flooring Ltd.

As part of our sustainability strategy '**Welocity**', with acceleration at its core, we intend to fasten our growth to step up inclusive progress as well as increase our own resilience to unexpected business adversities.

Financial growth drives holistic development. Generating significant economic value enables us to create value for all stakeholders. It also prepares us and strengthens our resilience for unprecedented times like the COVID-19 pandemic and its after-effects.



Aligning with  
the UN SDGs



*In INR million*

	FY 2021-22	FY 2020-21	FY 2019-20	FY 2018-19
<b>Economic Value Generated (A)</b>				
Revenues	93,773.12	74,079.54	68,361.81	66,084.35
<b>Economic Value Distributed (B)</b>				
Operating Costs	74,928.12	56,076.70	52,197.83	51,717.80
Employee Wages and Benefits	8,666.98	8,227.69	7,781.36	7,114.26
Payment to Providers of Capital	1,312.45	1,975.06	1,776.99	1,592.76
Payment to Government	2,229.84	2,026.15	1,619.07	896.6
Community Investments	137.12	113.69	95.91	43.11
<b>Economic Value Retained (A-B)</b>	<b>6,498.61</b>	<b>5,660.25</b>	<b>4,890.66</b>	<b>4,619.82</b>

*In INR million*

	FY 2021-22	FY 2020-21	FY 2019-20	FY 2018-19
<b>Financial Assistance Received from the Government</b>				
Financial Incentives	8,656.25	6,731.36	6,659.86	5,777.25
Other Financial Benefits	988.87	869.47	1,463.23	1,602.45



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**The Year  
in Review**

The past couple of years have been difficult for industries across the world with multiple challenges to deal with. In the last financial year, the textile industry faced challenges related to cotton availability and surging prices in the local and international market. Also, the supply chain issues became significant with the freight costs going through the roof.

**Despite these challenges, Welspun India achieved revenues of INR 93,773 million up 26.5% from INR 74,079.54 million the previous year.**

**Increase in Profits  
FY 2022 (INR million)**

**6,067.03**

from INR 5,507.93 million in the previous financial year. Up to 10.1% increase in FY 2022 from FY 2021.

**Financial Implications  
of Climate Change**

We acknowledge the risk of climate change and its financial implications. Our operations, including cotton production, are highly vulnerable to climate change and unpredictable weather. In the last

financial year, we carried out a comprehensive climate risk assessment of our operations using the TCFD guidelines with a view of minimize business impact of such changes in the long run.



**The climate risks to the organization were assessed based on 4 pillars as recommended by the TCFD**



**Governance**

Disclose the organization's governance around climate-related risks and opportunities



**Strategy**

Disclose the actual and potential impacts of climate-related risks and opportunities on the organization; businesses, strategy, and financial planning where such information is material



**Risk Management**

Disclose how the organization identifies, assesses and manages climate-related risks



**Metrics and Targets**

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such informations is material

**During the study it was observed that**

- Welspun India has the necessary Governance and oversight structure for monitoring climate change and responding to the requirements
- Welspun India has established clear metrics and targets related to the climate mitigation programs
- It has a long-term strategy to mitigate climate risks on its business operations
- Climate risk has been identified as a business risk in the ERM framework and has been reported to the top management including the board

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Financial Implications of Climate Change



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

The Company has set a target to achieve 100% Renewable Energy by 2030. It is also committed to SBTi Net Zero goals and is planning for decarbonization.

We believe that sustainable energy practices, water and waste management will not only benefit our business growth but will also help us improve our environmental performance and address climate change issues.



Some of the ways in which we mitigate GHG emissions include:

- Exploring clean/green energy opportunities
- Investment in low-carbon technologies
- Process improvements/modifications
- Initiatives in the areas of energy efficiency
- Energy saving initiatives such as waste heat recovery
- Encouraging employees to save energy in offices and commute
- Choosing logistics with a lesser carbon footprint
- Through tree plantation/carbon sequestration

## Being Local - Make in India



While we expand globally, we are committed to local operations and sourcing as well as creating local jobs. Our manufacturing facilities located in Gujarat and Telangana, India are equipped to deliver high-quality products, benchmarked to international standards.

With a distribution network in more than 50 countries, we are one of the largest exporters of home textile products made in India.

We have also diversified into flooring solutions which has substantial potential for future growth. We want to transform the home textiles and flooring market with our flair for innovation and distinctive goods.

**We support local procurement which not only encourages the local economy, but also reduces our carbon footprint. Local suppliers constitute 92% of our total procurement.**

### Percentage of Local Procurement

FY 2021-22	FY 2020-21	FY 2019-20	FY 2018-19
92%	91%	92%	90%

For more details regarding our financial performance, please refer to our [Annual Report FY 2021-22](#)





## ENVIRONMENT

# C I R C U L A R

*not just Linear*

- EXECUTIVE STATEMENT
- COMPANY PROFILE
- ABOUT THE REPORT
- GOVERNANCE
- SUSTAINABILITY & US
  - Awards & Accolades
  - Stakeholder Engagement & Materiality
  - Our Global Collaborations
- ECONOMIC
- ENVIRONMENT
- SOCIAL
  - Sustainable Farming
- PEOPLE
- SUSTAINABLE SUPPLY CHAIN

A circular economy works as a loop. Resources that enter the loop remain there for their entire life delivering maximum value, and at the end are recovered to regenerate other products and materials. It attempts to overcome issues such as waste that are posed by a linear economy.

We are enabling a sustainable and circular approach in all our operations, be it sourcing of raw materials, supply chain, manufacturing, or waste recycling; thereby balancing the needs of today with those of the future. And we are enabling it fast under 'Velocity'.

**Welspun was ranked amongst the Top 100 Most Sustainable Companies in India**  
by Economic Times - Futurescape

Aligning with the UN SDGs



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

Air Quality has been a major concern across the globe over the past few years, impacted due to some natural disasters like forest fires but largely human created. While the pandemic was a natural and uninvited intervention that led to cleaner air during lockdowns, we would require man-made and urgent endeavors from everyone - nations, businesses, organizations, and individuals, to protect the planet from the effects of climate change.

**Welspun India is working consistently to re-establish ecological harmony in the realms of air, water, and land through its environmental initiatives under the goal - 'Restoring Ecosystems'.**

The initiatives and projects are aligned with global best practices and go beyond regulatory compliance to establish new benchmarks for the industry. The emphasis on inclusive growth is consistent with the Groups' philosophy and protection of environment is an important element of it.

At Welspun, we understand that no matter how far we have come in our sustainability journey, there is a lot further we can go. So, we will continue to push ahead on our path of sound environmental practices, which are interlinked with operational excellence and customer centricity.

**ESG 2023**

**Welspun India was identified to have "Low" ESG risks by Sustainalytics, which improved its score from 17.9 to 14.4**



**Welspun India scored 48 in the DJSI ranking released last year. This was 62% higher than industry average score.**



**CRISIL gave Welspun India a score of 63 in its maiden Sustainability rankings, highest in the textile category**



**Management  
Approach**

While our sustainability journey started long ago, we, as one of the global industry leaders in home textiles, needed to redefine how business can be done in a far more sustainable and transparent manner. It meant increasing the speed with which we transform. That is why, we have planned our sustainability strategy 'Velocity', with acceleration at its core.

We are aware that the textile sector is one of the polluting industry segments and we are determined to change the course for ourselves and also set examples for the industry as a whole. We are adopting Green Manufacturing practices focused on lowering emissions, material consumption, chemical management, and waste management while offering consumer high-quality, environmentally friendly products.



**We have a clear road map focusing on the use of renewable energy, reduction in carbon emissions, zero hazardous waste to the landfill, use of responsible materials, safer chemicals, phasing out single-use plastics, traceability of raw materials and reduction of water consumption across the value chain. The key to achieving our sustainability goals is to build strong circular systems.**

**Dipali Goenka**  
CEO & Joint MD





## Integrated & Sustainable Manufacturing

**EXECUTIVE STATEMENT**

**COMPANY PROFILE**

**ABOUT THE REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement & Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE SUPPLY CHAIN**

In order to reduce harmful effects of our operations on the environment, we are committed to producing our products using Green Manufacturing practices. While preserving energy and natural resources, sustainable manufacturing has enabled us to guarantee the safety of our products, workers, communities, and clients.

Some of our key initiatives include:

- Life Cycle Analysis (LCA) of our products to find more ways to minimise the environmental impact along the entire value chain
- Adherence to the Zero Discharge of Hazardous Chemicals (ZDHC) standard while continuously improving our processes and treatment systems
- Use of sustainable raw materials (Organic, BCI & Recycled Cotton)
- SA 8000 certification of our operations ensuring implementation of human rights and health and safety policies at the sites
- Use of recycled sewage water for process use
- Site audits in accordance with the four-pillar Sedex Members Ethical Trade Audit (SMETA) framework, which addresses issues related to labour, health and safety, the environment, and business ethics
- GOTS (Organic Textile Standard) and OEKO-TEX® Standard 100 guarantee that our textile goods are produced ethically

We have identified the key focus areas, to achieve a more sustainable and circular outcome with speed and lower our environmental impact faster.



## Water Management

Linear systems of water management use large amounts of water and have negative impacts on the environment and people. We understand the importance of water as a resource for us as well as the community and constantly work on reducing our freshwater consumption to zero by implementing circular systems.

By 2030, we aspire to be

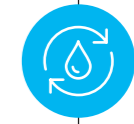
*freshwater positive*  
in production operations

Performance FY 2021-22

**26,04,477 KL**  
Water consumption from  
municipal source

**61,25,852 KL**  
Total Water Consumption  
in Industrial Process  
(including recycled water)

**26.9 KL/t**  
Total Product  
Water Intensity



Freshwater Consumption

23

FY 21-22  
**11** KL/MT

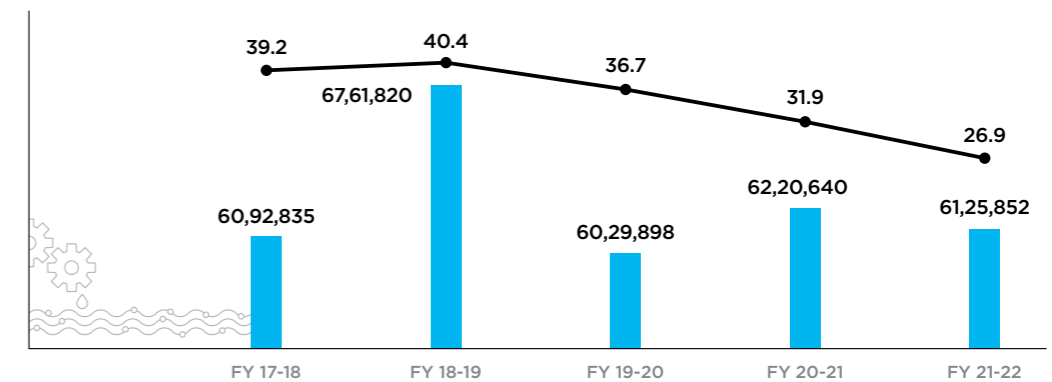
Goal 2025  
**5** KL/MT

Goal 2030  
KL/MT

**0**

Roadmap

Industrial Water Consumption & Intensity



■ Total Water Consumption - Industrial (KL)

— Product Water Intensity (m³/t)



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# Water Management

## Initiatives and Impacts

### Manufacturing

We believe that applying circular economy principles to water management is an important step in mitigating and preventing a global water crisis as well as securing our water needs. Water is managed in loops and maintained at its highest possible intrinsic value.

This includes setting up wastewater treatment plants, securing water through recycling, and reducing the water usage as well as effluents. We not only meet but exceed local regulatory requirements with regard to effluent discharges, while following ZDHC guidelines. Our Vapi factory and the Welspun Flooring operations in Telangana use freshwater for their operations supplied by the local municipal body.



### Anjar Water Project

**We ensure Zero freshwater dependency at our Anjar Plant, making it more available for communities around us.**

We have set up a 30 million liters per day (MLD) Sewage Treatment Plant (STP) which can be expanded to 40 MLD, at our Anjar plant. This resulted in treatment and recycling of the sewage wastewater from the neighboring areas of Adipur, Gandhidham and Anjar.

The recovery was 80-90% of the input sewage water and reduced Welspun's intake of fresh water for its manufacturing operations to zero. We also have rainwater harvesting lagoons within the facility at Anjar, which helps in recharging the local ground water and can act as an emergency water source for the facility.

### ZLD project at Welspun Flooring, Telangana

**The Welspun Flooring facility in Telangana has established a Zero Liquid Discharge facility to recycle 100% of its wastewater.**

The recycled and treated water is used in secondary processes like gardening and cleaning within the site. The site has also developed two lagoons for rainwater harvesting and has reused 38,920 KL wastewater during FY 2021-22.

### Rainwater Harvesting

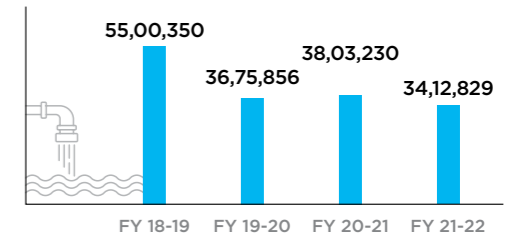
The Sujalam Sufalam Abhiyan is one of the projects in which the Company has partnered with the Government of Gujarat to conserve local water bodies. The company has constructed 15 ponds to date. Some of the pond deepening work carried out by the Company in the last FY includes:

Anjar	Pond	Measurement (m <sup>3</sup> )
Sugariya	Check Dam	2,000
Tappar	Chiyani Pond	5,000
Ratnal	Pavan Chakki Pond	5,000
<b>Total</b>		<b>12,000</b>

### Wastewater Discharge

Each of the manufacturing operations at Welspun India have established a well-equipped Effluent Treatment Plant. Wastewater treated at these facilities are recycled back for secondary uses or discharged as per the regulatory approvals. Over the last few years, the discharged water quantity has decreased, highlighting the increased use of treated water within the site.

### Wastewater Discharged in KL



## Waste Management

Linear systems of waste management leave economic opportunities untapped, put pressure on resources, pollute the environment, and create negative societal impacts. We are aware of the pitfalls and are constantly working to reduce the waste to zero by implementing circularity.

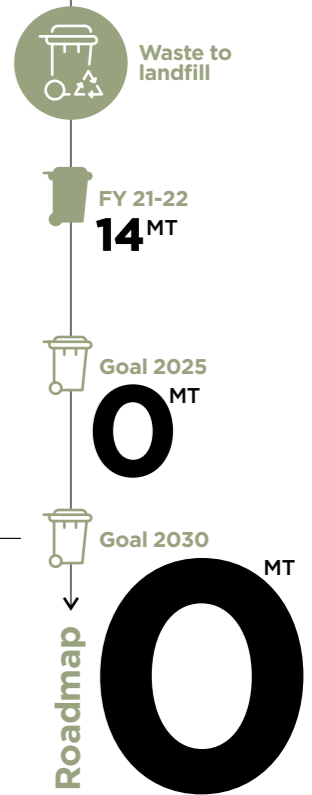
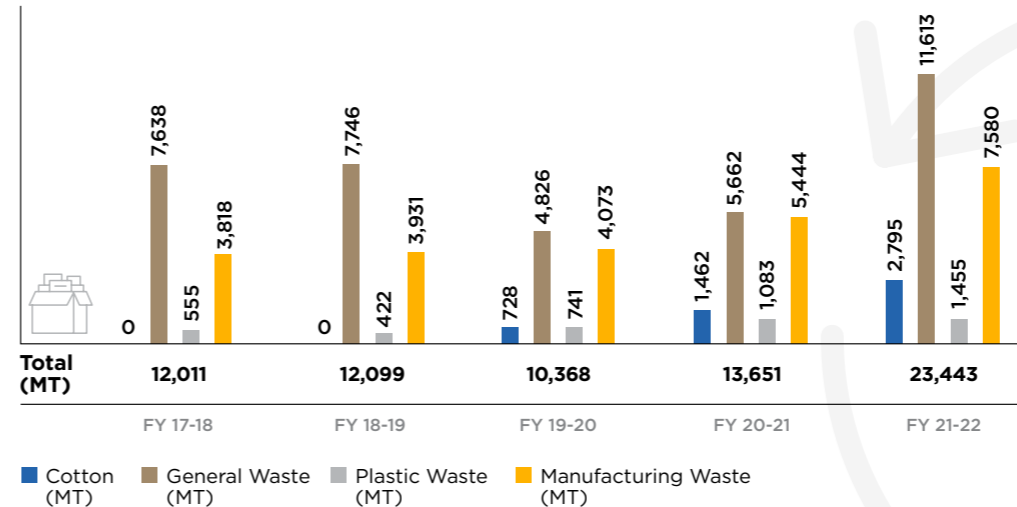
**By 2030, we aspire to be sending**  
*zero hazardous waste to landfill*



### Non-hazardous Waste

The Non-hazardous waste generated at the plants are segregated and managed as per their individual types. Hard and soft fabric wastes from the plants are sent to recyclers who supply recycled cotton fibers which can be reused in the processes. Other types of waste like plastic & paper wastes are also sent to recyclers.

#### Non-hazardous Waste (MT)





**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

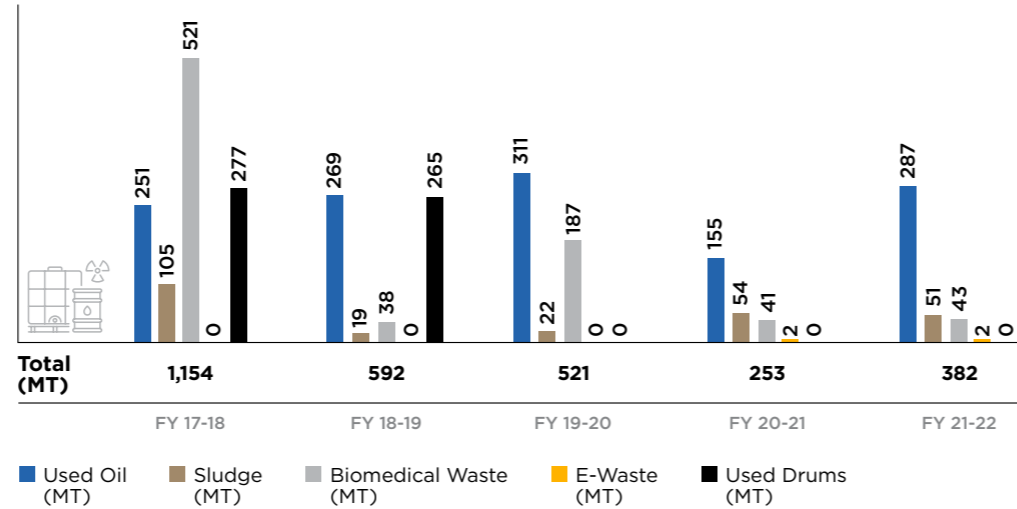
**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**Hazardous Waste**

The hazardous waste generated at the operations in the last financial year is presented below. Most of the wastes generated are sent to recyclers and only a small amount is sent to landfill. The Company aims to reduce the landfill waste to Zero by 2025.

**Hazardous Waste (MT)**



**Initiatives and Impacts**

We believe that 'waste isn't waste, until we waste it'. Applying circular economy principles to waste management is critical to alleviate the global waste crisis as well as increase our material efficiency. The materials are managed in loops and are kept at their highest value during use and re-enter the economy afterwards, never ending up as waste.

In order to transform from linear to circular systems, we focus on pre as well as post-consumer waste. Our hazardous waste includes used drums, used oil, sludge and biomedical waste, whereas non-hazardous waste mostly includes waste from processes and packaging material waste. A significant amount of non-hazardous waste is either recycled and brought back to the factory or is recycled externally.

This includes multiple initiatives, some of which are enunciated below:

- Segregation, packaging and labeling of waste is done to fulfil the long-term objective of making it a part of the circular economy
- Sustainable Packaging - usage of FSC-certified paper packaging and introduced LDPE packaging containing 30-50% of r-LDPE content (recovered from plastic packaging scrap generated in-house)
- Packaging waste is sent to nominated recycling companies for bringing back into the system. During the year, we have managed to recycle around 1,455 MT of plastic waste
- Metal waste from Welspun India Limited factory is sent to a Group company
- Paper waste from the facility is sent for recycling
- Waste cuttings from bedsheets and towels are recycled to make cotton fibers used in stuffing pillows
- ETP sludge from the Anjar factory is now being used as a source of fuel which will substitute the use of fossil fuels and will also lead to zero hazardous waste sent to landfills

**Operational wastes are sent to recyclers to prevent disposal in landfills. We recycled and reused 23,443 MT non-hazardous waste in the last Financial Year.**



We also manage a social project called 'Spun' that promotes women's empowerment in addition to upcycling. Every month, around 2 MT of factory waste are recycled at Spun and used by our incredibly talented and inventive women to make wonderful, handmade goods. The program not only provides a source of income to the women in the local villages but also prevents the textile waste from being disposed in the landfill.

**CASE STUDY**

**COTTON (LUWA) WASTE INTO BIO-PELLETS**

Through an air filtration process, Cotton fiber waste is generated from the spinning and combing areas of the plant through. Known as 'LUWA Waste', studies have found that this waste has a high calorific value.

At Welspun India, we set up a pelleting line to convert almost 4-5 tons of this waste into pellets. In the pellet form, this waste material is now being co-fired along with the coal and biomass for our boilers, thus saving not only energy but also the environment.

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

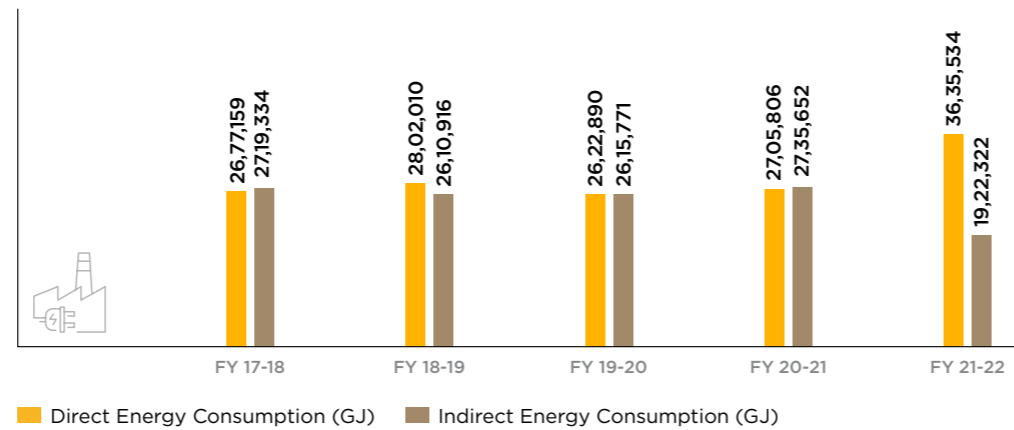
**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

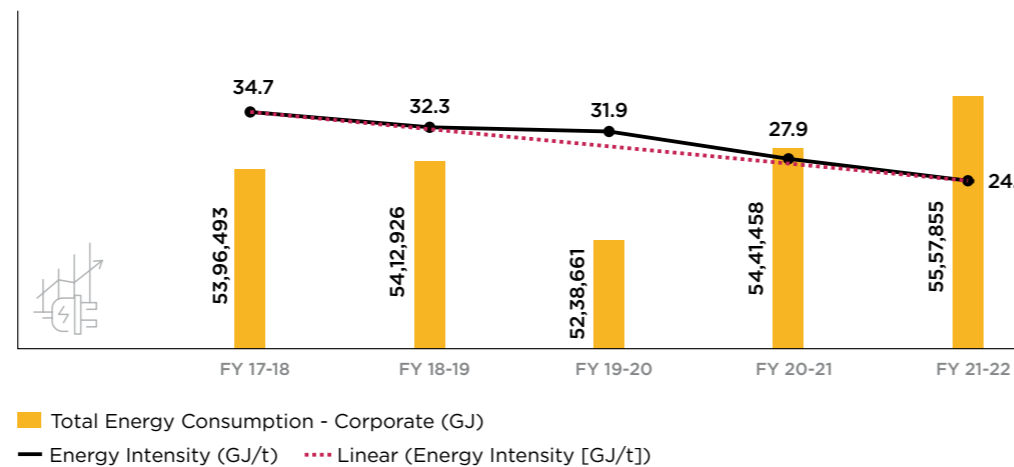
## Energy

Energy consumption is directly linked to GHG emissions. Hence, in order to achieve our goal to be carbon neutral by 2030, we are reducing our energy footprint and exploring ways to replace the conventional energy sources with renewable forms of energy.

### Direct & Indirect Energy Consumption



### Energy Intensity



## Initiatives and Impacts

### Energy Saving

Energy management is an important step in reducing GHG emissions as well as our fossil-fuel based energy needs. The steps include increasing our renewable energy usage and reducing our energy consumption by taking energy efficiency initiatives. As a result, we reduced energy consumption by over 2,00,000 GJ which avoided emissions of around 31,814 TCO<sub>2</sub>.

**Total Energy Savings  
FY 2021-22**

**2,15,510 GJ**



Some of the energy efficiency measures taken at the sites include:

- **Process improvements, heat recovery systems, bringing in new technology, etc.**
- **Encouraging employees to save energy in offices and using LED lighting**
- **Use of solar drier for the ETP sludge generated at Anjar for reducing moisture content before firing in the boilers.**
- **Waste to energy - food as well as horticulture waste is converted to biogas which is used in our kitchens as fuel for cooking purposes**





EXECUTIVE  
STATEMENT

COMPANY  
PROFILE

ABOUT THE  
REPORT

GOVERNANCE

SUSTAINABILITY & US

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

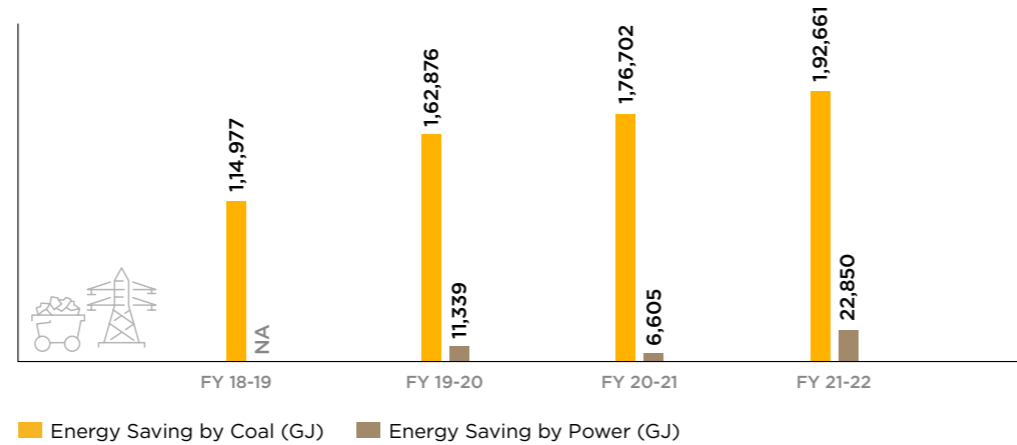
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Sustainable Farming

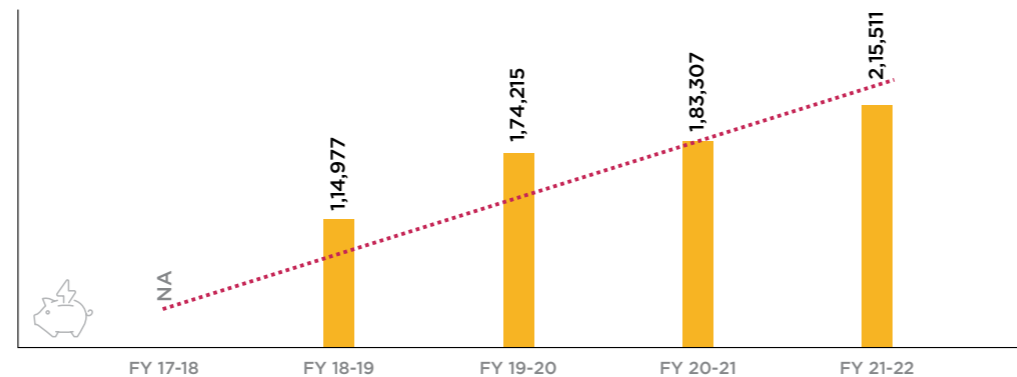
PEOPLE

SUSTAINABLE  
SUPPLY CHAIN

Energy Saving (GJ)



Total Energy Saving (GJ)



CASE STUDY

**ENERGY SAVING AT ETP**

*Welspun India - Vapi Plant*



At Vapi, we had previously installed a 90 KW centrifugal pump for the transport and discharge of treated effluent into the estuary zone, which is around 4 km away. The power usage of this pump was 1,750 kWh per day. The pump regularly tripped and frequently stopped due to excessive volume discharge. This resulted in not only an inefficiently operated pump but also wasted electricity.

We, therefore, had to come up with a solution that would aid in energy conservation and increase the device's shelf life. A variable frequency drive has now been installed which can change the power delivered to match the energy requirements of the pump.

**This has assisted in bringing down the daily energy use to 950 kWh. Each day, 800 kWh of power is saved through this initiative.**

## Climate Change

Linear systems have resulted in increasing the textile industry's contribution to the carbon budget. We are aware of the consequences of climate change and are constantly working to become carbon neutral by implementing circular systems.

**By 2030, we aspire to be**  
*carbon neutral*

### GHG Emissions

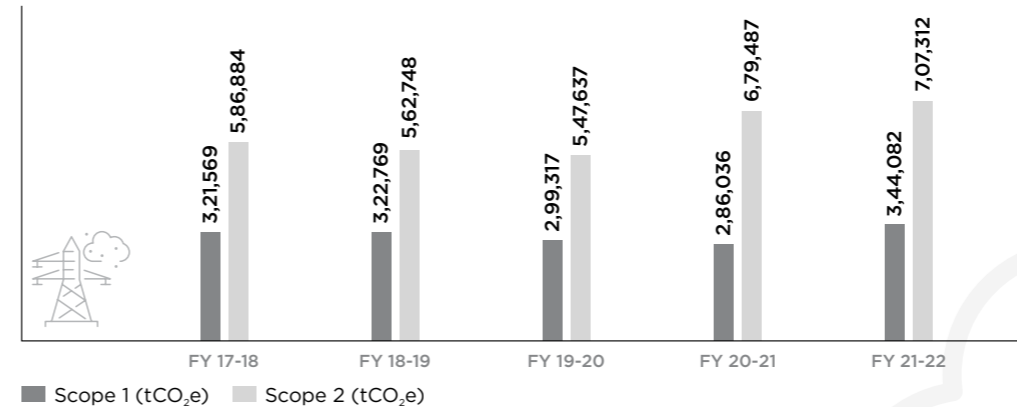
Welspun India is exploring ways to reduce GHG emissions by investing in renewable energy generation and low-carbon technologies for steam/heat requirements. The Company has set itself a goal of 100% renewable energy consumption by 2030 and it has developed its decarbonization roadmap using the SBTi (Science Based Target Initiative) framework.

It has submitted its commitment to SBTi in the last financial year and aims to submit the goals for verification in the near future. The Company has also built internal performance indicators and metrics to track emissions and energy use at each of its facilities.

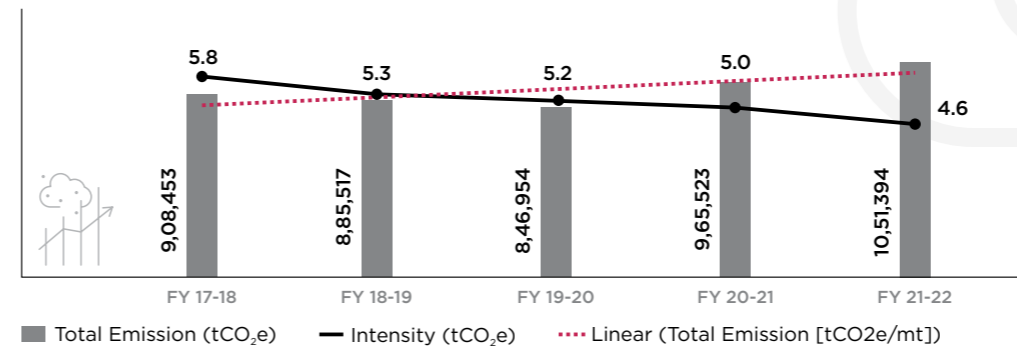
### Scope 3 Emissions

Welspun India has set up an IT enabled tool to start tracking its Scope 3 emissions across different categories. Currently it is tracking categories like - upstream and downstream transport, purchased goods and services, use of sold products and end of life cycle emissions. The Company continues to work in this area to further strengthen its emissions database over the next few years.

### GHG Emissions (tCO<sub>2</sub>e)



### Total GHG Emission & Intensity (tCO<sub>2</sub>e/mt)

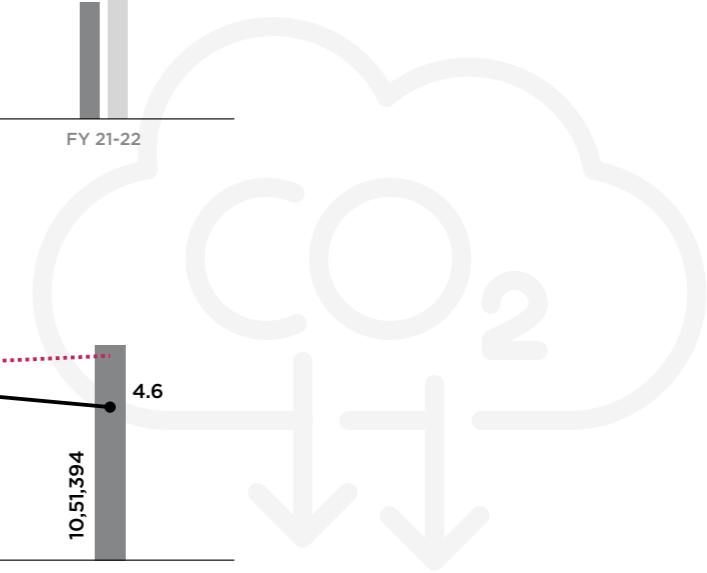


FY 21-22  
**WIP**

Goal 2025  
**20** %RE

Goal 2030  
**100** %RE

Roadmap





**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# Climate Change

## Initiatives and Impacts

Carbon management is an important step in diminishing the imminent risk of climate change for the world as well as for our organization. 'Carbon' refers to carbon dioxide, the GHG which contributes the most to climate change. Using low-carbon materials and production processes (including renewable energy and energy-efficiency measures) would further reduce the emissions.

### Climate Risk

Last year we completed a climate risk study as per the Task Force on Climate-related Financial Disclosures (TCFD) guidelines to better understand the nature of risks related to climate change that impact our business.

**In order to better understand which locations or businesses are most at risk from climate change, the risks were categorized into two main risk types through scenario analysis utilizing the Net Zero Emissions (NZE) scenario and the IEA World Energy Outlook 2021 (WEO-2021): the physical risk and the transition risk.**



The physical risk assessment indicates that our facilities could be exposed to both acute risks such as heat waves, floods, tropical cyclone and chronic risk such as changes in precipitation and extreme weather variability, rising sea level and increasing mean temperatures depending on their geographical location. The study also indicated that cotton cultivation in the local regions could also be impacted due to the changing rainfall patterns in the sub-continent.

Considering some of the mitigating actions taken by the Company the risk severity is reduced while it maintains a strong vigil at the evolving climatic conditions and its impact on Welspun.

We have taken multiple initiatives to mitigate climate impacts which include:

### Carbon Sequestration

It is the process of capturing and storing atmospheric carbon dioxide, to reduce the amount of carbon dioxide in the environment with the goal of reducing the impacts of climate change. One of the ways to sequester carbon is by planting trees.

**Extensive tree plantation was carried out with 2,79,000 trees and 600,000 shrubs to model ourselves as 'factory in a garden'**



### Non-conventional Sources of Energy

Thermic fluid heaters and process boilers in Welspun India have historically been powered by coal. The Company decided to substitute coal with biomass (agri-residues) for the steam generation which not only utilized a wasted resource with the farmers, but also lowered the GHG emissions (Scope 1).

The use of this alternative fuel has resulted in a reduction in the carbon footprint of both Welspun India locations at Anjar and Vapi, due to the use of carbon neutral biomass fuel. Welspun Flooring Ltd. (WFL) also uses rice husk boiler for steam generation.

**The carbon footprint reduction achieved through this initiative was 12,411 tCO<sub>2</sub>e which is the equivalent of 1.86 lakh seedlings planted over a ten-year period to mitigate CO<sub>2</sub> emissions.**

Location	Total Biomass Used (MT)	Total Estimated GHG Emissions avoided (tCO <sub>2</sub> e)
Anjar	3,416.02	6,204
Vapi	764.00	1,388
WFL	3,370.00	4,819
<b>Total WIL</b>	<b>7,550.02</b>	<b>12,411</b>

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# Climate Change

**CASE STUDY**

## USE OF RICE HUSK AS A FUEL FOR BOILER

*Welspun Flooring - Telangana*



Welspun Flooring is situated in the rice belt of Southern India where straw, husk, bran, and polish are generated as by-products of rice cultivation and milling. Welspun established 2 steam boilers of capacity 10 TPH and 6 TPH to meet its steam requirement based on the rice husk collected from the local farmers. The project required setting up of a husk storage facility, redesigning the boilers and obtaining regulatory approvals for husk use.

**Using rice husk instead of coal for heating led to reduction in GHG emissions from the plant. In the last financial year, 17% of the total energy consumption at Welspun Flooring was from renewable sources.**

### Climate Adaptation

Naturally grown cotton is susceptible to even minor changes in weather. With climate change becoming a reality, hydroponics is a part of our climate adaptation initiative, with an objective to secure sustainable raw material supply. This involves growing specialty cotton in a controlled sustainable environment using the Hydroponic Farming Technique.

**We initiated experimenting with hydroponics and had a successful crop at the 1,000 sq. m. greenhouse at Anjar. Hydroponic-based cotton farming is carried out in a climate-controlled environment, which means farms can exist in places where weather and soil conditions are not favorable or see climatic changes more often.**



The greenhouse is automated, optimum temperatures are maintained, plant nutrients are circulated through water using drip irrigation technique and recycled for further use, and natural pesticides are used in this mechanism. We also intend to use this technique as a way of preserving indigenous varieties of seeds as well as non-GMO seeds.

**The seeds from this project were also used to successfully grow organic cotton, enabling zero use of pesticides.**

**The objective of hydroponic farming is to secure sustainable raw material supply despite climate change.**





## Sustainable Cotton Supply

By 2030, we aspire to use

**100%** sustainable cotton

There is another goal that we would pursue with regard to cotton - empowering the farmers, which is covered in detail in the Sustainable Farming section of this report.

### Initiatives and Impacts

We believe that conventional cotton farming has a lot of negative environmental impacts associated with it, including reduced soil fertility, water pollution and shortage, biodiversity losses, land degradation due to heavy use of chemical fertilizers and pesticides, etc.

We consider BCI and organic cotton as sustainable raw materials mainly due to their positive impacts around water management, enhancing biodiversity, enhancing soil health, and empowering farmers by increasing harvests and saving costs.

*For more details regarding our agricultural initiatives, please refer to the [Sustainable Farming](#) section of the report.*

With initiatives like BCI, Organic and Sustainable Cotton, we source around

**45%**  
of sustainable cotton



FY 20-21  
**45%**

Goal 2025  
**50%**

Goal 2030  
**100%**

Roadmap

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Chemical Management

Linear systems result in increasing the adverse implications of chemical hazards to human health as well as the environment. We understand the consequences and use chemicals as per regulations, as well as implement circular systems.

**To ensure safety of the people using the chemicals, we have the required Material Safety Data Sheet (MSDS) and storage of chemicals done in specific areas.**

### Initiatives and Impacts

Welspun India adheres to all regulations and guidelines, and even procures all chemicals from suppliers that follow the ZDHC guidelines. This means lesser toxic chemicals. Our dyeing process requires the use of many chemicals. We have transitioned to reduced usage of safer chemicals and introduced the mechanical mixing of chemicals. Moving towards automation has reduced the manual intervention where an employee is exposed to dyes and chemicals. This ensures usage of the right amount as well as the safety of the people involved. Some of the standards we follow include:

- Chemical management as per ZDHC guidelines
- Usage of chemicals as per REACH regulations
- RSL and MRS� list which restricts the use and discharge of harmful chemicals
- GOTS requirements for chemicals for organic products

## Biodiversity Preservation

The industry can do many things to address its impact on nature and embrace the restorative imperatives contained within circular economy models. We believe that by including the entire industrial footprint in the closed loop, a circular process can have a significant restorative impact on biodiversity.

In Anjar, Welspun India has planted more than **2,79,000 plants of more than 300 different species**. The planting of trees has aided in boosting local bird, mammal, and even migratory bird populations in the area.

### Initiatives and Impacts

Our biodiversity initiatives are focused on tree plantation in and around our operations, as well as creating awareness in communities on the importance of biodiversity. We plan to initiate biodiversity assessments as well as projects based on the outcome of the assessments.

- Our operations are not present in areas adjacent to protected areas and areas of high biodiversity value
- There are no water bodies and related habitats that are significantly affected by the water discharges from our operations
- Through our sustainable farming initiative, we are practicing regenerative agriculture that increases biodiversity, enriches soils, improves watersheds, and enhances ecosystem services

- Through our BCI sustainable farming practices we encourage farmers to enhance biodiversity in and around farms

- Involving schools to build awareness on environmental safety and biodiversity

### Creating Awareness

We invite school staff to understand the different plant varieties and how biodiversity enhances the ecosystem around us. We encourage them to make this a part of their curriculum too, so that students not only learn through textbooks but also from actual experiences where they can see these initiatives.

Since we also have residential colonies for employees, we carry out drives on the importance of trees and environmental conservation to enable employee families to participate.

**We are building partnerships not only for our factories, but also on how to engage with communities and increase awareness among them about biodiversity. We funded the project - Gujarat Ecology on Mangrove Plantations, to contribute towards their restoration and conservation.**

### Tree Plantation

We have planted various varieties of plants including ornamental ones, as well as ones bearing fruits and flowers, within our factory premises. It has not only enhanced our surroundings, but also enriched the biodiversity in and around our plant in Anjar. We have also carried out tree plantation activities at our factory in Vapi and we have planted around 6,457 trees in WFL, Telangana plant.



WIL has planted a variety of species at Smritivan Memorial in Bhuj. The Smritivan Memorial is a park built to commemorate the death of thousands of people during the massive earthquake which had its epicenter in Bhuj. More than 24 varieties have been chosen that are indigenous, drought tolerant, that enrich flora & fauna, have medicinal value, avenue plants, preventing soil erosion, ornamental, salinity tolerant, shelters for birds & other fauna, useful in handicraft, and endangered species.





## SOCIAL

# SYSTEMIC

*not just Symptomatic*

- EXECUTIVE STATEMENT
- COMPANY PROFILE
- ABOUT THE REPORT
- GOVERNANCE
- SUSTAINABILITY & US
  - Awards & Accolades
  - Stakeholder Engagement & Materiality
  - Our Global Collaborations
- ECONOMIC
- ENVIRONMENT
- SOCIAL
  - Sustainable Farming
- PEOPLE
- SUSTAINABLE SUPPLY CHAIN

At Welspun, we work closely with underserved communities to accelerate change and improve their quality of life.

Our social interventions embrace a more synergistic and inclusive paradigm of 'society and business'.

Because for Welspun, local communities are our most important stakeholders, and we aim to create stable and sustainable futures for them.

**By undertaking a holistic development approach, we not only address social issues but actively work towards sustainable social value creation that transcends beyond symptomatic solutions.**

We have a Corporate Social Responsibility (CSR) policy which is overseen by the ESG & CSR committee of the Board. In line with our CSR policy, we undertake activities that are aligned to Schedule VII of the Companies Act, 2013.



Aligning with the UN SDGs



**EXECUTIVE STATEMENT**

**COMPANY PROFILE**

**ABOUT THE REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE SUPPLY CHAIN**

**Corporate Social Value**

Welspun is not only committed to perform our Corporate Social Responsibility duties but aims at creating Corporate Social Value.

We have adopted a multi-pronged approach that surpasses the core pillars of sustainable development and works towards holistic development of the community by strengthening the educational foundation, improving access to healthcare services, empowering people and conserving the environment.

**In order to carry out our community impact interventions we have established the Welspun Foundation for Health and Knowledge (WFHK).**

**Total CSR expenditure  
FY 21-22 (INR million)**

**103.80**



Our CSR vision can be broadly categorized under the 3 'E's



*Education*   
Welspun Foundation for Health & Knowledge programs



*Empowerment*   
Tie-ups with Non-Governmental Organizations/Developmental Agencies/Institutions



*Environment & Healthcare*   
Government led initiatives

We are proactive in responding to the immediate global need for sustainability practices, and we cherish our relationship with the communities around us. We work closely with the villages surrounding us to touch, heal and improve the quality of lives around the world.

**Targets**

**Impacting 1 million lives by 2030 through CSV**

**Metrics & Progress**

**25%**  
of the workforce are women

**28.5%**  
of Directors are women

**42,726**  
hours of HSE training provided



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**Education**



Our education interventions are based on a holistic approach towards learning and stems from our Foundation's philosophy, where we'd like to see each child from our beneficiary schools find an identity, meaning, and purpose in life through education.

**Wel-Shiksha**

In our ongoing efforts and commitments in the education sphere, we initiated our flagship program Wel-Shiksha. Designed to create an educational revolution from the grassroots level, it seeks to enhance the teaching and learning outcomes of teachers and students through the use of technology.



**We aim to digitalize government schools and impact the lives of 100,000+ children through our interventions**

**Impact**

<b>436</b> Classroom Installation	<b>75,000+</b> students benefited	<b>1,300+</b> teachers trained
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The program also extends to include para-teachers who help in mitigating the student-teacher ratio and meet the unmet education needs of society.

The program also covers career counseling for students of higher secondary schools to help them decide on their career choices and learning level enhancement initiatives for younger students (class 3 to 5).

**Gayatri Devi Public School**

The Gayatri Devi Public School is a state board English medium school, with classes from Grades 1 to 10, in Varsamedi, Anjar, set up and run by the Welspun Foundation for Health and Knowledge.

It was established in 2017, with highly qualified teachers on board to provide children from that area with high-end, yet very affordable education in all subjects.

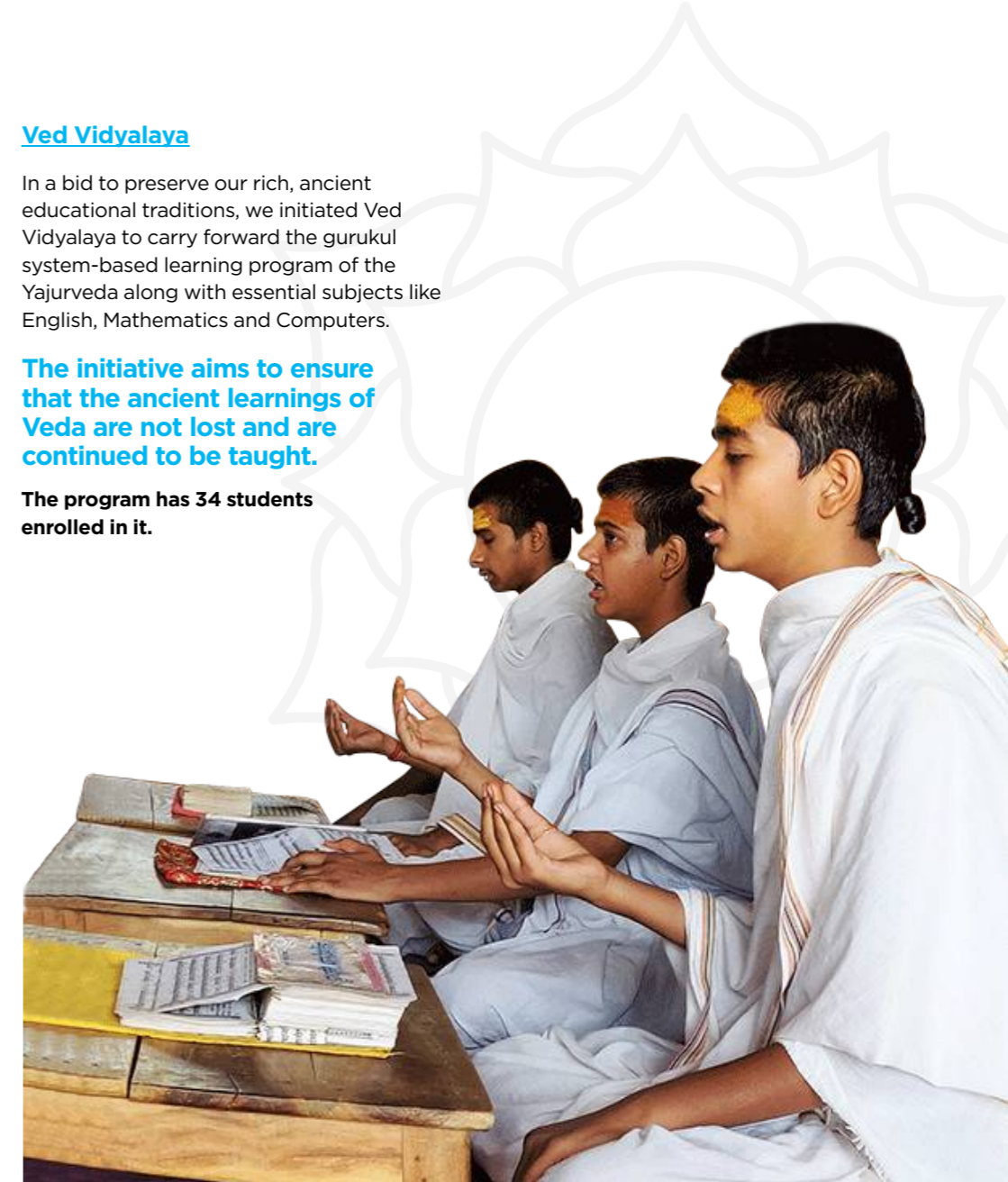
**Currently, 350+ students from grades 1 to 10 are benefitting from this program.**

**Ved Vidyalaya**

In a bid to preserve our rich, ancient educational traditions, we initiated Ved Vidyalaya to carry forward the gurukul system-based learning program of the Yajurveda along with essential subjects like English, Mathematics and Computers.

**The initiative aims to ensure that the ancient learnings of Veda are not lost and are continued to be taught.**

**The program has 34 students enrolled in it.**



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**Education**

**CASE STUDY**

**DIGITAL CLASSROOM**

*Anjar Municipality School No. 11*

**Through the digital education initiative in these classrooms, both, learning and teaching has become very interesting**

Mr. Inayat Ali Sheikh, \_\_\_\_\_  
School Principal

Motivating us to do better and achieve more is the visible advancement we witness in the progress of our beneficiaries. But the icing on the cake is when the beneficiaries themselves give testimony to the success of our efforts – such as this one from the Principal of one of our beneficiary schools, Primary Municipal School No. 11 in Anjar, Kutch district of Gujarat.



Welspun Foundation has installed two digital classrooms in this primary school, that includes a projector, an interactive board as well as software for different academic subjects like Mathematics, Science and Technology, and Social Science. These tools aid in enriching the subjects.

Heartened by the success of the digital classrooms, and by how they have facilitated and accelerated the students' education, school authorities have expressed a keen interest to transform all classrooms in the primary school through digitalization.

**Women  
Empowerment**



At Welspun, our empowerment endeavors have been focused on enabling women to create alternative livelihoods and improve their earning capacities. By encouraging economic independence amongst women, we not only inch closer towards gender equality, but also advance their social status and increase civic participation, making for a more well-rounded society.

**I firmly believe that when you empower a woman, you empower a community at large. Providing equal opportunities and empowering women will lead to unlocking countless possibilities to the social, political, economic and health status of the country**

**Ms Dipali Goenka** \_\_\_\_\_  
CEO & Joint MD, Welspun India and Chairperson,  
Welspun Foundation Wel-Netrutva

While 'empowerment' comprises several aspects, our Foundation focuses primarily on improving the health and livelihood spheres of a woman's life. We believe better health and income prospects will in turn influence other aspects of the woman's life in the long run.

With this as the goal, the Wel-Netrutva project aims to create Women Entrepreneurs

that inform and empower their communities on improved health practices like menstrual management, malnutrition, anemia, RTI/STI and cervical / breast cancer.

The objective of the project is two-fold

**Health & Hygiene**

- Improved awareness on health, sanitation and hygiene practices among women and young girls
- Increased access to and availability of health, sanitation and hygiene facilities
- Improved approach towards menstrual health & hygiene management, reproductive health, and preventive and curative health care



**Livelihood**

- Create sustainable livelihood opportunities for women in the village
- Ensure women entrepreneurs are able to earn an income of INR 2,000 per month
- Our diversified livelihood program includes bangle-making, dung cake-making, charka units, tailoring units, vermicomposting, and kitchen gardening



EXECUTIVE  
STATEMENT

COMPANY  
PROFILE

ABOUT THE  
REPORT

GOVERNANCE

SUSTAINABILITY & US

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

**SOCIAL**

Sustainable Farming

PEOPLE

SUSTAINABLE  
SUPPLY CHAIN

## Women Empowerment



Through these programs we have impacted and supported **1,350 women entrepreneurs**, now they are leading independent lives and supporting their families financially.

These women entrepreneurs are also generating jobs for others and adding economic value to the society. We have successfully provided healthcare facility to **70,427 women and adolescent girl children across 90 villages** under this program.

Currently, the program is being carried out in the states of Uttar Pradesh, Madhya Pradesh, Tamil Nadu, Maharashtra, Gujarat, and Bihar, with plans to expand to other states.



**To create systemic change, social interventions need to be used strategically by combining the efforts and results of different focus areas, to continuously inform and enhance real value creation.**

SPUN is one such model where we create beautiful, handcrafted products using age old weaving techniques from the textile waste generated in our bedding manufacturing plant, making each product unique with its own stories woven in.

We primarily engage with women and artisans to uplift their communities. The initiative has a multi-pronged impact on women empowerment, environmental conservation and handicraft preservation. 'Spun' conveys narratives of tradition and art, makes contributions to the community's welfare, and promotes sustainability and circulation. In order to develop a global brand identity that is inspired by the traditions of Indian artisans, 'Spun' items are manufactured from waste by women in the core of the surrounding villages.

### Impact

Vocational centers around our manufacturing plant have positively impacted lives through employment opportunities.

The project helped triple the income for women who participated in the program. It also helped recycle around 2 MT per month of factory waste into handcrafted products.

### Welspun Super Sport Women

In a country as large and diverse as ours, there exists vast potential to churn out some of the best athletes in the world. But most often, talents from lesser-known towns and from underserved communities are overlooked because they don't have the means to get trained professionally.

Our Welspun Super Sport Women initiative identifies budding sportswomen across the country and supports them in seeking pathbreaking career opportunities in sports.

**During FY 2021-22, 45+ athletes participated in 20+ games and won 389+ medals.**

The Welspun Super Sport Women - Manasi Joshi (para-badminton), Palak Kohli (para-badminton doubles), Parul Parmar (para-badminton doubles), Revathi Veenamani (athletics) have made not just us, but the whole nation proud by bagging medals across International, National and State Level competitions.

### We-Volunteer

Through this initiative we are encouraging and supporting our employees to work for the betterment of vulnerable communities and to add value to the society through volunteering programs.

**During FY 2021-22, overall 2,456 employees participated in this program and added value by contributing 6,202 volunteering hours.**

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**Environment &  
Healthcare**



Bettering the lives of rural communities does not begin and end at ensuring just livelihood development. To flourish and maintain a healthy lifestyle, the state of their environment to needs to be addressed for the better.

**Welspun foundation has implemented the Wel-Vriksha program under which it carries out Tree Plantation & Water Conservation programs.**

*To know more, please refer to the chapter on Environment*

**Sustainable Farming**

Our commitment to sustainability and inclusive growth is amplified in our sustainable farming initiatives. By eliminating the use of harmful pesticides and fertilizers from farming practices, we take responsible steps towards protecting our environment. We also ensure through this intervention, we empower farmers with knowledge and skills, thereby improving harvests and enabling fair price for their produce.

*To know more, please refer to the chapter on Sustainable Farming*

'Health is wealth' is not just an idiom but a reality, especially for rural communities that lack the infrastructure and access to medical help. Proper medical assistance and expert health advice can positively impact rural households and better their lives manifold.

**Health Camps and Mobile Health Van**

To improve people's access to healthcare, we organize regular eye check-up and medical camps in rural regions. In order to access far flung regions and to increase mobility, we have incorporated a mobile ambulance in our healthcare initiative, which currently plies across multiple villages.



**Impact**

**Beneficiaries across  
90 villages**

**45,000**  
community members  
reached through  
Mobile Medical Unit

**Reached and created awareness  
on menstrual hygiene, anemia,  
RTI / STI and general illnesses to  
70,000+**  
Health Beneficiaries  
(mostly adolescent girls & women)



**Interventions to Fight COVID-19**

**At Welspun, we have done our best to support our neighbors and communities in the fight against COVID-19.**

Some of the initiatives undertaken by us to aid our Welspun community and neighborhood include:

- **15,000** vulnerable women, children, and other community members **benefitted from the Covid support program**
- Numerous **awareness programs** to educate communities on precautions to take against the virus
- **Safeguarding availability** of essential supplies and provisions for the entire community and neighborhood
- **Helping those in need** by distributing essential goods, as well as donating food to the vulnerable sections of society
- **Periodic sanitation and fumigation** of the neighborhood
- **Using our textile capacities** to manufacture personal protection products
- **Extending support** to the Indian Army by setting up isolation wards and donating linen



EXECUTIVE  
STATEMENT

COMPANY  
PROFILE

ABOUT THE  
REPORT

GOVERNANCE

SUSTAINABILITY & US

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

ECONOMIC

ENVIRONMENT

**SOCIAL**

Sustainable Farming

PEOPLE

SUSTAINABLE  
SUPPLY CHAIN

# SUSTAINABLE FARMING

Cotton forms the most significant raw material for the textile industry. Used widely for its comfort and texture, it is a natural fiber that can biodegrade at the end of its life. Conventional cotton farming has a host of negative impacts including reduced soil fertility, water pollution and shortage, biodiversity losses, land degradation, health concerns due to heavy use of chemical fertilizers and pesticides, unfair payments to farmers and human rights abuses.

Welspun considers Better Cotton Initiative (BCI) and Organic Cotton as sustainable raw materials as they enable better water management, enhance biodiversity and soil health, and empower farmers by increasing harvests and saving costs. Welspun India has also been making efforts to increase the use of recycled cotton in its products to reduce the consumption of virgin cotton fibers.

**During FY 2021-22, we sourced 45% of cotton from sustainable sources.**

Aligning with the UN SDGs



## Management Approach

# SUSTAINABLE COTTON

*not just Cotton*

With so many advantages of sustainable cotton to the farmer, environment and the community, we are inclined to source our cotton from sustainable sources only. So, we are facilitating it faster with 'Velocity'.

By 2030, we aspire to use **100%** sustainable raw material

There is another goal that we would pursue with regards to cotton - empowering the farmers.

By 2030, we aspire to impact **50,000** farmers



Sustainable Raw Material

FY 21-22  
**45%**

Goal 2025  
**50%**

Goal 2030  
**100%**

Roadmap



Empowering Farmers

FY 2022  
**16,500**  
Farmers

Goal 2025  
**20,000**  
Farmers

Goal 2030  
**50,000**  
Farmers

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

- Awards & Accolades
- Stakeholder Engagement & Materiality
- Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

**Sustainable Farming**

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Our Sustainable Farming Journey

### BCI

In 2017, Welspun Foundation for Health & Knowledge (WFHK) became the Implementing Partner of Better Cotton Initiative (BCI) in India and started the activities to support and improve rural livelihood in Wardha district, Maharashtra, and Nakhatrana and Kutch districts, Gujarat. In 2019, WFHK expanded its scope of BCI farm implementation to Chevella Mandal in Telangana. By the end of last financial year the project covered over 350 villages with the participation of over 16,400 farmers in the three states.

**We follow the seven BCI principles which helps reduce the environmental impact of cotton farming.**

- crop protection
- water
- soil health
- biodiversity
- fibre quality
- decent work
- management system

### Organic

With the aim of securing the sustainable cotton requirement of Welspun, WFHK started organic farming by working with the cotton growing farmers of Wardha district in five talukas, namely Arvi, Deoli, Samudrapur, Seloo and Wardha in 2017.

#### Our Sustainable Farming Footprint

Parameters	FY 2021-22	FY 2020-21	FY 2019-20	FY 2018-19
Number of farmers	7,654	12,035	12,171	16,148
Land in hectares	15,679	23,339	26,276	30,102
Cotton produced in Metric tonne (MT)	10,611	14,467	16,858	24,122
Savings in INR million	1,403	1,402	2,018	2,312
Training hours imparted to farmers	5,997	5,341	5,241	5,661

## Objectives of Sustainable Farming

Sustainable farming is a unique and proactive step taken by Welspun India and it sets us apart from other textile manufacturers. The project also includes partnerships with Global agencies like GIZ and Solidaridad.

As a global leader in home textile, it provides us two key advantages. Firstly, we are able to seed sustainability across our value chain and secondly, we take the entire industry up the sustainability ladder by helping everyone to follow best practices. In the last financial year we also started exploring the possibility of Agriculture-led carbon credit generation for the benefit of the farmers participating in the BCI & Organic cotton cultivation program. Generation of carbon credits and their sale in national markets could be an additional benefit for the participating farmers and create an attraction for more farmers to join the program.

As an extension of the Sustainable Cotton farming project, the Agronomy Team has also started supporting cotton farmers on sustainable soya cultivation through participation in Round Table Responsible Soya (RTRS) cultivation in the same fields thereby contributing to the income generation of farmers in a sustainable way.

WFHK, a Public Charitable Trust and the Corporate Social Responsibility arm of the Group, spearheads the sustainable farming initiatives of Welspun India along with other efforts in community development.

**Sustainable farming significantly reduces the overall environment impact of a product and has a huge positive social impact on the local community.**

The objectives are:

- To improve the economic viabilities of farming operation for farmers and farm workers
- To build on available technology, knowledge and skills in ways that suit local conditions and capacity
- To provide sufficient financial reward to the farmer to enable continued production and contribute to the well-being of the community
- To protect the health and safety of farmers, farm workers, local communities, and society
- To produce sufficient high-quality safe food and fiber
- To improve the soil conditions through regenerative farming practices for soil longevity and fertility
- To reduce dependency of farmers on chemical-based farming like use of inorganic fertilizers and pesticides



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Interventions in Sustainable Farming and their Impact

Interventions in sustainable farming has a positive impact on a lot of environmental and social aspects.

### Environmental Aspects

Welspun realized that tackling environmental issues of cotton farming was key for a sustainable value chain. The team carried out a LCA study of the organic and BCI cotton and compared the environmental impacts with the conventional cotton and it observed that the Organic and BCI cotton scores high on environmental parameters.

With the goal to address the adverse environmental impact of conventional cotton cultivation, Welspun took several initiatives to mitigate such impacts.

### Interventions and Impact

#### Agronomic Interventions

- Undertook soil sampling and demonstrated ways to improve organic carbon in the soil, pH level, soil texture and soil microbial activity
- Demonstrated to the farmers how they could improve soil moisture holding capacity
- Made available good quality non-GMO seeds
- **Improvement in soil fertility and increased yield**

#### Integrated Pest Management

- Provided training on identification of beneficial and enemy insect/pests in the cotton field
- Held field demo and diagnostic visits
- Did field scouting training to help control pink bollworm infestation through natural plant protection control. This also led to a lower cost of cultivation
- **Reduced usage of pesticides**

#### Hydroponic Farming

- Initiated as part of climate adaptation with an objective to secure sustainable raw material supply as naturally grown cotton is susceptible to minor changes in weather
- Experimented with hydroponics and had a successful crop at the 1,000 square meter greenhouse at Anjar. The greenhouse is automated, optimum temperatures are maintained, plant nutrients are circulated through water using drip irrigation and recycled for further use, and natural pesticides are used in this mechanism
- Used this technique as a way of preserving indigenous varieties of seeds as well non-GMO seeds. The seeds from this project were used to successfully grow organic cotton, enabling zero use of pesticides
- **Climate Resilience**



#### Water and Moisture Conservation

- Trained farmers on optimum utilization of water and the critical stages of irrigation
- Promoted micro-irrigation and alternate furrow irrigation methods to bring down cultivation cost
- Adopted techniques such as mulching that is known to conserve soil moisture, thereby reducing the water requirement as well as prevents crop burning and consequent CO<sub>2</sub> emissions
- **Water stewardship**

#### Biodiversity Enhancement

- Amplified awareness of biodiversity in the villages by formation of Biodiversity Committee in villages and distribution of training material on identifying beneficial insects
- Increased tree plantation
- Initiated timely pest management in an organic way and adopted intercrop / border crop and gap-filling by trap crops
- **Improvement in farm biodiversity**

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Interventions in Sustainable Farming and their Impact

### Social Aspects

Collaboration with farmers was a key enabler in sustainability farming. In order to tackle the issues of negative environmental impacts as well as the livelihood of farmers, the team at Welspun worked along with them to build capacity and train them.

### Interventions and Impact

Training, information, and assistance to farmers -  
**Empowered farmers**

Decent work interventions, and reduced chemical usage - **Health & well-being of farmers**

Elimination of middleman, unfair payments, and human rights abuses -  
**Better incomes**

**30,102**  
hectares of  
land bank

**16,400**  
farmers

**5,661**  
training hours  
for farmers

**24,122 MT**  
of sustainable  
cotton produced



## Continuous Innovation

At Welspun, we consistently adopt and promote new technology and innovations that help in increasing the effectiveness and reducing the cost in all operations. Some of these initiatives included using technology to mark farmlands as well as keeping track of their performance. It increased transparency and accountability in sourcing of sustainable cotton.



### Real-time Data Collection

- Used a data management tool, 'Source Trace' for real-time data collection
- Helped in maintaining traceability, integrity, monitoring, transparency and tracking
- Facilitated fast payment directly in a/c, P&L statement, communication with farmers

### Use of Artificial Intelligence in Pest Management

- Built the 1st model on pink bollworms' identification, counting and advisory for its control
- Benefitted with scientific decision-making, alerts in advance, real-time help, accurate detection, sustainable use of pesticides, reduced costs of protection, increased yields
- Working to develop more such models for all kinds of pests and diseases



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

**PEOPLE**

**EMPOWER**  
*not just Employ*

People make the difference in an organization. They are the way organizations transform physical and informational resources into products and services the customers value. They can generate ideas, solving problems, making decisions, and giving feedback that propels the organization.

**Management Approach**

At Welspun, we strongly believe that businesses must promote the well-being of all employees, and as our most valuable assets, we have always worked towards transcending beyond their mere employment, to actual empowerment. We ensure our workforce is provided a wholesome working environment with the right resources and tools to constantly grow and help build an inclusive work culture.

Our robust engagement methods and a healthy working environment have created a positive impact, with motivated and productive employees helping the Company grow rapidly and scale greater heights every year.

Aligning with the UN SDGs



**Occupational  
Health & Safety**

At Welspun, we actively ensure that all our employees work in a safe work environment that is conducive to their well-being and productivity. We have a 'zero harm' policy firmly in place at our workspaces and provide mandatory safety training regularly to all our employees and contractors, covering aspects of fire safety, office safety and emergency preparedness.

**In FY 2021-22, Welspun India's workforce including contractual workers, received a total 42,726 hours of safety training.**

All our manufacturing facilities are certified for ISO 45001 standard and are audited by third party agencies for Occupational Health & Safety Management System ensuring international benchmarks in health and safety management. Furthermore, we are OEKO-TEX® Standard 100 certified and follow the REACH regulations, ensuring the restriction of harmful substances in all our manufacturing processes.

We leave no stone unturned in our quest to continually improve our OH&S management system, whether it is by ensuring our compliance to all relevant legal requirements, by adopting preventive strategies, or by taking appropriate actions to eliminate potential hazards and reducing OH&S risks.



**Safety Dashboard**

Aspects	FY 2021-22	
	Welspun Employees	Contractual Labor
Near Misses	564	0
Reportable Injuries / LTI	5	0
Lost Days	120	0
Fatalities	0	0
MTI	73	0
First Aid Cases	309	--
Man-hours Worked	4,27,92,382	92,45,266

**Employee Statistics**

Employee Category	No. of Employees	Percentage
Total Permanent Employees	19,423	82%
Permanent Women Employees	4,915	25%
Contractual Employees	4,318	18%
Employees with Special Abilities	164	<1%
<b>Total Employees</b>	<b>23,741</b>	

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Talent and Technology

With the 'new normal' here to stay longer, we are looking at newer ways of working as well. By leveraging technology, one of our core strengths, we are working towards creating an all-around digitally enabled workplace where collaboration can take place seamlessly and virtually.

Our employee-specific technological interventions in this regard include:

- **Developing and introducing MyBuddy - an employee engagement platform**
- **Virtual employee engagement activities including Global Town Hall, festival celebrations, and webinars with health experts to ensure employee wellbeing**
- **Building data and digital capabilities as we focus on adopting the new normal, including real-time analytics**
- **Strong tech support for the employees working remotely to facilitate unhindered operation**



## Employee Development

### Training and Development

In a country with a large, competitive market, it becomes important to not just hire the best, but to continually invest time and resources to develop and retain talent. In this regard, the Welspun Learning and Development team rolled out WeLearn, an extensive digital learning platform.

We focus on upskilling our employees to keep up with business requirements and technological advancements in the industry. Through a range of special programs in the form of webinars, e-books and assignments, we cover content and topics that extend from leadership, self-development, productivity tools and digital transformation to new-age technologies like Blockchain, AI and Digital Twins, etc.

### Building Digital Learning and Data Capabilities

In a world that's deep-diving into technology with every new invention and technological advancement, it becomes increasingly important to keep up with the latest innovations. We see it as an industry requirement to stay updated and hence, place great importance on digital learning and upskilling.

The following were our digital learning initiatives:

- **Customized learning program in Digital Marketing completed for Sales & Merchandizing team to build their capabilities in the area of e-commerce**

- **Launched across plants and at the head office, a technology program calendar with over 100+ programs on SAP covering each module, the reporting tools and functionalities**

- **Carried out a Skill Gap Analysis in partnership with Werner International, for associates in Cut & Sew area of the Terry Towel and Rugs plant, resulting in identifying training plans and work task process analysis**

- **Created Functional Competencies for 700 unique roles to build role-based development programs**

- **Partnered with KLib who provides us with digital library services for employees, allowing them access to a library of more than 10,000 books across a variety of genres and topics, both fiction and non-fiction**

- **Continued self-directed learning through our e-learning platform well adapted to build employee capabilities**



### Building Capabilities

At Welspun, we aim to build leaders who can be at the helm and steer different companies and functions under the Welspun Group.

**For this purpose, we have initiated the Group Leadership Program (GLP), to impart the 'One Welspun Culture' vision and growth plan. For middle management, we have created two programs, the Future Leaders Program (FLP) and the Emerging Leaders Program (ELP).**

We focus on developing and assigning leadership roles for the next generation of leaders through FLP. The program features include personalized learning tracks that are based on the unique behavioral and cognitive needs of the participant, peer-to-peer learning and a blended learning approach with an action learning project. The second program, ELP, further deep dives to equip leaders from the startup businesses in our Group.

Lastly, the Budding Leaders Program (BLP) caters to the requirements of entry-level employees who largely run the plants. These employees are young GETs from engineering colleges across India, who work with the associates at the plant level.



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Rewards & Recognition

Welspun India recognizes the efforts and hard work of every Welspunit, and acknowledges their contributions through monetary and non-monetary rewards.

The Company has a robust system of employee performance evaluation based on the set goals helping in the identification of the top performers.

We also felicitate and honor employees who have worked with Welspun for an extended period of time through the long service awards. These programs are designed to improve employee motivation and encourage employees to achieve organizational goals.



## Employee Diversity & Inclusion

Welspun is an equal opportunity employer, with the same being embedded in our Code of Conduct, which ensures no employee receives less favorable amenities or treatment on grounds of gender, marital status, disability, race, color, nationality, ethnic origin, religion, and age.

**We strongly believe that leadership plays a crucial role in implementing inclusive business strategies. Diversity and Inclusion is an essential component of the Company's DNA, is best illustrated by Welspun Global Brands Limited being recognized as a 'Certified Woman Business Enterprise' in 2014.**

At Anjar, we have developed a facility that is exclusively run by a women workforce. We have also ensured the employment of several more women in this region who cannot work at the facility, by empowering them to work from their homes through initiatives like SPUN and other CSV initiatives.

The Women of Welspun program brings all the women employees at Welspun together on a single platform for sharing and inspiration. It also provides for mentorship by the senior leaders to the budding women leaders of tomorrow.



### Opportunities for the Specially-abled

At two of our facilities, Anjar and Vapi, we employ specially-abled associates in the spinning department. Regular safety trainings are carried out every quarter through sign language and digital display boards that communicate organization announcements, instructions, rules / regulations, planned celebrations at the plant, and so on.

### Talent Management

Welspun is an equal opportunity employer, wherein recruitment is done only on merit basis. We have in place, a structured succession planning mechanism that tracks performance, identifies training needs, and enables employees to take on further roles and responsibilities. Performance management is conducted by reviewing an employee's progress against goals and targets and is carried out for all employees.

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Employee Health Initiatives

A healthy and happy employee is a high performing employee, thereby adding immense value to a business. At Welspun, we invest greatly in the well-being of our people and have initiated a range of programs in this regard. Some of them are:

- **The daily 'Near Miss Award' for associates always ensures health and safety**
- **A monthly 'Champion Award' is handed out to associates based on the employee's alertness towards safety measures**
- **Various schemes such as 'De-Addiction Campaign' and 'Identification of High BMI Employees', and Health & Hygiene programs for female employees like 'Sakhi', have greatly benefited some of our employees**
- **First Aid Training was provided to employees through the Indian Red Cross Society, and attendees were felicitated with completion certificates**
- **HealthifyMe is a health and mental wellness app aimed at promoting employee well-being. Gamified health challenges were launched and saw participation from at least 800 employees**
- **Health awareness is regularly carried through webinars and bulletins**

## Human Rights Policies

At Welspun, we are committed to upholding the human rights of our employees, suppliers, and stakeholders, who are entitled to social and economic dignity in the workplace. We consistently strive to establish a safe workplace for our people and ensure all HR policies, which are a part of our Code of Conduct, are updated and communicated to employees, including new hires in their induction program. Both our factories are SA 8000 certified ensuring a fair and decent work environment for our employees.

We do not deal with a supplier or contractor, if they are in violation of local laws pertaining to human rights. We also strictly ensure that we do not employ any person below the age of 18. Use of forced or compulsory labor is prohibited and all our suppliers and contractors are encouraged to adhere to these policies as well.

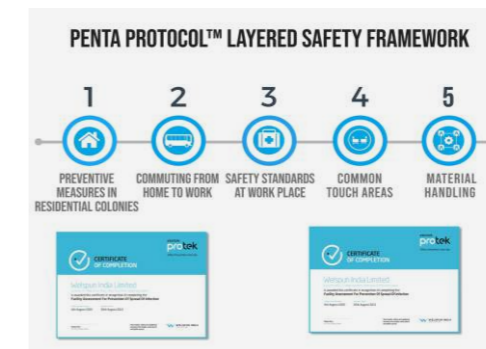
*To read more on our HR Policies, please refer to our [Annual Report](#) and our [website](#).*

## Our Response to COVID-19



During the pandemic and the nationwide lockdown, the Company adapted to the new normal - with safety against the virus as the utmost priority. A completely supportive workforce helped keep the operations at our plants running smoothly as they promptly adapted to the new safety norms and guidelines.

Welspun initiated the Penta Protocol in the wake of the pandemic and developed an 'Infectious Disease Preparedness and Response Plan' that laid out comprehensive actions to protect employees and other stakeholders against the virus. We also launched the WelHeal app for contact tracing.



Our other initiatives to fight COVID-19 and keep our employees safe, included:

- **Awareness and counselling sessions at our plants, hostels, and colonies**
- **Promotion and use of the government's Aarogya Setu App**
- **Yoga, happiness, and laughter workshops**
- **Health checks and screening of staff and associates**
- **Food kits and ration distribution at hostels**
- **Tackling issues of depression, anxiety, and maintaining motivation of employees**
- **Vaccination drives for employees as well as their families**
- **Work from home facility was given to employees to keep them safe and secure**

*To learn more about our actions to protect our employees and stakeholders from the pandemic, please refer to our [Annual Report 2021-22](#).*



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# SUSTAINABLE SUPPLY CHAIN

## WHOLE *not just part*

We believe collaboration across the value chain is essential to embed sustainability in our processes. Such collaborations with our suppliers and vendors help us achieve synergistic benefits that include reduced emissions due to transportation, lower inventory, faster working capital cycle, recyclable packaging, and better social and environmental performance.

### Management Approach

Transparency in processes accelerates sustainability in performance. While we do our part to ensure sustainability in our processes, we realize that this focus must extend to the whole value chain. So, we are facilitating it faster with 'Welocity'.

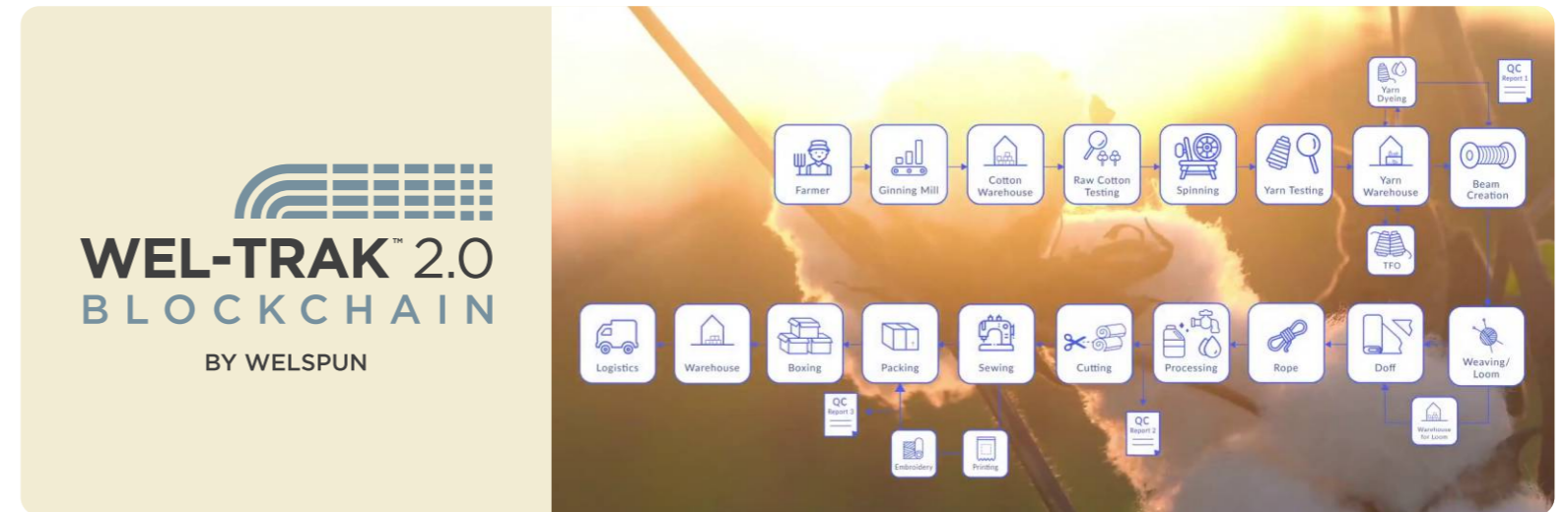
In the last financial year, we laid out an elaborate process of supplier evaluation based on ESG performance to extend the practice of Sustainability across the value chain. We have a compliance team that conducts audits of social and environmental aspects for our Tier-1 suppliers to ensure that they have systems in place to be a part of a global value chain.

Aligning with the UN SDGs



## Traceability through Technology

We rely on thorough compliance audits and our patented technology Wel-Trak™ 2.0 to ensure traceability. Responsible sourcing is safeguarded by collaborating with vendors with the necessary certifications. Conducting regular vendor assessments confirm effective implementation of the sustainable sourcing practices in our supply chain.



The patented technology that traces the journey of a cotton fiber from farm to the product it eventually becomes - Wel-Trak™, was established in 2017.

We partnered with Oritain Global Ltd. - a global leader using scientific techniques to create chemical fingerprints, to augment validation of Welspun's Home Textile Supply Chain and to support Welspun's Wel-Trak™ process by an independent verification of origin.

In 2019, we combined blockchain technology into our supply chain practices and processes to create Wel-Trak™ 2.0. This, along with responsible sourcing, digital and process verification, and governance by third-party organizations, helps us provide irrefutable assurances to our customers. With a revolutionary, industry defining process for ensuring cotton integrity, we created the Global Cotton Integrity Process for fiber verification at every stage of production.

**Wel-Trak™ 2.0 - Blockchain is the gold-standard in completely transparent traceability of each and every product as well as order from first procurement through to final delivery.**

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

## Sustainable Supply Chain



Last financial year, we relooked our engagement with our suppliers to bring them in accordance with our Sustainability commitments. We developed and implemented the Sustainable Procurement and Responsible Sourcing Policy focusing on engaging with suppliers who have the right practices within their operations that meet the expectations of the global customers.

We also drafted and implemented the Suppliers Code of Conduct to make the suppliers understand the expectation of Welspun from them. The Code complies with the relevant International Labor Organization (ILO) standards, the UN Global Compact (UNGC), and the UN Guiding Principles on Human Rights. Supplier trainings were conducted to bring them on board so that we could bring an ecosystem change through our efforts.



International  
Labour  
Organization



United Nations  
Global Compact

We identified critical suppliers to begin auditing them on ESG aspects and carried out sample audits last year to get the first feel of ESG practices of our suppliers. Going forward, we have plans to extend the audits to all our critical suppliers.

The engagement with the suppliers will also help us in building up the Scope 3 emissions database and charting out the Net Zero journey .

### Target

**100% critical suppliers by 2025  
and all suppliers by 2030**

### Progress

**Completed assessment of  
85 of total Tier-1 suppliers.**

(Audited on social and environmental aspects)

## Procuring and Enabling Sustainable Cotton Consumption

Cotton is one of the most significant raw material at Welspun. Along with encouraging our customers to choose sustainable cotton like BCI and Organic, we have realized that addressing issues with cotton farming is the key to create a robust sustainable supply chain. Through our sustainable farming initiatives, we produce BCI (Better Cotton Initiative) Cotton as well as Organic Cotton (non-GMO) that significantly contributes to our sustainable supply chain.

In Gujarat, Maharashtra, and Telangana, our agronomy team is working to educate cotton farmers to switch to natural fertilizers and pesticides in order to improve sustainable cotton farming. Through these efforts, soil fertility and crop productivity will be increased. The soil's organic carbon content will also be increased. In order to support the Welspun sustainable cotton program, we have so far provided approximately 16,400 farmers with training on sound agricultural techniques.

**A dedicated team at Welspun has worked along with the farmers to educate, empower and enable them to make the right farming choices.**



*To learn more, please refer to the  
Sustainable Farming chapter.*



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**








**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# ALIGNMENT WITH SDGS

Goals (from the 2030 Agenda)	Initiatives/ Actions	Corresponding Chapters
	<ul style="list-style-type: none"> <li>The Wel-Netrutva program empowers women and helps them in income generation.</li> <li>The Wel-Krishi initiative encourages sustainable cotton cultivation and provides support &amp; training to farmers to boost their incomes.</li> <li>The SPUN initiative of the Company helps women in the villages to earn livelihoods through the creation of handcrafted textile products from textile wastes.</li> </ul>	<ul style="list-style-type: none"> <li>Social</li> <li>Sustainable Farming</li> <li>Sustainability &amp; Us</li> <li>Sustainable Supply Chain</li> </ul>
	<ul style="list-style-type: none"> <li>In addition to promoting economic empowerment, the Wel-Netrutva program provides health benefits for women and children, including tests for malnutrition.</li> <li>The Wel-Krishi program encourages and educates farmers about sustainable farming methods. These actions improve agricultural productivity and soil fertility, leading to rise in organic carbon content of the soil. All these initiatives result in increased crop production for a variety of crops.</li> </ul>	<ul style="list-style-type: none"> <li>Social</li> <li>Sustainable Farming</li> <li>Sustainability &amp; Us</li> <li>Sustainable Supply Chain</li> </ul>
	<ul style="list-style-type: none"> <li>The Wel-Netrutva initiative strives to enhance curative and preventive medical treatments in rural India. Community-wide health clinics are organized, and a mobile medical unit travels to provide healthcare services.</li> <li>We take proactive measures to provide employees a safe work environment that supports their productivity and well-being.</li> </ul>	<ul style="list-style-type: none"> <li>Social</li> <li>People</li> </ul>
	<ul style="list-style-type: none"> <li>The Wel-Shiksha program strives to employ technology to improve teaching and learning outcomes for teachers and students in order to bring about an educational revolution from the grassroots.</li> </ul>	<ul style="list-style-type: none"> <li>Social</li> </ul>
	<ul style="list-style-type: none"> <li>Through a number of programs and adherence to the laws that encourage women's empowerment, Welspun India promotes gender diversity.</li> <li>The Welspun Super Sport Women initiative promotes women athletes in their growth journey.</li> </ul>	<ul style="list-style-type: none"> <li>People</li> <li>Social</li> </ul>
	<ul style="list-style-type: none"> <li>We believe that water management should follow the circular economy concepts. All our operating plants have established ETPs for effluent treatment and reuse of treated water, where possible.</li> <li>Our 30 MLD STP promotes sanitation among communities by collecting sewage from 3 municipal areas and treating the same for process water use.</li> </ul>	<ul style="list-style-type: none"> <li>Environment</li> <li>Social</li> </ul>
	<ul style="list-style-type: none"> <li>We are working towards 100% renewable energy in our operations.</li> <li>We use alternate fuels for power and steam generation. For example, biomass (rice husk), recycled waste (Luwa waste), and wood briquettes.</li> </ul>	<ul style="list-style-type: none"> <li>Environment</li> </ul>

## Alignment with SDGs

**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

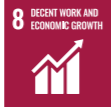






**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

Goals (from the 2030 Agenda)	Initiatives/ Actions	Corresponding Chapters
	<ul style="list-style-type: none"> <li>Along with health and safety training, skill development training, technological innovation and upgradation, equal pay for equal work, a strict policy against forced labor and child labor, and human rights policy, we have adopted a "Zero Harm Policy."</li> </ul>	<ul style="list-style-type: none"> <li>People</li> <li>Sustainable Farming</li> <li>Sustainable Supply Chain</li> </ul>
	<ul style="list-style-type: none"> <li>We have established resilient infrastructure across three locations - Anjar, Vapi, and Telangana.</li> <li>We are continuously upgrading our technologies and investing in innovations for new products and processes.</li> </ul>	<ul style="list-style-type: none"> <li>Company Profile</li> </ul>
	<ul style="list-style-type: none"> <li>By fostering continuous income growth, we want to achieve the social, economic, and political inclusion of all people, regardless of their age, gender, disability, race, ethnicity, place of birth, religion, or economic or other status.</li> <li>Promotion of gender diversity in our operations.</li> </ul>	<ul style="list-style-type: none"> <li>People</li> <li>Social</li> </ul>
	<ul style="list-style-type: none"> <li>We are including Circularity in every sphere of our operations from production to consumption. Like sourcing sustainable raw materials, and transitioning from Conventional to non-conventional energy reliance, upcycling, and recycling waste.</li> </ul>	<ul style="list-style-type: none"> <li>Environment</li> </ul>
	<ul style="list-style-type: none"> <li>Our energy targets are aligned with Global (UNFCCC-COP 21) and National targets (NDCs) to combat climate change. We have implemented TCFD for climate change-driven financial risk assessment and SBTis for the reduction of GHG emissions.</li> </ul>	<ul style="list-style-type: none"> <li>Environment</li> </ul>
	<ul style="list-style-type: none"> <li>Our efforts to promote biodiversity are concentrated on planting trees in and around our operations and educating local populations about their significance.</li> <li>We have planted over 2,94,000 trees at Anjar to improve the local biodiversity.</li> </ul>	<ul style="list-style-type: none"> <li>Environment</li> </ul>
	<ul style="list-style-type: none"> <li>To build long-term value through cutting-edge technologies, we collaborate internationally with universities, technological companies, and trade groups.</li> <li>we have tie-ups with Fashion for Good, Wadhvani AI, Textile Exchange, and MIT</li> </ul>	<ul style="list-style-type: none"> <li>Our Global Collaborations</li> </ul>



**EXECUTIVE  
STATEMENT**

**COMPANY  
PROFILE**

**ABOUT THE  
REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement  
& Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE  
SUPPLY CHAIN**

# SASB MAPPING

**Sustainability Accounting Standards Board Index (SASB) Mapping**

Disclosure	Page Number
<b>Greenhouse Gas Emissions</b>	
Gross Scope 1 emissions, percentage covered under emissions-limiting regulations	29
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	12, 29
<b>Energy Management</b>	
Total energy consumed	27
Percentage grid electricity	27
<b>Water Management</b>	
Total fresh water withdrawn	23
Percentage recycled	24
<b>Waste Management</b>	
Amount of waste generated, percentage hazardous waste, percentage of recycled waste	25, 26
<b>Workforce Health &amp; Safety</b>	
Total recordable incident rate (TRIR)	44
Fatality rate	44

**EXECUTIVE STATEMENT**

**COMPANY PROFILE**

**ABOUT THE REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement & Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE SUPPLY CHAIN**

GRI Standard	Disclosure #	Disclosure Description	Report Page No. /Response	
GRI 101: Foundation				
<b>GENERAL DISCLOSURES</b>				
<b>Organizational Profile</b>				
GRI 102: General Disclosures	102-01	Name of the organization	Cover page	
	102-02	Activities, brands, products, and services	2, 3, 4, 5	
	102-03	Location of headquarters	Mumbai	
	102-04	Location of operations	3	
	102-06	Markets served	2,3	
	102-07	Scale of the organization	2,3,5	
	102-09	Supply chain	14, 48, 49	
	102-11	Precautionary principle or approach	6	
	102-12	External initiatives	6	
	102-13	Membership of associations	16	
	<b>Strategy</b>			
	102-14	Statement from senior-decision maker	1	
	102-15	Key impacts, risks, and opportunities	15, 30	
<b>Ethics &amp; Integrity</b>				
102-16	Values, principles, standards, and norms of behaviour	2, 10		
<b>Governance</b>				
102-18	Governance structure	8, 9, 10		
102-19	Delegating authority	8, 9, 11		
102-20	Executive-level responsibility for economic, environmental, and social topics	8, 9, 12		
102-21	Consulting stakeholders on economic, environmental, and social topics	14		
102-29	Identifying and managing economic, environmental, and social impacts	12		

GRI Standard	Disclosure #	Disclosure Description	Report Page No. /Response
GRI 102: General Disclosures	102-31	Review of economic, environmental, and social topics	12
	102-33	Communicating critical concerns	8, 9
	102-38	Annual total compensation ratio	Annual Report
<b>Stakeholder Engagement</b>			
102-40	List of stakeholder groups	14	
102-41	Collective bargaining agreements	47	
102-42	Identifying and selecting stakeholders	14	
102-43	Approach to stakeholder engagement	14, 35, 46, 49	
102-44	Key topics and concerns raised	10, 15	
<b>Reporting Practice</b>			
102-45	Entities included in the consolidated financial statements	6, 17	
102-46	Defining report content and topic boundaries	6	
102-47	List of material topics	15	
102-48	Restatements of information	This is our first sustainability report. Hence no statement has been made	
102-50	Reporting period	6	
102-52	Reporting cycle	6	
102-53	Contact point for questions regarding the report	6	
102-54	Claims of reporting in accordance with the GRI Standards	6	
102-55	GRI content index	53	



**EXECUTIVE STATEMENT**

**COMPANY PROFILE**

**ABOUT THE REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement & Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE SUPPLY CHAIN**

GRI Standard	Disclosure #	Disclosure Description	Report Page No. /Response
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**MATERIAL TOPICS**

**GRI 200: ECONOMIC**

**GRI 103: Management Approach**

GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	17
	201-2	Financial implications and other risks and opportunities due to climate change	18
	201-4	Financial assistance received from government	17
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	44
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	35
	203-2	Significant indirect economic impacts	36, 37, 38

**GRI 300: ENVIRONMENT**

**GRI 103: Management Approach**

GRI 301	301-2	Recycled input materials used	26
GRI 302: Energy	302-1	Energy consumption within the organization	27
	302-4	Reduction of energy consumption	27
GRI 303: Water & Effluents	303-1	Interactions with water as a shared resource	23, 24
	303-3	Water withdrawal	23, 25
	303-4	Water discharge	23, 26
	303-5	Water consumption	23, 27
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	33
	304-2	Significant impacts of activities, products, and services	33
	304-3	Habitats protected or restored	33

GRI Standard	Disclosure #	Disclosure Description	Report Page No. /Response
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GRI 304: Biodiversity	304-4	"IUCN Red List species and national conservation list species with habitats in areas affected by operations"	33
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	29
	305-2	Energy indirect (Scope 2) GHG emissions	29
	305-7	NOx, SOx, and other significant air emissions by type weight	29
GRI 306: Waste	306-3	Waste generated	25, 26
	306-4	Waste diverted from disposal	25, 27
	306-5	Waste directed to disposal	25, 28
GRI 307: Compliance	307-1	Non-compliance with environmental laws and regulations	48
GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	48
	308-2	Negative environmental impacts in the supply chain and actions taken	48, 49

**GRI 400: SOCIAL**

**GRI 103: Management Approach**

GRI 403: Occupational Health & Safety	403-1	Occupational health and safety management system	44	
	403-4	Worker participation, consultation, and communication on occupational health and safety	45, 46	
	403-5	Worker training on occupational health and safety	44	
	403-6	Promotion of worker health	45	
	403-8	Workers covered by an occupational health and safety management system	44, 45	
	403-9	Work related injuries	47	
	403-10	Work-related ill-health	44	
	GRI 404: Training & Education	404-1	Average hours of training per year per employee	44
		404-2	Programs for upgrading employee skills and transition assistance programs	45

**EXECUTIVE STATEMENT**

**COMPANY PROFILE**

**ABOUT THE REPORT**

**GOVERNANCE**

**SUSTAINABILITY & US**

Awards & Accolades

Stakeholder Engagement & Materiality

Our Global Collaborations

**ECONOMIC**

**ENVIRONMENT**

**SOCIAL**

Sustainable Farming

**PEOPLE**

**SUSTAINABLE SUPPLY CHAIN**

GRI Standard	Disclosure #	Disclosure Description	Report Page No. /Response
GRI 404: Training & Education	404-3	Percentage of employees receiving regular performance and career development reviews	44, 45
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	8, 9, 44, 45
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	47
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	49
GRI 408: Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour and measures taken to contribute to the effective abolition of child	47
GRI 409: Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour and measures taken to contribute to the elimination of all forms of forced or compulsory labor	47
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies and procedures	47
GRI 412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	22
	412-2	Employee training on human rights policies or procedures	47
GRI 413: Local Communities	413-1	Operations with local community engagement, impact, assessments and development programs	35, 36, 37, 38, 39, 43

GRI Standard	Disclosure #	Disclosure Description	Report Page No. /Response
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	49
	414-2	Negative social impacts in the supply chain and actions taken	49
GRI 415: Public Policy	415-1	Political Contributions	17





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