

BUSINESS RESPONSIBILITY REPORT

Securities Exchange Board of India (SEBI) vide Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (“SEBI LODR”) mandated top 500 listed companies of India by market capitalization to publish a Business Responsibility Report (BRR) based on National Voluntary Guidelines (NVG) on Social, Environmental and Economic Responsibilities of Business.

Siyaram Silk Mills Limited (the Company) established in the year 1978, with business interests in Textile & Apparel sectors is pleased to present its first BRR for the financial year 2017-18.

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1. **Corporate Identity Number (CIN) of the Company** :L17116MH1978PLC020451
2. **Name of the Company** :Siyaram Silk Mills Limited
3. **Registered address** :H-3/2, MIDC, A- Road, Tarapur, Boisar, Dist. Thane – 401 506, Maharashtra
4. **Website** :www.siyaram.com
5. **Email ID** :sharedept@siyaram.com
6. **Financial Year reported** : 2017-18
7. **Sector(s)that the Company is engaged in (industrial activity code-wise):** : Textile- NIC Code: 131
8. **List three key products /services that the Company manufactures/ provides(as in balance sheet):**
 - (a) Fabrics
 - (b) Readymade Garments.
 - (c) Dyed Yarn.
9. **Total number of locations where business activity is undertaken by the Company:**
 - (a) **No. of International Locations** - 1 (Subsidiary)
 - (b) **No. of National Locations** - All Over India
10. **Markets served by the Company** : National and International

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1. **Paid up Capital(INR)** : Rs. 9.37 Crores
2. **Total Turnover(INR)** : Rs.1732.76 Crores
3. **Total profit after taxes(INR):** Rs. 111.35 Crores
4. **Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax:-**

The Company’s total spending on CSR activities for the year ended 31st March, 2018 was 2.83 Crores, which was more than then 2% of the average net profits of the Company for the last 3 financial years.

5. **List of activities in which expenditure in 4 above has been incurred:-**

Sr. No.	Category of CSR activity	Amount (Rs. in Crores)
1.	Health Care Services	1.93
2.	Education	0.81
3.	Public Services	0.09
	Total	2.83

SECTION C: OTHER DETAILS

1. Does the Company have any Subsidiary Company/Companies?

As on 31st March, 2018 the Company has 1(one) foreign subsidiary by the name CADINI S.R.L.

2. Do the Subsidiary Company / Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)

The Subsidiary is a separate entity and hence it will follow BR Initiatives as per the rules and regulations applicable to it.

3. Do any other entity /entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities?[Lessthan30%,30-60%,More than 60%]

No. Other entities do not participate in the BR initiatives of the Company.

SECTION D: BR INFORMATION

1. Details of Director/Directors responsible for BR

(a) Details of the Director/Director responsible for implementation of the BR policy/policies

Sr. No.	Name	DIN	Designation
1.	Shri. Ashok Jalan	00456869	Sr. President cum Director

(b) Details of the BR head

Sr. No.	Particulars	Details
1.	DIN	00456869
2.	Name	Shri. Ashok Jalan
3.	Designation	Sr. President cum Director
4.	Telephone No.	022 -3040 0500
5.	Email ID	sharedept@siyaram.com

10	Has the Company carried out independent audit/Evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y
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*Revisited and revised regularly

(b) **If answer to the question at Serial Number 1 against any principle, is 'No', please explain why:(Tick upto 2 options):**

Not applicable

3. Governance related to BR

(a) Indicate the frequency with which the Board of Directors, Committee of the Board or CEO to assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year.

The BR performance of the Company will be assessed annually by the Management.

(b) Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report?

How frequently it is published?

The Company will publish BRR on an annual basis. This report is available on the website of the Company viz. www.siyaram.com

SECTION E – PRINCIPLE-WISE PERFORMANCE

Principle 1 (P1): Businesses should conduct and govern themselves with Ethics, Transparency and Accountability

- Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/ Joint Ventures/ Suppliers/ Contractors / NGOs/ others?

The Policy relating to ethics, bribery and corruption covers Siyaram Silk Mills Limited and its employees. Siyaram considers Corporate Governance as an integral part of effective management. As a result, the Company has adopted a Code of Business Conduct and Ethics ("the Code") which covers the Company and is also applicable to its Board of Directors and all Employees of the Company. The members of the Board of Directors and the members of the Senior Management of the Company are required to affirm annually compliance of this Code. The Code is available on the Company's website viz <http://www.siyaram.com/wp-content/uploads/2015/09/SSML-CODE-OF-CONDUCT-Directors-Sr.Mgt-Revised.pdf>.

This Code requires the Directors and employees of the Company to act honestly, fairly, ethically and with integrity. This Code helps the Directors and employees to conduct themselves in professional, courteous and respectful manner and also to ensure that their independent judgment is not subordinated.

The Corporate Governance framework is further supported by a Vigil Mechanism Policy which serves as a mechanism for its directors and

employees to report any genuine concerns about unethical behavior, actual or suspected fraud or violation of the Code of Conduct without fear of reprisal, and hence to help ensure the Company continues to uphold its high standards.

2. How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the Management? If so, provide details thereof, in about 50 words or so.

The Company's stakeholders include our investors, clients, employees, vendors/partners and local communities. The Company endeavors to resolve the complaints received from the stakeholders. The details of investors complaints received and resolved during the past financial year are given in the Corporate Governance Report.

Principle 2 (P2): Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle.

1. List upto 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.

The Company manufactures products which by their nature are environment friendly. The Company understands its obligations relating to social and environmental concerns, risks and opportunities. The Company ensures fulfillment of compliance obligations that relate to its products, environmental aspects and occupational health and safety.

The three products are:

- i. Fabrics
 - ii. Readymade Garments.
 - iii. Dyed Yarn.
2. For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product(optional):

- a. Reduction during sourcing/ production/ distribution achieved since the previous year throughout the value chain?

The Company is committed to environmental sustainability. The Company works towards reduction and optimal utilization of energy, water, raw material, logistics etc. by incorporating new techniques and innovative ideas.

As consumption per unit depends on the product mix, there are no specific standards to ascertain reduction achieved at each product level.

- b. Reduction during usage by consumers (energy, water) has been achieved since the previous year?

The Company's products do not have any broad-based impact on energy and water consumption by consumers. However, the Company on continuous basis takes several measures to conserve the consumption of energy and water. The Company is committed to reduction of waste, conservation of raw material and pursuing zero pollution through various initiatives, technological upgradation and improvement projects.

3. Does the company have procedures in place for sustainable sourcing (including transportation)?

- a. If yes, what percentage of your inputs was sourced sustainably? Also, provide

details thereof, in about 50 words or so.

The Company endeavours to focus on protection of environment, stakeholders interest and cost effectiveness while procuring any raw material or goods. The main raw materials wool, polyester fibre and viscose are procured from manufacturers/ producers who are well reputed keeping in mind the need for quality and consistency. Adequate steps are taken for safety during transportation and optimization of logistics which in turn help to mitigate the impact on climate.

4. Has the company taken any steps to procure goods and services from local small producers, including communities surrounding their place of work? **Yes**

- a. If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

The Company encourages local procurement of goods and services around its plants proximity and region. Several community development and training initiatives are regularly conducted by the Individual plant's HR team in order to educate the local vendors, improve their capability and enhance their skills and raise their scope for employment and their standard of living.

5. Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%,>10%).Also, provide details thereof, in about 50 words or so.

The Company endeavours to manage the environmental impacts of organizational activities, products and services. The percentage of recycling of products and waste falls in the range of less than 5%.

Principle 3 (P3): Businesses should promote the well-being of all employees

1. Please indicate the Total number of employees – 8821
2. Please indicate the Total number of employees hired on temporary/contractual/casual basis – 2599
3. Please indicate the Number of permanent women employees. – 650
4. Please indicate the Number of permanent employees with disabilities– 5
5. Do you have an employee association that is recognized by management?–Yes
6. What percentage of your permanent employees is members of this recognized employee association? 0.96%
7. Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year: NIL

Category	No. of Complaints filed during the Financial Year	No. of Complaints pending as on end of the Financial Year
Child labour/forced labour/involuntary labour	NIL	N.A.

Sexual Harassment	NIL	N.A.
Discriminatory Employment	NIL	N.A.

8. What percentage of your under mentioned employees were given safety & skillup –gradation training in the last year?

- | | |
|---|---------|
| (a) Permanent Employees | -62.73% |
| (b) Permanent Women Employees | -70.02% |
| (c)Casual/Temporary/Contractual Employees | -61.54% |
| (d) Employees with Disabilities | -100% |

Principle 4 (P4): Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized

1. Has the company mapped its internal and external stakeholders? Yes/No
Yes, the Company has mapped its key internal as well as external stakeholders.

2. Out of the above, has the company identified the disadvantaged, vulnerable & marginalize stakeholders?

The Company is committed to the welfare of marginalized and vulnerable sections of the society. The Company engages with its stakeholders on an ongoing basis. The Company has also identified specific areas like educating and training underprivileged/vulnerable stakeholders which help them to improve their standard of living.

3. Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders? If so, provide details thereof, in about 50 words or so.

The Company has various initiatives along the lines of providing assistance to needy and poor students sponsoring their fees and Boarding and lodging expenses.

The Company has also contributed to the construction of 2 floors for use as accommodation by cancer patients and their family during treatment. The Company also provides medical assistance and free medical check-up for needy and poor people through NGO's.

Principle 5 (P5): Businesses should respect and promote Human Rights

1. Does the policy of the company on human rights cover only the company or extend to the Group / Joint Ventures/ Suppliers/ Contractors/ NGOs/ Others?

The Company remains committed to respect and protect human rights. The Company's Code of Business Conduct & Ethics and the human resource practices cover most of the aspects. The Company does not hire child labour, forced labour or involuntary labour.

2. How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?

No complaints relating to human rights were received in the past financial year.

Principle 6 (P6): Business should respect, protect and make efforts to restore the environment

1. Does the policy related to Principle 6 cover only the company or extends to the

Group/Joint Ventures/Suppliers/Contractors/NGOs/others?

Yes, the Company's policy is extended to the entire group and their subsidiaries follow and adopt the practices/policies of the Company. The Company ensures that it implemented at all these levels.

2. Does the company have strategies/initiatives to address global environmental issues such as climate change, global warming, etc.? Y/N. If yes, please give hyperlink for web page etc.

No, the Company has limited global operations.

In line with the Company's commitment towards conservation of energy, all its units continue with their efforts to reduce wastage, optimize consumption and also to improve energy efficiency through innovative measures.

3. Does the Company identify and assess potential environmental risks ?Y/N

Yes, the Company has a mechanism to identify and assess risks including environmental risks.

4. Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?

Yes. The Company is a member of Tarapur Environment Protection Society, through which it has contributed to the setting up of a Common Effluent Treatment Plant in Tarapur for treatment of effluents.

5. Has the Company undertaken any other initiative son-clean technology, energy efficiency, renewable energy, etc? Y/N. If yes, please give hyperlink for webpage etc.

For cleaner technology, the Company has installed RO and MEE systems for reuse of effluent water, ESP for air pollution control and online monitoring system. All the chemical and dyes dispensing systems are automated.

The Company has taken various initiatives in energy efficiency like waste heat recovery, VFDs on various machines, replacement of Tubelight with LED and high efficiency motor.

6. Are the Emissions / Waste generated by the company within the permissible limits given by CPCB /SPCB for the financial year being reported?

Yes, the emissions /waste generated by the Company is within the permissible limits given by MPCB/ GPCB.

7. Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.

During the Financial Year 2017-18, there were no unresolved show cause/ legal notices received from MPCB/GPCB.

Principle 7 (P7): Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner

1. Is your company a member of any trade and chamber or association? If Yes,

Name only those major ones that your business deals with:

- a. Bombay Chamber of Commerce and Industry.
- b. Confederation of Indian Industries.
- c. Federation of Textile Manufacturers Association.
- d. Federation of Indian Export Organisation.
- e. Chamber of Textile Trade and Industry.
- f. Clothing Manufacturers Association of India.

2. Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)

Yes, the Company has been raising various issues like tariff hike, policy for Textile Industry, energy issues etc. through the above mentioned associations.

Principle 8 (P8): Businesses should support inclusive growth and equitable development

1. Does the company have specified programmes/ initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.

The Company has a well-defined CSR policy which is in line with the Companies Act, 2013. The Company has taken various CSR initiatives for the support and development of society. The report on the CSR projects carried by the Company is annexed with the Board's Report.

2. Are the programmes/projects undertaken through in-house team/own foundation/external NGO/ government structures/any other organization?

The Company has undertaken various CSR projects directly as well as through NGOs / external agencies. All the projects are monitored by various specific team constituted by the Company.

3. Have you done any impact assessment of your initiative?

A report on each project and its impact on society is taken from NGO's/ Trusts which is reviewed by the internal team from time to time as well as the CSR Committee. The internal teams also ensure the implementation of the projects undertaken.

4. What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken?

The Company has spent Rs. 2.83 crore on the CSR Activities during the financial year 2017-18. The amount was spent on areas as mentioned in Annexure IV to the Board's Report.

5. Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.

Yes. The Company has a dedicated team of employees to drive and monitor the CSR activities.

Also various activities such as monthly reports, follow-up field visits, telephonic and email communications are carried out by the Company on regular basis.

Principle 9 (P9): Businesses should engage with and provide value to their customers and consumers in a responsible manner

1. What percentage of customer complaints/consumer cases are pending as on the end of financial year?

As on the end of the financial year, there was negligible percentage of unresolved complaints.

2. Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks (additional information)

Yes, the Company displays product information on the products label as required by law.

3. Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year? If so, provide details thereof, in about 50 words or so.

No cases have been filed against the Company for unfair trade practices, irresponsible advertising and anti-competitive behaviour for the past five years.

4. Did your company carry out any consumer survey/consumer satisfaction trends?

Yes, Consumer Satisfaction Surveys are being conducted periodically to assess the consumer satisfaction levels and consumer's trends. The Company also request the customers to put complaints and suggestions in the complaint box maintained at various retail outlets /stores to enable the Company provide better service to them.