
Sustainable Drive, Healthy Society



MAYUR UNIQUOTERS LTD
Sustainability Report 2021-2022



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01. About the Report

Approach to Sustainability Reporting

Mayur Uniquoters Limited (MUL) publishes sustainability report annually, disclosing its ENVIRONMENT-SOCIAL-GOVERNANCE (ESG) performance and initiatives. This is the second Sustainability Report of MUL, and it is aligned with the 'United Nations Global Compact' (UNGC), 'Sustainable Development Goals' (SDGs) and the National Voluntary Guidelines on Social, Environmental and Economic (NVG-SEE) responsibilities of businesses in India issued by the Ministry of Corporate Affairs, Government of India. This report highlights our approach toward sustainability, long-term strategy, objectives and performance.

Principle for Defining Report Content and Context

The report content has been defined by applying the SDGs to identify our material economic, environmental and social topics. Inputs from the stakeholder engagement process, Global & Sectorial Sustainability trends are the basis for identifying material topics. The elaborated materiality assessment that we conducted 1st time and will follow after every 5 years provides sustainability context and allows us to prioritise strategies, policies and action plans. Sustainability Committee completed a materiality review in FY 2021-22. In this sustainability report, we have disclosed all the material topics, including issues that are identified as a low, medium and high priority in the materiality matrix.

Scope & Boundary

This report highlights the performance of MUL as a whole in terms of Finance. However, Operation analysis covers Textile and Automotive plant.

Key Exclusions

In the sustainability report, the main exclusions are mentioned below:

- The economic performance of subsidiaries.
- Service of the subsidiaries.
- Information on the local community engagement and CSR Activities of the subsidiaries.

Data Assurance

The content and data disclosed in this report have been verified by self (MUL). The overall responsibility of sustainability report assurance is with the Sustainability Manager supported by Safety, Health and Environment Officer and all Heads of departments.



02. Message from Chairman



Dear Stakeholders,

I am pleased to present our second sustainability report titled **'Sustainable drive, Healthy society'**. The report is aligned with the 'Ten Principles of United Nations Global Compact' (UNGC), 'Sustainable Development Goals (SDGs)' and the National Voluntary Guidelines on Social, Environmental and Economic (NVG-SEE). Most importantly, it reinforces our commitment to 'Triple Bottom Line'.

The MUL Group celebrates the 28th anniversary of nation-building this year. With rapid technological advancements in the field of automation and new projects under expansion, a comprehensive approach to sustainable development of the entire ecosystem is critical. MUL has been leading the technology in its industry sector while, at the same time, trying very hard to institutionalise sustainable practices in every aspect of a business. Our approach to sustainability is not one of mere compliance, but one of continuous improvement. With this objective, we have launched the Sustainability Policy not only for MUL's ecosystem but also that of our Partners'.

Our endeavour has been to understand the direct and indirect impact of our activities and focus our efforts to streamline our operations in the most efficient manner. Climate change is one of the material issues as we continue to work towards building awareness amongst stakeholders, developing cleaner and more efficient vegan leather and reducing environmental impact from manufacturing operations.

We are committed to the Government's vision for **Aatmanirbhar Bharat** and are working positively to facilitate faster adoption of New Technologies like PUR articles which right now are largely imported from China, in order to build a sustainable and independent future for India.

In 2019, we delivered the first phase of our PU project with one dry and one wet coating line, focused to REACH and Calprop 65 specification norms. We, at MUL, are extremely proud to be part of this project and Mayur Uniquoters Ltd has been awarded **"the Company of the Year"** award in the Manufacturing category (Leather/Other Group) in **Dare2 Dream Awards 2021, North India Edition** presented by TV9 in association with SAP initiated under guidelines of government's **Aatmanirbhar Bharat project**.

Toward the RE100 initiative, a drive led by the Climate Group, we aspire to source 100% of the electricity demand from renewable sources, in order to that company, is working on solar project seriously.

We are very much focused to fulfil the need of societies for the past 25 years and believe that maintaining the sustainability of natural things (Air/Water/Soil/Natural Resources) is equally important for human life.

I would like to state again our strong commitment to a more healthy society



through sustainable development and corporate social responsibility. I take this opportunity to express my gratitude to all our stakeholders for contributing and collaborating with us on this journey.

Your ideas and feedback are extremely important to us.



Best Regards

Suresh Kumar Poddar

Chairman & Managing Director



03. Sustainability Manager's Message



Dear Reader,

It is with immense honour I am presenting our 2nd sustainability report, following the path started one year ago when we strategically put this topic at the centre of our activities.

Sustainability has become the core of Mayur Business, and therefore we promised to enhance not only the fingerprint of our products and operations but also the quality of life of communities by delivering good education and a greener environment through our CSR initiatives.

In view of regulatory and institutional changes, keeping abreast with the implicit needs of our valuable customers we have manufactured a total of **25.9 million** linear meters in FY 2021-22, an increase of **5.3 %** over the FY 2020-21. The changing business environment with sets of challenges and opportunities has helped us to improve a lot,

even in the challenging times of COVID-19. We have spent **227.3 Million INR** on R&D activities and Plant capacity expansion.

We fostered the development of greener products, introducing to the market PVC and PUR with recycled fabrics and bio-based raw materials. Our R&D department is actively engaged with our premium customers in scaling up these products, which achieved approval status in key customers in the US and Europe. We are running LCA and EPD for three of our products and Plant Co₂/GHG inventory.

It is our continuous endeavour to work on the carbon footprint of our manufacturing plants, therefore we have established our plan for Co₂ emission assessment choosing our partners and the scope and already aim to work on energy efficiency improvement and sourcing of renewable energy. We are targeting to put 1st solar plant of 500 KW by Dec' 2022 in our automotive plant, which is almost 10% of our total demands of electricity in our automotive plant.

Mayur promotes the sustainability initiatives of its supply chain by constantly engaging with suppliers on Environmental, Social and Governance (ESG) aspects of our diverse and multi-tiered supply chain. We have covered 100% of suppliers under the sustainability policy acknowledgement and agreement and now the target on-site assessment during Phase II towards implementation of a sustainable supply chain. Safety and Health are of supreme importance to us, and we are committed to providing our employees with a safe and healthy working environment. We have taken challenging targets on safety to reduce the total recordable cases by 50% by 2024-25 over 2021-22.

"Drive profitable growth in a sustainable manner" – Our mission statement remains our golden rule. We are strengthening our waste



management and working on a theme of "Value from waste" across all our plants. While our manufacturing plant teams are extensively working on 3R's i.e. Reduce, Re-use and Recycle, we are also exploring the innovative solution for elimination and minimization of generation of waste at the source itself.

As stated by our Chairman, Mayur is very much focused on fulfilling the need of societies for the past 25 years and activities are spread out in the following five pillars Sports (Khiladi Hamara), Environment (Oxygen Zone- Harit Khestra), Health (Happy Family), Education (Srijan Addhyan and Happy school), Skill India (Values of life) and Women and Child Development (Swasth Maa and Bachhe).

Our chairman believes that by this small contribution communities get major help in the upbringing of their future. Mayur contributes to nation-building through these endeavours, therefore, promoting a sustainable society as per the need of time and assessing the growth through social surveys and the update in the programs as per the norms of sustainable development goals towards creating a healthy and happy society. A lot of projects have already been executed and journey is still on especially in the education and environment part i.e. working with 100 schools to bring them to the level of "Happy School" and planting 11,000 trees so far on a 28-hectare land. Refer to chapter **No.13 "Materiality topics" for more details on projects.**

To conclude, I would like to express my sincere thanks to our stakeholders and their vision to be ahead of time, daring to lead the way for sustainability in India, and their empowerment and confidence in us. This is definitely one of the factors which encourage us to push the limits and establish new boundaries.

As always, we thank you, dear reader, for being also a part of our sustainable journey.



Best regards,
Sanjay Kumar Rose
Head Group BE and Sustainability



04. Organisational Profile

MUL is the largest manufacturer in India of vegan leather (PVC/PUR) using the 'Release Paper Transfer Coating Technology' and the leading supplier in the domestic market. We have come a long way in the past two decades from a meagre production of 0.25 million linear meters per month, to an astonishing 4.05 million linear meters per month, through 7 state-of-the-art coating lines. We have now started our PUR coating plant with a current capacity of 0.6 Million linear meters per month which can be folded 4 times in the future.

MUL has shown spectacular growth over the past two decades, enlarging not only its production volume but also the markets where it operates. The company is now a leading supplier to markets ranging from automotive, upholstery, footwear and general goods.

Throughout its history, MUL has never stopped developing, supported by strong investment in machinery and people. There are 9 coating lines installed, and vertical integration from textile production to coating, lacquering, embossing and other finished processing steps.

Having innovation as a key factor for success, MUL has invested in state-of-the-art laboratory testing facilities, therefore being equipped for all customer-related specific tests. Recently MUL moved to the production

of PUR vegan leathers, adding even more complexity and quality to its product offering. MUL has notably established its presence in global markets. Few of the global brands that MUL is proud to serve are Daimler, BMW, Stellantis, Ford, MG Motors, Honda, Suzuki Motors, Mahindra & Mahindra, Maruti Suzuki, TVS, Tata Motors, Ashok Leyland, Hyundai Motors and Volkswagen amongst others. Complying with the sustainability norms of such clients has also strengthened MUL's competencies and processes.

MUL business philosophy has embedded progressive thinking with a focus on sustainable development and a holistic approach of conducting business with the fulfilment of customer-specific requirements. Driven by guiding principles, ethical values, ensuring customer satisfaction both – domestic and international is the culture and the way of operating at MUL.

MUL is certified by multiple national and international standards that demonstrate the company's commitment to designing and manufacturing vegan leather through effective implementation of quality systems and continual improvement in all its processes.



About Dhodsar Plant

This plant was established in 2012 to cater to the growing demand of the company's customers in the automotive sector. The area is 27870 sq. meters having a vertical integration setup for textile production. This set-up has a provision for producing knitted fabric which is used as a backing cloth for all our products, housing 7900 sq. meters with knitting machines producing a fabric with international level of quality. After adding the 3rd coating Line now plant capacity has reached to produce 2.15 million linear meters (mlm) per month. Recently the company made a huge investment in the automotive processes, especially for value-added processes such as high-level processing equipments in paste Mixing Plant, a New Lacquering machine and an advanced Embossing machine.

This plant also has an R&D centre equipped with sophisticated pilot coating equipments, testing equipment and systems such as Fourier Transform Infrared (FTIR), Spectroscopy, Mass Spectrometer (MS), Gas Chromatography (GC) Facilities for surface testing, chemical testing, mechanical properties, grain depth, and microscopy are also available in the centre. A highly skilled team of engineers and scientists

manages the centre including new product development. The ongoing work to establish an even better R&D centre building will allow MUL to provide the latest research and development capacity and to create customised products for the customers with the integration of prototyping with pre-production machines.

MUL Dhodsar has also forward-integrated some key processes like perforation and Foam Lamination, making the company competent and technically prepared to attract and serve the market. To enhance the perforation capacity, one more new high productivity machine was added, Thus capacity became 3 times higher. Foam Lamination process represented a big investment in Infrastructure including the latest Machine from Germany and the hiring of competent process experts. MUL has also put in place a plan for future expansion in the current Knitting textile facility to cater for the new business demand from the In-house coating unit. As operations efficiency is the soul of our business strategy, MUL is continuously working on improving HMI and establishing more automation via a stronger approach to IoT.



05. Sustainability Management

Sustainability is an essential part of our business strategy and is currently being integrated into all our key processes so that we can perform our activities in an even more responsible and future-oriented way leading to a healthy society.

Moving forward & keeping the last two years of experience with UNGC (Member since Aug, 2020) in hand, now approach towards sustainability management has improved.

The sustainability department has been formed under the business excellence function to keep more focus on Sustainability objectives and targets, Sustainability objectives have been finalised based on the materiality assessment exercise done in the FY 22 & monthly monitoring & progress review is done with all department heads.

Integration into the performance review system In FY 22, we defined the timelines that show how we aim to achieve our long-term targets. Qualitative sustainability targets have been factored into performance review systems for Top management review. We have defined

sustainability indicators to measure progress in the attainment of our Group targets. These help us to increase the transparency of our efforts and make it easier to steer them. Our "Sustainability KPI Monitoring System" brings together key data in one place and facilitates decision-making. The data is compiled by the Sustainability department and centrally validated. At the same time, the Sustainability KPI Monitoring System will enable accurate yearly reporting on the new sustainability indicators.



06. Sustainability Reporting Practices

Being a member of UNGC, MUL started reporting Sustainability performance in the annual CoP last year. Mayur published the first CoP in July, 21. The company is also aiming at adopting the Global Reporting Initiative Sustainability Reporting Standard (GRI-SRS) in future and has referred to the GRI-SRS for preparing this CoP. However, the Company does not claim this CoP to qualify as "GRI Referenced" or "In Accordance" criteria.



07. Corporate Strategy

Our sustainability strategy is guided by a materiality assessment. This robust process determines the topics that are most important to MUL and our stakeholders, giving us the opportunity to achieve the most positive impact. We have 15 material focus areas, which are grouped under four areas like Environment, Human Rights, Labour and Anti-Corruption.

Our sustainability approach:

Systematic thinking- recognising that our globalised world binds us together in a dynamic and a complex network of relationships. We know the health of people (including our workforce and society at large), the planet and our business are interconnected. The scale and severity of the issues we face today require us to assess all options simultaneously. We look for opportunities that offer synergies and address systemic issues.

Long-termism- acknowledging there are no quick fixes; anticipating and designing out unintended impacts; observing how impacts change over time; building resilience.

Improvism- **aiming to leave things better than we found them** — we differentiate between addressing our negative environmental impacts and creating the conditions for deep, lasting sustainability.



08. Vision, Mission & Values Practices



Vision
To be the global leader in our industry through a great customer experience.



Mission
Drive profitable growth by providing an excellent customer experience through consistency, high quality products and services, with great stakeholder relationships, in a sustainable manner.



Values
Values of Mayur have been woven around seven major aspects, which are evidently visible in all the activities performed by the company.

 Customer Service & Satisfaction is key	 Culture Close Knit	 Employees Recruit, Train, Develop & Grow	 Environment Responsible actions for a sustainable future
 Quality High Performance High Assurance	 CSR Commitment Holistic Approach	 Innovation Think fast, Think new Think ahead	

09. Governing through ESG

The MUL Board of Directors including the CMD & Executive Director reviews internal sustainability scorecard each quarter.

The Senior Team, composed of the COO and department heads is accountable for specific sustainability initiatives and reviews the internal sustainability scorecard each month.

Head Sustainability is responsible for the overall sustainability strategy execution, including tracking progress towards targets and working together with company leadership to ensure the strategy is aligned with business priorities.

The Board of Directors & leaders has deep expertise in one or more sustainability fields, spanning climate change, access to healthcare, operations, strategy integration, human rights and product environmental stewardship.

This range of perspectives helps us to understand the diverse concerns of external stakeholder groups. The leaders offer insights from different stakeholders pertaining to their area.

The Board comprises six representatives, including one woman director. Its members are from diverse fields of expertise and bring newer perspectives to the leadership of the company's complex and global business.

MUL's existing composition of the Board of Directors reflects an appropriate mix of skill sets, experience, and qualifications that are relevant to the business and governance of the company. Each Director exemplifies the company's vision, mission and values and possesses the highest ethics and integrity. The Board members demonstrate commitment to representing the long-term interests of the company's shareholders. Each Director also is an individual with a high level of experience, which provides practical insight to foster advanced decisions.



Mr. Suresh Kumar Poddar
Chairman & Managing
Director & CEO



Mr. Arun Kumar Bagaria
Executive Director



Mr. Arvind Kumar Sharma
Independent Director



Mr. Ratan Kumar Roongta
Independent Director



Mr. Shyam Agrawal
Independent Director



Mrs. Tanuja Agrawal
Independent Director

10. UNGC Principles

Human Rights: Management Ideology

Mayur is a member of the U.N. Global Compact and respects the Universal Declaration of Human Rights. We support the U.N. Guiding Principles on Business and Human Rights, which are among the most important international standards for preventing and combating possible violations in connection with business activities, and globally recognised declarations applicable to corporations.

The company complies with both– national and international laws, regulations, and standards that promote safe working conditions and safety of the employees and society at large; laws that prohibit forced labour; the employment of children; human trafficking; and the laws that ensure freedom of association and the right to engage in collective bargaining.



Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.



Management Approach

MUL fully supports human rights and has documented its stance in Mayur Sustainability Policy. We are committed to respecting and fostering human rights within our business activities and in business relations. Furthermore, our values, principles, and corporate compliance and fairness and respect at work corporate policies establish how all employees must conduct themselves fairly and in a compliant manner in dealings with colleagues, business partners, and members of the community.

We also expect our business partners, particularly our suppliers, to fully observe human rights. We expect our suppliers to comply with the requirements of our Supplier Sustainability Policy, which is based on Mayur Sustainability Policy, the U.N. Global Compact principles, and the ILO's core labour standards.

Actions

Adherence & compliance are achieved by:

- Providing training on the Code of Conduct during induction and in gatherings thereafter and making the Policy document available on the intranet.
- All employees are appraised on Sustainability Policy, including Sexual Harassment, and they have been empowered to report any incident of abuse or harassment of any kind.



Outcome

Parameter	FY 2020-21	FY 2021-22
Reported cases of Human Rights violation	0 Cases	0 Cases
Incident of grievance, retaliation, sexual harassment, whistle blowing	0 Cases	0 Cases

Labour: Management Ideology

MUL believes that maintaining cordial and amicable labour relations is crucial to the success of the company. In its constant pursuit to work toward the health and safety of its employees, the company follows ILO's recommendations, Occupational Health & Safety Management System (ISO 45001), and applicable national and state laws among others. The New Wage Code is introduced in 2020 with new definitions and provisions. However, the implementation of the same is put on hold for now, and hence, the company follows the definition of "employee" and other provisions as laid down under the Factories Act, 1948 and other related acts.

Effective implementation and adherence to the Code of Conduct, environmental and labour practices, including social aspects are the key objectives at MUL. The employees and other stakeholders are provided with a platform to raise their concerns or queries and report instances of actual or perceived violations of the Code of Conduct. The Whistle-Blowing Policy facilitates employees to highlight issues anonymously. The company also has set up sound grievance handling mechanisms to address and resolve issues, if any. The Code of Conduct is flexible for review and contextual changes in the law and regulations; however, the objective remains unaltered at its core.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 5: The effective abolition of child labour.

Principle 4: The elimination of all forms of forced and compulsory labour.

Principle 6: The elimination of discrimination in respect of employment and occupation.



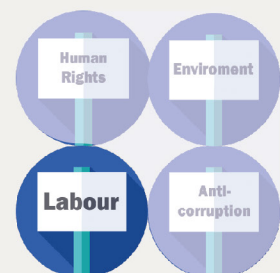
Management Approach

MUL's management approach to the protection of fundamental human and labour rights is reflected in several internal policies and processes, as described below:

- The Mayur Code of Conduct (CoC) requires all employees to comply with applicable laws and regulations. At all locations where Mayur operates, forced, slave, compulsory or child labour is prohibited.
- The Mayur Supplier Sustainability Policy promotes the respect of human and labour rights, together with supplier assessments and reviews. Mayur has a broad supplier base in many countries, by signing Mayur Supplier Sustainability Policy, suppliers undertake to respect the provisions of the UN's Universal Declaration of Human Rights (UDHR) and the Core Conventions of the International Labour Organisation (ILO) regarding:
 - Prohibition and elimination of child labour and forced labour.
 - Freedom of association and collective bargaining.
 - Promotion of equal opportunity and fair treatment in employment and occupation.
 - Safe and healthy working conditions
 - Payment of living wages and regular employment entitlements.
 - Non-excessive working hours.

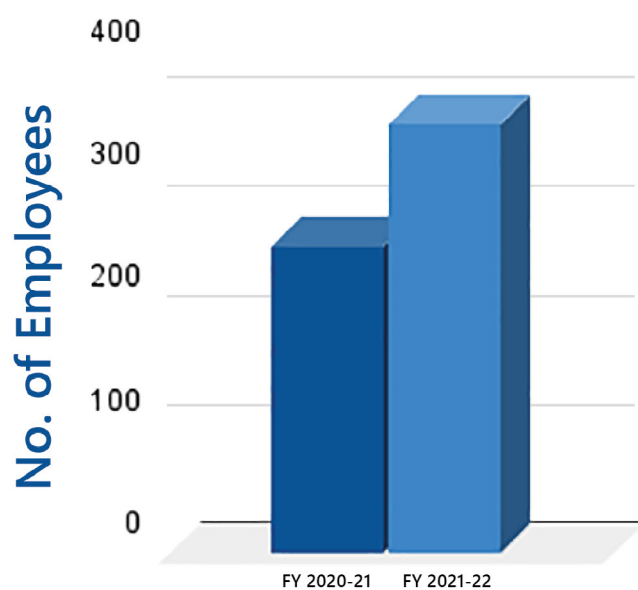
Actions

- Multiple interactive forums and platforms like safety committees are set up that facilitates employees the freedom to discuss matters related to health, safety, workplace environment, and other related matters.
- All employees are above the minimum age criteria and are empowered to raise their issues, including Sexual Harassment to the designated committees.
- The grievance handling mechanism offers a platform for free and unbiased discussion and amicable resolution. Also, if the solution is not acceptable to the employee, they are free to approach the higher governance body.
- For employee benefits, the company continues to provide free transportation, subsidised food, incentives for the education of employees' children, scholarship facility, etc. The company has a tradition of celebrating employees' birthdays, major festivals and presenting greetings, and gifts on such occasions, among other incentives. Also, all employees are covered under Medical Insurance Coverage.
- The employees are oriented about the policies and also provided with trainings and mock drills at regular intervals. The fire extinguishers are inspected and maintained regularly.

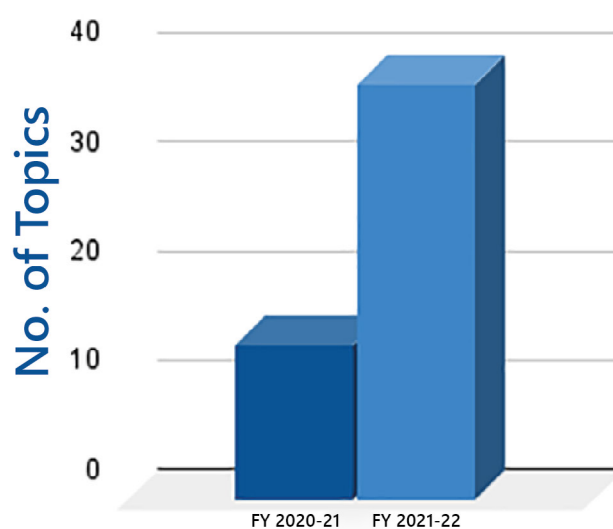


Outcome

Parameter	FY 2020-21	FY 2021-22
No. of employees parted ways due to the violation of any rights	0 Cases	0 Cases
Cases of disputes in Salary and Wages	0 Cases	0 Cases
No. of Grievances reported	0 Cases	0 Cases
Training sessions on PoSH	0 Cases	2 Cases
No. of Fatal/Major Accidents	1 Cases	0 Cases



Employees Covered in Training



Training Topic Covered



Environment: Management Ideology

Global trends, such as climate change and raw materials scarcity, increasing urbanisation and population growth, confront companies and communities with major economic, social and environmental challenges.

Mayur takes on these challenges and contributes to sustainable development by improving operational efficiency, lowering costs of production and reducing the environmental footprints and meeting stakeholders' expectations on environmental issues.

As reflected in the MUL's values and vision, environmental sustainability is an overarching principle and a strategic pillar for future growth and innovation. Mayur actively implements the "environmental sustainability" roadmaps, projects and initiatives at various levels within the company.



Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.



Management Approach

Environment has special importance for MUL. Environment aspect impact analysis is reviewed at a certain frequency and all possible measures are taken to mitigate any harmful impact on the environment.

Our environment policy which is a part of our integrated management policy reflects its commitment to Environmental protection and fulfilment of legal compliance.

MUL measures and maintains the record of the impacts of its operations on the environment and strives to resolve any adverse impact.

Technological advancements in energy efficiency, water conservation, air pollution abatement, and material recycling are continually internalised by the company.

An effective employee training program on Environment management is an integral part of MUL's operations.

Employees are encouraged to share their suggestions and the implementable ideas and innovations are rewarded appropriately.



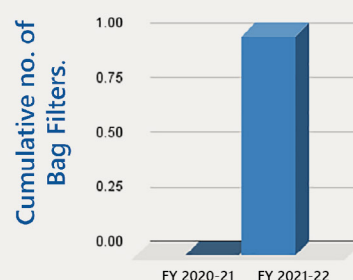
Actions

As an essential part of the Environment Management System (ISO 14001), all employees and suppliers are oriented toward the international environmental and social norms and policies.

Employees are trained in First Aid, MSDS, Waste Handling, On-site Emergency Plan, Fire Safety, Environment Risk Assessment etc., including mock drills.

Air

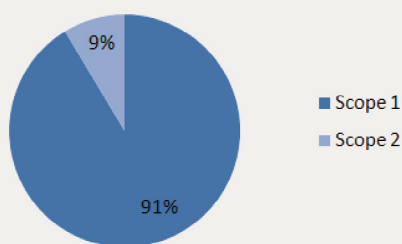
- As a technology intervention to improve air quality, Bag Filter has been installed in one Thermopack unit during reporting period and will be installed in another thermopack unit by end of this year.



On the site plan, ten emission points are indicated and Critical Emission points have been marked for monitoring.

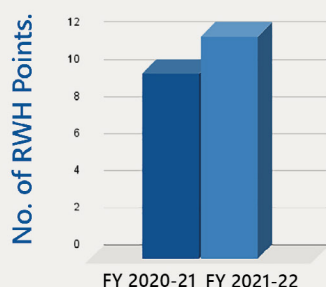
- Carbon Footprint measurement has been started in this year for Scope-1 & Scope-2 at initial stage. Combined Scope 1 and 2 emissions for the reporting year in Kg CO₂e per sq.mtr of production is 0.85.

Scopes	Sum of CO ₂ -eq total (Tonnes)
Scope- 1	16329.92
Scope- 2	1535.77
Grand Total	17865.70



Water and wastewater

Twelve rainwater harvesting systems are installed within the factory premises, out of these; two were added in the reporting period.



Waste disposal

MUL generates both hazardous and non-hazardous waste.

Hazardous Waste

The composition of hazardous waste is

- Chemical Sludge (ETP), managed via landfill.
- Used Oil
- Process waste residue and sludge.
- Residue containing oil-soaked cotton and paper.
- E-waste

The Hazardous waste including chemical waste is disposed of through Government approved recycler.

Non-Hazardous Waste

Non Hazardous waste is being recycled and reused leading to zero waste.

Actions are in pipeline to reduce hazardous and non-hazardous waste.

Energy

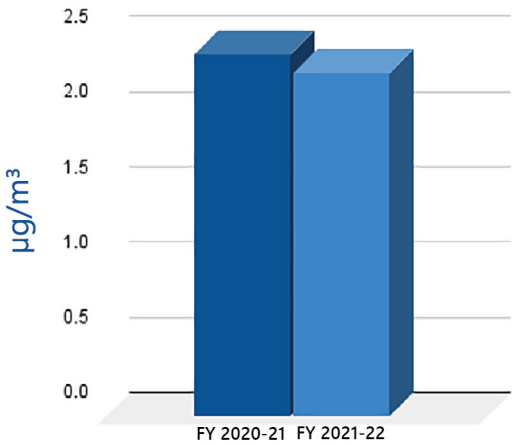
We are targeting to put 1st solar plant of 500 KW by Dec' 2022, which is almost 10% of our total demands of electricity in our automotive plant.

Other than this, energy-saving activities within and outside the factory premises have been implemented. Initiatives include replacement of conventional lights with LED Lights, Drive installation in Air washer unit, Differential Pressure Switch Installation on ID Fan & Cooling Tower 11KW Motor Dual Starter Replacement with Drive into Plasticizer recovery plant.

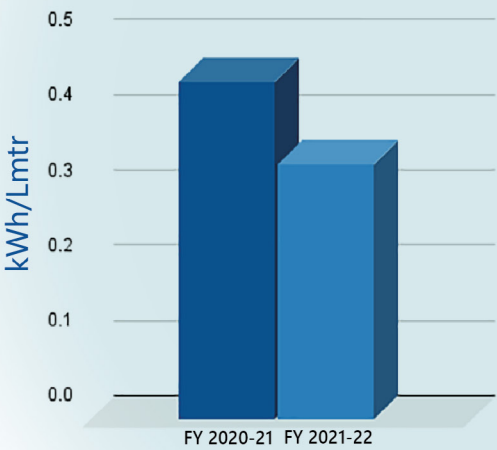
Outcome

Parameter	FY 2020-21	FY 2021-22
Instance of fine/penalty/-closure notice	0 Cases	0 Cases
Significant Environmental Incidents	0 Cases	0 Cases

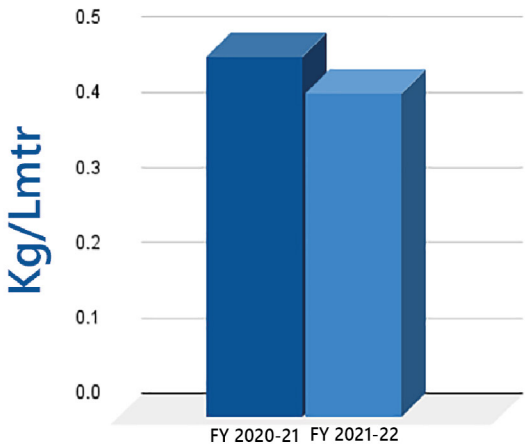
Outcome



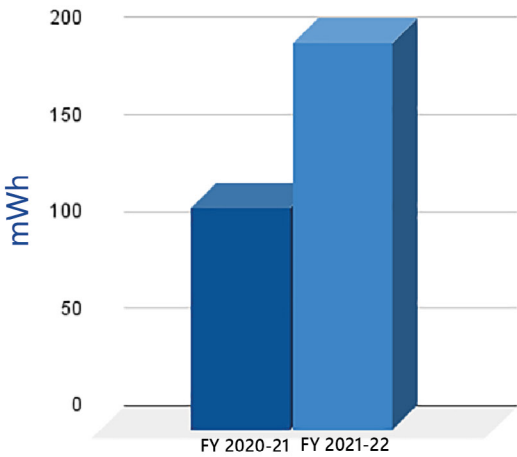
Dust Emission
(Kitchen & Boiler Area)



Energy Consumption



Coal Consumption



Total Energy Saving

Anti-corruption: Management ideology

MUL is committed to strict adherence not only to the regulatory norms but also to its policies and Code of Conduct. As a self-regulation measure, MUL ensures the prevention of corruption and bribery in any form and of any kind through its Sustainability Policy and Anti-Bribery policy. The company invests its efforts in striking the right balance between stakeholder's interests and providing them with a platform to raise concerns or report instances of actual or perceived violations of the policies.

The company has a strong policy and stringent process in place to take appropriate disciplinary actions against the erring individual, proportionate to the gravity of misconduct in line with the policy and applicable laws.



Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



Management Approach

MUL follows zero tolerance for any form of corruption and bribery and complies with applicable laws and policies without exception. At MUL, integrity is one of the fundamental drivers and a way of functioning.

Apart from regulatory laws, MULs Sustainability Policy and Anti-bribery Policy strictly prohibit corruption and bribery of any kind. The policy is applicable to all employees and individuals working and/or associated with the company in any capacity.



Actions

- Anti-bribery Policy has been reviewed to make it more practical and all employees, including contractual, casual, apprentices, and trainees are appraised about the policies during induction and also oriented about the implications in case of violation of policies.
- External Training on Anti-bribery and Corruption conducted by Experts for department leaders.
- Vigilance committee formed.
- MUL's Whistle Blower Policy provides a platform to report any digression from the established norms and policies. The company also conceals of the identity of the person reporting the deviation and keeps his/her identity anonymous.
- The company has a process for promptly initiating the appropriate actions to check and confirm the validity of any complaints received and the findings are shared with the highest governance body.

Outcome

Parameter	FY 2020-21	FY 2021-22
No. of cases reported of Bribery & Corruption	0 Cases	0 Cases
Cases pending against the company & ongoing or pending cases within the organization.	0 Cases	0 Cases



11. Alignment with SDGs

Sustainable Development Goals

Area

Corporate Social Responsibility -CSR



Program

- Education (Ujjawal Bhvishya avum Srijan addhyan Yojana)
- Immunization
- Rain Water Harvesting
- Renewable Energy

Outcome

EDUCATION (Ujjawal Bhvishya avum Srijan addhyan Yojana)

MUL provided benefits to more than 3,000 students this year. We constructed 24 new classrooms in 4 schools. In addition to this, MUL also provided furniture as well as other equipment to these students to enhance their academic experience.

Total Beneficiaries

3,000
Students

Infrastructure Provided

24
Classrooms in 4 schools



Outcome

IMMUNISATION

Achieved a huge target of providing all 6 vaccines as per routine immunization to 1,800 children and 2311 pregnant ladies from a whooping 115 villages of Phagi block, Jaipur.

Total Beneficiaries



RAINWATER HARVESTING

Mayur has installed a rainwater harvesting system in the Government Sr. Sec. School, Bhojlawa, Jaitpura, Chomu, Jaipur.



RENEWABLE ENERGY

We have installed a 15 KW solar panel at a government Sr. Sec. school, Phagi block which resulted in savings of Rs. 1.5 lacs to the school. Installed 50 Solar street lights in the nearby village with 30 Watt each.



Sustainable Development Goals

Area

Development of Oxygen Zone/ Plantation.

Tree plantation has been a regular activity at Mayur. This year we are overwhelmed to share our dynamic approach towards plantation by taking significant steps to target our prime objective of reducing our carbon footprints, global warming, deforestation, creating flora and fauna, and the balance of the ecosystem.



Program

This year Mayur adopted a more sustainable approach toward the entire plantation drive. Tree guards, drip irrigation, barbed wires, and cemented poles were used to safeguard the saplings and nurture them in a way that they successfully mature into full-grown trees. Along with oxygenating trees, several fruit-bearing trees were also planted as means of creating a self-sustainable situation for the gram panchayat to maintain the trees in the years to come. An MOU has been signed by the company and the GRAM PANCHAYAT to ensure complete care and responsibility of these sites and the health of all the trees.



Outcome

At MAYUR, we are proud to share our accomplishment in the plantation of 7,500 trees in 4 different sites situated at Badawali, Bhomiya Ji Park, Singod Kalan, and school ground within a radius of 1 km and 3 km near our Dhodsar factory. Every employee of the company participated in the plantation drive with great enthusiasm and was much applauded by all that they could contribute towards the environmental change in a small yet impactful way.

Total Plants:



7,500
In this reporting period

11,000
So far



Sustainable Development Goals

Area

Energy Reductions in Operations

Improving operational energy efficiency is a fundamental element of Mayur's strategy. Since establishing its objectives and targets, our engineering team continues to strive to identify and implement energy efficiency projects. Throughout the organisation, these activities are driven by site energy champions who lead energy teams that help implement energy reduction projects.



Program

Some of the Energy-saving projects implemented during the fiscal year included:

- Replacement of Conventional lights with LED Lights.
- Drive Installation in Air Washer unit in Explosive Go Down.
- Differential Pressure Switch Installation On ID Fan in plasticizer Recovery Plant.
- Dual Starter Replacement with Drive into Cooling Tower Motor in Plasticizer Recovery Plant.

Outcome

Energy consumption (KWH/Lmtr) reduced from 0.45 (2020-21) to 0.34 (2021-22).

Total Energy Saved

200 MWH



12. Stakeholders Engagement

Mayur actively manages its relationships with customers, employees, suppliers, investors, regulators, members of the communities in which it operates, and other stakeholders whose actions can affect the company's performance and value. We engage our stakeholders in several ways, including:

- Surveys and direct customer interaction,
- Employee surveys,
- Supplier audits, conferences etc.,
- Phone conferences, webinars and meetings with industry trade groups on regulator issues,
- Ongoing interactions with local communities and Mayur-organised community service events,
- Responding to an investor, analyst and non-governmental organisation (NGO) surveys and inquiries.

In addition to these and other formal stakeholder interactions, we collaborate with individual stakeholder groups on an ad-hoc basis as needed.

Our Environmental, Quality and Occupational Health and Safety management systems have defined processes for obtaining and analysing stakeholder's input to help improve our performance as well as manage risks.

We have done a stakeholder engagement exercise in FY 22 for the first time. For this exercise, we included all departmental leaders and came out with a key stakeholders group.

Stakeholders Group

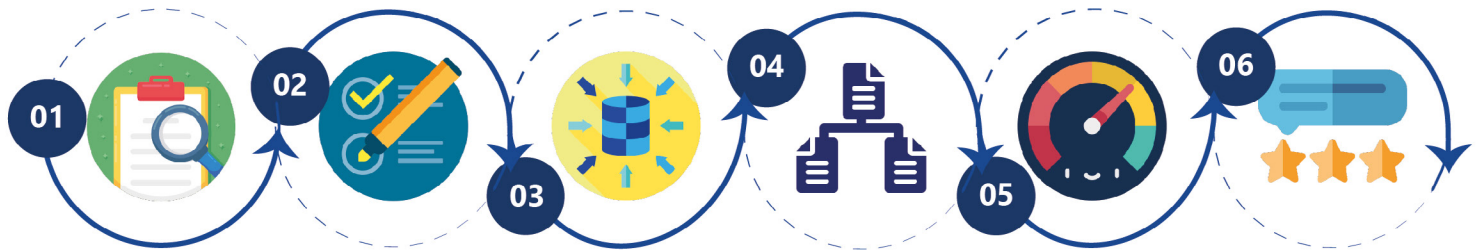
We fundamentally distinguish four stakeholder groups with which we engage in discussions on different issues.

Partners	Financial Market Participants	Social Interest Groups	Regulators
<ul style="list-style-type: none"> •Customers •Suppliers •Employees •Promoters •Transporters 	<ul style="list-style-type: none"> •Investors •Award Agencies 	<ul style="list-style-type: none"> •Community/Society •Media 	<ul style="list-style-type: none"> •Politicians •Government Agencies

 Board of Directors	 Advocacy Group	 Supply Chain
 Regulators/ Legislators	 Local Communities	 Investors
 Customer	 Employees	 Industry Associations

13. Materiality Topics

Materiality assessment Materiality Process



Identification	Assessment	Aggregation	Categorization	Measurement	Review
Identification of topics relevant to the Company.	Assessment against six materiality filters of financial impacts & risks, legal drivers, internal policy drivers, peer performance, stakeholder's concerns & opportunity for innovation with inputs from the senior management.	Aggregation of inputs from all the stakeholders through surveys	Categorization of relevant topics based on important criteria such as 'How impactful is a topic to MUL's business & sustainability & 'How Important is a topic to stakeholders in assessing of MUL's Performance.	Measurement on the Critically scale (High-Medium-Low) which helps in isolating & prioritizing key material topics	Review of material topics by MUL's senior management post prioritization

Last year, Mayur had followed its internal process of Materiality assessment; we have adopted GRI Based approach of materiality assessment which will continue for 5 years for prioritizing the issues. We will be repeating the same process in every five years.

The results of the internal and external viewpoint survey were combined in a materiality matrix.

The areas of activity in the current materiality analysis are accounted for in our sustainability strategy and determine the focal points of our sustainability management approach and our SDG Goals & Targets.

Stakeholder Dialogue

As a company, Mayur is part of society and public life. On-going dialogue with our stakeholders is therefore particularly important to us. After all, their expectations and viewpoints affect our public acceptance and thus our commercial success.

Material Topics

Material Topics	Key performance indicators (KPIs)	Action Plan	Goal Target
Oxygen Zone Development	Develop one Oxygen zone in a nearby area	<ul style="list-style-type: none"> •To coordinate with local administration •Allotment of land in nearby area • Planting the trees 	Plant 5100 trees during 2022-23
Air Quality	Improvement in ambient air quality.	Installation of bag filter at stack emission point – One installed, another by Dec,22	To reduce Particulate Matter level by 5% in Air Quality during 2022-23.
Clean Water & Sanitation	Improve water quality (ETP Outlet)	Installation of Oil Skimmer and Modifications in ETP.	Reduce BOD & COD by 10% in 2022-23.
Reduction in GHG	Reduce Carbon Footprints.	<ul style="list-style-type: none"> •Base year data capturing for Scope-1, 2 & 3. •Prepare an action plan for reducing carbon footprint 	Reduce carbon footprint by 5% in 2022-23 considering base data of 2021-22
Energy consumption, monitoring and efficiency	<ul style="list-style-type: none"> •Energy-saving by efficient use of equipment •Upgrade/ install the latest technology for Energy saving/ conservation. 	Invite ideas through Kaizen and assess it's implementability.	To reduce energy consumption by 5% during 2022-23



Material Topics	Key performance indicators (KPIs)	Action Plan	Goal Target
Occupational Health and Safety (OHS)	<ul style="list-style-type: none"> •Minimising industrial accidents. •Identifying & managing risks related to Occupational Hazards. 	<ul style="list-style-type: none"> •Conduct Corrective & Preventive Actions (CAPA) audit monthly basis. •Assessing & mitigating Occupational hazards. •Conduct theme audits. •Provide OHS training to employees. 	To reduce industrial accidents (Major/Minor) by 50% by 2024-25 considering the base year 2021-22.
Employee Training	To increase training man-hours.	To prepare skill matrix, training needs identification, training calendar, execution and measure effectiveness.	To achieve 500 man-hours of training by 2022-23.
Resource optimisation and Value creation	<ul style="list-style-type: none"> •Reduction in paste consumption •Reduce Waste–Paste & Lacquer. •Enhance inbound logistics efficiency. 	<ul style="list-style-type: none"> •Invite suggestions/ ideas through Kaizen/ suggestion box. •Conduct feasibility studies. •Application of implementable ideas. 	<ul style="list-style-type: none"> •To maintain paste consumption on the negative side of tolerance in 2022-23 •To reduce waste (Paste & Lacquer) by 5% in 2022-23 •Enhance inbound logistics efficiency by 5% in 2022-23
Quality Education	Improving quality in Education.	To finalise the project plan & execute.	To create 10 more happy schools by 2024-25.
Health Care, Family Planning & Immunisation.	Health Care - Family Planning & Immunisation of expecting women and children up to one year.	To execute Health Care - Family Planning & Immunisation projects under CSR.	To cover over 1,500 beneficiaries during 2022-23.

Material Topics	Key performance indicators (KPIs)	Action Plan	Goal Target
Development of Sustainable Products	<ul style="list-style-type: none"> •Scale up the three developed sustainable products (Seating Areas) •Add two more products for non seating areas. 	<ul style="list-style-type: none"> •With OEM Implement functional testing and high volume trials •New sources of bio raw materials. (Plasticizers) 	<ul style="list-style-type: none"> •One program nomination in 2022-23. •Steering wheel & Non auto products- To complete LCA in 2022-23.
Anti Corruption & Anti Bribery	To ensure adherence to Anti-Corruption and Bribery.	Monitoring of policy through vigilance committee.	<ul style="list-style-type: none"> •Ensure 100% adherence to policy •To maintain zero cases of Bribery & Corruption.
Innovation	To construct a new research centre and centralize R&D activities.	To finalise project.	Completion of Research centre construction & equipment installation by 2024-25.
Gender equality/ reducing gender inequalities	To streamline Gender Equality.	To prepare a plan for female recruitment & Execute.	10% increase in female staff by 2024-25 from the current level
Partnerships	To execute projects with universities for Training, infrastructure support and new product development.	To identify Projects, Prepare an execution plan & execute.	To execute at least one project per university during 2022-23.



14. Recognition & Awards



Best Employer Award

Best Employer-2021 Award by The Employer's Association of Rajasthan on 14th Nov, 21.



Company of the Year

"Company of the Year" award in the Manufacturing category (Leather/Other Group) in Dare2 Dream Awards 2021, North India Edition presented by TV9 in association with SAP on 9th Dec, 21.



The Industrial Icon of the Year 2021 Award

The Industrial Icon of the Year 2021 honoured CMD Mr. Suresh Kumar Poddar by the times of India in the Oct, 21.



Emerging Rajasthan 2022 Awards

CMD Mr. Suresh Kumar Poddar was honoured as Prominent personalities of Jaipur by Zee Rajasthan on 25th March, 22.

15. References

Mayur Website	https://www.mayuruniquoters.com/
Policy & Certifications	https://www.mayuruniquoters.com/policy-certificates.php
Mayur Annual Report	https://www.mayuruniquoters.com/annual-reports.php
Mayur Sustainability Policy	https://www.mayuruniquoters.com/sustainability.php
Mayur Corporate Governance Structure	https://www.mayuruniquoters.com/committees-of-directors.php





MAYUR UNIQUOTERS LTD

Manufacturers of Artificial Leather/PVC Vinyl

Factory & Registered Office

Plant-I: Village Jaitpura, Jaipur-Sikar Road, Jaipur-303704 (Raj.) India
Tel: +91-1423-224001

Plant-II: Village Dhodsar, Jaipur - Sikar Road,
Jaipur - 303712 (Raj.) INDIA
Tel.: +91-1423-224001

Plant-III: Plot No. S1 to S30 and M8 to M13,
Sitapur Industrial Area, Phase-I, Banmor,
Morena - 476444 (M.P.) INDIA

Bangalore Office:

#264, 2nd Floor, 19th Main, 1st 'N' Block
Rajajinagar, Opp. Vidyavardhak Sangha School,
Bangalore - 560010, Karnataka, India
Tel: +91-080-41711881
Email: mayurbiz@mayur.biz

Delhi Office:

4382 B-Block, Pocket No. 5 & 6
Vasant Kunj, New Delhi-110070
Tel.: +91-11-45082516

Jaipur Office:

#28, 4th Floor, Lakshmi Complex,
M.I. Road, Jaipur-302001 (Raj.) India
Tel: +91-141-2361132

International Offices :

Austria / EU :

Otto-von-Lilienthalstrasse 102, 5020 Salzburg,
Austria / EU0

Portugal :

Rua Capitão Henrique Galvão, 146- 4Esq.
4050-300
Porto Portugal

South Africa :

P.O. Box 52310, Saxonwold, Johannesburg,
Gauteng,
2132 South Africa

USA :

Futura Textiles
8709 Caroma St., Olive Branch, MS 38654
Tel.: (877) 426-8177, Fax: (662) 932-8934
E-mail: office@futatextiles.com

Email: info@mayur.biz | Website: www.mayuruniquoters.com