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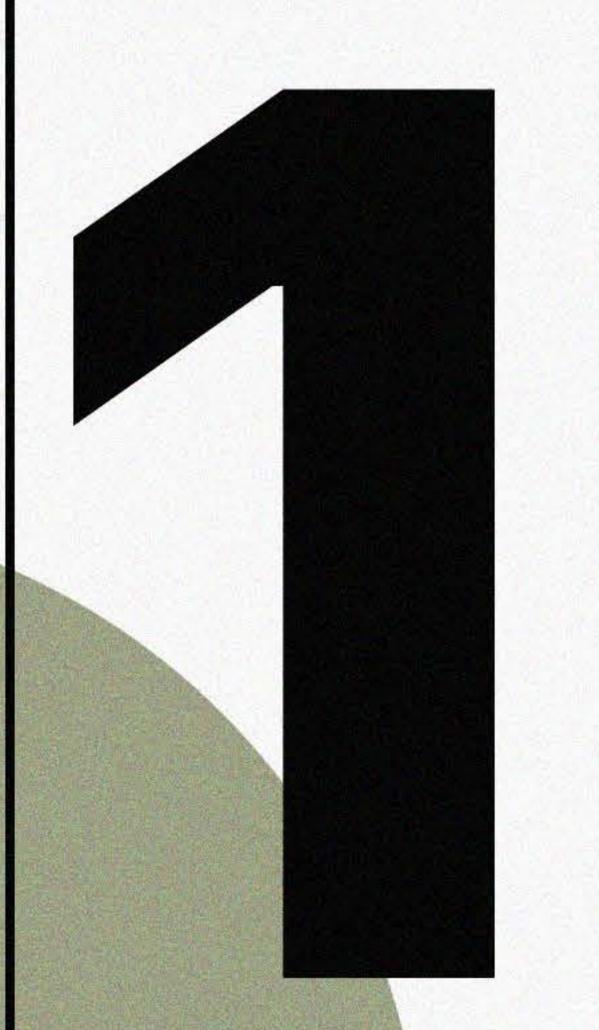
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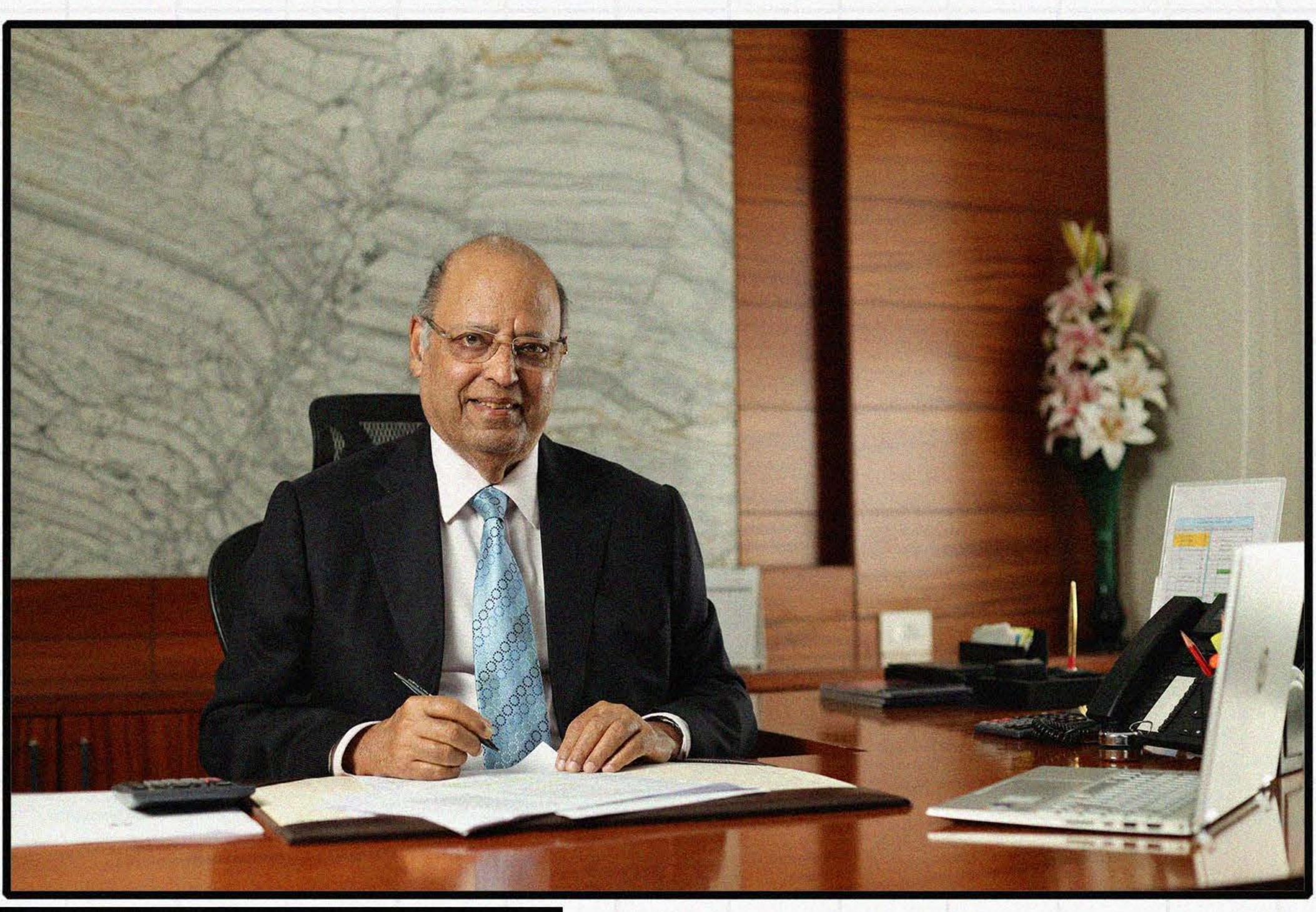
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Chairman's Message



Dear Stakeholders,

Last year was the most awkward, difficult and the most challenging we have ever faced. The COVID-19 pandemic played a vital role in the way businesses were operated. Several issues had to be addressed, namely:

- Remote work structures
- Logistic chains transportation and shortage of raw materials
- Interrupted operations due to national lockdowns and other local restrictions

Thanks to a quick reaction and team effort, Mayur Uniquoters Ltd managed to minimize the impact on our business by:

- Immediately setting guidelines for minimizing risk for employees and business
- Training of staff both in terms of awareness as well as compliance to newly established rules

at all department levels,

- Creating an organizational strategy adapted to new context (procurement, R&D, production,

IT all had to revise their work methodology)

These were reviewed on regular basis and aligned with the needs of our stakeholders. We are proud to say that despite all hassles, we managed to successfully run the business and performed well during the financial year 2020-21 and achieved sales turnover of INR 500.81 Crores which is just 3% short of previous year and without any disruption of supply to any of our customers around the globe.

The ability to adapt and our resilience to survive all these unforeseen circumstances has made us even stronger than before, and shows that there is no hurdle we cannot overcome. It was during these tough times that we have decided to invest further in our sustainability efforts, as also the pandemic times have shed more light on the amount of adversity and environmental hazard the world is facing. It is the need of the hour to take action and come together in an endeavour to walk the path of sustainability for the improvement of the planet, society and future generations. Therefore, it is with immense pride that Mayur Uniquoters Ltd has joined hands to be a member of United Nations Global Compact and is publishing its sustainability report this year.

Since the foundation of Mayur in 1994, our vision and values have always spoken about how crucial it is for any individual to have good health and quality education. Our CSR team makes constant effort to develop communities around us, from supporting government schools with infrastructure and teacher sponsorship to plantation efforts and women empowering actions.

Therefore, we believe that by taking small, strategic and specific steps towards sustainability and implementing this across our organization and our supply-chain, we will be able to shift our business approach in driving positive impacts for the environment.

Being the industry leader for our market segment in India, we also feel more responsible to drive the change so that others can get influenced and the country, as a whole, will benefit from our example. Mayur is actively presenting lobal markets, and the transition from domestic requirements to international requirements has allowed us to gain a broader perspective of how to approach sustainability with more awareness. Working with companies like Daimler, Stellantis, Ford, MG Motors, Honda, Suzuki Motors, Mahindra & Mahindra, Maruti Suzuki, TVS, Tata Motors, Ashok Leyland, Volkswagen amongst others has given us the competence to excel in current and future trends. Moving from CSR to sustainable integrated approach has set the path for new product developments, operational changes, energy management activities aiming to reduce our environmental footprint, and making Mayur amongst one of the best companies in the world.

So, in spite of the challenges and uncertainties that our planet continues to face, my message is one of hope and inspiration. Let us together walk the path of continual improvement, motivating each other to take steps for the betterment of our planet, contribute positively to India's development and fulfil a billion dreams.

S. K. Posson

Best Regards

Suresh Kumar Poddar

Chairman & Managing Director



Sustainability Manager's Message



Dear Reader,

"Drive profitable growth in a sustainable manner" – never has our Mission statement been so important as today.

A lot has been said about our Planet's situation, but words need action, and it's time to act.

In the present day, the business environment is continually changing and this is because of the dangers getting colossal and complex. Businesses need an approach which is robust, and strategies that are sustainable, to co-exist with this kind of a fragile environment. In such conditions, it is important to team up with different collaborator to figure out how to tackle ever troublesome social issues by offering thoughts to one another. Therefore, MUL has re-emphasized its commitment towards sustainability with its UNGC Membership and is investing all possible efforts to convert its vision and values into action.

As stated by our Chairman, Mayur's sustainability path is an ongoing journey which we walk hand-in-hand with our employees, suppliers, customers and stakeholders. By subscribing UNGC, Mayur has taken a commitment towards creating a better and sustainable future for the younger generations.

Therefore, we are supporting the Ten Principles of the United Nations Global Compact derived from the 4 pillars

- · Human Rights
- ·Labour
- Environment
- · Anti-corruption.

Embracing this commitment meant challenging ourselves beyond the standard, and rethinking the future of Mayur in the context of its global presence and sustainability excellence. How to?

Action! Following the example of our founder the only way towards achievement is hard work. So a sustainable coordination structure was created, setting the targets, learning from the best and surrounding ourselves with a team of empowered motivated leaders in India and around the world.

We identified priority areas, deploying activities through our different departments and establishing a roadmap which we will monitor and revise in the coming years. We are eager to share with you our progress and accomplishments.

After taking stakeholders views, we have identified & prioritized topics which will impact our organization's ability to create & preserve environmental & social value for itself, Stakeholders & society at large

- 1. CSR— Quality Education, Health Care, Green Zone Development, Rain water harvesting
- 2. Air Quality Improvement
- 3. Energy Efficiency
- 4. Efficient use of resources in value creation
- 5. Sustainable Products

Also, in COVID-19 we have taken very specific measures to protect our stakeholders' interests:

- Vaccination camps for employees and their families
- COVID-19 testing camps for ensuring safety of operations
- Medical support for all employees affected by the pandemic

MUL is aiming to serve its customers with sustainable products thus R&D department was re-organized to encompass activities linked to explorative research in product and process developments. Our new R&D centre will strengthen this extremely important activity and allow us to be even better and faster.

This is just the beginning; there is no limit to what we can do with drive, enthusiasm and faith. We thank you for being a part of our sustainable journey.

Sanjay

Best regards,
Sanjay Kumar Rose
Sustainibilty Manager



Organizational Profile

MUL is the largest manufacturer of artificial leather/PVC vinyl using the 'Release Paper Transfer Coating Technology' in India, with 3.35 million meters monthly capacity and the leading supplier in domestic market.

MUL has shown a spectacular growth over the past two decades, enlarging not only its production

volume but also the markets where it operates. The Company has reported a strong Growth during last one decade and is a leading supplier to markets ranging from automotive, upholstery, footwear and general goods.

Throughout its history, MUL has never stopped its growth, supported by strong investment in machinery and people. There are 6 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 machinery, and complete laboratory testing facilities, therefore being equipped for all the customer related specific tests. Recently MUL moved to the production of PUR artificial leathers, adding even more complexity and quality to its product offering.

MUL has notably established its presence in in global market. Few of the global brands that MUL is proud to serve are Daimler, Stellantis, Ford, MG Motors, Honda, Suzuki Motors, Mahindra Maruti Suzuki, TVS, Tata Motors, Ashok Leyland, Volkswagen amongst others. Complying with sustainability norms of such clients has also strengthened MUL's competencies and processes.

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

MUL is certified with multiple national and international standards that demonstrate the Company's commitment towards designing and manufacturing of artificial 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 vertical integration setup for textile production. This set up has a provision for producing

knitted fabric which is used as a backing cloth for PVC Vinyl, housing 7900 sq. meters with knitting machines producing fabric with international level of quality.

Currently the plant has a capacity to produce 1.45 million linear meters (mlm) per month and Third coating line is under installation with capacity of 0.7 million linear meter (mlm) per month resulting total capacity of 2.15 million linear meter (mlm).

This plant also has an R&D Centre equipped with sophisticated 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, microscopy are also available in the Centre. A highly skilled team of engineering 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 latest research and development capacity and

to create customized products to the customers with integration of prototyping with pre-production machines.

MUL Dhodsar has also forward- integrated some of the key processes like perforation and flame lamination, making the Company competent and technically prepared to attract and serve the market. As Operations efficiency is the soul of our business strategy, MUL is also working on improving HMI's and establishing more automation via a stronger approach of IoT.





MUL's Approach on COVID-19

The year 2020-21 presented unprecedented challenges due to *COVID-19*. During this testing

time, MUL's focus on supporting its customers, its employees and the local communities in which MUL operates, remained unaffected.

MUL has acted responsibly to tackle the challenges and observed all possible measures to prevent the further spread of the virus and successfully operated to avoid disruptions caused by *COVID-19* coronavirus.

While the situation is still far from restoring, we continue to closely monitor and assess the situation and be diligent about taking appropriate actions"

S.K. Poddar, CMD



unforeseen COVID-19 was an challenge. three up comprising committees, Surveillance, Sanitization Counselling, along with Help Groups at Organization level, Plant level & Department level to deal with the situation to ensure business continuity for all its critical activities. The Company also set up three teams for monitoring the situation and quick response with provision of supportive distribution of essential resources. In view of reducing the risk of viral

transmission and keeping the employees safe, MUL allowed 50% of the employees to work from home wherever possible. A few of the employees have now returned to the office and working complying with all stipulated COVID-19 protocols. The Company has extended the allowance for all those who are still working from home and has ensured the safety of its employees.

MUL's Human Resources and Environmental Health and Safety (EHS) teams have designed, organized, and implemented a comprehensive action plan to meet the specific needs and requirements of the employees for managing Covid-19 containment. This includes relaxation of duty hours, split shifts wherever possible, time-off policies, and optimal work time management practices. The Company caters to the special needs of those who are required to self-isolate or to make other adjustments for caring children and the vulnerable elderly. Employees have been provided with an "employee care kit" containing masks, sanitizers, and other hygienic items to keep them safe both at the workplace and at home.

The Company has imposed prudent travel restrictions for all employees. Prior executive approval is mandatory for all travel proposals and only the most business-critical travel is approved. Travel for international meetings has been totally banned. Domestic travel is permissible only for executing inevitable critical business functions. MUL has laid down a detailed protocol for employees attending events in conformity with government-imposed restrictions.

The Company has kept all its sites open for vital functions only such as manufacturing, dispatching and export with necessary and statutory precautions. MUL has put strict restrictions of people movement to safe guard employees' health, hygiene and safety. Industrial hygiene is closely monitored and occupational health practices are in placed with increased frequency of cleaning and disinfection, signage, restricted area usage, closure of amenities, screening and restricted access for visitors, availability of personal protective equipment, etc. Internal and external events have been rescheduled virtually, postponed, or cancelled to eliminate potential viral exposure.

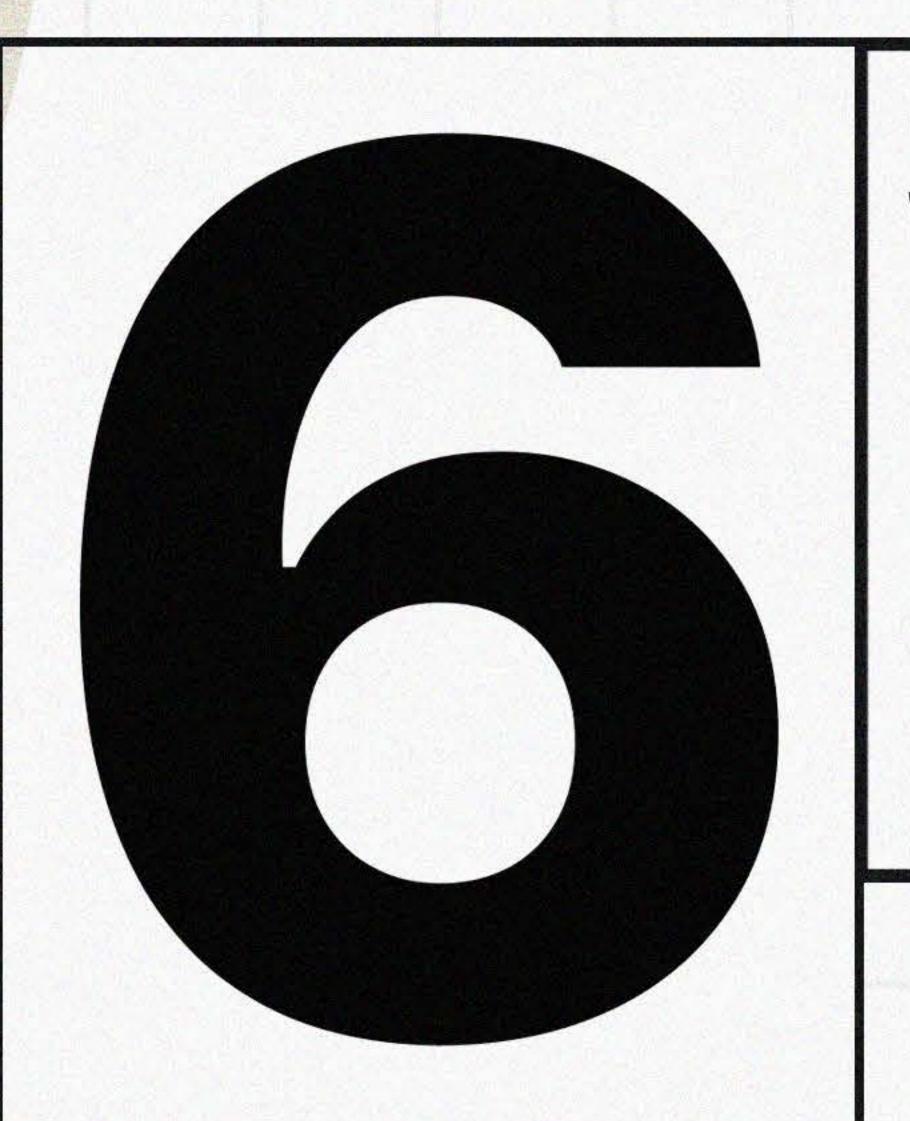


Sustainability Management

At MUL, the concept of sustainability has been acknowledged as central to corporate success. Leveraging years of rich experience, the Company has realized that operating sustainably offers significant opportunities for securing long-term real value to the society. It has consciously built its core business strategy within the larger framework of the UN Sustainable Development Goals so that there is no conflict of interest with or among its business and sustainability strategies.

Expansion, diversification and backward integration in the Company are within calibrated constraints and in full compliance with the sustainability principles. The present resource utilization and process operations followed by the company do not jeopardize the ability of future generations to realize their needs and goals. The Company recognizes that an effective strategy is the one that addresses the environmental, social, health and safety, product, supplier, and economic components of sustainability spectrum. The Company extensively uses a wide range of technical reports and internally reviews sustainability management practices to set and measure goals for continuous improvement and innovation in pursuit of its sustainability policy.

At the operational level, MUL proactively supports sustainable development through the consistent implementation of and adherence to the integrated management system, which is based on a range of international standards. The company complies with these standards with certification of its sites and through periodic reviews by external audits.



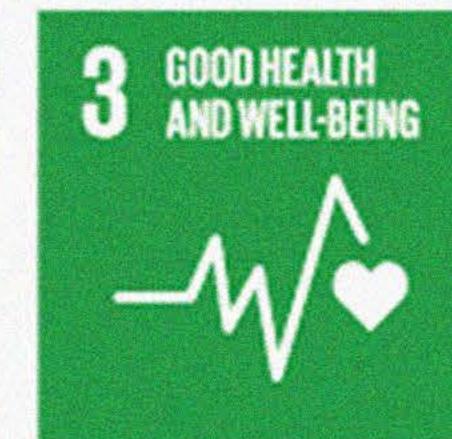
Sustainability Reporting Practices

Sustainability Reporting Practices

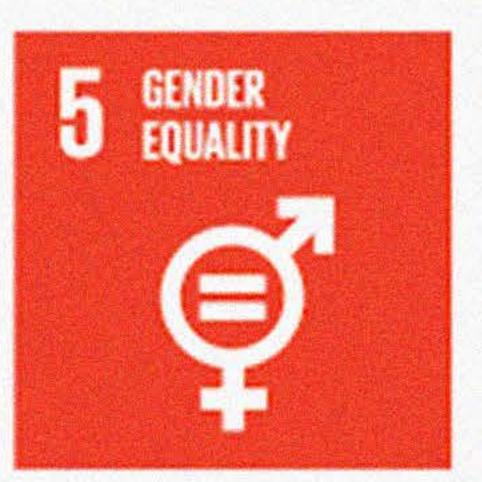
MUL so far has continued the practice of disclosing its sustainability performance as a part of its Annual Report as per the Government of India. In August 2020, the Company, in its endeavour to mainstream sustainability efforts and disclosures, obtained UNGC membership as a progressive step forward. This **Communication on Progress (CoP)** is MUL's first attempt to embark on a sustainability reporting journey. 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.





















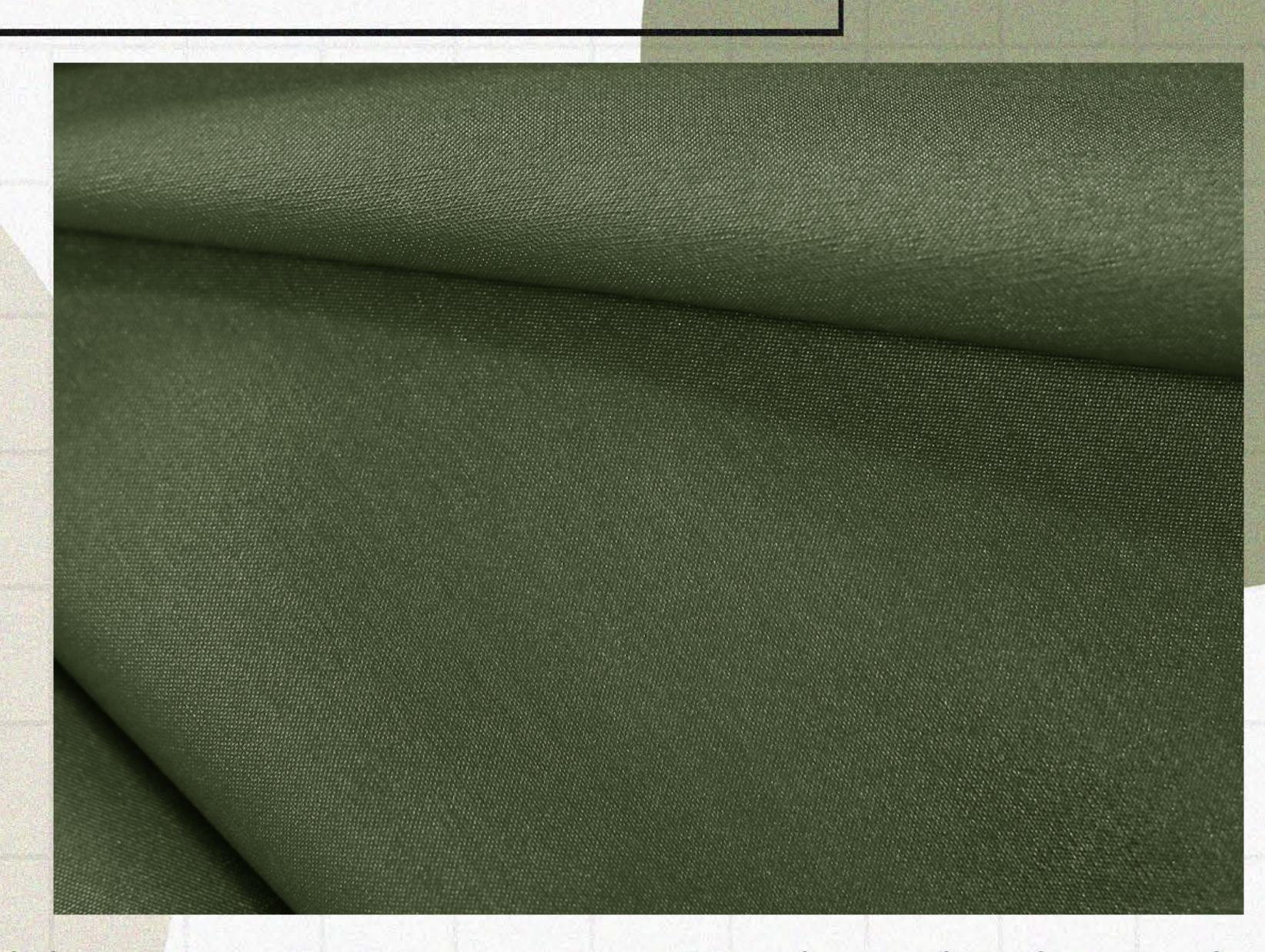








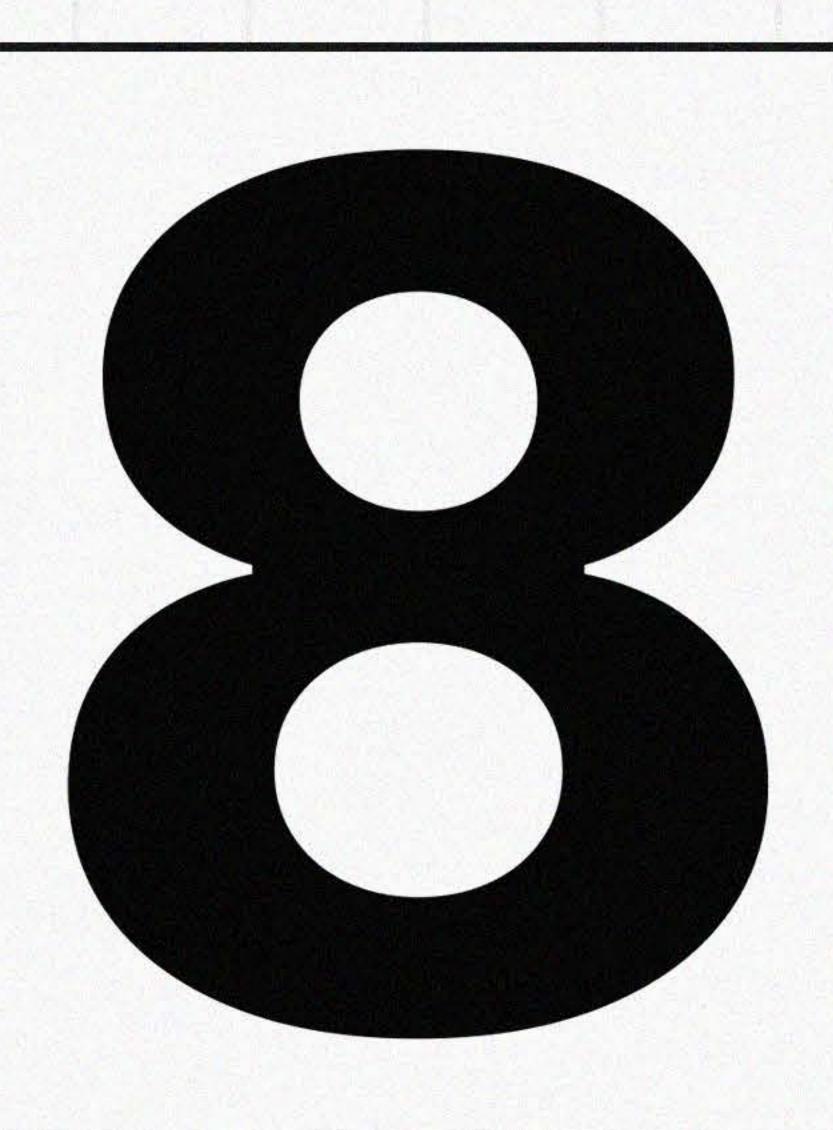
Corporate Strategy



MUL has registered significant and steady growth since its inception through a series of strategic initiatives, technological advances and innovations which brought the Company to its present healthy financial status. Systematic and planned growth has been consistently on the focus. In the year 2015, the Company constituted a dedicated Business Excellence Team consisting of Inter Departmental and Cross Plant Executives. Under the able guidance of the Executive Board, this Team is entrusted with the responsibility of initiating and implementing the strategic goals and objectives.

Realizing that the current favourable market is providing unique opportunities for shifting from natural unsustainable leather commodities to an alternative substitute engineering material, MUL has conceptualized a robust and forward looking strategic initiative to totally integrate synthetic leather into the framework of sustainability. The Company, with its strong R&D set up, has accelerated innovation based on applied and directed research in green chemical engineering. MUL is dedicated to generating value and delivering it across its full spectrum of stakeholders while firmly rooted in accountability, transparency and sensitivity. The Company is aware of the fact that long-term business success can be secured and sustained only by value creation not only to MUL and its shareholders but also to two other critical constituencies i.e. the people and the planet.

MUL believes that transacting business sustainably responsively and responsibly is vital to its values, ethics and philosophy and hence its sustainable developmental goals are merged seamlessly at both strategic and operational levels of health, safety and environment.



Vision, Mission and Values

VISION 💿

MUL's vision is to create value for its Customers, Suppliers, Employees, Shareholders, Statutory and Regulatory Bodies and Society through continual improvement in all its processes and to inculcate a culture of technological innovation in the internal environment of the company.

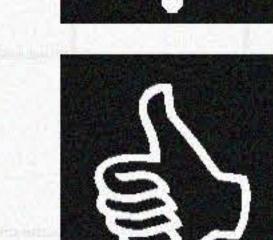
MISSION '®

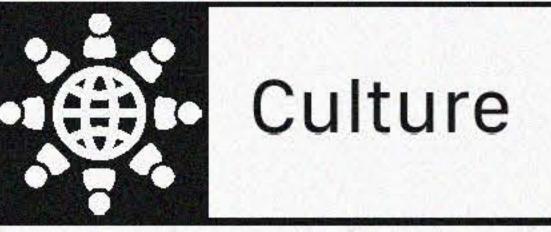
MUL's mission is to drive profitable growth by providing an excellent customer experience through consistency, high quality products and services, with strong stakeholder relationships, in sustainable manner.

VALUES (3)

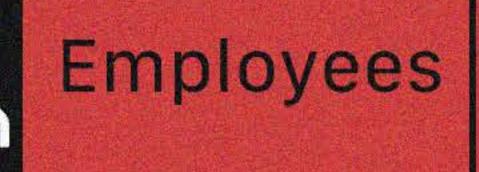
MUL has set seven drivers as markers of its all-inclusive approach embedded in the full spectrum of the Company operations.



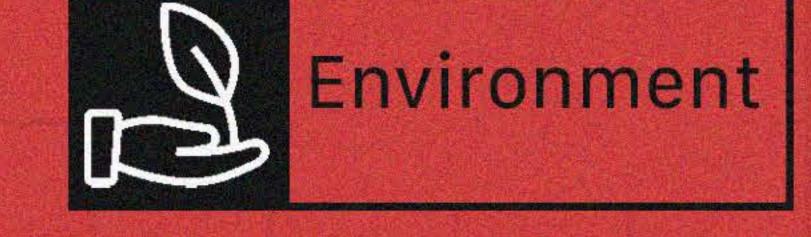












Governing through ESG

MUL's Vision and Values are the foundation of everything that the company does. The Company's philosophy on Corporate Governance revolves around its valuable legacy of fair, ethical and transparent governance practices. MUL established and is following the social and environmental practices much before they were mandated. MUL has a long trail of adopting the highest standards of professionalism, honesty, integrity and ethical behaviour. As a responsible corporate citizen, the common governance practices are followed at all the units across the organization and are compatible with international standards and best practices. Through the sound Governance mechanism, the Board along with its Committees accepts and undertakes its responsibilities of all its stakeholders by ensuring transparency and independence in its decision making.

The Board of Directors is the highest governance body in the company. This body's functions include exercising general supervision over the objectives and the conduct of the business. The Board also plays an active role in overseeing and enhancing corporate governance of the Company. The Board comprises of six representatives, including one woman director. The Board members are from diverse fields of expertise and bring in newer perspective 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 high level of experience, which provides practical insight to foster advanced decisions.

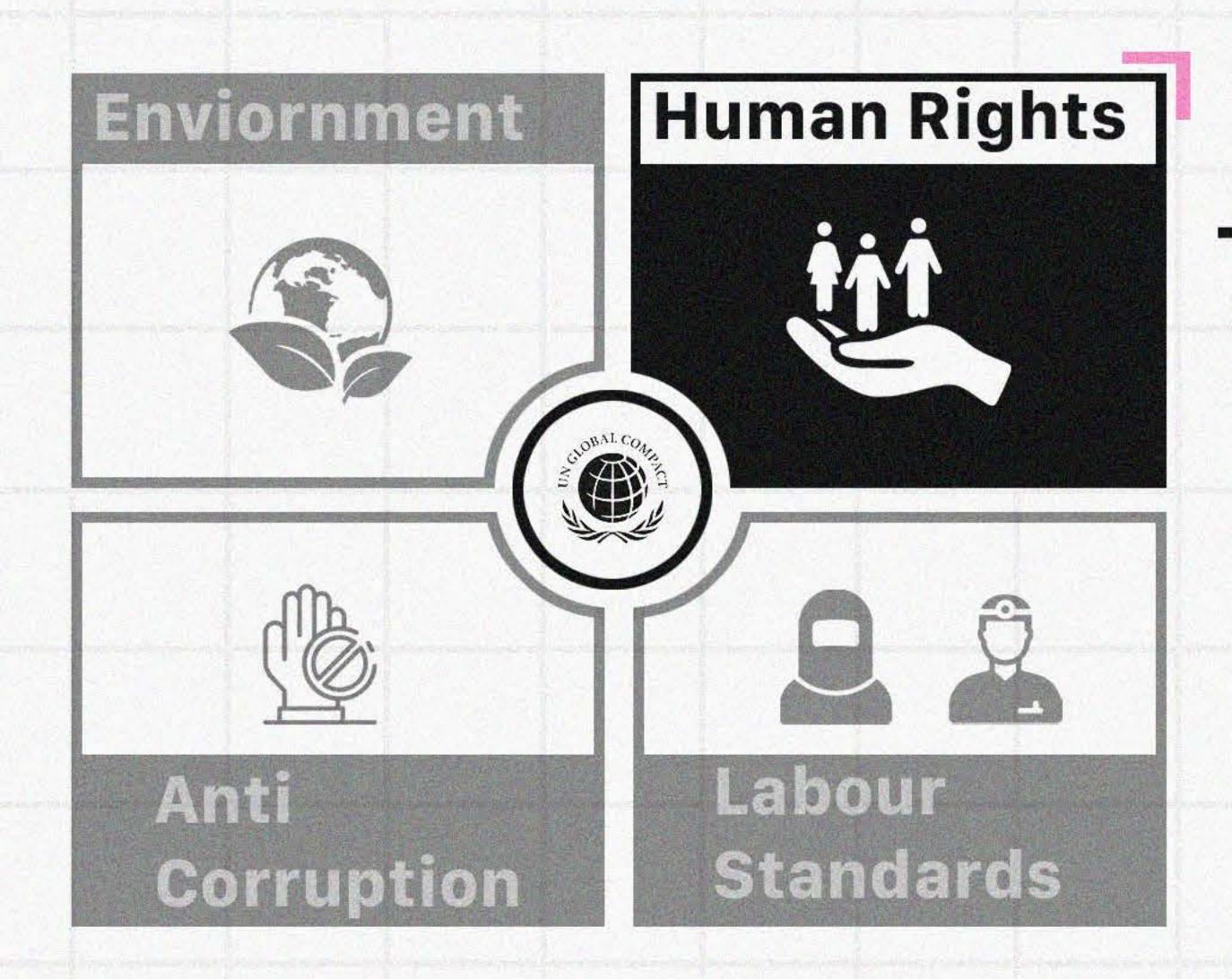
MUL's Corporate Governance Structure

UNGC Principles

Human Rights: Management Ideology

As a member to United Nations Global Compact (UNGC), MUL supports and promotes the ten principles that revolve around four areas i.e. Human Rights, Labour, Environment and Anticorruption. MUL respects the human rights and dignity of people throughout its operations and is committed to treating all its employees, including those on contract or short term employment with respect and dignity. 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.

MUL's membership with UNGC underscores its affirmation of adherence to its ten principles consistently and systematically and works towards embedding them across the organization and its supply chain.



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	Action	Outcome
MUL is convinced that respect for human rights is vital for sustainability and therefore, the Company has integrated human rights considerations across it all operations. The Company's Code of Conduct clearly stipulates that MUL supports and respects all internationally recognized human rights including the UDHR and the ILO's Declaration on Fundamental Principles and Rights at Work. The Company also safeguards the privacy rights of employees through its internal process and maintains personal data of all employees with prior consent temporarily or permanently hired or contracted. The Company has a procedure of appraising all employees about Code of Conduct, sustainability and other policies related to their rights and other norms of employment.	is achieved by 1. Providing training on Code of Conduct during induction and making the document available on intranet 2. 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	1. No case of any of the Human Rights violation has been reported during the reporting period and neither has been carried forward from past years 2. No incident of grievance, retaliation, Sexual harassment, whistle blowing has recorded during the reporting period

Labour: Management Ideology

MUL reaffirms its commitments of the ten principles of the UN Global Compact (UNGC) and abides by them. The Code of Conduct and other Policies of the Company encapsulate and embed the values of these principles that are applied across operations and wider spectrum of stakeholders including but not limited to employees, customers, communities in which the Company operates. The policy environment at MUL nurtures individual learning and development among other aspects such as anti-bribery, equal opportunities and other internationally proclaimed human rights.

MUL believes that maintaining cordial and amicable labour relations is crucial to the success of the Company. In its constant pursuit to work towards 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 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.



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

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

Principle 5: The effective abolition of child labour.

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

Management Approach

- -- MUL recognizes and endorses | -- Multiple interactive the freedom of association as forums and platforms are parted ways due to the right of fundamental employees to bargaining. collective Sustainability Policy reflects the related to health, safety, commitment of adherence these rights.
- -- MUL upholds the provisions of matters. Convention forced labour and does not above the minimum age engage them at any of its criteria and are facilities. The Company complies | empowered to raise their with national laws concerning issues, including Sexual Minimum Age for Admission to Harassment to the Employment and the statutory designated committees. provisions.
- -- All employees are free to form | mechanism offers a any representative forum and platform for free and have right to form labour union unbiased discussion and grievance has been for collective bargaining. In its amiable resolution. Also, endeavour to maintain cohesive if the solution is not relations with employees, the acceptable to the Company runs many incentive employee, they are free and welfare schemes, including to approach the higher prizes, cash awards, etc.
- -- MUL does not discriminate the Company provides based on employees ancestry, caste, ethnicity, gender, religion, sexual incentives on education orientation or any other trait of employees' children, protected by law. The Company scholarship facility, etc. has a robust grade structure for The Company has a benefits employment professional opportunities. selections are merit based -

Action

- the setup that facilitates congregate for employees the freedom MUL's to discuss matters to workplace environment and other related
 - prohibiting |-- All employees are
 - |-- The grievance handling recognitions, governance body.
 - |-- For employee benefits, age, free transportation, disability, subsidised food, and tradition of celebrating development | employees' birthdays, employee | major festivals and presenting greetings -

Outcome

- -- No employee has violation of any rights during reporting period. -- All salary & wages were carried out
- without any disputes. Also the employees were assisted with COIVD relief aid -- MUL has a formed Works Committee that provides a platform for all employees an access to present, discuss and settle any issue / grievance they may have. So far, no
- reported -- The Company follows a detailed and strong skill matrix score card. The training needs are identified in correlation with Key Performance Indicators and the employees are provided skill enhancement training on diverse topics and subjects. During the reporting period, the Company organized training on 14 topics, covering over 250 employees.

Management Approach

-and criteria common for all. MUL governed a policy. zero-tolerance incident of violating any of the employees are covered provisions is viewed seriously under Medical Insurance and handled appropriately. --The Company is accredited with -- The employees are

international standards Occupational Health & Safety (ISO45001) related management provided with training systems. MUL is equipped with and mock drills at a technologies appropriate prevent accidents and mishaps.

Action

- and gifts on such strict occasions, among other Any incentives. Also, all Coverage.
 - on oriented about the policies and also to regular interval. The fire extinguishers are inspected and maintained regularly.

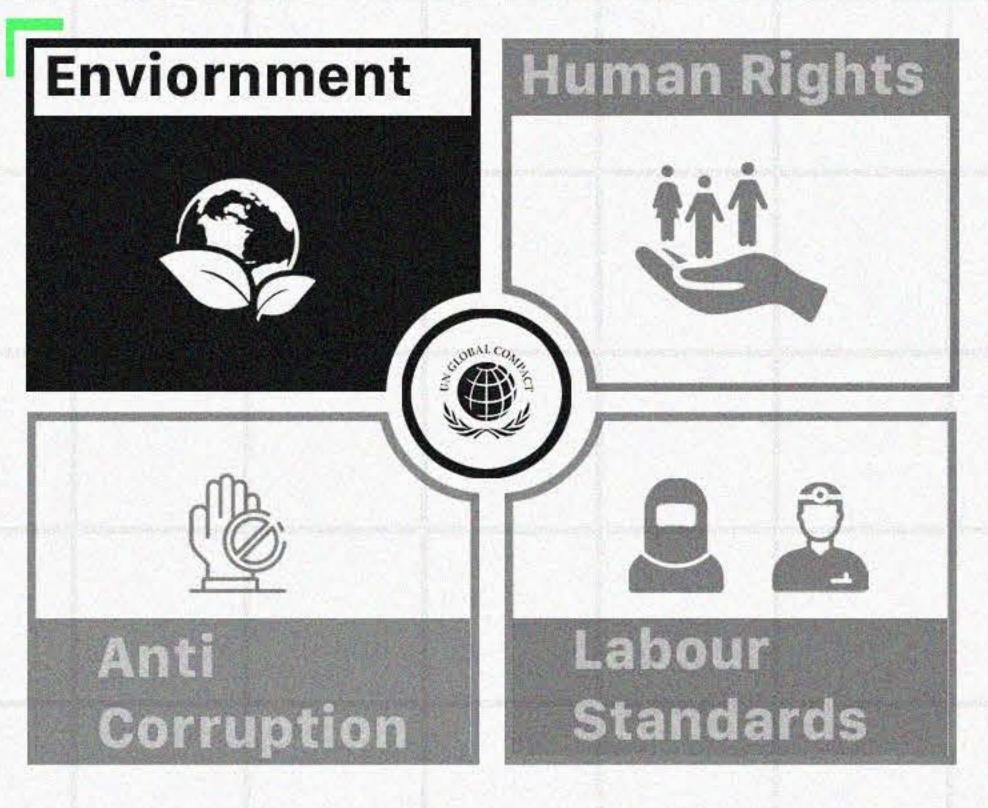
Outcome

-- As one of the stray cases, First time in History of MUL — One unfortunate fatal accident took place in the Coating Section. A detailed investigation was carried out and necessary measures were undertaken. The compensation as per the regulatory norms and other benefits was provided to family.

Environment: Management Ideology

Sustainability and environment preservation are integral parts of MUL's values and vision. The objectives behind the Company's environmental efforts are to attain growth sustainably and to meet customers' expectations for environmentally friendly products and services. The aim is also to improve operational efficiency, lower costs of production and reduce the environmental footprints and to meet stakeholders' expectations on environmental issues. MUL's business practices are governed by a strong Quality Management System on natural resource conservation and all innovations and advancements are based on sensitivity towards nature and its resources.

MUL has a sound Sustainability Policy which is laid down based on the Company's commitment to environmental safety and corporate responsibility, ensuring conservation of natural resources and maintaining quality of soil, air and water.



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
	Safeguarding the envir of the Company is of
	of the Company is of
	importance to MUL
	non-negotiable. All
	measures are taken to
	any harmful impact
	environment.MUL firmly
	that economic growth ca
	achieved at the cost of so
- 11-1	environmental degradation
	All policies and Code of
	of MUL reflect its commit
	Environmental Safety
	corporate social responsi
	MUL measures and maint
Ne i	record of the impacts
	operations on the envir
	and strives to resolv
	adverse impact.
	MUL strictly complies
	Environmental laws, reg
	and mandates by natio
	state authorities. Apart fr
	the Company also adhere
	Quality Management S
	Environment Man
	System & Occupational F
	Safety Management
#	policies and the inter

- ling the environment |-- All employees and re taken to mitigate norms and policies ful impact on the -- Employees are trained t.MUL firmly believes on First Aid, MSDS, tal degradation.
- s and Code of Conduct | Air ect its commitment to | -- Technology Safety ocial responsibility. res and maintains the air quality. the impacts of its | -- Dust collectors resolve any load act.
- tly complies with all Chemical Mixing area. ccupational Health & enabling micro anagement System, particle Mitigation including standards, guidelines.
- -- Technological advancements in Emission points have efficiency, energy conservation, air pollution monitoring. material abatement, continually recycling internalized by the Company.

Action

- npany is of utmost suppliers are oriented and is towards the international notice has been possible environmental and social imposed on account of
- nic growth cannot be On-site emergency plan, accidents, except for the cost of social and | fire safety etc., including | minor spills have taken mock drills.

- and interventions were implemented to improve
- on the environment installed to reduce dust from Coal Yard &
- ntal laws, regulations -- Plasticizers recovery tes by national and system was introduced rities. Apart from this, for reducing air pollution | -- More than 50% y also adheres to the and for recovering and nagement Systems, reusing -- Electrostatic Management | Precipitator (ESP) for
- nd the international -- On the site plan, five UNGC emission points are indicated and Critical water been marked for

Outcome

- -- No instance of fine / penalty / closure non-compliance on environmental front.
- -- No significant place during the reporting period
- -- Improvement in Air quality achieved.
- -- 5% of dust emission reduced.
- -- PVC & Coal dust recovery is implemented.
- -- Recovery and Reuse of Plasticizer is initiated when
- reduction in particulate matter achieved.
- -- Mechanism for measuring water table and re-charge level became easy and recordable.
- -- Garden, surrounding the factory premises is developed.
- -- Zero Liquid Discharge certification obtained.

Management Approach

-An effective employee training water and waste water program management is an integral part water - Tankers and Bore of MUL's operations. Employees | Well are encouraged to share their -- Water table is suggestions and ideas implementable innovations are incentivized and Piezometer system rewarded appropriately.

Action

Environment -- MUL uses 2 sources of

the continuously measured and -- Process optimization and monitored using

-- Domestic sewage is Jdischarged to STP and

output is used for gardening

- -- ETP and RO treated water is recycled
- -- RO Reject water is diverted to Solar Pond for evaporation
- -- Ten Rain water harvesting systems are installed within the factory premises. These are designed to recharge the bore well which is a water source for the plant.

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 through Government approved recycler.

Non Hazardous Waste

-- Non Hazardous waste is being recycled & reused leading to Zero Waste

Energy

MUL currently uses two Non renewable energy sources

- -- Diesel 0.006 Ltr/Lmtr
- -- Coal **0.48 Kg/Lmtr**
- -Indirect Energy source
- -- Electricity 0.45 kWH/Lmtr
- -- Energy saving activities within and outside the factory premises has been implemented. Initiatives include relocation of pump to benefit from negative suction, drive installation in ETP, pressure of air compressor optimization, Sodium vapour lamps and tube lights replaced with LEDs.

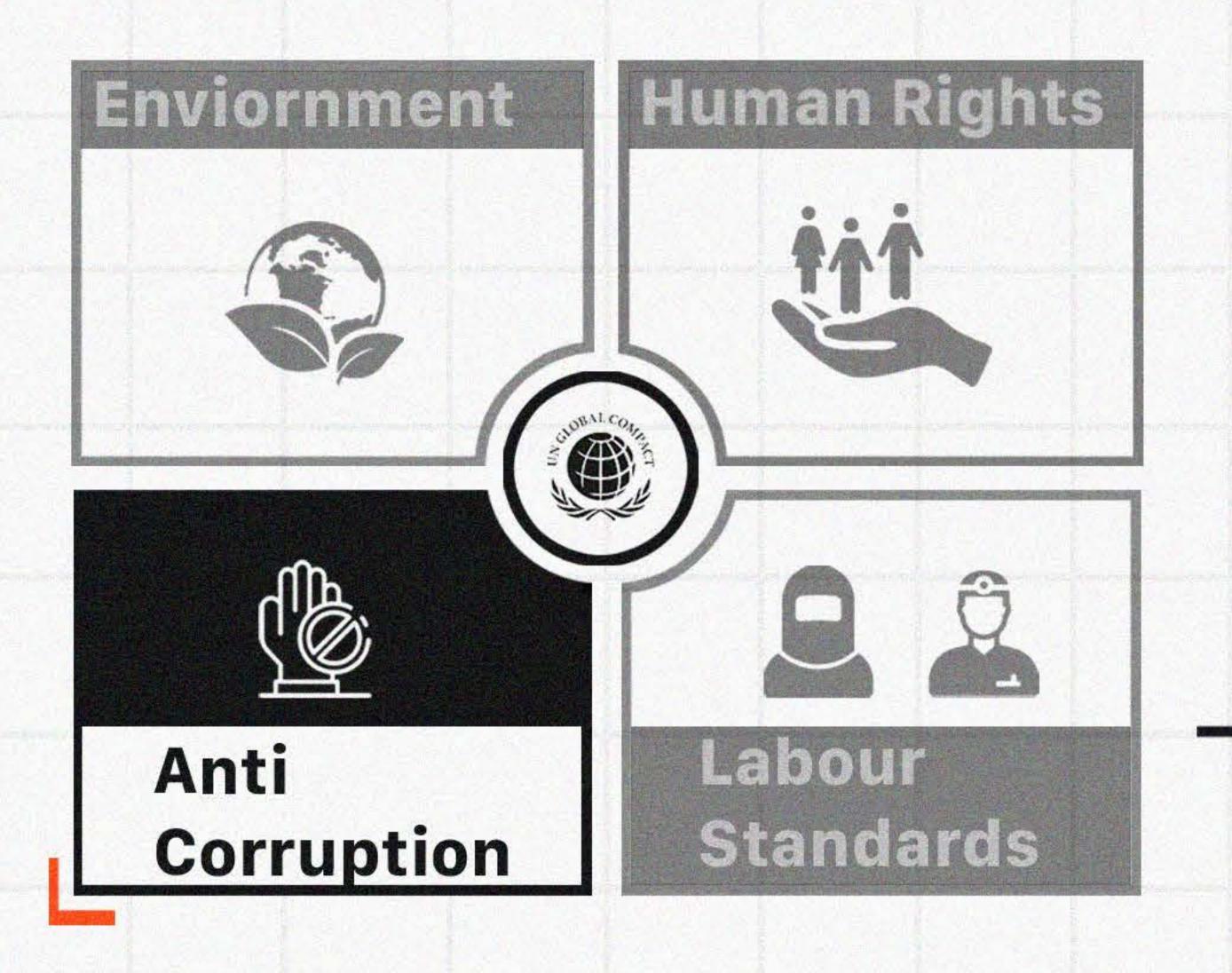
Outcome

- -- Water consumption and waste water disposal data are measured and monitored quarterly.
- and regulation of air draft is in process to reduce water consumption.
- -- Chemical waste diverted to landfill is stabilized and to further reduce the environmental contamination, the landfill has inbuilt liners to prevent direct contact with land.
- -- Aligned with Government authorized recycler for disposing off the hazardous waste responsibly.
- -- No significant waste is generated and disposed.
- -- MUL is in the process of evaluating options for Renewable energy sources.
- -- Energy conservation innovations yielded a saving of 115MWh.

Anti Corruption: Management Ideology

MUL is committed to strict adherence to not only to the regulatory norms, but also to its policies and Code of Conduct. As a self-Regulation measure, MUL ensures 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 a right balance between stakeholders' interests and providing them platform to raise concerns or report instances of actual or perceived violations of the policies.

There have not been any incidents of corruption and /or bribery during the reporting period. 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 lagainst corruption in all its forms, including extortion and bribery.

Management Approach MUL follows zero tolerance for 1. All employees, any form of corruption and including contractual, applicable laws and policies trainees are appraised Integrity is fundamental drivers and a way of oriented about the functioning. regulatory MUL's Sustainability Policy and 2.MUL's Whistle Blower Anti-bribery policy

prohibits the corruption and platform to report any bribery of any kind. The policy is digression from the applicable to all employees and established norms and individuals working and / or policies. The Company associated with the Company at also conceals of identity any capacity.

Action

complies with casual, apprentices, MUL about the policies during externally was the induction and also implications in case of laws, violation of policies. strictly | Policy provides a of the person reporting the deviation and keeps his / her identity anonymous. 3. The Company has a process for promptly initiating the appropriate actions to check and confirm the validity of any complaints received

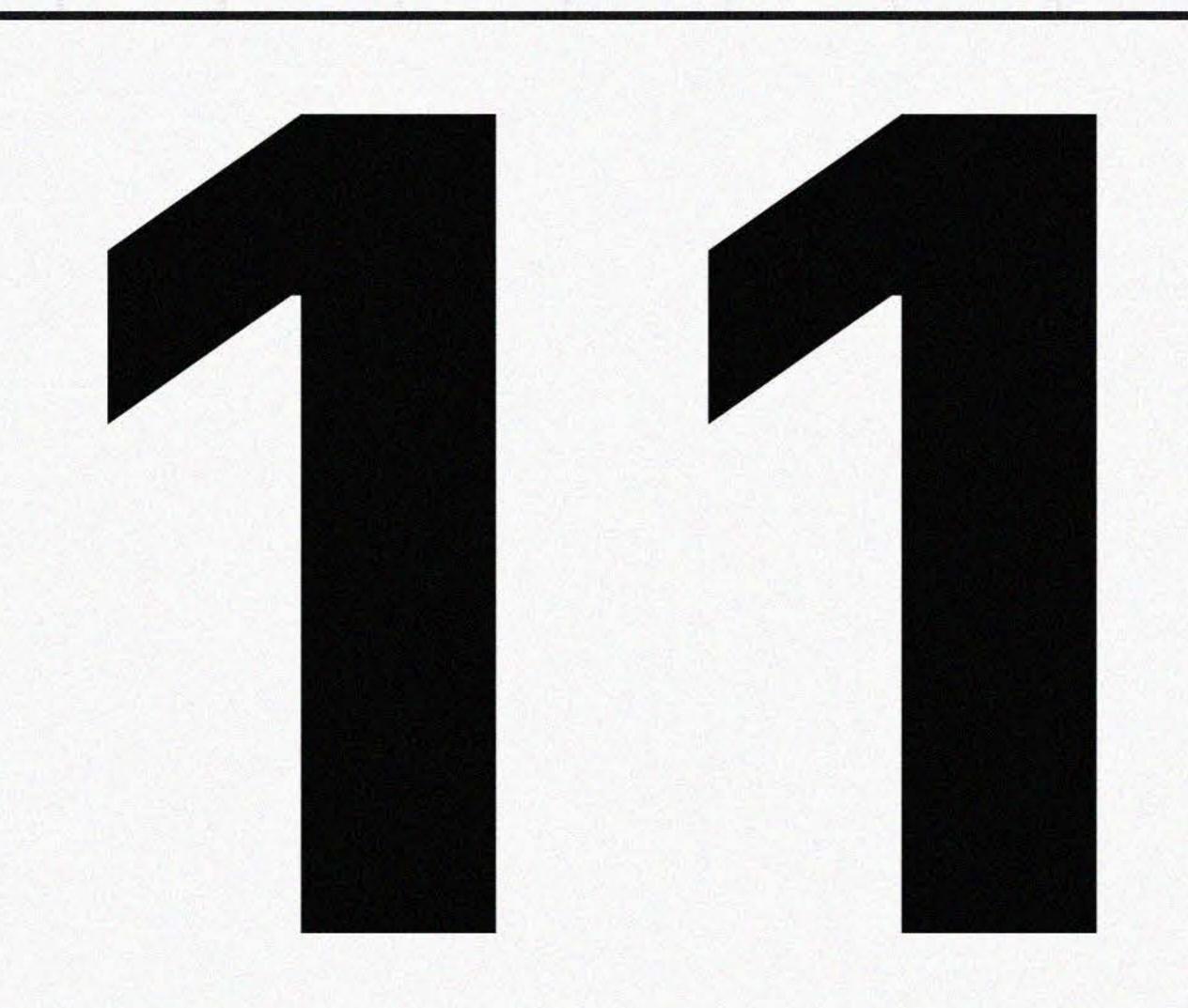
and the findings are

Governance Body.

shared with the highest

Outcome

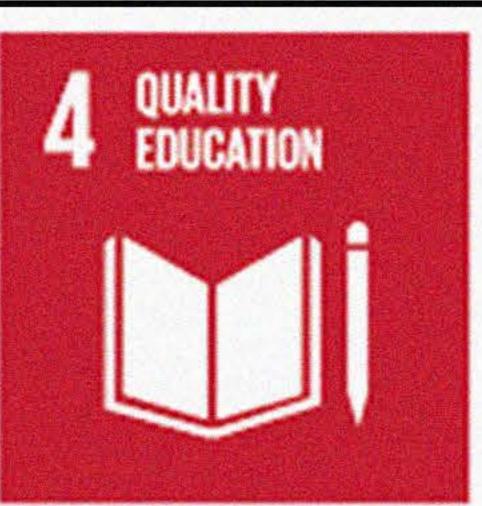
1.No case of corruption, bribery of violation of policies either internally or reported during the reporting period 2. There are no cases pending against the company with respect to corruption charges, neither any on-going or pending case within the organization.



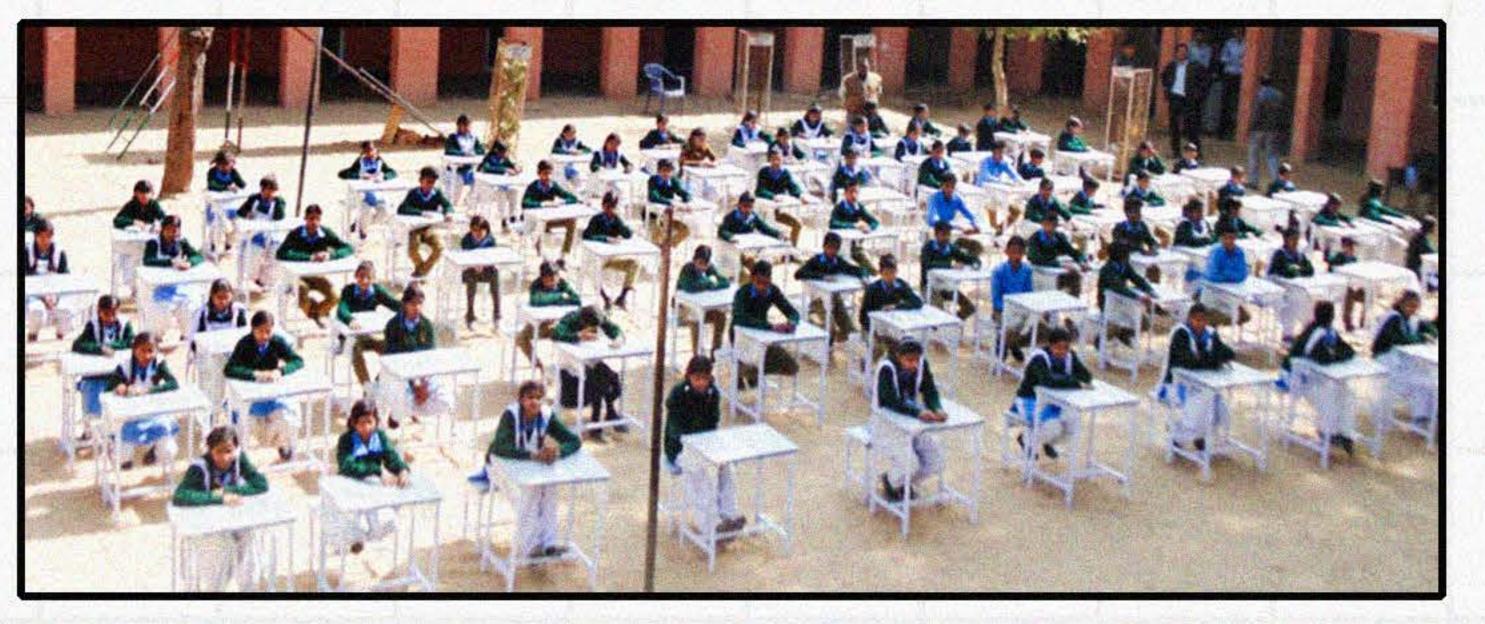
Alignment With SD(55

Sustainable Development Goals









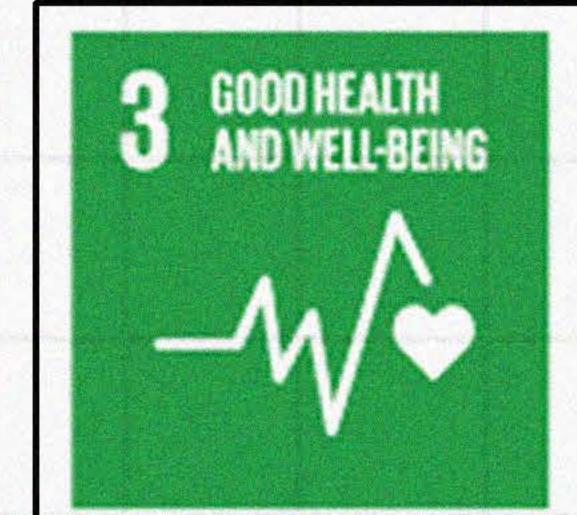


Program Area - MUL is committed to With an aim to transform lives through | provide 'Quality education, One of MUL's | Education' to its staff by learning opportunities for all. focal area is to make formal education continuous Learning accessible to entire and Development spectrum of needy, deserving, marginalized | -- MUL actively engages | child education. and financially with the community challenged children and | through targeted CSR families by providing initiatives to alleviate financial assistance, poverty. --The Company large. scholarships and engages with the recognitions. society through its CSR linception has been Empowering local projects and leverages communities with targeted interventions education and help them lead a dignified life with the aim of -- Environmental sustainability "leaving no one behind" -- Rural Development is an integral part of MUL's CSR policy and -- Health Code of Conduct and -- Education other policies.

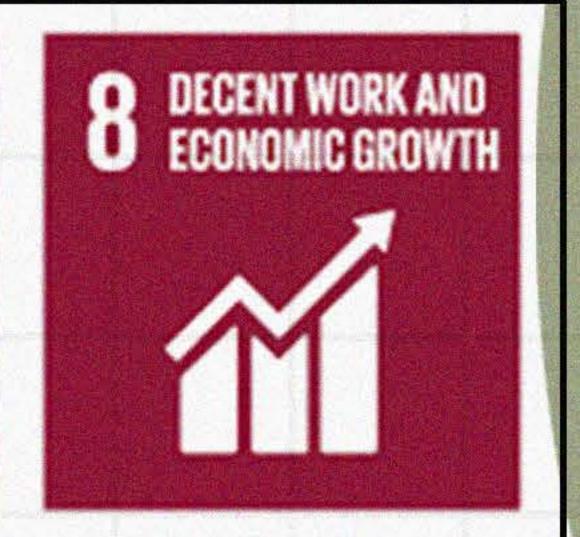
Outcome -- Equitable quality education and promotion of lifelong way of Skill development -- Support Government schools programs which ensures by providing scholarships among other financial assistance and promote girl -- MUL undertakes numerous CSR projects related to health and wellbeing of the society at -- The Company, since its successfully maintaining for inclusive growth with cohesive relationship with the community

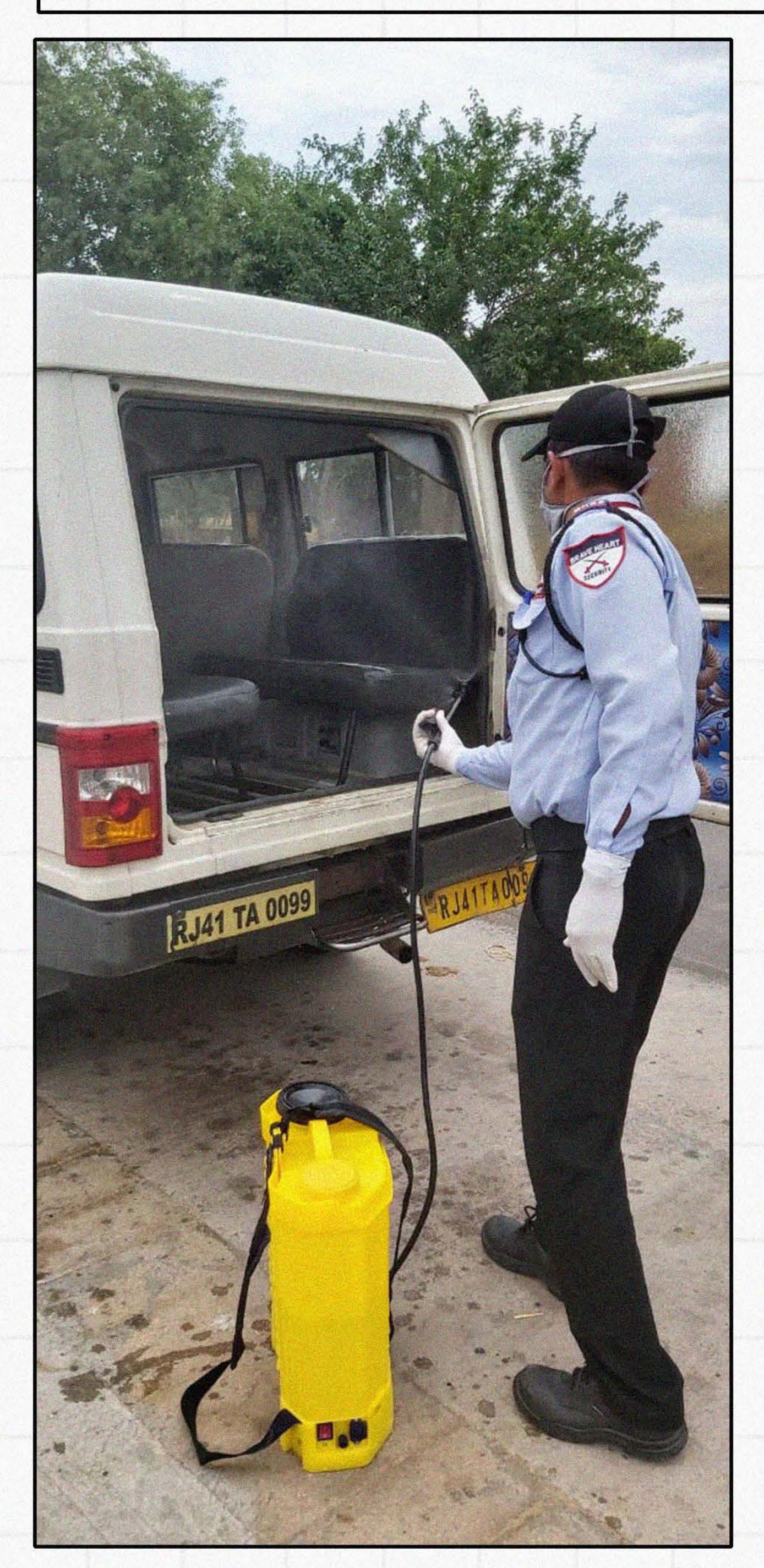


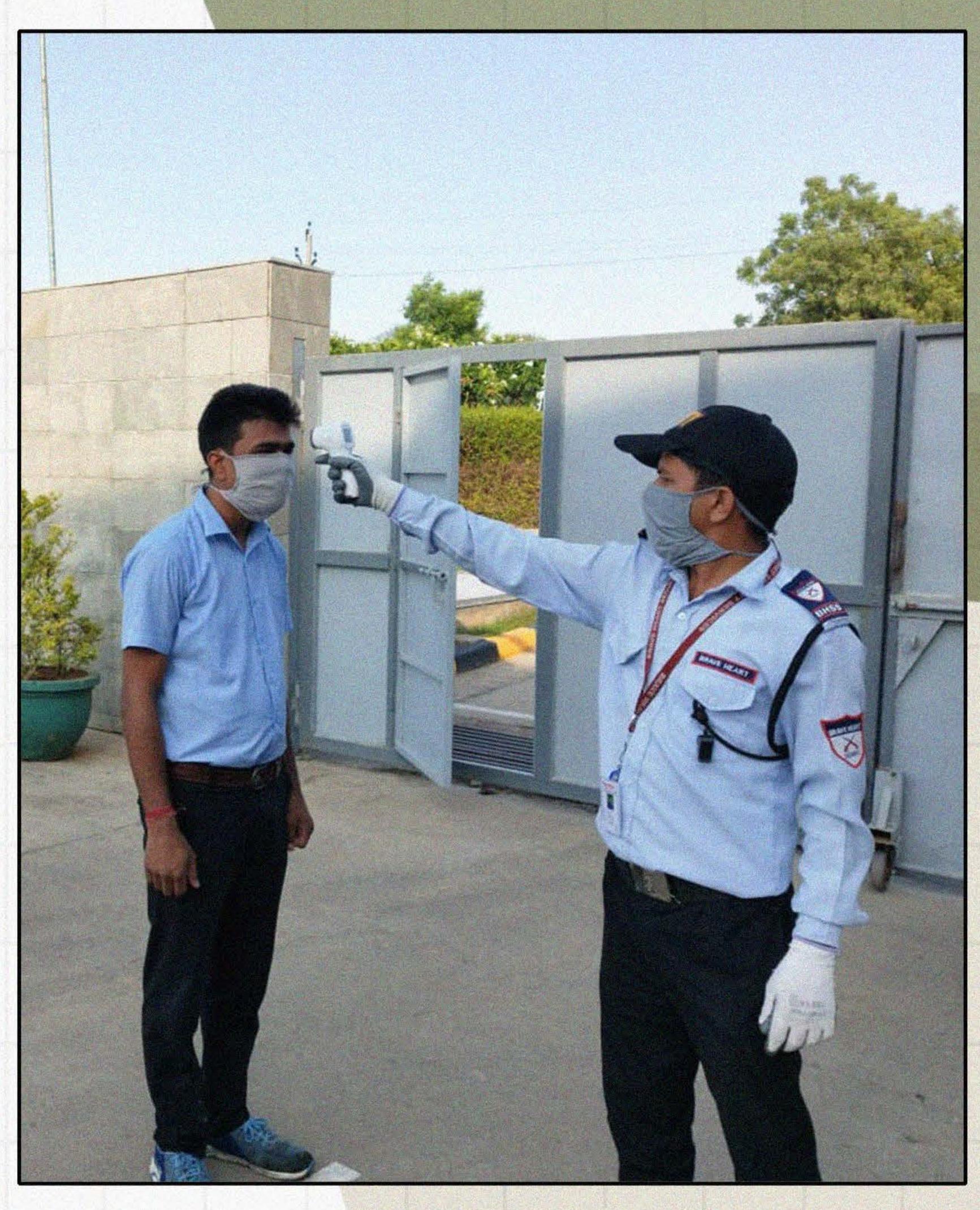
Sustainable Development Goals











Area	Program	Outcome	Link
MUL, as a responsible corporate citizen, responded swiftly and took all measures required to address the uncalled for crises with full dedication to the	committees, support groups and developed guidelines for minimizing risk for employees and business Created massive awareness drive, covering staff and community complying with new safety protocols Conducted a new strategy across procurement, R&D, production, IT and revised work methodology Except for critical functions, all other operations were handled	care to self-isolated or to those caring children and the vulnerable elderly. Deployed massive disinfection drive, signage, restricted area usage, closure of amenities, screening and restricted access for visitors, availability of PPEs, etc. to prevent further spread of the pandemic. Employees care and safety kits were provided containing masks, sanitizers, and other hygienic items.	Link of page 5 of this CoP, containing MUL's Approach on COV-ID-19
	Business related travel was limited to absolutely critical reasons and with permission of the highest governance body Ran awareness programs about hand wash and hygiene.	hospital, bed, oxygen, transportation, etc. provided to employees, their families and community through designated committees Provided oxygen concentrator, Oximeter and Thermal Guns to Rajasthan Health Department and Jaipur Police Dept.	

Sustainable Development Goals





Area	Program	Outcome	Link
stakeholders. The Company is committed to provide decent and safe work environment to all our employees, which is embedded in the Code of Conduct and Sustainability Policy	strictly adheres to the provisions of ILO convention prohibiting forced and compulsory labour. The Company pays higher wages than stipulated by Government as per Minimum Wages Act 1948. Employees are free to form an association or join any union or body for collective barging.	violation complaints – internally or externally were received during the CoP reporting period. MUL's commitment to safe and healthy work environment is ensured. The mfg. facility is ISO45001:2018 certified.	a. CODE OF CON- DUCT b. ISO 45001 CERTIFI- CATION c. SUS- TAINA- BILITY POLICY

Outcome Area Program -- MUL 100% follows the land address issues related to To address Minimum Age criteria environmental issues, workplace safety, including Behaviour Based Safety. for employment and the Company has adheres to the statutory -- MUL strictly adheres to the undertaken compliance of PoSH Act, 2013 provisions w.r.t child technological with a strong grievance handling interventions at multiple labour and forced mechanism and an Internal stages and has started labour. leveraging on the -- Commitment to this Committee. -- No case of sexual or any other principle is mentioned benefits of process harassment was received. in the "Code of re-engineering, -- Withdrawal, consumption and Conduct" and innovations and discharge of water is maintained "Sustainability policy". deployment of new technologies. This has within approved limits. -- Water table is resulted in to lessening -- Domestic sewage is continuously measured the impact on land, air and monitored using discharged to STP and output is used for gardening Piezometer system quality, and -- ETP and RO treated water is -- Ten Rain water improvement on water harvesting points are table. recycled. installed for re-charging |-- 5 % of dust emission reduced, air quality improved bore wells. -- Over 50% reduction in -- Dust collectors particulate matter achieved installed -- Initiated recovery and Reuse -- Electrostatic of Plasticizer when possible Precipitator (ESP) for -- Waste diversion to landfill enabling micro particle stabilized and inbuilt liners used mitigation for landfill to prevent direct -- Plasticizers recovery contact with land, whereby system was introduced -- Chemical Sludge Environmental contamination (ETP), is landfilled Ireduced. -- No significant non-hazardous -- Hazardous waste waste is generated and disposed including Chemical Sludge is managed -- MUL is categorized under Zero through a Government | Liquid Discharge company. approved recycler. -- Non-hazardous waste is recycled and re- used.



Materiality Topics

Materiality assessment

MUL has a process of identifying critical topics and key issues for developing KPIs and targets. The process includes series of internal discussions and deliberations over the topics that are relevant to the business and also the expectations and concerns of the external stakeholders with other vital aspects related to budget and resource requirements, availability and allocation plan.

This method helps MUL in implementing its strategy, adherence to the policies and developing action plans related to economic, environmental and social impacts. The Company periodically re-visits the KPIs with a view to assessing the performance over set KPIs and re-align prioritization with wider material topics and stakeholder consultation, based on their inputs and perspectives.

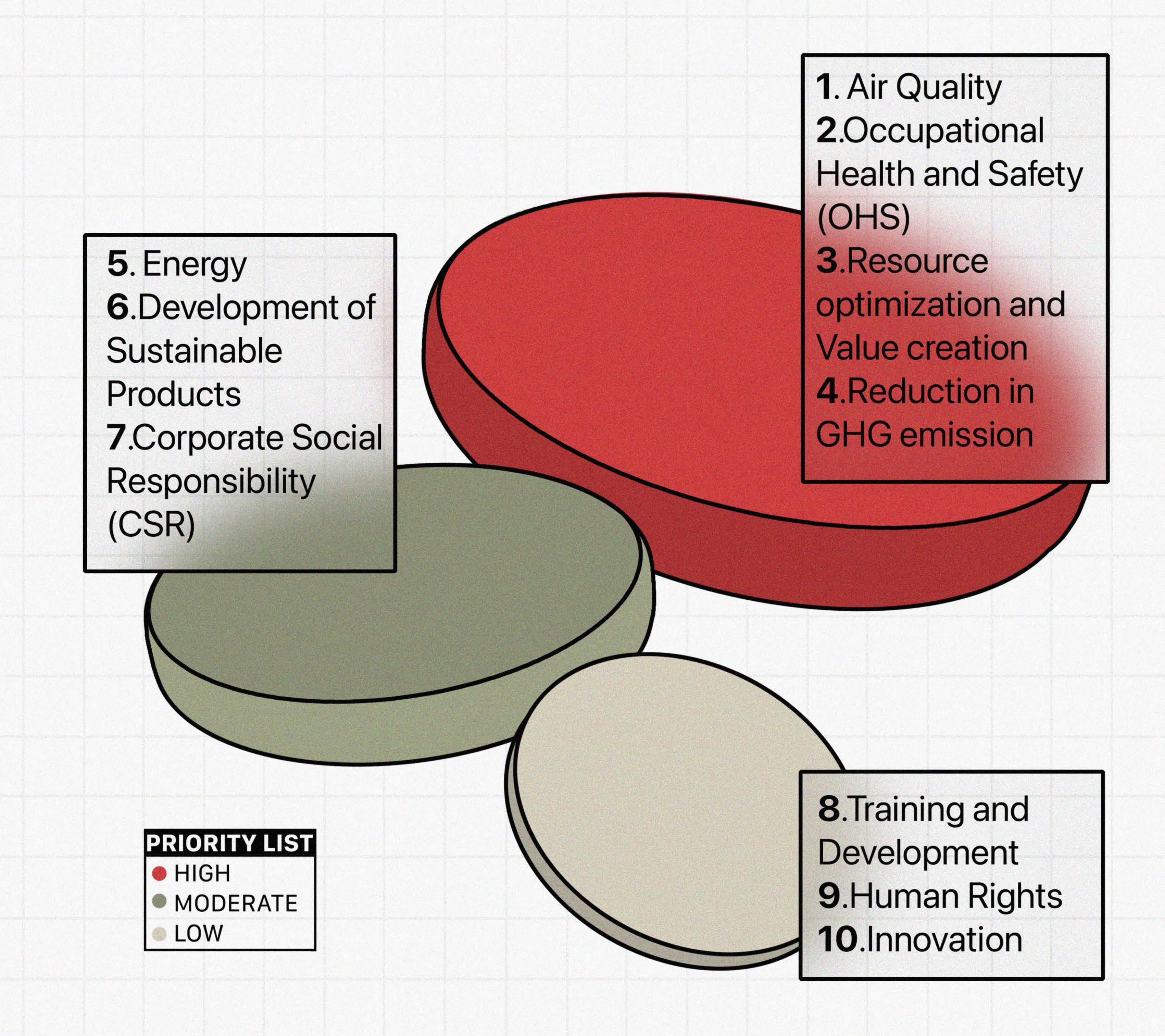
The material topics and inputs from stakeholders are mapped, prioritized for defining materiality. While the Company, so far, has followed its internal process of materiality assessment, in future, it is aiming to adopt the GRI Standards based process.

The process of embedding materiality at MUL includes...

- -- Materiality Assessment:
 - GAP analysis
 - Prioritization in context with vision and values
 - Defining key issues
- -- Sustainability Strategy
 - Policies and Code of Conduct
 - Governance
 - Budget allocation and Action Plans
- Goals and Targets
- -- Implementation
 - Necessary changes in processes
 - Implementation of processes and projects

- -- Performance Assessment
 Monitoring processes
 Data management
- --Sustainability Reporting

Manage disclosures and Report — this is MUL's first independent CoP based on UNGC Principles and the Company is determined to continue its sustainability reporting journey year on year basis.



Material Topics

Material Topics	Key Performance Indicators (KPIs)	Action Plan	Goal/Target
Air Quality	1.Improvement in ambient air quality.	filter at stack emission	1.To reduce Particulate Matter level by 5% in Air Quality during 2021-22.
Health and Safety (OHS)	industrial accidents	(CAPA) audit on monthly basis 2.Assessing &	industrial accidents to zero during 2021-22 2.To attain zero cases of occupational health hazards during 2021-22.
optimization	1.Reduction in -paste consumption -consumables - Waste – Paste & Lacquer 2. Reduction in Logistics cost.	ideas through Kaizen/ suggestion box	1.Achieve over all 5% reduction 2.Reduce logistics cost by 5%.
	1.Be compliant with ISO 14063 and 14067	become ISO 14063 and 14067 compliant, the Company has started exploring system requirements and mechanisms for measuring and reporting on GHG	1.To set up GHG emission measuring mechanism. 2. To apply for ISO 14063 and 14067 certification 3. To comply with requirements as per Standards and obtain certificate. 4. implement processes for GHG emissions measuring and reporting

	Key Performance Indicators (KPIs)	Action Plan	Goal/Target
			1. To reduce energy consumption by 10% during 2021-22
Sustainable Products	Sustainable recipes for 3 products through recycled and Bio contents while meeting customer specifications and quality requirements.	decrease carbon footprint. 2. MUL has already initiated the processes for obtaining ISO 14040	1.Validate Product Development through Recognized International LCA Standards 2.To obtain certification for ISO 14040 and streamline processes according to the standard
Corporate Social Responsibili ty (CSR)	Education 2.Health Care - Family Planning & Immunization of	the CSR projects of current year could not be taken forward To implement the incomplete CSR projects	1.To create 10 happy schools 2.To cover over 1,500 beneficiaries during 2021-22 3. To create a green / oxygen zone by planting and nurturing 5,000 saplings. 4. To set up Rain water harvesting in a School
Training and Development			1.To achieve 500 man-hours training by 2022-23.

Material Topics	Key Performance Indicators (KPIs)	Action Plan	Goal/Target
Human Rights	1.To streamline Gender Equality 2.To define Anti-Corruption and Bribery fine	committee	1.To form a vigilance committee 2.10% increase in female staff by 10% by 2024-25
	activities	project 2. To identify best fit university to partner with.	1 Completion of Research center construction & equipment installation by 2022-23 2 To establish development partnership contracts with two universities during 2021-22

Additional Topics

MUL has identified another set of KPIs with a view to strengthening its sustainability impacts. However, a detailed roadmap to address these topics is yet to be laid out. However, the identification of topics is carried out with an approval from the highest Governance Body and the Company will initiate addressing the topics in the current year and is set to disclose its outcome in the next report.

Sourcing	In view of contributing to actualizing the SDGs, encouraging local produce and creating employment opportunities in the nearby areas of MUL's operations, the Company is all set to procure its requirements locally. This will also help reducing the carbon emission besides the cost saving.	
Doonlo	MUL aims to give first preference to the local community for its human resource requirement and acquire the talent locally even considering setting in house schooling / Training Academias.	
	The Company has a sound track record related to compliance. However, to integrate and enhance the adherence level to the latest regulatory reforms and strengthen its compliance level, MUL has identified Compliance as a material topic.	
sourcing	At MUL, this is the first CoP / independent sustainability disclosure report and hence, kept the boundary limited to its Dhodsar plant only. However, the Company has set a KPI for itself to integrate key suppliers in its reporting boundary and monitor their sustainability impacts.	



Certifications, Achievements, Recognition & Awards

Best Employer Award

Certificate of Excellence in **Best Employer-2019** Award by **The Employer's Association of Rajasthan** on 6th Feb,21





Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Mayur Uniquoters Limited Village: Jaitpura Jaipur - Sikar Road Jaipur 303 704 Rajasthan India

FM 643439

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the

The Design and Manufacture of Knitted Textile Fabric & Synthetic Leather for Automotive, Foot Wear and other Allied Applications.

For and on behalf of BSI:

Chris Cheung, Head of Compliance & Risk - Asia Pacific

Original Registration Date: 2016-02-26 Latest Revision Date: 2019-01-15





...making excellence a habit."

Page: 1 of 2

Effective Date: 2019-01-25

Expiry Date: 2022-01-24

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Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000 BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK. FM 643439

Registered Activities

Top Management, MR Function, Production, QC/ Lab, Purchase, Marketing, R & D, Ware House and Stores, Training, Maintenance and Utilities. Mayur Uniquoters Limited Jaipur - Sikar Road

Jaipur 303 704

Village: Dhodsar, Khaijroli Link Road Jaipur - Sikar Highway

M R Function, Production, QC/ Lab, Purchase, Marketing, R & D, Ware House and Stores, Training, Maintenance and

Original Registration Date: 2016-02-26 Latest Revision Date: 2019-01-15

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A Member of the BSI Group of Companies.





Certificate of Registration

QUALITY MANAGEMENT SYSTEM - IATF 16949:2016

This is to certify that:

Mayur Uniquoters Limited Village: Dhodsar, Khaijroli Link Road Near Ratan Devi College Jaipur - Sikar Highway Jaipur Rajasthan India

operates a Quality Management System which complies with the requirements of IATF 16949:2016 for the following

The Design and Manufacture of Knitted Textile Fabric & Synthetic Leather.

For and on behalf of BSI:

Theuns Kotze, Managing Director - IMETA Assurance

BSI Certificate Number: 644132 IATF Number: 0409413

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BSI, The MIRA Corporate Suites (A-2), Plot 1 and 2, Ishwar Nagar, Mathura Road, New Delhi 110 065.

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Page: 1 of 2

Village: Dhodsar, Khaijroli Link Road Jaipur - Sikar Highway

The Design and Manufacture of Knitted Textile Fabric & Including the following remote support functions:

I. Mayur Uniquoters SA (Pty) Ltd, 2nd FLOOR, 4 FRICKER ROAD, ILLOVO, JOHANNESBURG, 2196, South Africa -

II. Mayur Uniquoters Corp, 1999 Bryan Street, Suite 900 Dallas, Texas, 75201, USA - Logistics, Sales.

BSI Certificate Number: 644132

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BSI, The MIRA Corporate Suites (A-2), Plot 1 and 2, Ishwar Nagar, Mathura Road, New Delhi 110 065. A Member of the BSI Group of Companies.

bsi.



Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

Mayur Uniquoters Limited Village: Jaitpura Jaipur - Sikar Road Jaipur 303 704 Rajasthan India

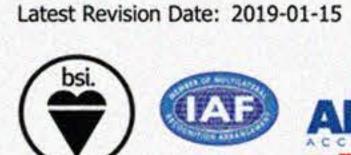
Holds Certificate No: EMS 644058

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The Design and Manufacture of Knitted Textile Fabric & Synthetic Leather for Automotive, Foot Wear and other Allied Application.

For and on behalf of BSI:

Chris Cheung, Head of Compliance & Risk - Asia Pacific Original Registration Date: 2016-02-26







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Registered Activities Top Management, M R Function, Production, QC/ Lab, Purchase, Marketing, R & D, Ware House and Stores, Mayur Uniquoters Limited Village: Jaitpura Jaipur - Sikar Road Training, Maintenance and Utilities

Mayur Uniquoters Limited Village: Dhodsar, Khaijroli Link Road

M R Function, Production, QC/ Lab, Purchase, Marketing, R & D, Ware House and Stores, Training, Maintenance and Jaipur - Sikar Highway

Original Registration Date: 2016-02-26 Latest Revision Date: 2019-01-15

Effective Date: 2019-01-25 Expiry Date: 2022-01-24

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Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

Mayur Uniquoters Limited Village: Jaitpura Jaipur - Sikar Road Jaipur 303 704

Holds Certificate No: OHS 644059

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

> The Design and Manufacture of Knitted Textile Fabric & Synthetic Leather for Automotive, Foot Wear and other Allied Application.

[Previously certified to BS OHSAS 18001:2007 since 26.02.2016]

Chris Cheung, Head of Compliance & Risk - Asia Pacific

Original Registration Date: 2021-01-14 Latest Revision Date: 2021-01-14

Effective Date: 2021-01-14 Expiry Date: 2022-01-24



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Registered Activities Mayur Uniquoters Limited Top Management, M R Function, Production, QC/ Lab, Purchase, Marketing, R & D, Ware House and Stores, Training, Maintenance and Utilities.

Mayur Uniquoters Limited

M R Function, Production, QC/ Lab, Purchase, Marketing, R & D, Ware House and Stores, Training, Maintenance and Village: Dhodsar, Khaiiroli Link Road Jaipur - Sikar Highway

Original Registration Date: 2021-01-14 Latest Revision Date: 2021-01-14

Effective Date: 2021-01-14 Expiry Date: 2022-01-24

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