



CENTURY TEXTILES AND
INDUSTRIES LIMITED

ACTING RESPONSIBLY FOR **A SUSTAINABLE FUTURE**

INTEGRATED REPORT
2021-22



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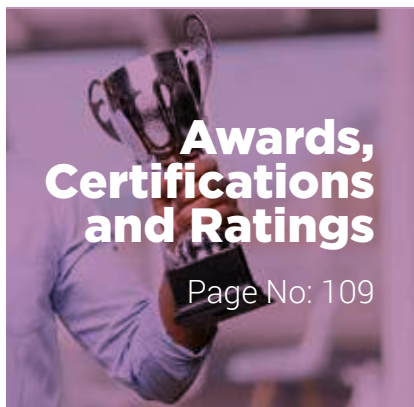
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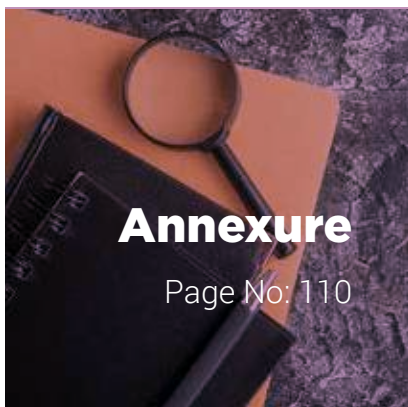
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01 Introduction



Acting responsibly for a sustainable future

We are now entering a decade of newer challenges and opportunities with the rising climate change crisis. An increased awareness about the non-financial aspects is impacting our business performance. We are thus, determined to redesign our business model as we introduce our first Integrated Report. Through this Report, we intend to showcase our journey towards integrated approach and thinking.

For years, we have been inspired by our vision to deliver impeccable products and services to our customers. Our diversified portfolio is attributed to the opportunities we seized and the client base we have built over decades. We aspire to continue strengthening our ethics and governance towards becoming a sustainably responsible business. Furthermore, we endeavour to contribute towards the creation of a greener and safer world.

Operating across various challenging markets and spearheading the technology-driven innovation in our sectors, we now look forward to a holistic sustainable growth. This Report highlights the sustainable practices across our three business verticals and the value creation through capitals. As a part of this Report, we shall highlight our ESG efforts towards the creation of a sustainable future.



Our Reporting Approach

We aim to pursue sustained value creation through the six capitals and disclose the financial as well as non-financial performance in our first Integrated Report for FY 2021-22. This Report provides detailed information on our initiatives as a responsible business. It also provides qualitative and quantitative disclosures on our stakeholder relationships, and how our senior leadership and business units are positioned to contribute towards a sustainable future, while managing the risks of external environment. During the reporting period, apart from the sale of 'Yarn and Denim' division, there have been no significant changes in the organisation's size, structure, ownership, or supply chain.

Reporting Guidelines and Frameworks

This Report is prepared as per the International Integrated Reporting Framework (January 2021) of International Integrated Reporting Council (IIRC). The performance across Environment, Social and Governance (ESG) aspects is disclosed in accordance with the Global Reporting Initiative (GRI) Standards: Core option. The financial and statutory data presented in this Report is as per the

requirements of the Companies Act, 2013 (including the rules made thereunder); Indian Accounting Standards; the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015; and the Secretarial Standards.

Reporting boundaries

This Report covers information on operations of Century Textiles and Industries Limited (herein after referred as 'CTIL' or 'Company' or 'Our' or 'We') i.e., the three businesses—Birla Estates Private Limited, Birla Century and Century Pulp and Paper for the period from 1 April 2021 to 31 March 2022. Our reporting boundaries cover all our manufacturing facilities and project sites at Mumbai-MMR (Maharashtra), Bengaluru (Karnataka), National Capital Region (Delhi NCR), Jhagadia (Gujarat) and Lalkua (Uttarakhand). Through our integrated reporting practice, we aspire to report our ESG initiatives and efforts on an annual basis. We have outlined the historical trends of the data wherever relevant. Exclusions have been provided in the respective sections, if any.

Materiality and Scope

The Report is defined by the outline of the material topics derived and further described in our six capitals. We endeavour to ensure that this Report addresses the impact and use of the capitals on our strategy and business model. The Report includes all the topics that are material to our key stakeholders. It includes topics that may substantially impact our value creation process and influence the decisions of our stakeholders. During the reporting period, we conducted materiality assessment in consultation with our internal and external stakeholders, based on which we were able to identify the material topics.

Statement of Responsibility

Our Board of Directors (hereinafter referred to as the 'Board') strongly believes that CTIL's Integrated Report for FY 2021-22 addresses material topics, offers a balanced and comprehensive vision of our strategy and the organisational ability to create long-term value. Our Board also acknowledges the elements of this Report, which are prepared under the recommendations of our senior management and based on the inputs received from various key functional teams.

Precautionary Principle

We are a responsible organisation and acknowledge that each company has a role to play towards strengthening its efforts towards the pillars of ESG. Thus, we aim to inculcate sustainable business practices by demonstrating care for our people, community and the planet. ESG is integrated into our Company practices and business operations in cognizance with our journey towards sustainability, which is further described in this Report. Furthermore, we are in the process of aligning our strategy with respect to various economic, environmental and social charters.

Forward-looking Statements

Certain statements in this Report are forward-looking statements with respect to our business operations. The risks identified are based on assumptions, and thus may differ from the actual results. These statements are based on projections and trends in the industry and constitute our expectations on those assumptions. These include all the statements other than historical facts, performance snapshots, business strategy, mitigation plans and objectives for future operations.

Navigation

To effectively connect the information, present it in a concise manner and to make it easy for readers, we have used below icons for navigation

Our capitals

Financial Capital



Manufactured Capital



Human Capital



Intellectual Capital



Natural Capital



Social and Relationship



Contact

For more information or queries or to provide your valuable feedback about our Integrated Report, you may contact our ESG team on esg.century@birlacentury.com

02

Management Team



Board of Directors



Mr. Kumar Mangalam Birla
Chairman



Smt. Rajashree Birla



Mr. Yazdi P. Dandiwala
Independent Director



Mr. Rajan A. Dalal
Independent Director



Mr. Sohanlal K. Jain
Independent Director



Ms. Preeti Vyas
Independent Director



Mr. J. C. Laddha
Managing Director



Mr. R. K. Dalmia
Whole-Time Director

Senior Management



Mr. Vijay Kaul
Chief Executive Officer,
Century Pulp and Paper



Mr. K. T. Jithendran
Chief Executive Officer (CEO),
Birla Estates



Mr. Arun Gaur
Chief Human Resources Officer



Mr. Snehal Shah
Chief Financial Officer (CFO)



Mr. Atul K. Kedia
Vice President (Legal) and
Company Secretary

Committees of Board of Directors



Executive Committee

Mr. J.C. Laddha
(Managing Director)

Mr. R.K. Dalmia
(Whole-Time Director)

Mr. Vijay Kaul
(CEO-Century Pulp and Paper)

Mr. K. T. Jithendran
(CEO-Birla Estates)

Mr. Arun Gaur
(CHRO-CTIL)

Mr. Snehal Shah
(CFO-CTIL)



Audit Committee

Mr. Yazdi P. Dandiwala
(Chairman-Independent Director)

Mr. Rajan A. Dalal
(Member-Independent Director)

Mr. Sohanlal K. Jain
(Member-Independent Director)

Mr. J. C. Laddha
(Member-Executive Director)



Finance Committee

Mr. Yazdi P. Dandiwala
(Member-Independent Director)

Mr. Rajan A. Dalal
(Member-Independent Director)

Mr. J.C. Laddha
(Member-Executive Director)

Mr. R.K. Dalmia
(Member-Executive Director)



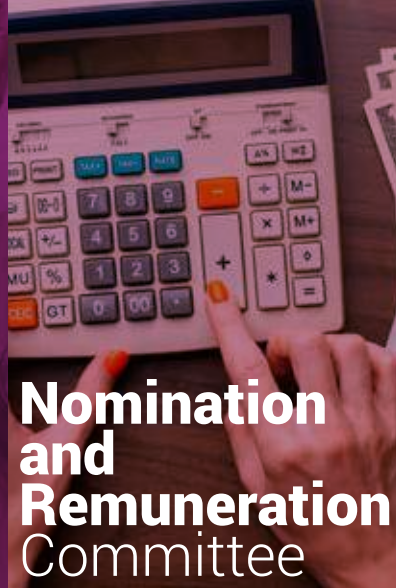
Risk Management Committee

Mr. Rajan A. Dalal
(Chairman-Independent Director)

Mr. Sohanlal K. Jain
(Member-Independent Director)

Mr. J.C. Laddha
(Member-Executive Director)

Mr. R.K Dalmia
(Member-Executive Director)



Nomination and Remuneration Committee

Mr. Yazdi P. Dandiwala
(Chairman-Independent Director)

Mr. Kumar Mangalam Birla
(Member- Non-Executive Director)

Mr. Rajan A. Dalal
(Member-Independent Director)

Mr. Sohanlal K. Jain
(Member-Independent Director)



Corporate Social Responsibility (CSR) Committee

Smt. Rajashree Birla
(Chairperson-Non-Executive Promoter Director)

Mr. Yazdi P. Dandiwala
(Member-Independent Director)

Mr. Rajan A. Dalal (Member-Independent Director)

Mr. J.C. Laddha
(Member-Executive Director)

Mr. R.K Dalmia
(Member-Executive Director)



Prevention of Insider Trading Regulations Committee

Mr. Yazdi P. Dandiwala
(Member-Independent Director)

Mr. Rajan A. Dalal
(Member-Independent Director)

Mr. J.C. Laddha
(Member-Executive Director)



Stakeholders Relationship Committee

Mr. Rajan A. Dalal
(Chairman-Independent Director)

Mr. Yazdi P. Dandiwala
(Member-Independent Director)

Ms. Preeti Vyas
(Member - Independent Director)

Mr. R. K. Dalmia
(Member-Executive Director)



Committee of Independent Directors

Mr. Yazdi P. Dandiwala
(Member-Independent Director)

Mr. Rajan A. Dalal
(Member-Independent Director)

Mr. Sohanlal K. Jain
(Member-Independent Director)

Ms. Preeti Vyas
(Member-Independent Director)

Chairman's Message



Over the last two years, the tectonic shifts in the business landscape have again put the spotlight on sustainable businesses. Corporates globally have had the opportunity to hit reset and move to a new paradigm for doing business.



Dear Stakeholders,

Over the last two years, the tectonic shifts in the business landscape have again put the spotlight on sustainable businesses. Corporates globally have had the opportunity to hit reset and move to a new paradigm for doing business. A paradigm that is more technology-driven and less resource-intensive. Customers will increasingly shift towards more sustainable products and companies with a diverse product portfolio, robust ESG practices and a strong innovation pipeline, leading to emerging winners.

Our business verticals across real estate, pulp and paper, and textile sectors work in line with the values that have been embedded as a part of our 125-year-old legacy. Sustainability forms the core of our business philosophy, and we strive to integrate the same into our business operations.

Our real estate business continues to develop properties driven by sustainable construction and design. Our pulp and paper business uses sustainable, bio-degradable, and eco-friendly products, meeting the highest quality standards. Our textile business offers pioneering solutions for sustainable fashion through enhanced use of recycled and sustainable fibers, raw materials, dyes, and eco-friendly chemicals.

We have developed a structured approach to sustainability in the form of a credible ESG roadmap. Our businesses work in alignment with the United Nations Sustainable Development Goals (UN SDGs) to streamline our efforts towards sustainability.

Holistic community development is the key to our way of doing business. It is embedded in our DNA, and this is demonstrated through our actions over a broad sweep of time. We continue to accelerate our efforts to make a meaningful difference to all our local communities.

Through this integrated report, we begin our journey towards mainstream ESG reporting. I congratulate the Century Textile and Industries Limited team for publishing their maiden Integrated Report, and I look forward to your continued support as we accelerate our ESG journey.

Best Regards,
KUMAR MANGALAM BIRLA
Chairman, CTIL

Managing Director's Message



As we lead the sustainable journey ahead, we are committed to act responsibly towards our planet for the creation of a sustainable future.

Dear Stakeholders,

The past few years had been the most challenging years in the history of mankind. The global pandemic, geopolitical conflicts, supply chain disruptions, and the ever-increasing inflation upended the economy. However, the global economy is now recuperating from the unprecedented disruptions, and I believe that the coming year would bring new opportunities for growth and development of Century Textiles and Industries Limited (CTIL).

Despite the uncertainties and volatilities during the financial year, we witnessed a strong performance in our

operational and financial parameters across businesses. The capacity utilisation in manufacturing business saw a substantial improvement driven by the better market sentiments. The consolidated turnover for the FY 2021-22 saw a growth of 58% year-on-year at ₹4,068 Crore due to significant revival in both the manufacturing businesses of Century Pulp and Paper and Birla Century. During the reporting period, the consolidated EBITDA for continued operations was recorded at ₹487 Crore, an increase of 71% year-on-year from the previous year whereas PAT grew to ₹154 Crore from a loss of ₹15 Crore in the previous financial year. During the reporting period, we achieved significant milestones in our businesses across real estate, pulp and paper and textile sectors.

Performance across the business verticals

Birla Estates

Our real estate business received stellar response from the customers across all the projects. The business sold 1.1 million sq.ft. worth ₹1,913 Crore in FY 2021-22.

Our flagship project, Birla Niyaara recorded sales of approximately ₹1,238 crore since its launch. It was one of the most successful launches in Mumbai Metropolitan Region (MMR) in the recent times. The launch of our second project in Bengaluru, Birla Tisya was also one of the most successful launches in the city with sales of ₹250+ Crore. We had robust collections of approximately ₹351 Crore from all the projects during FY 2021-22.

There is an increased desire for home ownership, integrated layouts and larger units with focus on amenities promoting health and well-being. To offer a premium experience to customers, we have accelerated our digitalisation drive. With our aim towards sustainable development, we have adopted lean design and construction. Birla Niyaara is India's only USGBC LEED pre-certified platinum residential project. We believe in maximizing value creation for all our stakeholders by creating healthy living environments and minimizing negative environmental impacts, energy consumption, and use of human resources.

Century Pulp and Paper

Our pulp and paper business witnessed significant and consistent turnaround in demand and realisations throughout the year. The sales grew up by 59% year-on-year to ₹2,818 Crore while EBITDA grew by over 90% to ₹424 Crore with EBITDA margin of 15%.

The opening of offices and judiciary systems boosted the demand for writing and printing paper, especially in the copier segment. The demand for non-copier grade paper also improved with the opening of educational institutes after a gap of 18 months. The multilayer packaging board segment continues to perform well with the packaging demand from food, pharma and FMCG sectors.

In our efforts towards manufacturing sustainable products, we came up with innovative and alternative offerings to single-use plastic with eco-friendly paper and paperboard-based products. These includes antifungal ARSR paper, Carry Paper, Century Green Pulp and Natura Board, among others. As a part of social forestry plantation, we distributed 1.6 million seeds and saplings to farmers as against our goal of 1 million.

Birla Century

We achieved the highest lifetime turnover at Birla Century crossing ₹1,000 Crore. The sales for FY 2021-22 grew by 78% to an all-time high to ₹1,037 Crore, while EBITDA grew to ₹29 Crore against EBITDA loss during the last financial year. During the fourth quarter, we launched the 'Hill and Glade' brand of home textile in the domestic market.

The apparel demand surged in the domestic market as well as international market. Increase in cotton prices and higher inventory level in the U.S. orders had led to a slowdown in Bed Linen segment during second half of the year, thereby causing significant drop in market prices. Thus, our focus for FY 2022-23 would be on offering new price sensitive products and blending with the manmade fiber, which can fit into the customer price bracket. Furthermore, we are planning for geographical expansions and venturing into new markets.

To cater to the increasing demand of sustainable fashion, we continue to focus on effective R&D. Our team of professionals offer innovative solutions and work towards adding new designs to our portfolio. Through energy efficient measures and investments in low carbon technologies, we are taking proactive measures towards environmental protection. Our adoption of green manufacturing technology, alternative fuels and monitoring of ambient air quality promotes our endeavor to be a sustainably aware business.

Treasuring the people

We treasure the people around us and aim to create a sustainable future by enriching their lives. Our community development initiatives include empowering women, providing training and skill development programmes to tribal communities, promoting sanitation, making safe drinking water available. We invested ₹6.65 Crore and touched the lives of 63,750 people through our community development initiatives.

Looking ahead

As we lead the sustainable journey ahead, we are committed to act responsibly towards our planet for the creation of a sustainable future. We plan to set higher benchmarks with continuous innovation, implementation of cutting-edge, eco-friendly technologies and processes.

I am proud of the way our team at CTIL showed great agility in overcoming the challenges until recent times. I take this opportunity to express my gratitude towards all our stakeholders for their continual support. I am pleased to share the Company's first Integrated Report for FY 2021-22. With this Report, we stand firm on our commitment towards sustainability.

Regards,
J. C. LADDHA
Managing Director, CTIL

Leadership Messages

Senior President and Whole-time Director



Our commitment to sustainability has guided our business efforts towards focusing on the people, planet, and prosperity.

Our commitment to sustainability has guided our business efforts towards focusing on the people, planet, and prosperity. With our focus on sustainable manufacturing and effective R&D, our dedicated team of professionals in Birla Century offer innovative solutions for circular and sustainable fashion. In our efforts to divert the waste from landfill, we are using the concept of circularity and developing new sustainable products through upcycling and recycling different wastes.

We are adopting energy efficient measures to lower our emissions and have a proactive approach towards environmental protection. We are investing in low-carbon

technologies, adopting green-manufacturing technology, monitoring ambient air quality at our plants, and using environment-friendly fuel as well. To strengthen our journey of manufacturing excellence, we have initiated the purchase of wind power as a renewable power source.

We offer world class products that are certified to international standards and manufactured at our facility adopting global green and clean manufacturing guidelines such as OEKO TEX STD 100, STeP, Made in Green, Higg Index, and ZDHC. All these measures are focused on sustainable manufacturing and responsible sourcing practices being recognised by international brands and retailers. We have successfully implemented a framework at Birla Century to formulate a 5-year roadmap, which has been integrated into our overall ESG goals and commitments.

I am delighted to share that we have scored 90.2% in the Higg Facility Environmental Module-2021 (Higg FEM) verified by a third-party auditing agency. Higg FEM measures and quantifies the sustainability impacts of a facility. It standardizes how facilities can measure and evaluate their yearly environmental performance. It also helps manufacturers, brands, and retailers identify and prioritize opportunities for performance improvements. Higg FEM assesses Environmental Management System, energy and greenhouse gas emissions, water, waste, wastewater, air emissions, chemical management.

We continue to adopt the path of technology, innovation, and sustainability across our business. Our goals and commitments align our commitment across Environmental, Social and Governance (ESG) parameters. With this integration of ESG aligned to our business objectives, we look forward to contributing towards a sustainable growth of our people and the planet.

Regards,

R.K. DALMIA

Senior President and Whole-time Director
CTIL

Chief Financial Officer



Investor Relations is a key focus area post the demerger of the cement business, requiring continuous interaction with the investor community.

Over the last few years, our main focus area has been towards developing processes, systems, and guidelines around financial and risk management across various divisions by implementing new or upgrading existing systems and processes to a mature level.

Investor Relations is a key focus area post the demerger of the cement business, requiring continuous interaction with the investor community. With the focus on real estate business, investors expect enhanced and transparent disclosure of information. Our maiden Integrated Report for FY 2021-22 highlighting our ESG efforts is step towards sustainable and long-term value creation for

all stakeholders. From the date of demerger, i.e., 11th October 2019 the CTIL stock has returned 117% in absolute term and 79% in annualized term, as on 31 March 2022.

Given the diversified business portfolios, at various stages of business cycles, our key tenets for financial strategy are i) capital allocation; ii) contribution of each business to the bottom-line and iii) cashflows. The goal has always been to tie all these parameters together to ensure overall business growth along with financial stability, which gives cushioning to meet the challenges of ever evolving and dynamic business environment. With tactical focus on cashflows, working capital, costs, and capex, we have managed to lower financial risk profile, as evidenced from our efficient capital structure and debt profile.

While the COVID-19 pandemic had a significant impact on the top line and bottom line of the Company in FY 2020-21, our cashflows were at comfortable position due to effective implementation of above strategies and prudent financial management. The focus during pandemic year was mainly on conserving cash and controlling fixed costs with Capex and new Real Estate deals deferred for the time being. As on March 2022, all our businesses have bounced back to pre-covid levels which is evident from the business performance and financial numbers.

Since the beginning of FY20 the total debt has gone up by less than ₹200 Crs with Debt-to-Equity ratio at a comfortable level of less than 0.5x and the Debt Service Coverage Ratio at 2.5x.

With life coming back to normalcy due to higher vaccination rates and rapid government measures to control the impact of COVID-19, we expect higher growth in all our business segments in the years to come. The momentum that we have built up over the years and the lessons we have learned from our past will help us to generate better value for our stakeholders.

Regards,
SNEHAL SHAH
Chief Financial Officer

CEO, Birla Estates



We wish to establish Birla Estates as one of the most respected brand and valuable company in Indian Real Estate.

Leveraging the legacy of trust, excellence, and leadership, we at Birla Estates aim to transform the perception of the Indian Real Estate sector by delivering an exceptional experience and creating value, at every level, for every stakeholder. We wish to establish Birla Estates as one of the most respected brand and valuable company in Indian Real Estate. The focus on quality coupled with strong consumer understanding will enable us to set new benchmarks in customer experience and ensure a smooth and seamless experience for homebuyers, right from the purchase decision to property possession.

In addition to customer centricity and quality execution, sustainability is also a major pillar at Birla Estates. In our

drive towards addressing the challenges of climate change and lowering our carbon footprint, we create sustainable developments for our customers with the integration of technology. Our flagship project, Birla Niyaara is in fact one of the first residential buildings to be LEED platinum pre-certified by USGBC. Our sustainable architecture is reflected in a building's materials, construction methods, resource use and design in general.

The real estate sector and the Indian economy as a whole, were beset by multiple challenges in FY 22. The year saw disruptions in business operations and global supply chains due to the 'Delta' and 'Omicron' COVID-19 waves and Ukraine-Russia conflict. However, led by the strong customer sentiment towards Branded Developers providing quality products, we witnessed the highest ever yearly residential sales of 1.1 million sq ft worth ₹1,913 Crore, which is more than three times the sales of the previous year. We had successfully launched our new projects-Birla Niyaara, Worli and Birla Tisya, Bengaluru, receiving stellar responses from the customers. Adding to our milestones, we were awarded the 'Iconic Real Estate Brand of the Year' at Times Real Estate Conclave Awards 2021. We also received the 'Best Brands 2021' at Economic Times Best Brands Awards 2021. Our flagship project, Birla Niyaara was recognized as the 'Iconic Residential Project of the Year' and 'Iconic Residential Project Launch Campaign'.

With an evident year-on-year growth in our sales, we are now at the cusp for a multi-year upcycle for the residential real estate market. We further aim to capitalise on the positive cycle to grow our presence and become one of the leading players in the real estate industry. We are well prepared and positioned in the market to design green infrastructure and build more resilient real estate projects to create a sustainable future for all. While doing so, we strive to maintain our greater values on a lasting legacy of protecting our environment and establishing value-added sustainable economic growth for the nation.

Regards,
K.T. JITHENDRAN
CEO, Birla Estates

CEO, Century Pulp and Paper



While being responsible towards our community, we also recognise our responsibility towards the planet.

Upholding the values of the Century brand, we stay committed to create a positive impact and manufacture quality products at par with the international standards. This year, our business is moving towards pre-pandemic performance levels with the domestic market witnessing strong revival across all paper segments. With an overall capacity utilisation of 99%, we achieved the production of 4,75,884 MT and record sales volumes of 4,53,917 MT.

The growth in tissue paper demand can be owed to the rising awareness on hygiene, sanitation, kitchen,

and toiletries. The demand for Away from Home (AFH), especially in tissue segment is expected to regain with partial relaxation in cinemas, theatres, restaurants and entertainment parks. Higher spends by Government on education and increased demand for packaging board for e-commerce, pharma, FMCG, and FMCD are also contributing to overall demand for our products.

While being responsible towards our community, we also recognise our responsibility towards the planet. We, thus strive to lower our carbon footprints through the integration of innovation, technology, and sustainability in our practices. We have been using a variety of pulpable raw material species such as eucalyptus and poplar, veneer waste, bamboo, bagasse, and recycled wastepaper to manufacture our products. We offer eco-friendly and bio-degradable products, and have also introduced a range of products as plastic replacements.

We have initiated to use wood bark as fuel in boilers after being fed to chipper, which was otherwise discarded. With 4,123 MT of barks and perul used as a fuel in boilers, we saved approximately 1,803 tonnes of coal. With our efforts to promote environmentally friendly, safe, and energy-efficient operations, we have been able to meet around 45% of our total energy consumption by renewable energy.

Employees being one of our strongest pillars, we ensure to provide them with a dynamic work culture by embracing diversity and inclusivity. We continue to invest in the upskilling our workforce and increasing their knowledge base.

We endeavour to focus on asset light model, increase our dealer network, improve working capital management and sustainable wood procurement. Through our continued efforts, we strive to act responsibly towards creating a sustainable future.

Regards,
VIJAY KAUL
CEO, Century Pulp & Paper

Chief Human Resources Officer



Development of our people, their talents and skills are of utmost importance for the success of the organisation

Our people form the pillar of strength and support in the organisation. Development of our people, their talents and skills are of utmost importance for the success of the organisation. We are continuously dedicated to working towards developing our value-based growth strategy. We work towards empowering our people through learning and development, wellness, and adequate safety conditions at the workplace besides providing contemporary workplace facilities.

We are aligning our human resource management with our long-term business strategy. We have safety policies

across all our businesses. Furthermore, we also have safety initiatives at our locations to ensure safety across all our operations. We have trainings dedicated towards health and safety to create awareness regarding safety protocols and processes at our manufacturing locations. We also conduct a safety risk assessment at some office locations.

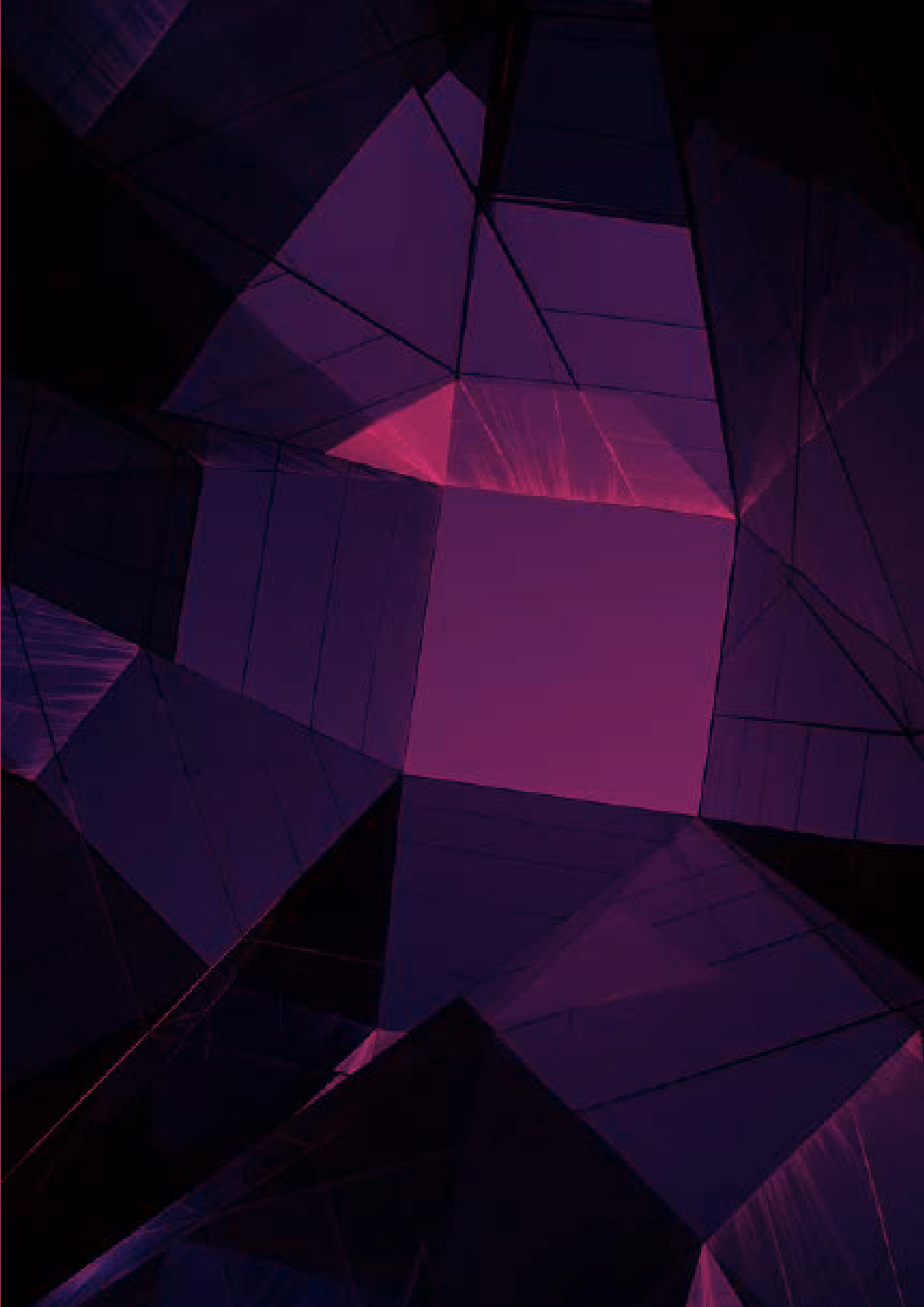
We have a performance management system where employee goals are linked to the organisational goals. We have employee engagement activities that are conducted on a regular basis across our businesses. This ensures an all-inclusive programme for our employees to initiate team building and employee appreciation. We recognise our employees through awards for their hard work and efforts towards building the businesses. We also have benefits linked to the performance of the employees, appreciating their dedication and commitment towards the organization.

Embarking on our ESG journey, we aim at strengthening focus areas for our businesses. We aim to increase our women representation. We are steering our efforts towards incorporating diversity and inclusion in our hiring process to ensure greater women representation based on the employee's skill set. Training and development of our employees is of utmost importance, and I am pleased to share that we have provided 35,856 hours of trainings to our employees in the reporting year.

Moving forward, we continue to uphold our employees and their contribution to the Company. Our focus would be to empower, encourage and support our employees to ensure an integration of business goals along with individual employees' growth.

Regards,
ARUN GAUR

Chief Human Resources Officer
CTIL



A night-time photograph of an industrial facility, likely a refinery or chemical plant. A tall, white chimney with red horizontal stripes stands prominently on the left. To the right, there are large, cylindrical storage tanks and complex piping systems. The scene is illuminated by bright, starburst-style lights, creating a high-contrast, industrial atmosphere. The sky is dark, and the overall color palette is dominated by blues, greys, and the red and white of the chimney.

03 Company Overview

Century Textiles and Industries Limited

“ *a commercial powerhouse* ”

Incorporated in 1897, Century Textiles and Industries Limited (CTIL) is a public-listed Company headquartered in Mumbai. We have transitioned into a commercial powerhouse with three separate businesses in sectors of real estate, textiles and pulp and paper. We focus on driving value through our superior quality, and concern for the environment and community. We have embodied the vision of Birla Group by creating a culture of continuous improvement.

We are leveraging our innovation capabilities and technology leadership with our focus on sustainability to create long-term value for our stakeholders. To power the next phase of sustainable growth, we have started our journey for integrated reporting comprising of our financial and non-financial performances. We ensure to comply with the laws and regulations of the jurisdictions in which we operate and aim to exceed legal and regulatory requirements where those are less stringent than our own.

Our Vision and Mission



Our Vision

To manufacture products comparable to international standards, to be customer-focused and globally competitive through better quality, latest technology and continuous innovation.



Our Mission

- To manufacture world-class products of outstanding quality that give our customers a competitive advantage through superior products and value, so we can make every customer smile
- To encourage people's ownership, empowerment and working under team structure
- To attain highest level of efficiency, integrity and honesty



Our Geographical Presence

Our three businesses are spread across India with manufacturing facilities, real estates projects and offices at Maharashtra, Gujarat, Karnataka, National Capital Region (NCR), Haryana, Himachal Pradesh, Uttarakhand and Telangana. We are focused on driving the paradigm of better value creation, enabling better growth and success all around. We are physically present across below locations in India.

- For Birla Estates, we have commercial and residential spaces in Delhi-NCR, Mumbai-MMR and Bengaluru.
- For Birla Century, we have our manufacturing plant at Jhagadia, Gujarat.
- For Century Pulp and Paper, we have our manufacturing plant at Lalkua, Uttarakhand. We also have paper cutting facilities at Baddi (Himachal Pradesh), Sonipat (Haryana), Bharuch (Gujarat) and Hyderabad (Telangana).



Our Key Stakeholders



Investors
and lenders



Employees



Customers



Local
Communities



Regulators



Supply Chain
Partners



Contract
Labourers



Joint-Venture
Partners

Our Key Associations:

We are a member of several major associations pertaining to our respective business activities as per the alignment of our business requirements:

- Federation of Indian Exports Organisation
- The Cotton Textiles Export Promotion Council
- Indian Paper Manufacturers Association
- Confederation of Indian Industry
- Indian Pulp & Paper Technical Association
- National Safety Council
- Kumaun Gharwal Chamber of Commerce and Industry
- Coal Consumers' Association of India

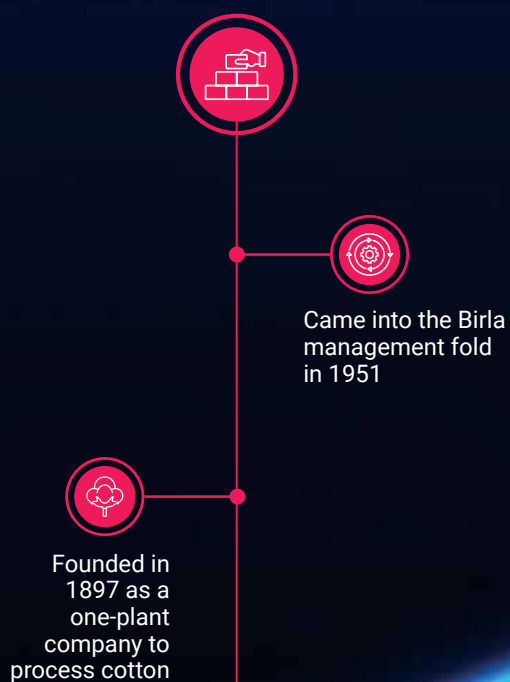


Milestones

The Journey so far

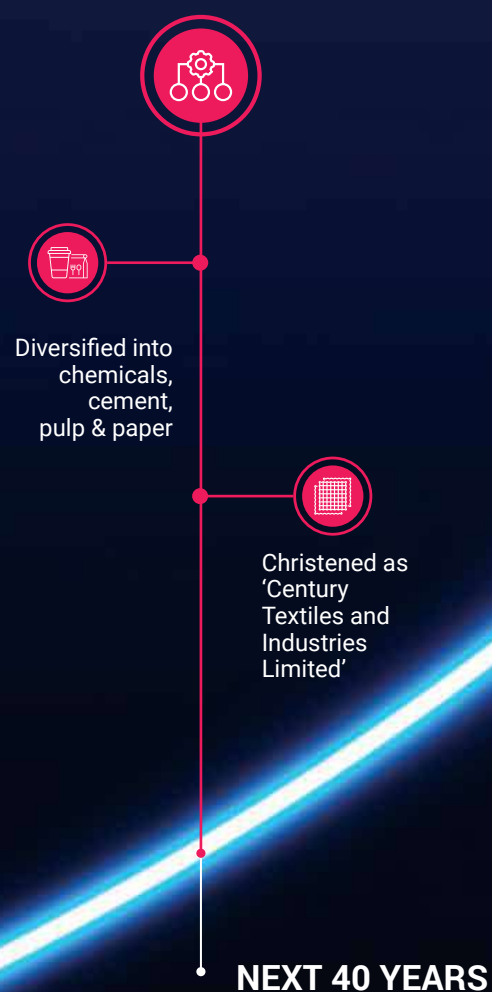
125 Years of Evolution

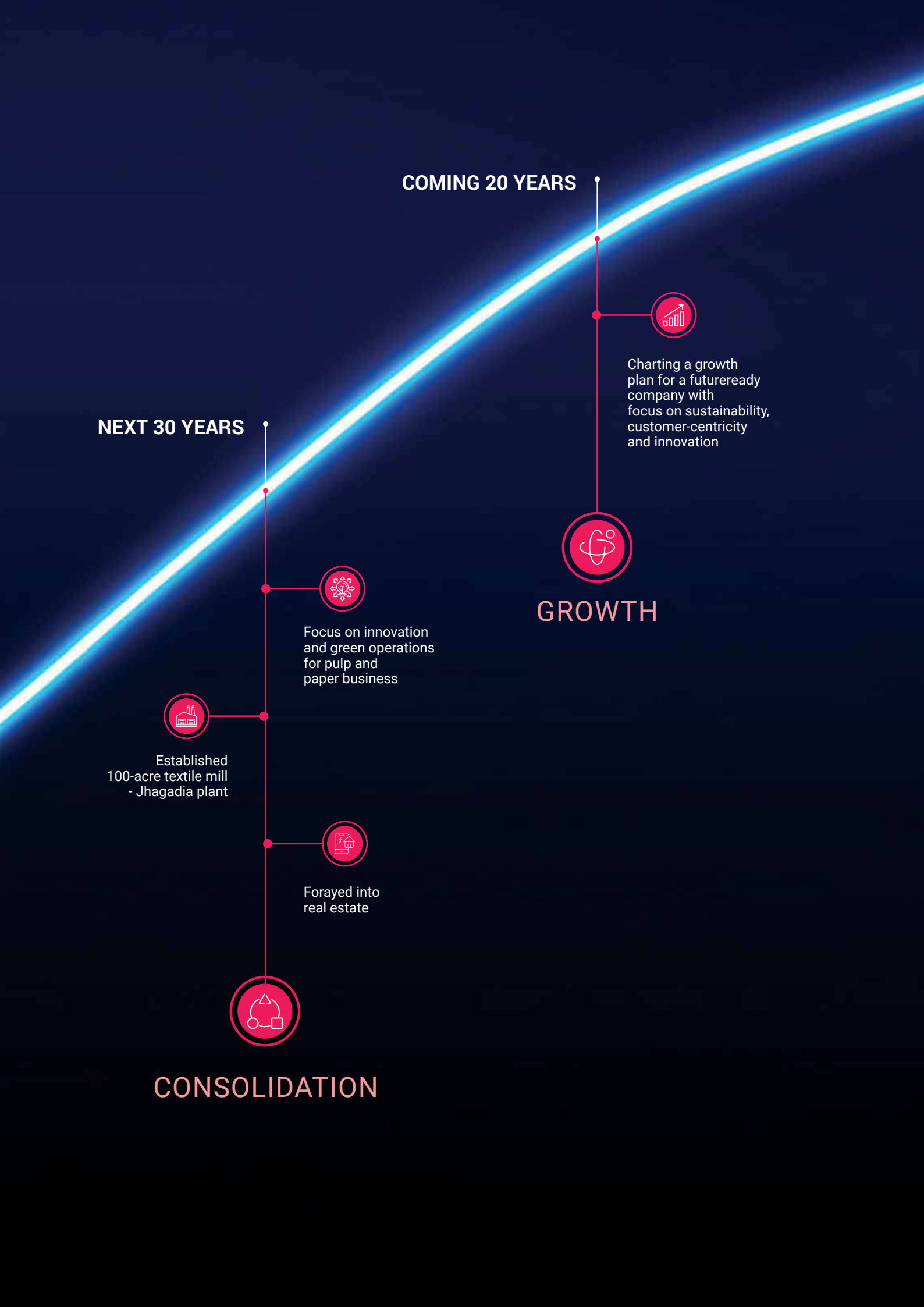
FOUNDATION



FIRST 50 YEARS

DIVERSIFICATION





COMING 20 YEARS

NEXT 30 YEARS



Charting a growth plan for a future-ready company with focus on sustainability, customer-centricity and innovation



GROWTH



Focus on innovation and green operations for pulp and paper business



Established 100-acre textile mill - Jhagadia plant



Forayed into real estate



CONSOLIDATION

Business verticals

“...we set trends, make deep impressions,
and influence the lives we touch

Century Textile and Industries Limited has diversified businesses in textile, real estate and pulp and paper industry.

BIRLA ESTATES

Designing marvelous architecture

Birla Estates is a renowned real-estate player, delivering residential and commercial spaces with world class design and technology. We are developing quality projects across

major Indian cities of the Mumbai Metropolitan Region (MMR), Bengaluru and National Capital Region (NCR), etc. We are dedicated to developing our properties with sustainability, innovation and design.



Offers opportunity to
experience

eco-friendly
lifestyle

Successful launches of

5 Projects

in MMR, Bengaluru and NCR

5 Projects

under development

CENTURY PULP & PAPER

One-stop solution for premium-quality papers

Century Pulp and Paper (CPP) manufactures premium-quality writing and printing paper, tissue, board and Rayon Grade Pulp (RGP) products. We have the finest technologies at our manufacturing facility in Lalkua, Uttarakhand. The facility also produces raw material for Viscose Filament Yarn, Staple Fiber, and Paper Grade Pulp. We endeavour to conserve the environment around us and adopt sustainable business operations.



Largest integrated
single location
manufacturing
facility for Pulp
and Paper in India

4.81 Lakh MTPA
Manufacturing capacity

44.81%
of the total energy
requirements through
renewable sources



BIRLA CENTURY

Manufacturing finest fabrics

Birla Century is one of the leading textile players in the market, manufacturing premium cotton textiles. Our manufacturing facility in Jhagadia, Gujarat is equipped with state-of-the-art technologies which manufacture products of excellent quality from shirtings and bottom weight to finer fabrics and bed linen. We produce a variety of weaves and fabrics catering to ever-changing trends and fashion. We use eco-friendly and non-toxic dyes and chemicals for production of cotton fabrics and household linen.



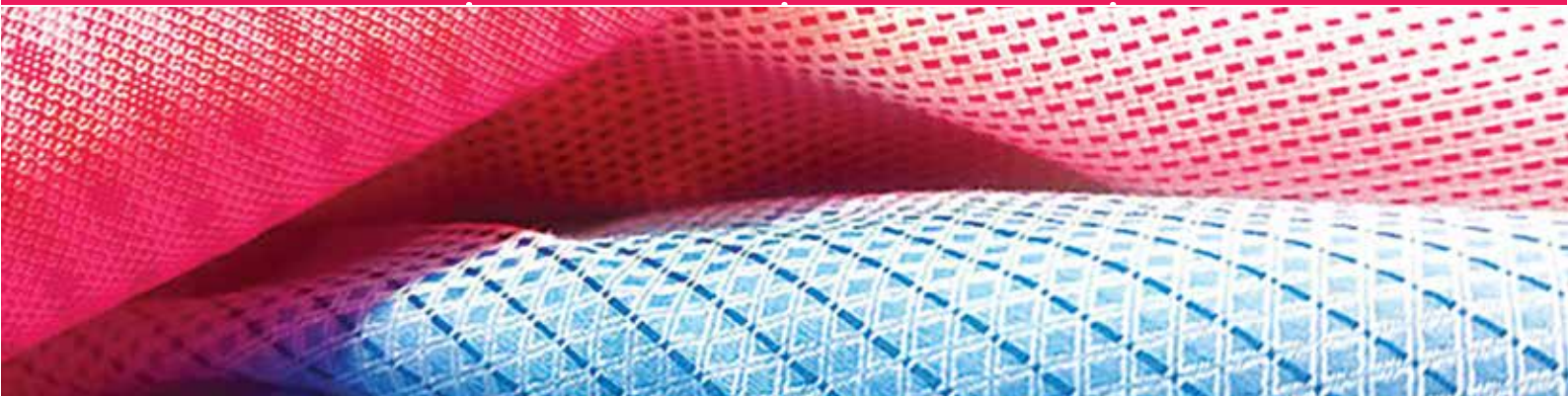
First textile manufacturing plant in India to achieve

LEED v4 Gold certification

Offers 'Sustainable range' that facilitates the creation of circular economy

41 million meters of fabric manufacturing capacity annually

100,000 spindles produce 6,500 tonnes of yarn

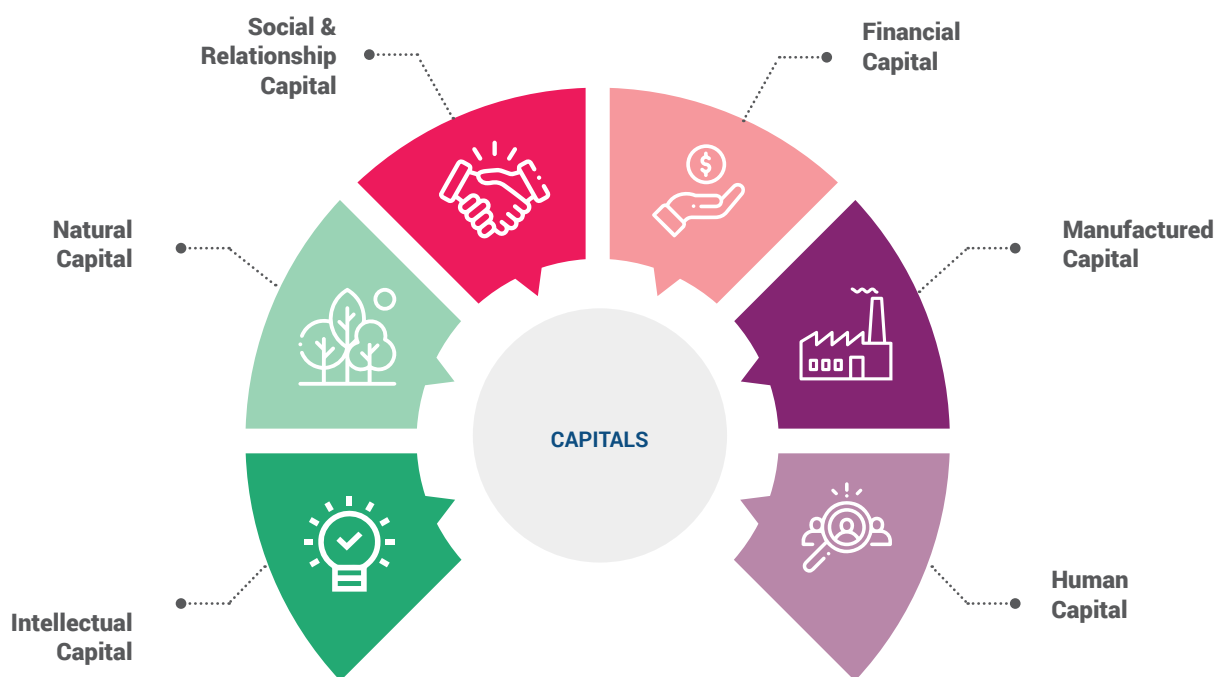


Introducing our capitals

....our resource

At CTIL, we endeavour to manufacture products that are aligned to our commitment of sustainability, thus accelerating our contribution towards a greener world.

Our integrated approach of reporting will further aid in value creation for our businesses.



Financial Capital

Financial capital is the pool of funds available to us for sustained value creation. It includes shareholders' fund, external borrowings, revenue and cash flow from operations.

Manufactured Capital

These are the physical objects that are available to us for use in the production of goods including - our manufacturing plants in Lalkua and Bharuch, our equipment, infrastructure and fixed assets that enables us to widen our product portfolio. It includes the inputs and outcomes that cater to the existing market requirements through manufacturing excellence, and expansion projects, among other operational details.

Human Capital

Our people form an integral part of our journey towards success. Their competencies, capabilities, and industry knowledge constitute our human capital. Our governance framework, risk management approach and ethical values helps us achieve employee performance and vice versa. Through investments in talent management and training programs, we aim to enhance the well-being of our people.

Intellectual Capital

Intellectual capital is a key aspect in our growth with regards to R&D and innovation, which yields a competitive advantage in the market. This capital represents the knowledge-based intangibles, including organisational capital such as tacit knowledge, systems, procedures, and

protocols followed by us. It also includes intellectual property, such as our certifications, accreditations, and licenses.

Natural Capital

Natural capital includes all the renewable and non renewable environmental resources and processes that enable us to manufacture our products and provide our services. Optimal utilisation of resources and investments

in clean and renewable energy will help us to reduce our emissions and conserve the natural resources.

Social and Relationship Capital

This capital facilitates inclusive well-being of our stakeholder groups. It helps in creating value and strengthening our ties with the stakeholders.

A low-angle, upward-looking photograph of several modern skyscrapers with glass facades. The sun is setting or rising behind the buildings, creating a strong orange and yellow glow that filters through the glass and reflects off the surfaces. The sky is a deep blue. The perspective creates a sense of height and architectural grandeur.

04

**Crafting
long-lasting
value**

Dependencies affecting external environment

Volatile, Uncertain, Complex and Ambiguous External Environment

INPUTS

Financial Capital

Shareholder Equity – ₹112 Cr

Net worth – ₹3,877 Cr

Net Debt – ₹1,315 Cr

Manufactured Capital

Manufacturing area: 60.98m sq.ft.

Real estate:

Residential: 96acres

Commercial: 6.1 lakh sq.ft

Human Capital

Permanent Employees (nos.): 4,205

Contractual employees (nos.): 5,324

Total Hours of training per employee: 36,856 hours

Health and Safety Mgt System

Intellectual Capital

R&D expenditure : ₹4.36 Cr

Digitalisation and automation
Certification and accreditation

Natural Capital

Energy consumption: 16,791 TJ

Water withdrawal: 1,47,67,051 kL

Material consumption: 11,66,345.6 MT

Social and Relationship Capital

Community expenditure: ₹6.65 Cr

CPP distributed 1.6 million seeds to farmers for tree plantation



Employees



Customers



Supply chain partners



Communities

Risk and Opportunities

Strategy and resource allocation

Values:

- Customer's satisfaction and delight
- Superior quality of performance
- Concern for the environment and the community
- Passionate about excellence
- Fair to all
- To provide a safe workplace and promote healthy work habits

Strategic Focus Area:

- Customer Centricity
- Sustainability
- Responsible Business
- Creating value for stakeholders
- Innovation

Pillars of Governance

Accountability



Fairness



Transparency



Stakeholder management



Business Activities



Textile



Pulp and Paper



Real Estate

Performance

Outlook



Investors and Lenders



Government and Regulatory bodies



Contract Labourers



Revenue from business
₹ 4,068 crores



6,500 tonnes
of yarn produced per year through
1+ lakh spindles



4.75 lakhs MT
of paper products produced



67+ lakhs
sq. ft. area under
construction



Waste:
2.95 lakh MT



Total Emission:
9.6lakh tCO₂

Financial Capital

Total Revenues – ₹4,131 Cr
Dividend Payout Ratio – 40%
Return on Equity – 5%
Return on Capital Employed – 8%
Market Capitalization – ₹9,532 Cr

Manufactured Capital

Textiles capacity utilization: 91%
Pulp and Paper capacity utilization: 99%
Real Estate: **No. of sites underdevelopment - 5**
Integrated Management System Certification (ISO 9001, ISO 14001, ISO 45001)

Human Capital

Females in management positions: 57

Zero fatalities for Permanent Employees

New Employees hired: 514
Women employees: 5.75%

Intellectual Capital

New Products Developed: Approx 200

New Projects Launched: 2

No. of sustainable product (garments): 150-160

Natural Capital

Energy savings: 29.29 TJ
Steam saved: 34,576 MT
Renewable Energy Capacity: 6,936 TJ
Water recycled/reused: 5.8 million m³
Emissions Reduction: 21,400 tCO₂e
Percentage of raw material recycled/reused: 18.6%
Environmental compliance

Social and Relationship Capital

Impact of community initiatives – 63,750 beneficiaries
Supplier selection on sustainability criteria



SDGs

STRUTS

OUTCOMES

A close-up photograph of a hand holding a red dart, poised to throw it at a target. The target is visible in the lower portion of the frame, featuring concentric orange and black rings. The entire image is overlaid with a semi-transparent purple filter. The text '05 Strategic Overview' is positioned on the right side of the image.

05

Strategic Overview

Stakeholder Engagement

Cementing our relationships with stakeholders

At CTIL, stakeholders are at the core of our business operations. We continue to strengthen our bond with the stakeholders by engaging with them, identifying their concerns, and subsequently addressing their queries. During the reporting period, we have undertaken

a systematic stakeholder identification process to analyse our key stakeholders. We have identified the key stakeholders for each of our businesses and have sought their inputs in identifying the material topics.

Our stakeholder identification and engagement process involves three steps:



We have identified the key stakeholders based on their significance, influence, and impact on our businesses. This exercise was conducted to analyse the gaps, and thereby develop strategies to strengthen our relationship with the stakeholders. Our identified key stakeholders include the following :



Stakeholder expectation and our approach

EMPLOYEES



Significance

Get employment and become part of business activities

Frequency of Engagement

Continuous

Medium of Engagement

- Emails and meetings
- Performance appraisal reviews
- Grievance redressal mechanism
- Employee engagement programs
- Interact with family

Key Expectations

- Fair wages and equal opportunities
- Work life balance

- Training and skill development
- Career growth
- Rewards and recognitions
- Employee well-being
- Occupational health and safety

Our Approach

- Timely salary payments
- Safe working environment
- E-learning and development programmes
- Awareness programmes on mental health and wellness
- Robust rewards and recognition schemes
- Family connects

CUSTOMERS



Significance

Enables business Continuity; partners in solution development; impacted by the quality of products and services provided

Frequency of Engagement

Continuous

Medium of Engagement

- Regular business interactions
- Virtual sessions
- Customer satisfaction surveys
- Grievance redressal mechanism
- Exhibitions and trade fairs
- Advertising campaigns

Key Expectations

- Sustainable product offerings and solutions
- Product quality and pricing
- Post-sales support
- Product safety

Our Approach

- Ensuring quality of products
- Openness to feedback
- Prioritising customer satisfaction
- Innovative solutions
- Diverse product portfolio
- Transparency in disclosure

LOCAL COMMUNITIES



Significance

Neighbourhood's or local governance where we operate and make an economic, social, or environmental impact through our operation

Frequency of Engagement

Continuous

Medium of Engagement

- Engagement surveys
- Training and workshops
- Regular meetings
- Emails and telephonic conversations
- Need assessment surveys
- CSR reports
- COVID-19 care

Key Expectations

- Expectation of livelihood creation
- Improvement in overall living standards
- Water and sanitation
- Infrastructure development
- Training and inclusive growth
- Safe environment

Our Approach

- Community infrastructure development initiatives
- Skill development programme
- Quality education
- Providing opportunities for livelihood
- CSR activities

SUPPLY CHAIN PARTNERS



Significance

Provides goods and services for business activities

Frequency of Engagement

Continuous

Medium of Engagement

- Emails and meetings
- Training workshops and seminars
- Supplier assessment and review
- Supplier grievance mechanism

Key Expectations

- Long-term commitments with business partners
- Value creation
- Timely payment
- Good deals/pricing
- Continuity of orders

Our Approach

- Robust Procurement Policy
- Ethics and transparency
- Promote local suppliers
- Assessment and audit
- Supplier development

REGULATORS

Significance

Provides licenses and permissions to operate

Frequency of Engagement

Periodically or annually

Medium of Engagement

- Emails and letters
- Regular meetings
- Policy updates and ministry directives
- Mandatory filings with key regulators
- Annual reports
- Conferences
- Industry forums

Key Expectations

- Compliance to regulations
- Tax and royalties
- Pollution prevention

Our Approach

- Frequent communication
- Regulation compliance
- Payment of taxes and royalties
- Adopting cleaner energy



INVESTORS AND LENDERS

Significance

Provides financial capital and expects to earn a certain rate of return on that invested capital

Frequency of Engagement

Quarterly

Medium of Engagement

- Regular meetings
- Annual general meetings
- Quarterly investor conferences
- One-on-one engagements
- Annual reports
- Newsletters

Key Expectations

- Consistent return on investments and profitable growth
- Timely disclosures and compliance
- Continuous operational performance
- Corporate Governance framework

Our Approach

- Continuous monitoring and improvement of performance
- Increase focus on cost optimisation and value-added products
- Ethics and transparency



CONTRACT LABOURERS

Significance

Supports continuity of business activities

Frequency of Engagement

Continuous

Medium of Engagement

- Grievance redressal mechanisms
- Meetings
- Toolbox talk

Key Expectations

- Safe working environment
- Timely and fair payments

Our Approach

- Timely salary payments
- Ensuring safe and healthy working environment, health care



JOINT VENTURE PARTNERS

Significance

Enables strategic partnerships

Frequency of Engagement

Continuous

Medium of Engagement

- In-person meetings
- Email and telephonic
- Conference

Key Expectations

- Long-term partnership
- Fair revenue distribution

Our Approach

- Ensuring transparent communication
- Frequent communication

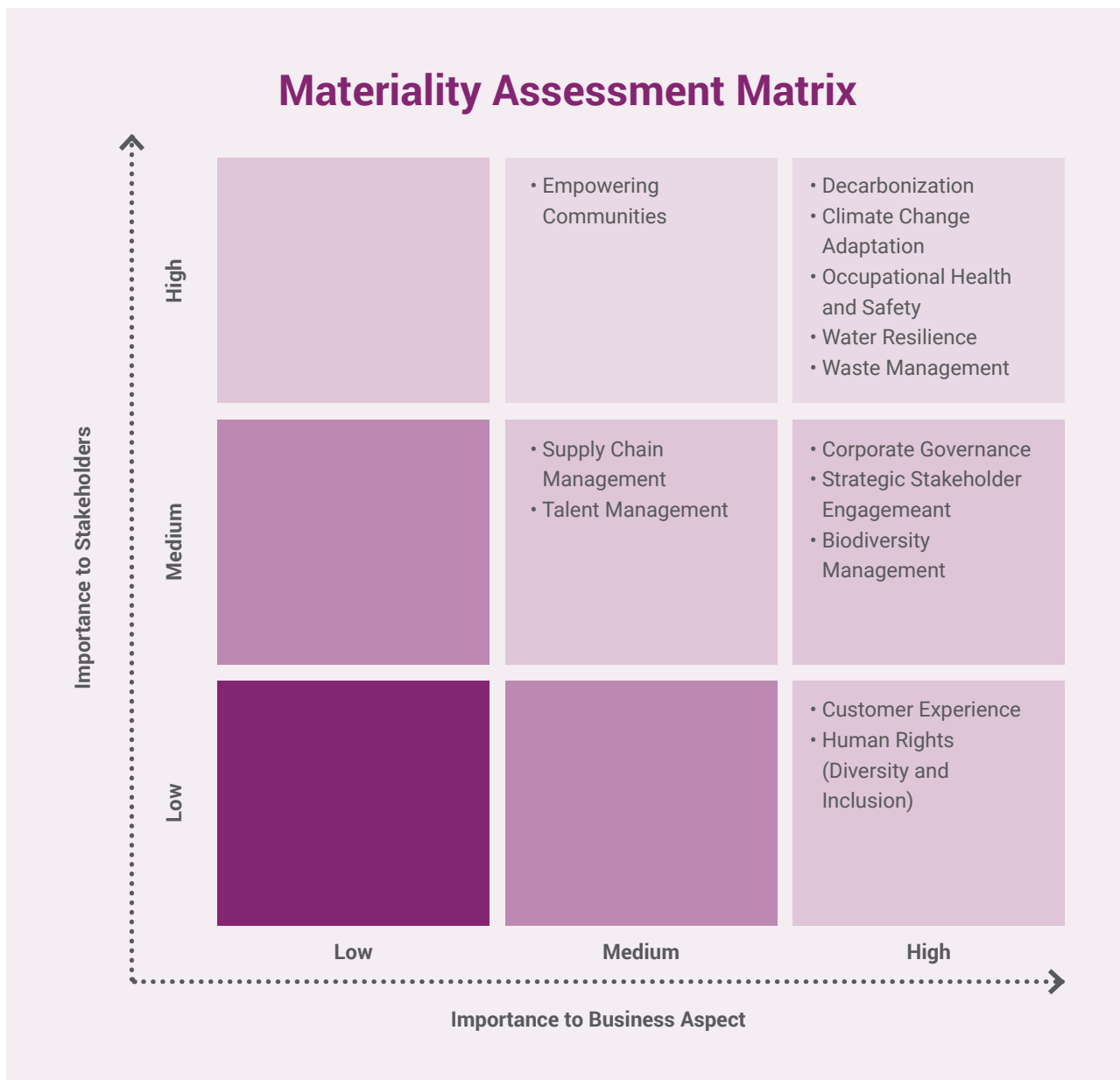
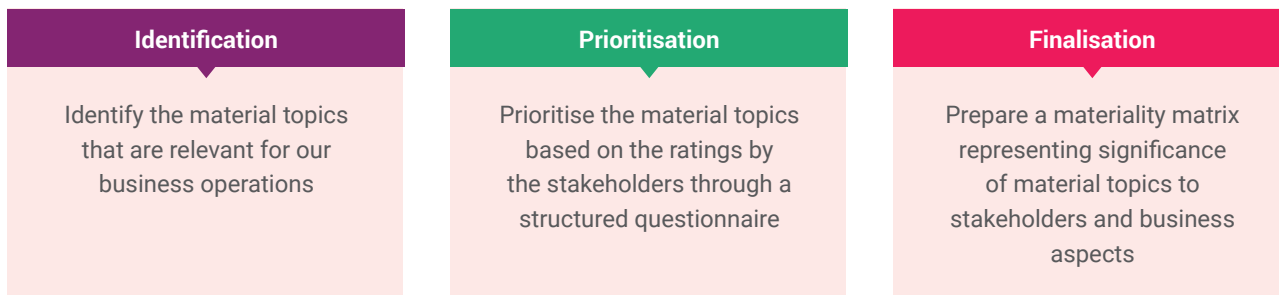









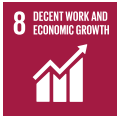








Materiality Assessment

We have identified topics that are material to our businesses and stakeholders based on ESG aspects. We carried out a materiality assessment exercise in accordance with Global Reporting Initiative (GRI) standards. We followed a three-step

process as mentioned below, to identify the topics material for our businesses in real estate, pulp and paper and textile industry. This Report presents the material topics that are common for all our three businesses.



Material Topic	GRI Topics	GRI Indicators	SDG Alignment	Reference In IR
Decarbonization	Energy Emissions	302 305	   	Natural Capital
Climate Change Adaptation	Explanation of the material topic and its Boundary The management approach and its components Financial implications and other risks and opportunities due to climate change	103-1 103-2 201-2	 	Stakeholder Engagement Natural Capital
Occupational Health and Safety	Occupational Health and Safety	403	 	Human Capital
Water Resilience	Water and Effluents	303	 	Natural Capital
Waste Management	Waste	306	  	Natural Capital
Human Rights (Diversity and Inclusion)	Human Rights Assessment Diversity and Equal Opportunity Biodiversity	412 405	 	Human Capital

Material Topic	GRI Topics	GRI Indicators	SDG Alignment	Reference In IR
Biodiversity Management	Biodiversity	304	 	Natural Capital
Supply Chain Management	Supplier Environmental Assessment	308	 	Social and Relationship Capital
	Supplier Social Assessment	414		
Talent Management	Training and Education	404	  	Human Capital
Customer Experience	Customer Health and Safety	416	  	Social and Relationship capital
Empowering Communities	Local Communities	413	      	Social and relationship capital
Corporate Governance	Environmental Compliance	307		MD&A section of Statutory reporting
	Socioeconomic Compliance	419		
Strategic Stakeholder Engagement	Stakeholder Engagement	102-40 to 102-44	-	Stakeholder engagement section

Strategic Business Overview

At CTIL, the business strategy is aligned towards our mission and values of manufacturing world-class products of outstanding quality to cater the evolving needs of our

customer. Our strategy is sub-divided into priority areas for each of the business segment that we operate in to have clear focus on growth.



- Asset Class - Residential with opportunistic approach towards commercial
- Geography - Pan India with focus on largest markets in three cities -Mumbai, Bengluru and NCR
- Product segment - Mid-premium to high-end segment.
- Leverage the 'Birla' brand to deliver an exceptional consumer experience and creating value for stakeholder



- Securitization of raw material
- Environment - dust reduction in lime handling area and coal feeding points
- Import substitution of some varieties of tissue products
- Debottlenecking annual production of packaging board from existing 1.8 LMT to 2.0 LMT
- Focus on innovation to launch and expand specialty products



- Focus on Home - Textile market in USA
- Launch new products
- Explore new global markets
- Launch home textile in domestic markets

Birla Estate

Asset Class - Residential with opportunistic approach towards commercial

Looking at the increasing demand for residential properties due to increase in salaries, low mortgage rates and affordability, we have launched five residential projects - Birla Vanya, Birla Alokya, Birla Navya, Birla Niyaara and Birla Tisya in the cities of MMR, Bengaluru and NCR. The total saleable area under this segment stands at 6.7 million sq ft, with a cumulative revenue potential of more than ₹15,000 Crore.

Birla Estate also has two iconic commercial properties - Birla Aurora and Birla Centurion in Worli, with a total area of 6.1 Lakh sq ft and having a lease revenue potential of ₹125 Crore p.a. The commercial segment of real estate has shown strong resilience post-COVID as many companies are moving from work-from-home trend to flexible or remote office setup.

Geography - Pan India with focus on largest markets in three cities - Mumbai, Bengaluru and NCR

With sustained growth at high price points and a favourable regulatory framework, the focal markets of Mumbai, Bengaluru and NCR account for over 60% of annual residential sales. With increasing market size, Birla Estate aims to capitalise on the opportunity and garner a significant share in the overall residential market. We are considering to expand our geographical reach and offer favourable risk reward ratio.

Product segment - Mid-premium to high-end segment

The mid-premium to high-end category accounts for 70% of the residential market. The key considerations for premium buyers are high-quality, best-in-class design and on-time delivery. The conducive price point in the segment enables Birla Estate to deliver on its Brand promise.

Leverage the 'Birla' brand to deliver an exceptional consumer experience and creating value for stakeholder

Customers associate trust, transparency, quality, and excellence with the brand 'Birla'. We focus on customer centricity, design, digital enablers, superior project delivery and technology to maintain the brand value. The trust associated with the brand helps in sourcing new deals in the market.

Century Pulp & Paper

Securitization of raw material

Availability of raw material has been a challenge. To ensure sustainable supply of raw material, we have started adopting below measures towards uninterrupted supply of different raw material:

- **Wood** – We are undertaking various initiatives to become fiber sustainable by FY 2024-25. These include increasing farmers' nurseries by distributing hybrid eucalyptus seeds for plantation, establishing poplar nursery within CPP factory premises and encouraging farmers to plant poplar trees.
- **Imported pulp** - The requirement of imported pulp is estimated to increase in the near future. We have established long-term relationships with global pulp suppliers through reservation contracts. We have partnered with globally renowned pulp suppliers for the supply of imported pulp in order to reduce the impact of volatilities and to ensure availability of pulp at a viable rate.
- **Bagasse** - Bagasse, a residue of sugarcane, is a key raw material in the Paper Industry and we are working in close co-ordination with sugar mills to ensure assured and sustained supply of bagasse at viable rates.
- **Wastepaper** – For the Recycle Paper Plant, we need wastepaper. However, the COVID-19 pandemic halted paper consumption resulting in scarcity of wastepaper. This has led to sharp increase in cost of wastepaper thereby making procurement a difficult task. We are continuously monitoring and analysing these events to prepare ourselves for any such unforeseen circumstances in future. With reduction in COVID-19 cases, the availability of wastepaper is expected to return at normalcy.

Environment - dust reduction in lime handling area and coal feeding points

We are continually striving to make our operations environmentally friendly. With the same objective, we initiated the project for dust extraction and control at coal handling plant and bagasse pith transfer points, and is expected to be completed by FY 2022-23. For reduction of dust and control emissions in lime handling area, we are in process of installing Modified Lime Handling System in causticizing section, which will have close lime feeding circuit along with fugitive dust emission control system.

Import substitution of some varieties of tissue products

We are working towards the launch of Century Ultra Soft Facial Tissue and Ultra-toilet tissue in the premium range, which are import substitutes of tissue products. These products command higher margins and will contribute towards profit along with enhancing the brand of Company among customers.

Debottlenecking annual production of Packaging Board from existing 1.8 LMT to 2.0 LMT

We are building additional capacity of 0.2 Lac MT per annum in Board segment through internal debottlenecking process. This would involve minor realignment of equipment without any major capital outlay.

Focus on innovation to launch and expand specialty products

Rising consumer consciousness for health and hygiene post COVID-19 led to higher demand in the tissue segment, which is evident from the increase in share of tissue in the overall revenue from 8% in FY 2020-21 to 12% in FY 2021-22. The 'Away From Home' segment also improved due to partial opening of tissue consumptions centres. To capitalise on this, we have increased the annual capacity of the tissue plant from 36,000 MT p.a. to 72,000 MT p.a. in FY 2021-22.

The growth in demand for e-commerce, FMCG, Pharma and FMCD products has also raised the demand for paperboard. To meet the needs of this growing demand, we have planned to increase the board capacity by 20,000 MT p.a. in FY 2022-23.

We also plan to expand our product portfolio by launching value-added products in coming years. These value-added products to contribute around 25% volume in tonnage terms during FY 2022-23.

Birla Century

Focus on Home Textile market in USA

Over the past few years, the online home textile sector has witnessed a huge growth. To capitalise on the same, our focus is on engaging with online sheeting suppliers. On account of increased raw material prices, we are also expecting orders from small boutique retailers which usually have better margin profile.

Launch home textile in domestic markets

We launched sheet sets under the brand name 'Hill & Glade' in the domestic market, to tap into the large potential available. With the launch of this brand, we expect the domestic market to contribute 10% in the first year and 25% over a period of time to the total production of domestic market. This provides an advantage of a huge domestic market and reduce our dependency on export.

Launch of new product

With the focus to provide customer the entire range of the 'Top of the Bed', we are exploring to enter filling comforters and quilts along with sheet sets. This will help in attracting more retailers as we become one stop supplier for all their requirements.

Explore new global markets

We are exploring new markets like the Australia and New Zealand which offer huge potential for growth. The intent is to offer finer counts and unique blends to mitigate the competitive pressure and sustain margins and volumes.

Our Risk Management Framework

In today's world, we operate in an environment that is highly volatile, uncertain, complex and ambiguous (VUCA). Such an environment requires an organization to develop an efficient process to proactively evaluate the nature of risks and undertake measures to manage risks and crises. The COVID 19 pandemic also pushed businesses further in preparing for various black swan events that have an extraordinary impact and enhanced volatility in the business ecosystem. The external environment keeps on evolving and exposes us to unforeseen events. This has heightened the need for robust risk management frameworks to ensure business continuity. We have established a comprehensive Risk Management Framework in compliance with International Standards

such as COSO (Committee of Sponsoring Organization) and ISO 31000 with a vision to integrate risk management with its overall strategy to ensure uninterrupted and seamless business operations. We aim to not just identify and mitigate various internal and external risks but also capitalise on emerging opportunities associated with existing and emerging risks.

Risk Management Framework

At CTIL, risk management is a continuous cycle beginning with risk identification and followed sequentially by risk assessment, risk evaluation, and risk response. The framework also lays down activities for risk monitoring, review, control, and managing materialized risks to support the entire ERM process across the organization.



At CTIL, risk management is a continuous cycle beginning with risk identification and followed sequentially by risk assessment, risk evaluation, and risk response.

Internal and External Environment



Our aim in embarking on the Enterprise Risk Management (ERM) journey is to strengthen and formalize risk management practices at the company level to mitigate risks in a structured and consistent manner to boost the confidence of our diverse stakeholder group.

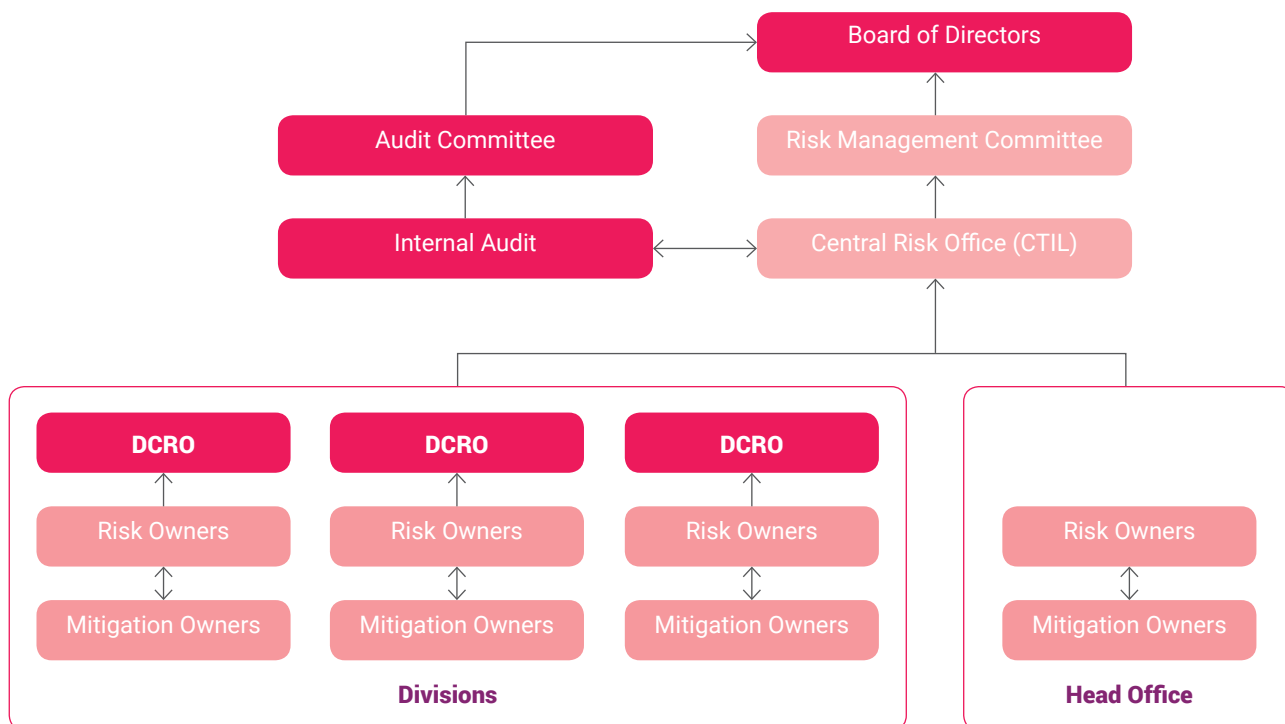
The ERM framework is spearheaded by the Risk Management Committee. It monitors the overall effectiveness of the Enterprise Risk Management process. Board of directors sets the expectations in terms of ERM by authorizing roles and responsibilities for all stakeholders. The Risk Management Committee in particular, monitors the effectiveness of ERM process. It is also in constant touch with Central Risk Office for significant changes and key business decisions. The Central Risk Office is responsible for facilitating the development, implementation, and monitoring of risk management across the organization, currently

under the oversight of the CFO. Each unit and business division are responsible for identifying the probable risks in their respective area

of operation, which is then escalated to the management level. Risk and Mitigation owners take charge of overall ERM responsibility.

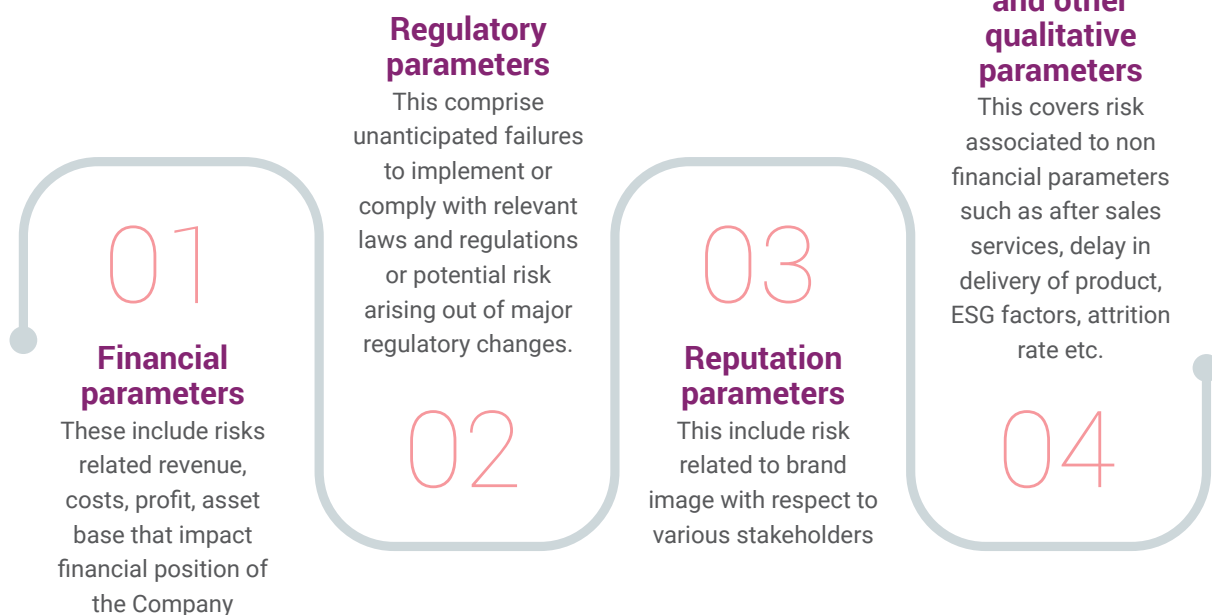


Risk Governance Structure



Risk Appetite

Undertaking business activity inevitably leads to taking risks. Our risk appetite is the level of risk we are willing to accept and retain to achieve our business objectives. At Century Textiles and Industries limited, our Risk Management framework considers the following broad categories of risks:



Risk Assessment

The Risk Management Committee has identified 7 key risks relating to corporate level, pulp & paper, real estate and textile division, based on a matrix of "Likelihood of occurrence" and "Risk Impact". Below is the Heat map and detailed description along with the mitigation plans for the key risks:

Impact	Severe					
	Major			R1, R2, R3, R5, R6		
	Moderate				R4, R7	
	Minor					
	Insignificant					
Risk Heat map		Rare	Unlikely	Possible	Likely	Almost certain
		Likelihood				

■ Extreme Risk
 ■ High Risk
 ■ Medium Risk
 ■ Low Risk

Risk No.	Segment	Type of Risk	Detailed Risk Description	Mitigation Plans	Risk Grade
R1	CTIL - Corporate	Cyber Security	Risk of Cyber-attack and data loss due to remote working model and use of outdated systems	<ul style="list-style-type: none"> • Upgradation of software and implementation of firewall • Awareness session for employees on cyber attack 	High
R2	CTIL - Corporate	Technology Risk	Improper functioning of Disaster Recovery Plan (DRP) and Business Continuity Plan (BCP)	<ul style="list-style-type: none"> • Periodic SAP disaster recovery drill and formalised BCP plan 	High
R3	CTIL - Corporate	Technology Risk	Unavailability of Data Leakage Prevention (DLP) system to trace data leakage	<ul style="list-style-type: none"> • Installation of firewall to block access to social media websites and USB/external drive • Evaluation and review of data loss protection (DLP) system 	High
R4	Pulp & Paper	Competition Risk	Profit margins reduction due to high cost of production	<ul style="list-style-type: none"> • Expand product portfolio by launching new and innovative value-added products • Installation of new BCTMP plant to reduce dependency on imports 	High
R5	Real Estate	Operational Risk	Delay in project completion due to dependency on approval and procedural from government department or authorities	<ul style="list-style-type: none"> • Adherence to the timeline related to compliances and permission • Appointment of consultation for liaison and awareness about local regulation 	High
R6	Real Estate	Technology Risk	Non-compliance with General Data Protection Regulation (GDPR)	<ul style="list-style-type: none"> • Strong framework and periodic review of data privacy policy to ensure security of data 	High
R7	Textile	Expansion Risk	Low profitability due to insufficient plant capacity and narrow product range in home textile segment	<ul style="list-style-type: none"> • Capacity expansion for processing fabric, printed fabric and wider width (2.5x) to meet the increasing demand 	High



06

Creating and Preserving Value

Financial Capital

Key Highlights of FY 2021-22

₹4,068_{Cr}
(↑ 58% YoY) Revenue

₹498_{Cr}
(↑ 94% YoY) EBITDA

₹162_{Cr}
(₹34 Cr loss in FY21) PAT

₹3,877_{Cr}
Net worth

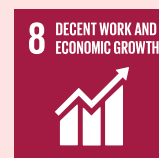
0.34x
Net debt to equity

40%
Dividend payout ratio

Interlinkage with other capitals



Contribution to SDGs



Financial capital lays down the foundation of any organisation and helps to tap newer growth avenues. At CTIL, we believe in cost optimisation, and profitable growth to build a strong balance sheet. Further, the focus is to ensure an optimal capital structure with a strong liquidity position. We believe in identifying and investing in new opportunities capable for generating returns to create long-term value for our stakeholders. Also, judiciously employ capital across our businesses to strengthen the financial position and thus, enhancing our business and operational efficiencies.

Shareholder Value creation

Our primary strategy is to maximise shareholder returns and this mindset is evident in the market capitalisation, which has increased from ₹4,396 Crore on 11 October 2019 to ₹9,532 Crore on 31 March 2022.

We have always valued the trust and support that shareholders have demonstrated by investing their money and supporting our growth story.



Economic Value Creation (EVC) measures the business as an investment that must provide a certain return on the capital invested.

Economic Value Creation

Economic Value Creation (EVC) measures the business as an investment that must provide a certain return on the capital invested. The two broad categories of EVC includes Economic Value Generated (EVG) and Economic Value Distributed (EVD). EVG measures the Company's inflows in terms of revenue, on the other hand, EVD represents the Company's outflows in the form of payments to internal and external stakeholders.

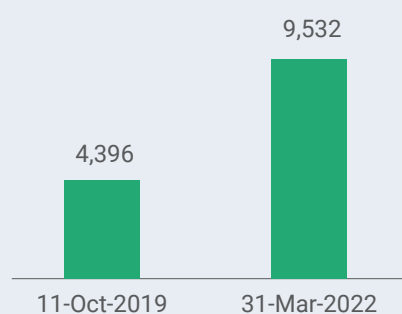
Its underlying premise is to calculate profitability and measure the additional wealth created for shareholders after deducting EVD from EVG.

Particulars	FY 2021-22 in ₹ Crore	FY 2020-21 in ₹ Crore
Revenues	4,131	2,617
Other income	43	62
DIRECT ECONOMIC VALUE GENERATED (A)	4,174	2,679
Operating costs	3,356	2,101
Employee benefits	324	281
Payment to providers of capital	52	71
Payments to government	50	-1
Community investments	7	11
ECONOMIC VALUE DISTRIBUTED (B)	3,789	2,463
ECONOMIC VALUE RETAINED (A-B)	385	216

Notes:

1. Revenue generated includes sales and other operating income
2. Operating cost includes cost of materials consumed, purchase of traded goods, changes in inventories of finished goods, work in progress and traded goods and operating expenses excluding CSR expenses
3. Payment to provider of capital include finance costs
4. Payment to government includes current tax, adjustments of tax relating to earlier periods, deferred tax relating to earlier period, MAT credit recognized and deferred tax
5. Community investments include CSR expenses.

*Market Cap (₹ in Crore)



* The cement business was hived off on 11th Oct 2019

Key Focus Areas



- Establish Birla Estates as one of the most Respected Brand and valuable company in the Indian Real Estate
- Drive customer centricity through every facet of business operations
- Create thoughtful and innovative spaces for the customer
- Ensure quality par excellence in projects without compromising on safety



- Efficient cash management
- Continuous focus on efficient working capital management
- Focus on new product development/ value added product NPD/VAP with higher contribution



- Commissioning of knit wear project under JV with Grasim
- Cost Optimisation

Birla Estates

Birla Estates Private Limited was established in 2016 to deliver exceptional value to its customers in the form of a lifestyle that combines the advantages of technology, innovation, and sustainability. The focus is on developing land parcels owned by the Group, as well as growing the business with joint development agreements and strategic tie-ups across major tier 1 cities in India. Currently there are two commercial and five ongoing residential projects under our brand.

During the FY 2021-22 Birla Estates achieved sales of 1.1 million sq. ft. worth ₹1,913 Crore which is more than 3 times of the previous financial year along with robust collections of ₹351 Crore from all the projects on the back of strong customer outreach.

Commercial

₹125 Cr
Leasing Revenue

90%
Occupancy

Residential

₹1,913 Cr
(↑ 208% YoY) Booking value

13.3 million sq ft
Development Potential

Establish Birla Estates as one of the most respected brand and valuable company in the Indian Real Estate market

Our aim is to be one of the top developers in the country over the next 5 years by having a balanced portfolio of projects in the core markets of MMR, NCR, Bengaluru and Pune. The primary focus will be on residential projects with comparatively quicker cash realisations and also leverage the Brand "Birla".

Drive customer centricity through all facets of business operations

At CTIL, customer centricity is one of the key focus areas for us. To deliver exceptional service throughout the customer journey, it is imperative that the organisation is aligned to cater to the customer needs and queries with agility. With the same intent, our individual teams align their respective operations with the needs of the customers and work towards ensuring exceptional customer service. We strive to use the latest technology to set new industry benchmarks in providing a highly responsive and personalized customer experience.

Create thoughtful and innovative spaces for the customer

Our differentiation stems from being design driven and customer focused. The philosophy of being LifeDesigned™ is aimed to provide customers with a thoughtfully planned ecosystem that is designed around their life.

We design our products through deep consumer insight. The endeavour is to not just provide the stated needs but to also preempt the future requirements of the customer and provide the same. This ensures that our product continues to remain relevant to our customers over the years.

Ensure quality par excellence in projects without compromising on safety

We have implemented a highly scalable outsourced model. To ensure timely and quality delivery with sharp focus on safety, we work with Grade "A" execution partners. Project execution is undertaken by the appointed contractor under the supervision of Birla Estates. Detailed planning and internal checks (including safety tests) helps ensure both quality and cost efficiency.

Century Pulp and Paper

Century Pulp and Paper is a leading player in India's pulp and paper industry. Our product portfolio includes writing and printing paper, tissue, multi-layer packaging board and Rayon Grade Pulp (RGP) products.

During FY22 the pulp and paper segment delivered a revenue of ₹2,818 Crore with Y-o-Y growth of 59% and EBITDA of ₹424 Crore with 92% Y-o-Y growth due to strong demand across all the paper segments. The growth in writing and printing paper was due to opening of schools and offices and the increasing demand for tissue paper was due to rising awareness on health and hygiene on account of pandemic. The paperboard segment saw increased demand due to growth in e-commerce, FMCG, Pharma & FMCD products.

₹2,818_{Cr}
(↑ 59% YoY) Revenue

₹424_{Cr}
(↑ 92% YoY) EBITDA

15%
EBITDA Margin

Efficient cash management

We are continuously working towards efficient cash management to keep the balance sheet lean and healthy. Below are few initiatives implemented during the year to achieve the above objective.

- Introduced novel bill discounting scheme for vendors to ease liquidity
- Details analysis of cash flow items to closely monitor refunds, claims and other non-trade receivables to strengthen cash flow
- Review of all projects with long term payback period
- Adopt an asset light business model – We are regularly assessing potential areas, activities, processes, sub-processes and business segments for identifying areas of improvement and working on the same, resulting in an efficient and effective use of our resources.

Continuous focus on efficient working capital management

Pulp and Paper business is capital intensive and thus focusing on efficient capital management is of prime importance for us. We have built a strong system to improve working capital management. Below are the few initiatives taken during the year towards the same:

- Inventory rationalization of slow and non-moving items by analyzing historical trends, current scenario and lead time
- Implementation of latest IT systems to reduce inventory of finished and semi-finished goods
- Adopted new technologies and methods to minimize production cycle and ensure timely deliveries to customers
- Offered innovative and attractive incentive scheme to faster collection of receivables
- Use of cost-efficient substitutes of non-core items

Focus on new product development / value added product (NPD/VAP) with higher contribution

During FY22, we have successfully developed and launched innovative products like PE Free Antifungal ARSR, Prima MR Board, Natura Board, Green Pulp and High BF Kraft paper, which generated higher margins than other products. We are continuously working towards developing value added products across various segments like Honeycomb Paper, American A4 Copier, Barrier Coated Board, Antifungal Board, Ultra Soft Facial Tissue, Ultra-toilet Tissue, and Economical Kitchen Towel with an objective to expand the product portfolio and improve the blended margin profile.



Birla Century

Birla Century is one of the leading and premium textile players in the country, offering customised solutions in the personal apparel and home-textile space.

The textile business witnessed a highest lifetime revenue in FY22 at ₹1,037 Crore which grew by 78% Y-o-Y and EBITDA stood at ₹29 Crore against EBITDA loss in last financial year, despite the raw material and supply chain challenges. During the year, we also entered into a 50:50 joint venture with Grasim Industries Limited to produce knitted man-made cellulose fiber knit fabrics. The main objective of this move was to explore Knits Segment using Group Synergy.

₹1,037_{cr}
(↑78% YoY) Highest lifetime revenue

₹29_{cr}
(₹48 Cr. loss in FY21) EBITDA

₹28_{cr}
(₹22 Cr. in FY21) Free Cashflow

Commissioning of knit wear project under joint venture (JV) with Grasim

Man-Made Cellulosic Fiber (MMCF) segment has witnessed growth at an accelerated pace which has resulted into huge demand supply mismatch in India. This has led to increased dependency on imports for MMCF Fiber. To address this challenge, in FY22 Birla Advanced Knits Private Limited was incorporated through a 50:50 joint venture agreement between Century Textiles and Industries Limited and Grasim Industries Limited, to manufacture MMCF Knit Fabrics. The JV will help us diversify product portfolio in MMFC segment. The group synergies between Grasim and Birla Century will help both the business to explore knits market in India and internationally. The JV has a potential to contribute ~₹350 Crore per annum in Sales with an EBITDA margin of ~12%. The total capex earmarked for the JV is ₹160 Crore over the next 6 months with equal equity contribution by CTIL and Grasim of ₹15 crore each and balance through low-cost subsidised borrowing.

Cost Optimisation

Power and fuel are a significant portion of the operational cost in the textile sector. To mitigate the risk of increasing power and fuel costs we have signed a Power-Sharing Agreement (PSA) for the supply of 3 MW of non-renewable energy (Wind and Solar) which will help to reduce power cost by ₹0.70 per unit and ₹0.5 Crore p.a.

We have also made a modification to the existing Captive power plant (Back pressure Turbine) which will help to generate 40,000 units of power per day at ₹1.50 per unit, saving ₹9 Crore per annum. E-Insulation of the steam supply line will help reduce heat loss of steam lines and resulting in cost saving of ₹0.6 Crore per annum.



Manufactured Capital

Key Highlights of FY 2021-22

Manufacturing capacity

41 million
of fabric annually
Birla Century

Capacity utilisation

91%
Birla Century

Birla Estates

5 Sites under development

4.81 Lakh MTPA
Century Pulp and Paper

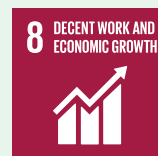
99%
Century Pulp and Paper

67+ Lakh sq.ft.
Area under development

Interlinkage with other capitals



Contribution to SDGs



Our manufacturing facilities in Lalkua and Jhagadia, infrastructure projects, equipment, fixed assets, and state-of-the-art technologies enable us to manufacture superior and sustainable products, and deliver climate-conscious spaces to homebuyers.

Our facilities are in adherence to the best global practices and contribute towards operational excellence. We continue to progress across all our business verticals by investing in innovation to enhance our existing business operations and expand our product portfolio.



Artist Impression only



Artist Impression only

Birla Estates

The vision of Birla Estates is to transform the perception of Indian Real Estate sector by delivering an exceptional experience and creating value at every level and for every stakeholder. We have our presence in three major cities of MMR, Bengaluru and NCR.

LifeDesigned is our guiding philosophy of drawing inspiration from and influencing the lives we touch, through our built environments which are meticulously perfected to understand, nurture and enrich the lives of the customers. We achieve this by partnering with a diverse set of experts who work together seamlessly to bring LifeDesigned alive.

We have till date launched five projects across three cities. We launched two new projects in the current year - Birla Niyaara at



Worli, Mumbai and Birla Tisya at Rajajinagar, Bengaluru.

We offer climate-conscious spaces to residents and bring them closer to the nature. Our projects have integrated building management systems and are equipped

with rainwater harvesting infrastructure, sewage treatment plants, energy efficiency infrastructure, organic waste management system and irrigation management system. We have dedicated green zones in all our projects, thus reducing the carbon footprint of our buildings and enhancing the quality of life of the homebuyers. We go well beyond mere compliance with statutory requirements in our efforts towards contributing to a cleaner and greener environment.

Our Commercial Projects

Project Name	Location	Leasable Area (in lakh sq.ft)	Number of Floors
Birla Aurora	Worli, Mumbai	2.6	22
Birla Centurion	Worli, Mumbai	3.5	12

Our Residential Projects

Project Name	Location	Area (in acres)	Total Saleable Area (in lakh sq.ft)
Birla Vanya	Kalyan, Maharashtra	22	13.2
Birla Alokya	Whitefield, Bengaluru	8	5.5
Birla Navya	Golf Course Extension, Gurugram, NCR	48	17.8
Birla Niyaara	Worli, Mumbai	14	24.0
Birla Tisya	Rajajinagar, Bengaluru	5	6.5



- The Projects "Birla Vanya – Phase 1" and "Birla Vanya – Phase 2" are registered with MahaRERA under the Registration Nos. P51700019178 and P51700029755 respectively and can be viewed at <https://maharera.mahaonline.gov.in>. This advertisement does not constitute an offer. For details, please visit sales office/RERA website. Plans for the project are subject to further approvals/modifications from the concerned authority/ies and/or the Promoter.
- The Project "Birla Alokya" comprising of 218 villaments & a Club House is registered with the Karnataka Real Estate Regulatory Authority under Registration NO. PRM/KA/RERA/1250/304/PR/190724/002725 and can be viewed at: <https://rera.karnataka.gov.in/>
- The Project "Birla Navya (Amoda I and II)" is registered with Haryana RERA under the Registration No. RC/REP/HARERA/GGM/390/122/2020/06 OF 2020 and the Project "Birla Navya (Drisha 1A)" is registered with Haryana RERA under the Registration No. RC/REP/HARERA/GGM/391/123/2020/07 OF 2020 and can be viewed at: www.haryanarera.gov.in. The Project is being developed by Avarna Projects LLP ("Developer"). Birla Estates Private Limited and Anant Raj Limited are partners in the Developer LLP.
- The Project "Birla Niyaara Phase – 1" is registered with MahaRERA under the Project Registration No. P51900031916 and can be viewed at <https://maharera.mahaonline.gov.in>. This advertisement does not constitute an offer. For details, please visit sales office/RERA website. Plans for the project are subject to further approvals/modifications from the concerned authority/ies and/or the Promoter. The Project Birla Niyaara is an integrated development spread across 14 acres being developed in phases and Birla Niyaara Phase-1 is a part thereof.
- The Project "Birla Tisya" comprising of 2 Towers and a Club house is registered with Karnataka RERA under the Registration No. PRM/KA/RERA/1251/309/PR/211022/004371 and can be viewed at: <https://rera.karnataka.gov.in/>.

Century Pulp and Paper

The state-of-the-art manufacturing plant of CPP is located at the foothills of Himalaya in Lalkua, in Nainital district of Uttarakhand. With 396 acres of land, the manufacturing capacity of this facility is 4.81 Lakh MTPA. Apart from Lalkua, the board and tissue cutting facilities-quick service center are situated at Baddi, Sonipat, Bharuch and Hyderabad.

The latest machineries at the plant help us produce world-class products, maintaining highest quality standards. The manufactured products pass through stringent quality control checks in our in-house laboratories.

Our range of writing and printing paper are used to produce stationery products such as notebooks and envelopes. The current capacity for paper stands at 1.98 Lakh MTPA. The multi-layered packaging boards are used in e-commerce, food, FMCG and pharma industries, and has a capacity of around 1.80 Lakh MTPA. With a capacity of around 0.72 Lakh MTPA, the tissue product diversification includes jumbo soft tissue, paper rolls, facial tissue, towel grade tissue, napkin tissue and toilet

tissue. Rayon Grade Pulp, a highly purified form of cellulose made from wood has a total capacity of around 0.31 Lakh MTPA.

We aim to strengthen our management systems and processes and achieve manufacturing excellence. We have all the necessary certifications for Quality Management System (ISO 9001), Environment Management System (ISO 14001), Occupational Health and Safety Management System (ISO 45001) and Forest Stewardship Council™. All our copiers are BIS certified and star copier is BIS certified with Eco Mark. Additionally, selected board and paper products are graded under PREPS guidelines.

Few of the initiatives taken at our site are:

- We have recently installed IR Dryer on our board machine which helps in process efficiency, steam reduction and quality enhancement.
- Our new PCC plant consumes CO₂ generated from lime kiln and thus reduces CO₂ emission.
- The hot flue gases recirculate in the new tissue machine and enhance capacity with shoe press and redryer technology, thus reducing steam consumption.



Birla Century



Our manufacturing facility at Jhagadia, Bharuch, Gujarat is spread over an area of 43.56 million sq.ft (100 acres). The use of best modern machineries at our facility, gives us a competitive advantage and makes us at par with the global standards. As a pioneer in the field of manufacturing sustainable products, we ensure to maintain



quality-consistent products integrated with innovation, customisation, design, and circularity in fashion.

We have a dedicated sustainable product basket for garments, which makes use of organic raw materials, sustainable or recycled fibres, and eco-friendly and safe-dyed chemicals. With over 1,00,000 spindles, our manufacturing facility produces 6,500 tonnes of yarn annually. Over 41 million meters of fabric is annually being produced by 300 airjet and rapier looms. Our manufacturing technology can compare with the best across the globe, offering speed, versatility, and quality. The technology procured for the plant is from the best equipment manufacturers in their respective fields. Our machineries are loaded with BARCO hardware and required softwares. We also have NABL accreditation for testing laboratory.

Quality Management Certifications:

BS OHSAS 45001:2018, ISO 9001:2015, ISO 14005:2015, EnMS ISO50001:2018, ISO 17025, Bureau Veritas Certification Holding SAS: SA8000 management system, LEED v4 GOLD, Global Organic Textile Standards (GOTS), Organic Contents Standards, SUPIMA, Control Union – Recycled Claim Standard, Cotton USA Licensee, Better Cotton Initiative (BCI), OEKO-TEX, Fairtrade Certificate, Cotton Egypt Association (CEA), Zero Discharge of Hazardous Chemicals.

We have a dedicated green cover space of about 42.05 acres at the facility with landscape walkway, gardens, and water spaces. The zero-discharge Effluent Treatment Plant (ETP) has a four-stage filtration RO system which helps in recovery of water up to 95%.





Our world-class latest automated compact spinning machines are capable to spin Ne 40 to Ne 200 in singles and doubles.

SPINNING



There is variability in styles produced by weaving plant such as plains, drill, twill, satin, oxford, structured, dobby, herringbone, chambray, fil-a-fil, pique cord, and honeycomb.

WEAVING



We produce premium cotton fabrics with soft, anti-wrinkle (MXL technology), water-resistant, fragrant, stain-release, bio-polish stiff finish, and various sustainable performance finishes.

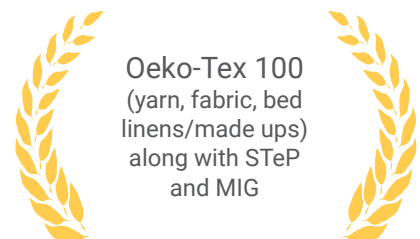
FINISHING



The processing machines offer finished fabrics from 54" to 117" finish width, with eco-friendly dyes and chemicals.

WET PROCESSING

AWARDS AND RECOGNITION IN MANUFACTURING EXCELLENCE



Human Capital

We believe that our human capital is the backbone of our organisation, strengthening our businesses to the fullest. We are focused towards harnessing the full potential of our human capital through a safe and healthy work

environment, empowering our employees and workmen to achieve harmony in our business. At CTIL, we embrace a culture that values collaboration, teamwork, business ethics and encourages diversity.

Key Highlights from the year:



Interlinkage with other capitals



Contribution to SDGs



Human Resource Management

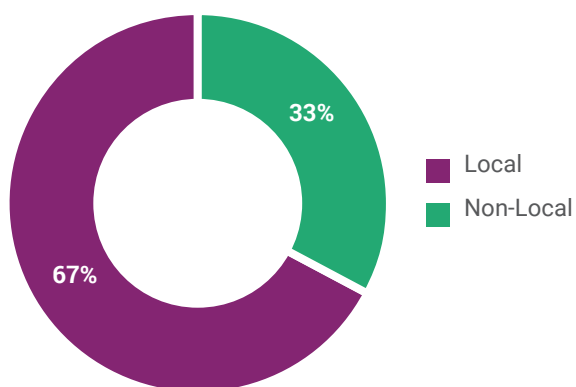
The soul of our organisation- our employees, are our biggest strength. We strive to promote collaboration, diversity, and integrity across our workforce. Our Human Resource team focuses on developing overall strategy and programs on hiring, recruitment, training, development, and retention of our employees. Efficient and effective management of our employees is our key priority. We believe that harnessing the potential of our workforce is business

imperative, achieved by providing an empowering work environment to nurture and promote talent. We are always seeking to provide opportunities to skilled talent, resulting in the successful hiring of 514 new employees during the reporting period. Our businesses are driven by our workforce, and we continue to innovate and evolve in our approach to provide a strengthening, competitive and performance driven environment to our people.

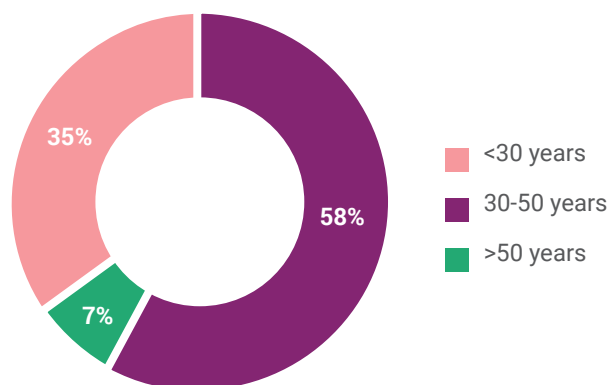
Total Workforce

CTIL Workforce					
S. No	Particulars	Male		Female	
		No.	Percentage	No.	Percentage
EMPLOYEES (Staff and Management)					
1	Permanent	1,107	95%	63	5%
2	Contractual	57	88%	8	12%
3	Total	1,164	94%	71	6%
4	Total employees	1,235			
WORKMEN					
5	Permanent	3,017	99%	18	1%
6	Contractual	4,955	94%	304	6%
7	Total workmen	7,972	96%	322	4%
8	Total Workmen	8,294			

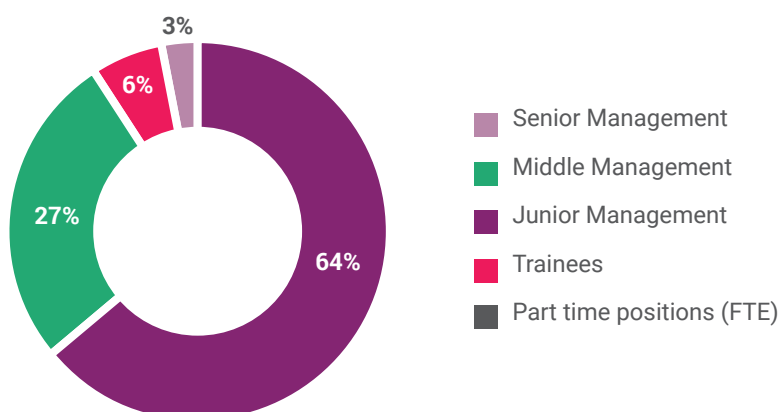
Employee category by region



Employee by age group



Employee by Employment Type



Workforce Turnover

Workforce turnover by age and gender	CTIL		Total Turnover
	Permanent employees	Permanent workmen	
<30 years old	37	51	88
30-50 years old	93	58	151
>50 years old	35	104	139
Male	158	203	361
Female	7	10	17

Our total employee hiring during the reporting period:

Employee Hire

Total Employee Hire					
<30yrs		30-50		>50	
Male	Female	Male	Female	Male	Female
267	24	185	15	23	0

Ensuring a smooth workflow between new hires and employee turnover is essential to maintain continuity of business operations. We uphold and protect human rights across our businesses in compliance with all laws and regulations as per the Factories Act. We have formulated a Company-wide Human Rights Policy that defines our approach in embedding the responsibility to respect human rights across all business operations. We have adopted a zero-tolerance approach, prohibiting all forms of child labour, forced labour, discrimination, and harassment. During the

reporting period, zero incidents of violations involving rights of indigenous peoples were reported.

Focusing on employee well-being

Making Individuals and Teams Resilient (MITR) is a mental health initiative, structured around 13 key areas. The initiative focuses on the wellness of the mind through online sessions conducted in collaboration with MPower, an established organization working in mental health awareness. The aim is to strengthen our work environment to create a psychologically safe space for the development of positive mental health. Breaking taboos created around mental health, the initiative also encourages open and discrete discussions providing a platform to seek help from experts on the subject.

In order to boost employee well-being and promote their holistic development mentally, physically and emotionally, we have covered them with various healthcare benefits. Our defined contribution plans in form of provident fund, employee state insurance contribution and labour welfare fund for employees, help sustain employee well-being. All our employees are covered with retirement benefit in the form of gratuity

Inclusion and Diversity

At CTIL, we foster a diverse workplace creating an inclusive environment and a sense of belonging for all. We strive to provide equal opportunity and respect every employee irrespective of their gender, age, nationality, ethnicity or cultural background. During the reporting period, no cases of discrimination were reported. The diverse work environment allows brainstorming, problem solving and unique perspective resulting in improved involvement and better decision making. As a responsible employer, we strive to provide our workforce with unbiased and equal opportunities for employment, remuneration, and promotion. The diversity of board members is as crucial as the diversity of workforce. Our board diversity is depicted below:

Board Diversity

Our Board Diversity:		
Employee Category	Gender	>50
Executive	Male	2
Non-executive	Male	4
	Female	2

Continuous Learning and Development

The scope for continued skill development, learning and upgrading knowledge are essential for business growth and opportunity. We, therefore, are committed to meet the full potential of our employees through training and development modules. Even through the tough times of pandemic, we continued training our employees on our E-learning platform and online seminars to keep them engaged and motivated. At Birla Century, 100% of our employees and workmen were trained on health and safety measures and skill upgradation training programs.

Training Hours Provided

Average Hours of training per year per employee	
Permanent Employees (Hours per employee)	
Management	17.61
Non-Management	3.45
Permanent Female employees	1.65
Temporary/Contractual employees	
Temporary/Contractual employees	2.91



Birla Estates operate in a highly competitive and dynamic environment where the products and services offered by one company are easily replicable by another.

The onset of COVID-19 had impacted the learning and skill development of employees, as in-person trainings sessions were put on halt. We ensured continued engagement and development of our workforce through various E-learning programs.

Birla Estates operate in a highly competitive and dynamic environment where the products and services offered by one company are easily replicable by another. We thus, realise that people and their development is a key imperative for Century Group. The focus this year has been on utilising e-learning modules to ensure continuous growth and learning.

At CPP, we consider training as a key focus area. HR digitisation and workmen training is of utmost importance. We endeavour to upskill employees to take up higher level positions within the organisation to encourage internal promotions.

At Birla Century, employees are offered training courses and sessions through the training portal. We offer personalised technical trainings that are specific to the job type and requirement of the profile. Additionally, instructor led behavioural and soft skill trainings are provided for holistic development of employees. Certain training topics that have been covered are: diluting stress workshops, time management, holistic approach to overcome stress, yoga, fear and anxiety.

Employees across our organisation have completed mandatory courses such as POSH, Information Security Awareness program and several other functional and behavioural courses, while sitting in the comfort of their homes or office.

Promoting Health and Safety

Promoting health and safety of our people is integral to our business. Maintaining safe and sound working space for our employees with appropriate safety measures is of utmost importance to us. We ensure to comply with the applicable health and safety legislations, rules, and procedures and consistently upgrade our management systems. This is done through a robust risk assessment methodology, which involves integration of health and safety aspects in our decision-making process. We continually evaluate and assess our operations with safety risks and implement control measures with the aim of achieving accident-free workspace for everyone. We ensure safety at our plants by conducting safety audits, risk assessments, and frequent trainings and awareness sessions for our employees and workmen. Our up-to-date technology and safety systems along with medical health services supports us in maintaining safety culture across operations. Our well-equipped occupational health centres are accessible to all employees and workmen at our plant locations for immediate care in case of uncertainties. Health and safety were thoroughly maintained during the peak period of the pandemic, and we continued to ensure safety measures across our plants and offices to maintain hygienic practices. A structured approach was followed through our Safety Policy to prevent injury and health hazard.

At Birla Estates, we constantly make efforts and implement measure to ensure a ZERO HARM CULTURE. We have developed a Health, Safety and Environment Policy available in Hindi and English language. Additionally, we have Contractual Safety and Health

Guideline, HIRA, Monthly Safety Activity Planner, skill development/training calendar, mock drill, inspection, audit and review mechanism in place. We strongly believe that health and safety of the workmen, employees and other associates with minimal impact on environment is essential for the development of an organisation. Our Health, Safety and Environment Policy is communicated to the workmen during induction training, PEP TALK and displayed at site to create awareness and prevent injury and health hazards.

We have formed various safety committees with the goal of ensuring workforce safety and embedding safety measures across operations. These include JPSC (Joint Project Safety Committee), Contractor Safety Committee, Standards and Rules Development Sub-Committee and four other sub-committees. The Safety Committee acts as a bridge between the workforce and organisation's safety management approach to allow open discussion on health and safety related concerns at workplace.

In order to achieve accident-free work environment, CPP has developed a robust Health and Safety Policy, available in English and Hindi languages. The Policy helps integration of health and safety measures at different levels. Further to deal with COVID-19 pandemic in a responsible and organised manner, we developed an emergency response procedure detailing appropriate safety precaution measures.

At Birla Century, our safety team has worked extensively towards COVID-19 safety and hygiene practices.

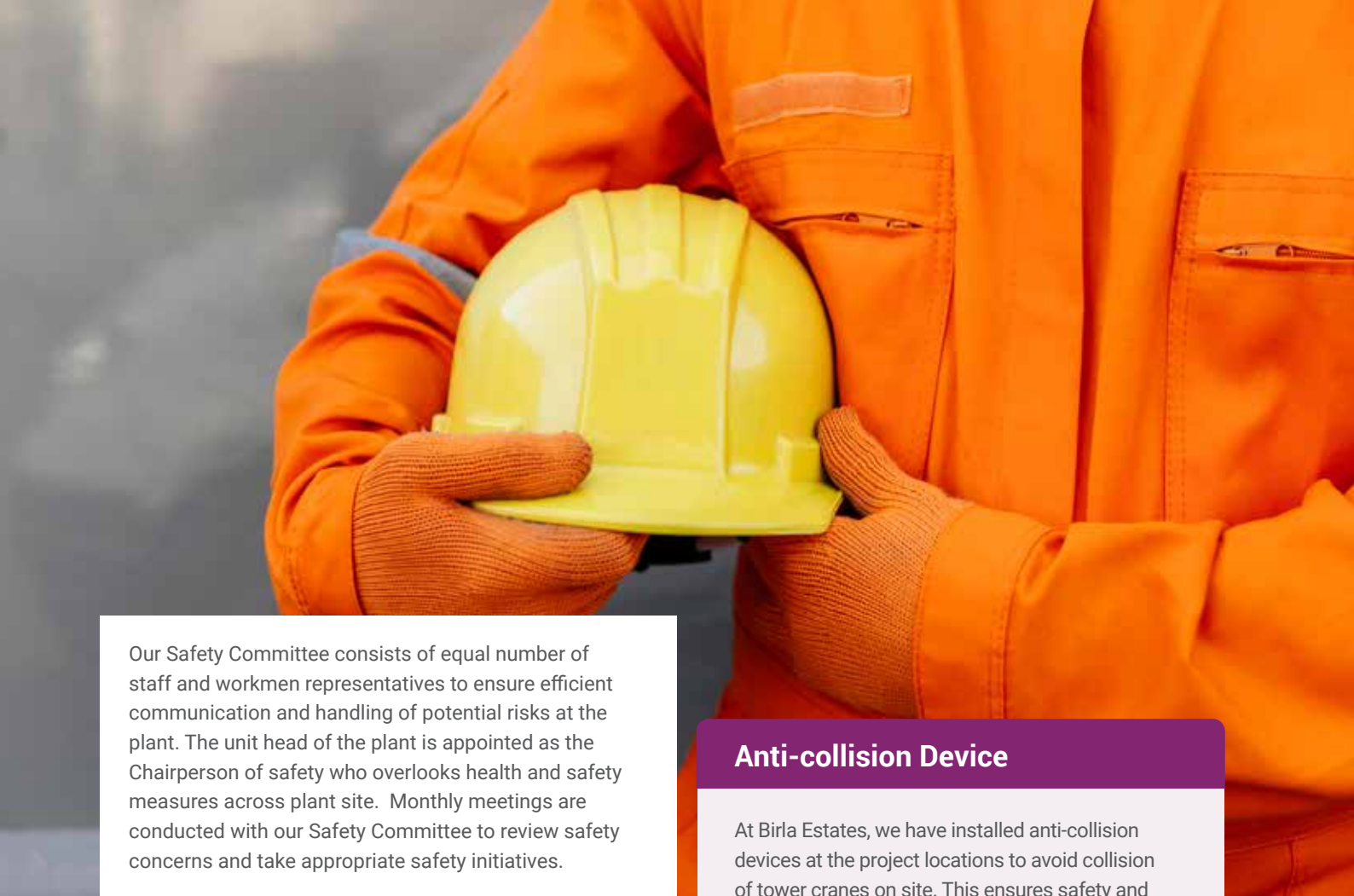


COVID-19 Safety and Protocol

We follow high-level safety protocols within our plant premises to ensure minimisation of the risk. Before initiation of work, best hygiene practices were adopted through sanitisation of transit and goods vehicles.

Health measures were integrated in operations through installation of automatic hand sanitizer machines, thermal scanners, and biometric check in systems. Strict adherence to maintain a three feet distance and records of travel through self-declaration forms has assisted in curbing the risks at the plant. Maintaining social distancing throughout the plant was our utmost priority, to ensure safe and efficient operations during the pandemic.





Our Safety Committee consists of equal number of staff and workmen representatives to ensure efficient communication and handling of potential risks at the plant. The unit head of the plant is appointed as the Chairperson of safety who overlooks health and safety measures across plant site. Monthly meetings are conducted with our Safety Committee to review safety concerns and take appropriate safety initiatives.

Safety events and Initiatives

Birla Estates

The key site safety initiatives taken by the Health and Safety department in FY- 2021-22 are:

- COVID-19 Preparedness: Activities like thermal and oximeter check, hand wash facility, social distancing, food facility, quarantine room, bathroom and toilets, health check-up, RTPCR and Rapid Antigen Test (RAT) provision for testing and vaccination drives.
- Third-party training and audits
- Standardisation of working platform
- Standardisation in safety signages installed
- Training infrastructure including an induction room
- EPS-Safety Screen with Two level of Platform
- Monthly motivation programs

Further, we maintain a monthly safety planner to take appropriate precautionary measures and minimise injuries wherever possible.

Birla Estates provided total 1331 vaccinations for the 1st dose and 629 vaccinations for the second dose.



Anti-collision Device

At Birla Estates, we have installed anti-collision devices at the project locations to avoid collision of tower cranes on site. This ensures safety and protection of our clients, contractors, visitors, and workmen. Since the boom radius of the tower cranes is overlapping, the device installed in three tower cranes with sensors restricts the movement of the boom. This eradicates the chances of collision and supports safe functioning and operation of the cranes.



Edge Protection System / Elevated Platform System (EPS)

We have adopted EPS practice at our sites to curb the risk of falling of people and objects at project sites. The EPS is built as per the methodology and in the presence of the EPS vendor.

The system helps secure roof edge areas, where there is a risk of falling from height. As on date, this initiative has reduced the fall hazard related mishaps to zero. Implementation of this system has boosted confidence of on-site workmen and has enabled them to work without fear of heights and falling, maintaining safety on site. The EPS can also be erected and shifted using a crane, enabling ease, increasing efficiency and productivity on site.



A standard operating procedure has been developed at CPP providing approach to handle reported accident cases. It specifically mentions the action plan that needs to be taken to provide proper care to any injured individual. The Strategic Business Unit (SBU) head and Safety Department investigates the root cause of accident and takes necessary action to implement preventive measures.

We have a Safety Policy at Birla Century that acts as a guiding tool to maintain utmost care and safety at the plant locations. Our safety team ensures that appropriate signages are displayed at the plant premises. Safety promotional activities, campaigns, and safety competitions for our workmen are organised on a regular basis to ensure a culture of awareness around the importance of safety. Approximately more than 100 signages indicating potential hazards, warnings and prohibited areas among others, are installed across the plant area. Additionally, safety instruction cards kept for visitors as precautionary measure.

Workmen Camp – Fire hydrant system and smoke detector system

A temporary fire hydrant system with a buster pump is installed at the workmen camp to ensure emergency preparedness in case of a fire. The fire hydrant is installed as per the norms and monitored regularly to maintain functionality. It acts as a precautionary measure at the camp and prevents spread and hazard due to fire.

This helps in arresting any fire outbreaks at the initial stage by minimising and dowsing the fire. Our workmen camp has been free of any fire related hazards and incidents till date.



Safety Trainings

Majority of our employees and workmen join our safety trainings and programmes to ensure consciousness around the topic of safety. We have conducted a total of 784 trainings related to safety and health of our workforce.

At Birla Estates, we planned and provided trade wise safety training, testing and certification for workmen by government authorised agencies to overcome the challenge of lack of trained and skilled workmen.

At CPP, safety trainings are conducted for staff, workmen, and contractors on the following topics: use of personal protective equipment, permit to use system, on-site emergency plan and mock drill, safe handling of hazardous chemicals, fire prevention and firefighting and demonstration for operation of fire extinguishers, rules and regulation, and on-job safety training.

Occupational Health and Safety

Our occupational health and safety management system across our businesses helps in upholding a culture of safety not only for our employees and workmen, but also for our visitors, customers, suppliers and vendors and service providers. Regular health and medical camps are organised for diagnosis of potential health risk at the right time.

It is critical that all safety related incidents are reported to rectify its root cause and prevent occurrence of such incidents in the future. Our emergency response team details are provided at all the necessary locations across the business units. During the reporting period, all businesses recorded zero work related ill-health.

The recorded work-related injuries are mentioned below

Work related reported injuries

Work-related Injuries						
Sr. No.	Particulars	Category	Units	FY 2019-20	FY 2020-21	FY 2021-22
1	Recordable work - related Injuries	Employees (Staff + Worker)	number	54	36	36
		Contractor Workers	number	44	35	35
2	Fatalities	Employees (Staff + Worker)	number	0	0	0
		Contractor Workers	number	0	0	0
3	LTI	Employees (Staff + Worker)	number	22	6	8
		Contractor Workers	number	25	12	13
4	Occupational Diseases		number	0	0	0
5	Total Manhours worked		hours	20,747,080	18,576,034	18,812,951
6	Injury Rate	Employees (Staff + Worker)	rate	2.60	1.94	1.91
		Contractor Workers	rate	2.12	1.88	1.86
7	Fatality rate		rate	0	0	0
8	LTIFR	Employees (Staff + Worker)	rate	1.06	0.32	0.43
		Contractor Workers	rate	1.20	0.65	0.69

*** The above table does not include previous financial year data for Birla Estates.

At CTIL, we follow a set of safety standards in which sustainability parameters like, Environment, Social and Governance are covered and functional at project or manufacturing unit level.

We have implemented ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System) and ISO 45001:2018 (Occupational Health and Safety Management System) standards. Practical demonstration and training session on firefighting is provided to workmen. During the training, workmen are trained regarding the types of fire occurrences, firefighting techniques and 'Do's and Don'ts' while handling fire. We have trained fire fighters and have conducted various safety trainings during the reporting period.

We, at Birla Century, have received the Fame Excellence Award 2020-21 in the category of occupational health and safety. We have set up an internal system to set objectives and targets for health and safety with a fixed action plan and have appointed dedicated team members with specific responsibilities. Our Birla Century plants and offices are assessed for child labour, forced labour, sexual harassment, discrimination at workplace, and wages as per the SA 8000 standard. 100% of our security personnel are trained in human rights policies and procedures.

Hazard and risk identification

We have a robust Hazard Identification and Risk Assessment (HIRA) process across our organisation. It identifies both existing and potential workplace hazards, and includes assessing the risks, determining, and implementing the controls and a review of the hazards on site. Our hazard identification process covers all routine and non-routine activities. The process includes elimination, substitution, engineering control, and PPEs. To ensure the quality of process, we arrange internal audits, inspection and observations and review/update all department HIRA reports once in year or as required with modifications or change in management. We have recently conducted third party safety audits accordingly to IS: 14489.

Safety Risk Assessment

Across our businesses, a well-defined methodology for the risk assessment is followed through the adoption of Failure Mod and Effect Analysis (FMEA) methodology. The methodology identifies incident severity and provides a rating for the same based on the intensity, probability of occurrence with a grading system and finally a risk



Across our businesses, a well-defined methodology for the risk assessment is followed through the adoption of Failure Mod and Effect Analysis (FMEA) methodology.

score that is calculated through the multiplication score of corresponding severity and occurrence. In line with the Company's Safety Policy and management commitment, we have set a goal of 'Zero harm'.

We track safety related performance and data on a daily basis, which are then discussed at our safety management review meeting held every month. Risk assessments are conducted to identify the hazards and risks in the workplace along with the implementation measures to effectively control and mitigate identified risks. We maintain a record of injuries that occur across plant and sites, and the same is discussed in detail through an injury summary report. We also record and report unsafe acts, conditions and near miss incidents. Our Safety Committee across our businesses, is dedicated towards maintaining all safety and occupational health related aspects.

At Birla Estates, we maintain a monthly safety activity planner, in which safety related activities and safety inspections are mapped well in advance with specific responsibilities. We have undertaken following safety initiatives at our sites:

1. Standardisation of Contractual Safety Health Rules and Regulation.
2. Activity Based Standards.
3. Roll out of Safety Policy
4. Roll out of Crisis Management Plan
5. Capability Development/Skill Enhancement – Training, Testing and Certification through third party at project level.
6. Standardisation of Fall Protection System – EPS system for High rise project.
7. Safety resource deployment at project level.

CPP has an incident and accident investigation sub-committee that captures, reviews and examines near-

miss, damage and injury incidents at the plant. CPP has a documented procedure in place to comply with safety management systems.

At Birla Century, our global performance comparison for health and safety is 93%, as compared to the global average score of 75% according to STeP OKEO-TEX.

Performance Evaluation

Performance evaluation is an integral part of career growth and advancement of skills, and thus plays a vital role in our human capital management. 100% of our total employees including management, non-management employees and workmen received regular performance and career development reviews.

We have a performance management system, which includes goal setting and performance evaluation. Goal setting is done based on the job profile, followed by a mid-year review, a final review and next year's goal setting. These activities are supported by conversations with the performance manager along with feedback sharing. We are continuously improving our systems for better management and data tracking, during the financial year we have launched HRMS based performance management system at Birla Century and Birla Estates for individual goal setting and performance evaluation. We aspire to enhance and upgrade our systems to create value for our human capital and our businesses.



Natural Capital

Businesses confront greater risks from climate change and resource shortages. Thus, it becomes vital to adequately account for the natural capital which we rely on. Natural capital provides us with value on a continuous basis, whether it is the air we breathe, the water we drink, or the raw materials we utilise in manufacturing and delivering our products.

We adhere to ISO 14001 at all our units. Furthermore, we have started engaging with our value partners to optimise

the way we source water, energy, and raw materials. At CTIL, we have identified the environmental material topics where we continuously focus on strengthening the systems and developing the capabilities among our employees and our operations. At our manufacturing locations, we have energy, water, wastewater, and waste task forces to develop and enhance our existing systems. These task forces refer to technical standards that further aligns with national and international requirements.

Environmental Performance Key Highlights of FY 2021-22

39.2%

Total water withdrawal is recycled/reused

41%

Energy from renewable sources

5.8 Mn m³

Water recycled/reused

29,290 GJ

Electrical energy savings

Power Purchase Agreement of
3MW Birla Century

2.6 MWp

Solar Installed Capacity CPP

1.6 Million

Seeds distributed to farmers for tree plantation by CPP

21,400 tCO₂e

GHG emissions avoided (scope 1 and 2)

6.9%

reduction in specific GHG emissions by CPP from base year FY 19-20.

3,000

Tree plantation by Birla Century

In PAT 2 cycle, CPP received
29,649 ESCerts and Birla Century 824 ESCerts.

68%

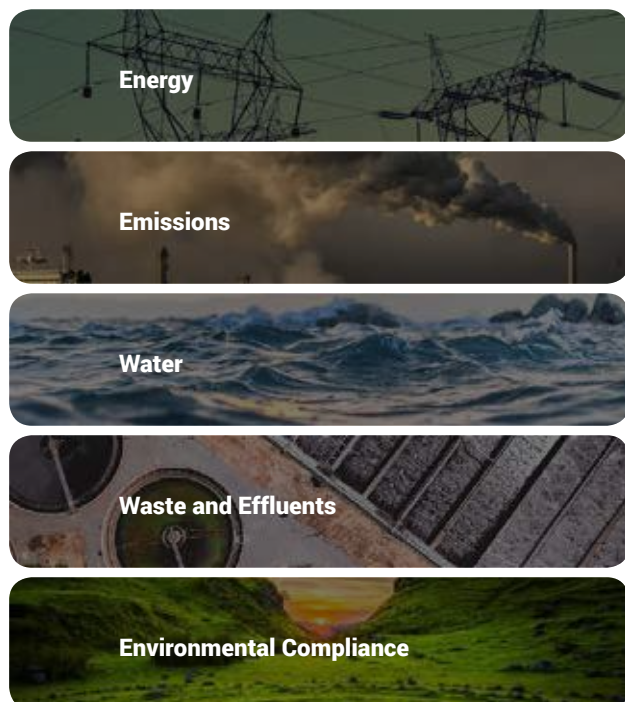
Waste recycled/reused

4.2% & 1.9%

reduction of specific water consumption in CPP and Birla Century in FY 21-22 from FY 20-21

Traded 43,409 ESCerts by Century Pulp & Paper (Only Designated Consumer traded the ESCerts with 100% clearance)

Key material topics



Birla Estates

Birla Estates continues to build properties incorporating built-in green zones with the aim to bring inhabitants closer to nature. We design projects using passive design principles, wherein waste management is assured through effluent treatment facilities and sewage treatment plants (STPs), alongside effective water management through rainwater harvesting is carried out, allowing our customers to live in an environmentally responsible manner.

Century Pulp and Paper

Our pulp and paper business is agile, and sustainability focused. We are developing a roadmap to ensure a sustainable supply of raw materials, which includes maintaining our own plantations and collaborating with agricultural universities. We are also working towards innovative plastic replacement products, especially packaging products in FMCG and pharmaceutical segments.

Birla Century

Birla Century adopts guidelines of ZDHC (Zero Discharge of Hazardous Chemicals) and has embraced Sustainable Apparel Coalition (SAC's) Higg Index - a suite of tools

Interlinkage with other capitals



Contribution to SDGs



that allows for the accurate measurement and scoring of sustainability performance on seven key elements:

- Environmental Management System
- Energy Management
- Water Management
- Air Emission
- Wastewater Management
- Waste Management
- Chemical Management

We have also established technological partnerships with international leaders such as HeiQ - a Swiss inventor, Health Guard- an Australian Chemical Giant, and Gencrest- a supplier of patented green technology to produce greener and more sustainable fabrics in the coming years.

The following sections outline our approach for addressing each of our material environmental topics and the respective environmental performance for FY 2021-22.

Materials

At Birla Estates, our emphasis lies on procuring raw materials locally, considering the cost and sustainability that can be achieved. We prefer domestic vendors over imported vendors to reduce our carbon footprint and support the local economy. Various recycled materials



We prefer local suppliers wherever possible which assures timely supply, cost benefits and reduction in the carbon footprint across our value chain.

such as fly ash and Ground Granulated Blast-furnace Slag (GGBS) are promoted across our operations. Additionally, Forest Stewardship Council (FSC®) certified wood are used in many of our projects. We ensure that all our projects make use of low Volatile Organic Compound (VOC) paints contributing to environmental sustainability.

At CPP, we use wood, bagasse, wastepaper and imported fiber or pulp as primary raw materials. Wood being a key raw material, is sourced from social forestry plantations. We do not source wood from controversial sources like ancient and endangered forests and continue to follow the principles of Forest Stewardship Council (FSC®). Bagasse is sourced from sugar factories, and pith – which is an associated raw material, attained internally as a residue from the process of using bagasse. We prefer local suppliers wherever possible, which also assures timely supply, provides cost benefits and reduction in the carbon footprint across our value chain. At present, around 75% of our primary raw materials (except imported pulp, chemicals, and spares) are sourced locally within a vicinity of approximately 300 km.

At Birla Century, we increased the use of sustainable fibers including the Better Cotton Initiative (BCI) and Fairtrade Cotton, hemp fiber, lyocell fiber, and are developing banana fiber as an input material. We are further focusing on reducing the consumables and shifting focus towards green procurement. We ensure that major chemicals are procured from suppliers who are internationally certified for various sustainable practices, such as Eco Passport, ZDHC MRSL, REACH Compliant, and BLUESIGN.

We have considered all the renewable and non-renewable inputs used to manufacture our products and services for calculating our material consumption for the reporting period. Total material consumed at Century Textiles Industries Limited (CTIL) for FY 2021-22 is as given:

Type of material	Metric Tonnes
Renewable	8,42,907.84
Non-renewable	1,06,324.94
Recycled	2,17,112.81
Total	11,66,345.6

Recycled input materials

At Birla Estates, 45,620.2 MT of recycled input materials like secondary steel, ACC blocks, vitrified tiles, and concrete were used. This accounts for 36% of the total materials utilised in the business.

Recycled paper and waste wood from other industries are recycled input raw materials used at CPP for paper production. During the reporting period, 38,946 tonnes of wastepaper was recycled, which is approximately 4% of the total raw material consumption.

For Birla Century, we used 22 MT of recycled cotton fiber during the reporting period. We have set a target along with detailed implementation steps to maximise the use of sustainable fibers wherever possible.

Energy Efficiency and Management

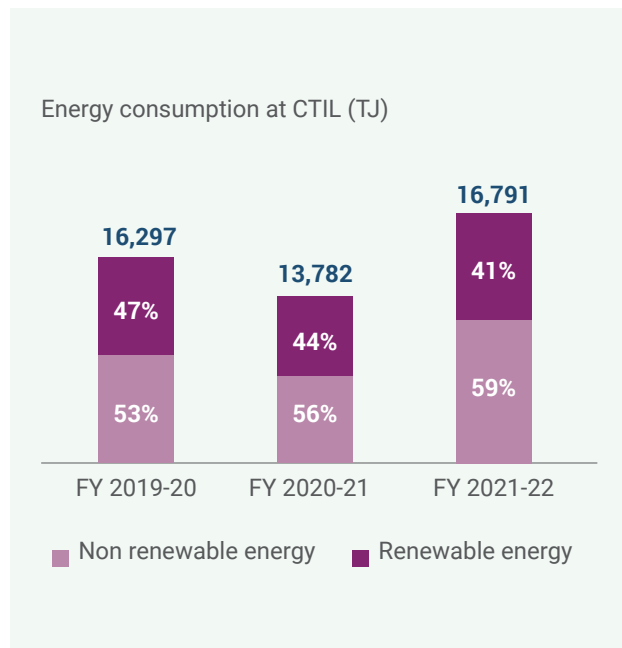
Uninterrupted energy supply is an indispensable requirement for business continuity. An increase in energy consumption will impact our carbon footprint. Thus, we are committed to efficiently utilise energy at all our operational facilities. Energy management is a critical component of our approach to long-term operations. Our focus lies on two aspects of energy management viz. energy efficiency and the use of renewable energy sources. We have appointed three energy managers and two managers cum auditors certified by Bureau of Energy Efficiency (BEE) at our manufacturing locations. We have a dedicated Energy Management Task Force, which continuously works in various energy efficiency projects to reduce overall energy consumption.

CPP received the Golden Peacock Award for energy conservation and Birla Century won the SNEMA Gold Award (SEEM National Energy Management Award) in textile segment in FY 2021-22.

Energy Consumption

Our direct energy usage occurs from electricity and fuel consumption at our plants and construction sites. We are actively looking for alternatives and adopting systems and process to replace fossil fuel energy with renewable sources.

The graph below displays the total energy consumption trend at CTIL:



Around 41% of CTIL's total energy requirements were met from renewable sources such as biomass and wind and solar, during FY 2021-22.



The primary energy sources for Birla Estates are diesel and purchased electricity, which amounted to 7.35 TJ of energy consumption during the reporting period.

At CPP, the total energy consumption from non-renewable energy sources like High-Speed Diesel (HSD), coal, LPG, and furnace oil is 8,530.88 TJ while from renewable energy sources namely, Compressed Methane Gas, wood, pith, black liquor, perul and solar came up to 6,928.12 TJ. We have undertaken initiatives to completely replace FO from our operations during the current financial year.

At Birla Century, energy consumption through non-renewable energy sources such as natural gas, coal, HSD, and electricity purchased is 1,319.16 TJ and through renewable energy (wind) comes to 8.24 TJ.

Reduction of energy consumption

Our initiatives towards energy conservation and GHG emission reduction across CTIL helped us with:

29.29 TJ
Energy saved

34,576 MT
Steam saved

21,400 tonnes
GHG Emissions (Scope 1 and 2) avoided

Energy savings through process optimisation and alternate energy

At Birla Estates, we continuously seek opportunities to reduce energy consumption across all three strategic focus areas. Our spaces are designed for maximum use of natural lighting with energy efficient and 5-star rated equipment, solar PV and water heaters. Furthermore, our sustainable building design parameters also takes into consideration low carbon designs, energy efficient transportation systems, efficient lifts, and drying space. Our focus areas in real estate for energy conservation are mentioned as below:

Reducing consumption and the cost of energy from the national grid.

Reducing consumption of energy in our common areas (under our direct control) and assisting our residents to reduce energy consumption and cost

Alternate energy through solar PV and green energy

Detailed energy simulation is also conducted on the BREEAM approved platform.

At CPP, we are using the following measures to increase our share of renewable fuels:

- Use of black liquor and pith (Bio-mass products) for steam generation.
- Use of perul (pine tree leaves) collected from the surrounding hill areas.
- Use of wood dust and bark generated during debarking and chipping of wood in place of coal.
- Use of methane gas generated from effluent treatment as a replacement of LPG at our tissue plant.

We were able to save 8,026.7 GJ and 34,576 MT steam/year through our technical modifications and replacement projects at different units in FY 2021-22. This was achieved through the cautious installation of 2.6MWp solar plant and other sustainable initiatives during the reporting period. Our energy intensity is 32.48 GJ/MT for FY 2021-22.

At Birla Century, we achieved a reduction 11% in energy consumption in the last three years. We have purchased and renewable wind power of 3 MWh. During the reporting period our energy intensity was 153.80 GJ/MT.

Energy Conservation Initiatives

Solar Power Plant (2.6 MWp) - BOT model at Century Pulp and Paper

To increase the share of renewable energy at our plant location, we have set up a solar power plant through method of High Grid variable cost while part solar renewable purchase obligation (RPO) will be fulfilled in the future.

Through this initiative, we could increase our share in the renewable energy market, reduce carbon emissions, and avail better cost benefits in comparison to variable grid. The initiative involved zero investment with long term contract and guaranteed generation (15 year on flat rate of ₹3.95/Kwh).

Process Optimisation for PCC Production at Century Pulp and Paper

We started the production of Precipitated Calcium Carbonate (PCC) using CO₂ from lime kiln's flue gas through BOO (Build, Owns and Operates) Model to improve our paper quality in terms of opacity, brightness, and bulk.

Through this initiative, we could reduce the usage of fresh Liquid Carbon dioxide (LCO₂) by 16,000-tonnes CO₂ annually, which would otherwise be used for producing PCC.

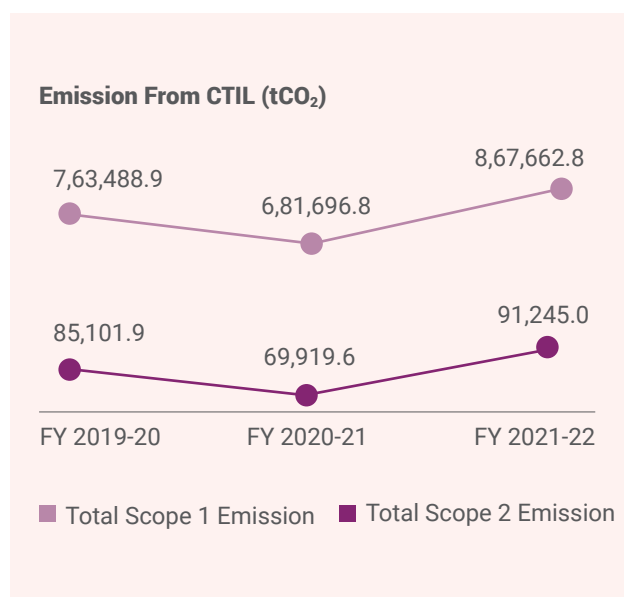


Emissions

We quantify and report greenhouse gas (GHG) emissions arising from our operations to regulate our emission profile. We monitor Scope 1 and Scope 2 GHG emissions at our project sites and manufacturing plants and have started measuring and building a system to monitor and compute Scope 3 emissions as well. At CPP, we have completed a comprehensive GHG emissions study covering Scope 1, 2 and 3 emissions with Confederation of Indian Industry (CII), basis which CPP has prepared an action plan to reduce its GHG emissions. Similar study has been initiated at Birla Century and would be completed in the first quarter of FY 2022-23.

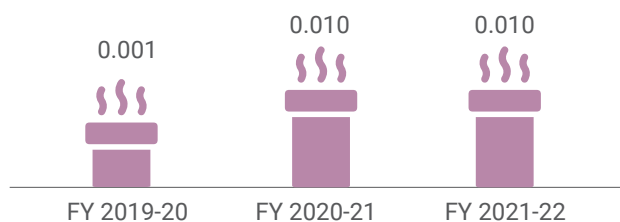
At CTIL, the source of our Scope 1 emission is consumption of fuels such as petrol, high speed diesel, furnace oil, natural gas, LPG, CNG, and Scope 2 from the usage of grid electricity from respective state electricity boards. With the use of renewable energy sources, alternate fuel, and energy efficiency efforts, we have been able to reduce our emissions significantly.

Graphs below display the trend of Scope 1 and Scope 2 emissions for CTIL



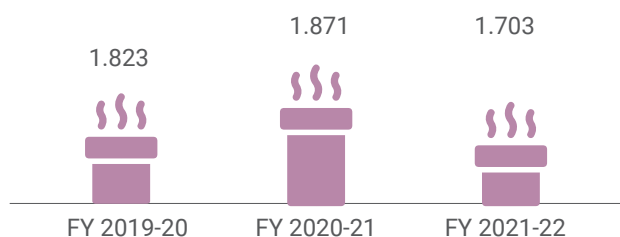
At Birla Estates, we manage our emissions through passive architecture, energy efficiency and total initiatives at the design stage.

Specific GHG Emission From Birla Estate (tCO₂/Sqmt)



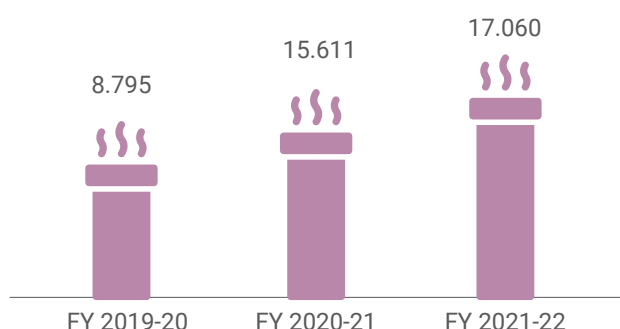
At CPP, all our boiler stacks and kilns are integrated with the latest technology of Electrostatic Precipitators (ESP), thus ensuring the maintenance of air quality as per statutory norms. Our Scope 1 emissions increased during the reporting period as production picked up after COVID-19 pandemic. During the reporting period, the emission intensity at CPP was 1.7 tCO₂/MT.

Specific GHG Emission From CPP (tCO₂/MT)



At Birla Century, we have a continuous emission monitoring system wherein monitoring of gases like NO_x, SO_x and Particulate Matter (PM) is done as per the requirement by the State Pollution Control Board. During the reporting period, the emission intensity at Birla Century was 17.06 tCO₂/MT

Specific GHG Emission From Birla Century (tCO₂/MT)



NOx, SOx, and other significant air emissions

We comply with all the applicable regulatory requirements to ensure our air emissions are within permissible limits as prescribed by relevant standards. The table below displays the emissions at CTIL:

The table below displays the emissions at CTIL:

Parameter (MT)	FY 2019-20	FY 2020-21	FY 2021-22
Particulate Matter (PM)	657.29	561.40	469.97
Oxides of Nitrogen NOx	848.44	716.39	744.45
Oxides of Sulphur SOx	350.27	273.42	271.99

Pollution Control at Birla Navya

At Birla Estates, we are striving to ensure localised application for air purification systems and are interacting with various vendors to mitigate climate impact. We have undertaken this step to work towards better indoor air quality management in our upcoming projects.



Reduction of GHG emissions

In our real estate projects, our green buildings have double glazed, Low-E and high performance glass façade ensuring savings in energy through reduced thermal transmittance and optimum use of natural light. We have implemented Integrated Building Management Systems to control and monitor Heat Ventilation and Air-Conditioning (HVAC) equipment making it energy efficient. We plan to source green power up to 400kW for the common areas in one of our Mumbai projects to ensure 5% of renewable energy at site and develop 25% of total parking with facility for charging electric vehicles.

We exceeded our Bureau of Energy Efficiency (BEE) targets at CPP throughout PAT cycle 1 and 2 and traded our 43,000 energy saving certificates for ₹1.1 Crore towards end of PAT cycle 2. In FY 2021-22, we reduced our emissions of 21,135.8 tCO₂e through our electricity and fuel (coal) saving initiatives. We achieved a 6.9% reduction in specific GHG emissions during FY 2019-20.

In Birla Century, we have established a goal to make our unit carbon neutral by 2050, including Scope 1, 2, and 3, by reducing our carbon emissions by 3% every year till 2030.

Sustainable sourcing at Century Pulp and Paper

In FY 2019-20, our logistics team took the initiative to shift our pulp import consignments from Moradabad ICD to Pant Nagar ICD. Through continuous follow up with our shipping lines and CONCOR team, the Pant Nagar ICD was upgraded to cater our requirements, allowing us to increase our import consignments through them. Through this initiative, we have been able to reduce CO₂ emissions amounting to 24,080kg in FY 2020-21 and 37,920kg in FY 2021-22 from the transportation outlook. We aspire to source at least 60% imports through the Pant Nagar ICD by FY 2022-23.

We are a designated energy consumer of BEE (Bureau of Energy Efficiency) and received ESCert for 824.85 numbers. We achieved a reduction of 12.5% in specific CO₂ emissions (Scope -2) from FY 2019 till H1 FY 2022.

Water Management

At CTIL, our operations are dependent on the availability of water as it is required during different stages of building construction, paper, and textile production. This drives our concerns around water conservation and water management. To work on this principle, we have adopted a strategic approach to address various concerns pertaining to water management through 3R principle of 'Reduce, Reuse, and Recycle'. To formalise and implement this, we have formed a task force for our plant locations. These teams have been created following a well-defined governance structure and would assist the plants to adhere to requirements of CTIL ToR on water management. The task force undertakes water risk assessment for all our plants to identify and adopt measures to mitigate the risks associated with water availability. Monitoring consumption, setting targets, and channelizing reuse and recycling of wastewater are some of the other responsibilities of these task forces.

We have implemented measures to account for all our water sources to ensure that we manage water resources efficiently. We are working to improve our tracking and disclosure for various sources of withdrawal and recycling across the three businesses.

We held a 'Water Champion Program' through which we provided technical trainings to employees on water and wastewater management with external agencies.

At CPP, our source of water is groundwater and at Birla Century, municipal supplied water is being used. We majorly use recycled water from effluent and sewage treatment plants for construction rather than consuming freshwater, at our projects by Birla Estates. We try to maintain a minimum of 45% water saving at all our existing real estate projects.



Our total water withdrawal with sources across the three businesses is displayed in the table below:

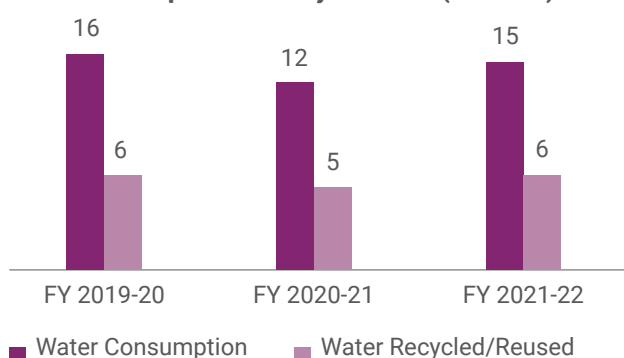
Total Water Withdrawal (kl)				
	Real Estate (kl)	Century Pulp and Paper (kl)	Birla Century (kl)	Total (kl)
FY 2019-20	20,674.08	1,50,16,941	5,37,476	1,55,75,091
FY 2020-21	41,740.01	1,13,92,147	6,55,715	1,20,89,602
FY 2021-22	68,439.41	1,39,89,175	7,09,437	1,47,67,051

Water Consumption and Discharge

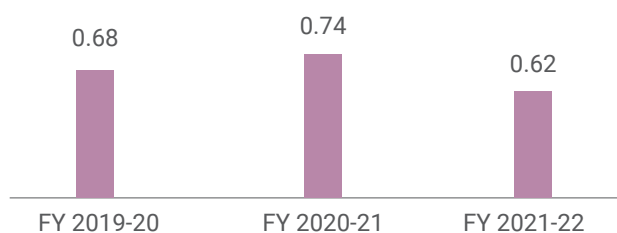
While our dependency on groundwater for our water requirement puts us at the risk of contributing towards rapid groundwater depletion, the implementation of efficient water sustainability methods would allow us to establish future-proof safeguards based on best industry practices. To spread awareness on water conservation, we celebrated World Water Day on 22 March and our theme for the year was 'Groundwater- Making the invisible, visible'.

Our total water consumption trend is displayed in the graph below:

Water Consumption and Recycle/Reuse (1000 m3)



Specific Water Consumption at Birla Estate (kl/Sqmtr)



We implemented 49 water conservation schemes of which 4 were undertaken during the reporting period.

Initiatives for reducing water consumption at Birla Estate's Niyaraa

Water Metering at Building level:

- Permanent water meters to be installed at building level to measure potable water consumption.
- Sub metering for 100% reclaimed water for flushing and irrigation at project site level.

Rainwater harvesting:

- As per LEED certification, 100% of the 98th percentile rainwater runoff will be managed on site.
- Installation of rainwater storage tanks in each tower and build rainwater harvesting pits to manage runoff from roof and non-roof surfaces

Ultra-Low Fixtures

- Ultra-Low flow plumbing fixtures shall be installed in the project

Irrigation System for Landscape

- Automated irrigation system for effective water utilisation

liquid discharge. At CPP, recycled water percentage was 37.6% during the reporting period. At Birla Century, we recycled 75% of the water withdrawn from municipal supply for reuse during the reporting period and maintained zero discharge from our manufacturing plants.

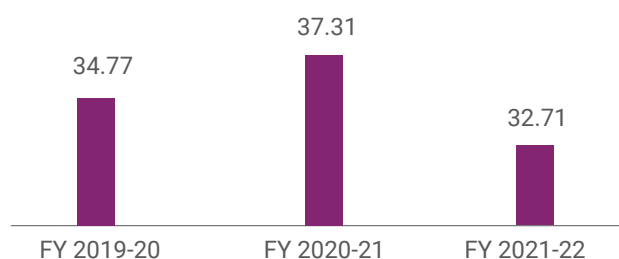
Initiatives for reducing water consumption at Century Pulp and Paper

We have installed state-of-the-art technology in our Fiber line with environment friendly ECF/ODL technology with twin roll presses, thus current water consumption is less than 15 m³ per tonne of pulp with reduced pollution load.

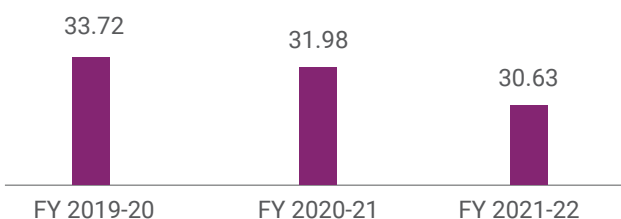
We have installed a Poly Disc filter at Paper Machines for water recovery, thus reducing overall water consumption from 34 m³ to 14 m³/MT of Paper.

At Birla Century, we have set a target to reduce water consumption by 10% up to 2024 from level of 2021-22.

Specific Water Consumption (Process) at Birla Century (kl/MT)



Specific Water Consumption at CPP (kl/MT)



At CPP, efforts on water conservation hinge on minimising withdrawal of fresh water from rivers and maximising recycling of treated effluents within the plant. We implemented 49 water conservation schemes, of which 4 were undertaken during the reporting period. We have reduced our specific water consumption by 9.16% from FY 2018-19. We have set a target for a reduction in 50% freshwater consumption by 2030 from the base year of FY 2018-19.

The wastewater from our recycling and tissue paper unit at CPP is reused for washing raw material, hence has zero



At Birla Century, we have set a target to reduce water consumption by 10% up to 2024 from level of 2021-22.

Initiatives for reducing water consumption at Birla Century	Approx. water saving achieved
Replaced conventional level float valve to an electronic level switch in the air compressor cooling tower and power plant cooling tower	40 KL/day
Luwa water is reused to pump house	10 KL/day
Water from CRP vacuum pump cooling tower is reused in pump house	30 KL/day
Optimised settings for water usage in MXL washer and Merceriser machine without affecting quality parameters	20 KL/day

Bio-Methanation and CMG Plant at Century Pulp and Paper



We treat bagasse wash effluent through anaerobic treatment and High-Pressure Scrubbing using bio-methanation technology. The high chemical oxygen demand (COD) load is reduced from the effluent, and biogas produced and purified as Compressed Methane Gas (CMG) which is being used as fuel in tissue machine as replacement of LPG.



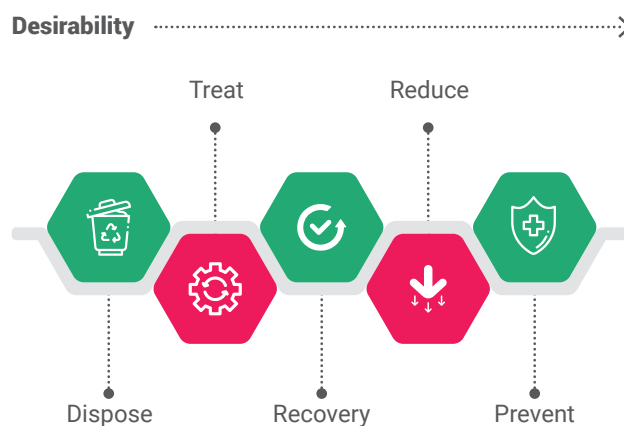
Benefits: Biogas/methane is a renewable and non-polluting source of energy. Waste directed to landfill is significantly reduced, thus minimising soil and water pollution.

Outcome: CMG is being generated by industrial wastewater replacing LPG.

Wastewater Hierarchy Principles that we follow at CTIL throughout the context of the lifecycle and all existing and future operations:



At CPP, recycled water percentage was 37.6% during the reporting period.



Ecosystems and Biodiversity

As we endeavour to work on how we might interpret our dependence on nature itself, and its services, we are now better aware of the dependence of our activities, especially in construction, pulp and paper and textiles, on the extraction of resources directly from nature. This, in turn, will provide potential new opportunities to explore, which would positively impact the biodiversity across all business locations. Important events on sustainability are noted on our calendar, and a list of activities is created and distributed at all units to engage our employees on the theme for the year.

At CTIL, based on the iBat proximate study conducted, it has been established that none of our sites falls in the proximity of 15km to a key biodiversity area or protected area.

We have standard operating procedures in place for undertaking supplementary biodiversity enrichment plantation at our existing and planned green belt sites. We follow a 3-tiered plantation system and select native species in consultation with the respective forest department and our plantations echo the Miyawaki model. Based on the SoPs, we conduct self-assessments for each of our plantation sites. We maintain 35% of our area as a green belt at CPP and around 40% of green cover at Birla Century. At Birla Estates, we conduct due diligence assessments at all new developments/projects to ensure that we do not impair any vulnerable species or sensitive ecological systems through our construction.

We have established Research and Development centers for clonal propagation of high-yielding and disease-resistant plants as part of our agroforestry project at CPP. Several million clonal or seed rooted saplings are produced in these nurseries and made available to farmers at subsidised rates for plantation on their marginal lands.

At Birla Century, as part of our plantation and green belt development objective, we planted about 3,000 trees during the reporting period in neighboring villages. Increasing the green coverage across our plant locations will effectively contribute towards offsetting our carbon emissions by creating carbon sinks.

Development of clones of eucalyptus and poplar is done at Mist Chambers for social forestry plantation. 1.6 million saplings and clones have been distributed to farmers for ensuring sustainability of our raw material.

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Partnerships with Suppliers for Sustainability

At Birla Estates, we follow a robust pre-qualification (PQ) process before giving any contract for any package. The PQ process mostly deals with financial background check, compliances check and site visit ratings including client feedbacks.

At CPP, we have set a target to assess 100% of our critical suppliers on ESG criteria by the end of the next financial year.

We added 256 new suppliers in FY 2021-22 in Birla Century. Of these, 10 suppliers were screened based on environmental criteria, which comes to around 4% of our total new suppliers.

Waste Management and contribution to Circular Economy

We are continuously striving to internalise the waste management process to ensure that we can measure and understand our waste streams, and how best to control them. Across our value chain, we are in the process of achieving circularity through our efforts right from the initial stage of procuring raw materials and reducing the use of virgin resources. Recycling and reusing our non-hazardous waste such as discarded wooden pallets, plastic waste, and packaging material have enabled us to minimise the quantity of waste that gets diverted to landfills.

We have a dedicated cross functional Waste Management Task force at all our units. It helps developing and following a structured approach to prevent and reduce waste generation, create value from waste while minimising all negative environmental, health and safety and social impacts with respect to waste.

In our real estate business, projects are designed to target Zero Discharge with the help of STPs to treat project waste. The treated water is to be used for flushing and irrigation purposes. The topsoil removed during construction is reused during landscaping and the rest is disposed in accordance with guidelines given by the Government.

In our paper and textile business, we are complying with Extended Producer Responsibility (EPR) approach to manage our plastic packaging waste generated at the customer end. The plastic waste generated within premises is disposed of through authorized recyclers. We ensure to collect and store all types of waste generated at our sites at designated places. Disposal of hazardous wastes and other wastes, which includes e-waste, medical waste, empty drums, etc., was carried out as per regulatory requirements. 68.8% of the waste generated at our sites was diverted from disposal by recycling or reuse.

Total waste generated in MT at CTIL during FY 2021-22 is shown in graph below:

Total waste generated (MT)		
Sr no.	Type of Waste	Total*
FY 2019-20	Non-Hazardous Waste	2,30,148.04*
	Hazardous Waste	541.1
FY 2020-21	Non-Hazardous Waste	2,47,651.47*
	Hazardous Waste	116.1
FY 2021-22	Non-Hazardous Waste	2,94,480.77*
	Hazardous Waste	689.85

*Total waste generated does not include lime sludge waste generated at CPP.

Initiatives for waste management at Birla Century



- We have installed Agitated Thin Film Dryer and Sludge Dryer to reduce our waste sent to landfill.
- Waste generated during spinning and weaving is sent to the yarn manufacturer, where it is recycled and we receive the recycled yarn.

Waste upcycling - Manufacturing bricks from fly ash at Birla Century

To advance our goal of reducing waste diverted to disposal and circular economy, an initiative of manufacturing bricks with fly ash generated from installed machinery was started at our Birla Century plant. Bricks are being manufactured using 10% cement in combination with 20% rock dust and 70% fly ash. The mixture of these ingredients is fed into the hopper with water and the semi solid sludge is directed to a block frame, then stored in an open space for drying.

Through this, the effort and cost of disposing fly ash has reduced and is more cost effective during civil construction, especially for CSR projects.



The waste generated at Birla Estates primarily includes construction and demolition waste totaling to 2,285.2 MT, of which 0.36 MT consisting of cotton and hand gloves waste was disposed through authorised vendors of the municipal corporation. Any hazardous waste generated was disposed through PCB authorised vendors.

At CPP, we have a dedicated production line for waste reduction, which takes waste or recycled inputs such as recycled paper and bagasse as the raw material to

ETP Sludge co-processed for Board making at Century Pulp and paper

The sludge generated from our effluent treatment plants has a dryness of 2%. After it is passed through the flocculator and disc thickener, it is sent through a belmer press for dewatering. This process increases the dryness to 50%-60%, thus making the residue suitable for board making.



manufacture fresh paper. We also use bagasse pith, saw dust, black liquor, and wood bark in our boilers as fuel to generate steam. During FY 2021-22, we generated 29,07,398.42 MT of steam from this process. We diverted 2,78,127.4 MT of waste through various reuse and recovery methods. The ETP and DIP sludge is being further re-utilised for manufacturing of low-grade packaging board by small manufacturers and fly ash is sent to cement manufacturers. All the used oil generated was reused as fuel in the lime kiln.

At Birla Century, we diverted 1,751.7 MT of waste from disposal through recycling and other recovery operations, and 616.7 MT of waste was sent to landfill in accordance with the guidelines laid by the pollution control board. The ETP sludge is sent for landfilling at permitted Treatment, storage, and disposal facility (TSDF) site and the fly ash from our boilers is used for brick manufacturing.

Environmental regulatory compliance

At CTIL, we are committed to comply with applicable environmental laws and regulations. Our compliance team holds monthly review meetings to continually assess and upgrade our environmental management strategies. CTIL has not identified any incident of non-compliance with environmental laws and regulations applicable to any of its businesses during the reporting period.

Social and Relationship Capital

Key Highlights of FY 2021-22

₹ 6.65 Crore
CSR expenditure

Approx. 63,750
Beneficiaries

1.6 Million
Seeds and saplings distributed
to farmers by CPP

Interlinkage with other capitals



Contribution to SDGs



As a business group with an extensive span of operations and a growing geographical footprint, this capital forms an integral component of our value creation process. The key elements of Social and Relationship Capital include the relationships that we have nurtured for communal well-being with our key stakeholders.

Our customers are at the center of our value creation process, and we are constantly working to improve the customer experience. Details of stakeholder engagement – mode, frequency, expectation, and our approach are disclosed in the stakeholder engagement chapter of this report.

Marketing and Communications

Our marketing and communication strategies provide transparency to the customers. We have a well-

established customer resolution system, and we intend to resolve all the registered concerns within 24 hours. We have not received any complaints or concerns about non-compliance with our marketing initiatives. During FY 2021-22, there were no incidents of non-compliance concerning marketing communications, product and service information or labelling.

Customer rights are ensured through the legitimate use of customer-centric data and secure data storage. In our real estate business, the customer data is maintained on the Customer Risk Management (CRM) or Enterprise Risk Management (ERP) system with limited access to end users/CRM/Sales team. At the call centre level, data is shared via our C4C (CRM) system with restrictions on viewing full customer data. Annual trainings are conducted for customer relationship management and feedbacks are gathered through surveys, customer portal, app, emails or calls. These feedbacks are screened to identify the areas of improvement. The marketing team also conducts annual surveys to better understand our customers. We are glad to declare that we did not receive any complaints with regards to breaches of customer privacy during the reporting period.

Product Responsibility

All our businesses have Product Responsibility Policy frameworks in place, assuring a high degree of product safety for our clients. Furthermore, the respective sectors have received and continue to maintain various domestic and international quality certifications, providing external stakeholders with certainty about our processes, systems, and products. During the reporting year, we received no significant fines or penalties for violating any product/service responsibility regulations.

Key customer and market relation initiatives continued during the year

Birla Estates	Century Pulp and Paper	Birla Century
<p>Thoughtful innovations Digital experiences developed to facilitate virtual 360-degree tours for customers to view our properties, reducing the need to travel.</p> <p>Developed an advanced Customer Query Ticketing System to address customer concerns in a timely manner.</p>	<p>Thoughtful innovations Implemented a new SKU-based go-to-market approach, reducing our lead times from 27 days to 4 hours.</p>	<p>Thoughtful innovations Creating value from waste: Products from agriculture waste-based yarn and fabric, developed in collaboration with AltMat.</p> <p>Products are based on pre-consumer and post-consumer circularity.</p>
<p>Bespoke solutions Every project is backed by extensive consumer research to understand the needs of target customers.</p> <p>Developed a digital sale tool for a seamless online experience.</p> <p>Enhanced the utility of our existing WhatsApp-based chatbot - LIDEA.</p>	<p>Bespoke solutions Introduced new products like Antifungal ARSR paper and Century Green Pulp.</p> <p>Expanded our capacity for higher demand products like tissue and packaging board, to cater to the increasing demand from FMCG, pharma, and e-commerce segments.</p> <p>Developed bio-degradable packaging for FMCG products to replace plastic-coated packaging.</p>	<p>Bespoke solutions Products are customised in terms of weave, design, and texture to better meet client's requirements.</p> <p>Adopting the latest technologies to help us customise and innovate in yarn manufacturing, fabric manufacturing, and fabric finishing.</p>
<p>Deeper engagements We engage with our customers through programmes such as Van Malhar, Make a Wish contest, online webinars and events on childcare and education, fitness, home loans and motivation to enrich their lives.</p> <p>Conduct customer immersion programmes and keep dedicated relationship managers for comprehensive customer service.</p>	<p>Deeper engagements Top management directly engaged with the customers.</p> <p>Launched several products online, leveraging digital platforms.</p> <p>Planning the implementation of Net Promoter Score to improve our customer engagement.</p>	<p>Deeper engagements We engage our customers in product development initiatives and seek constant feedback to improve our offerings.</p>

<p>Quality products</p> <p>We work with best-in class architects and construction partners to develop customer centric masterplan and high-quality construction.</p> <p>Offer premium residences that include lifestyle aspects suited to high quality urban living.</p> <p>Green zones are made an integral part, improving the carbon footprint as well as quality of life for the residents.</p>	<p>Quality products</p> <p>During the COVID-19 lockdown, we implemented quality improvement initiatives.</p> <p>Fulfilled customer demand for brighter paper, through adjustment of the opacity in the precipitated calcium carbonate plant.</p>	<p>Quality products</p> <p>We adhere to ASTM Standards and AQL 2.5 system for quality assurance and have continuous monitoring of procured raw materials against standard specifications.</p> <p>Quality SOPs are defined and adhered, with audit of all quality checkpoints, to ensure quality output.</p> <p>Internal test reports are regularly mapped against third party laboratories for co-relation.</p> <p>We train our personnel to maintain NABL and buyer accredited laboratories' compliances and quality standards.</p>
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Investors and lenders are critical for us, and we take measures to keep them informed about the Group's strategy, plans, and results and earn their trust and confidence. Some of the communication channels include annual general meetings, investor meetings, the annual report, interim financial statements, press conferences, media releases and electronic communication as well.

Responsible Supply Chain

Being a conglomerate with presence in three sectors, we have a large supply base. We have fostered and maintained long-term relationships with our suppliers over the years. Our procurement platform functions as a part of our value creation process. To ensure a sustainable value chain, we work closely with our supply chain partners. All our supply chain partners are expected to abide by the Supply Chain Code of Conduct. All suppliers and vendors undergo a periodic assessment with respect to the Code of Conduct.

The new suppliers are also selected based on our Code of Conduct and company policies. We intend to screen our key suppliers on ESG practices in the coming years.

The supplier code of conduct covers key principles like anti-corruption and bribery, fair treatment and right to privacy, no child labor or forced labor.

There were no violations of labor practices documented along the supply chain during the year under review.

Relationship Capital - Suppliers - Strategic Focus



Select local suppliers wherever possible to boost the supplier chain.



Guide support and empower suppliers to uphold quality and standards in their operations.



Reinforce ties with our long standing suppliers to ensure a streamlined procurement process

We work to ensure all our products comply to local and international product regulations, including codes, service information, and labelling, due to our extensive portfolio of product offerings and broad customer base that spans industries including paper, real estate, and textiles. We place a strong emphasis on the health and safety aspect of our products and make sure they are all examined for possible improvements in these areas.

At Birla Century, our focus lies on creating utility products, through efficient energy saving and extending sustainability towards our supplier base. We assess suppliers for dyes and chemicals on parameters of safe chemicals for usage at our facilities. Packaging vendors are also assessed on certain environmental criteria. We

will expand our supply chain responsibility by conducting structured assessments of critical suppliers moving forward.

We give preference to local suppliers in procurement, wherever deemed feasible and ensure compliance to all statutory laws and rules. While engaging with suppliers we ensure necessary systems in place for minimising negative impact from operations on the environment. During the reporting period, none of our suppliers were penalised or terminated for violation of our Code of Conduct or for creating any negative impact on environment or society.

Community Development

Corporate Social Responsibility (CSR) has been embedded in the Group's DNA for many years. Our goal is to identify key development areas that require investment and assistance, as well as proactive support to guarantee that significant socioeconomic growth reaches a wider population across business locations. We believe that by doing so, we will be able to include and benefit a



We give preference to local suppliers in procurement, wherever deemed feasible and ensure compliance to all statutory laws and rules.

larger number of people in economic progress. Our CSR Policy, approved by the Board of Directors, guides the activities undertaken to create a significant positive impact on the identified stakeholders. The Board of Directors of the Company has established a Corporate Social Responsibility (CSR) Committee in accordance with the provisions of Section of the Companies Act, read in conjunction with the Companies (Corporate Social Responsibility Policy) Rules.

Our focus areas for community development projects

Our CSR projects are organised around four strategic imperatives: to help communities by improving their living conditions through infrastructure development, capacity building and youth empowerment through education, health and nutrition programmes, and capacity building for sustainable livelihoods.



CSR Framework

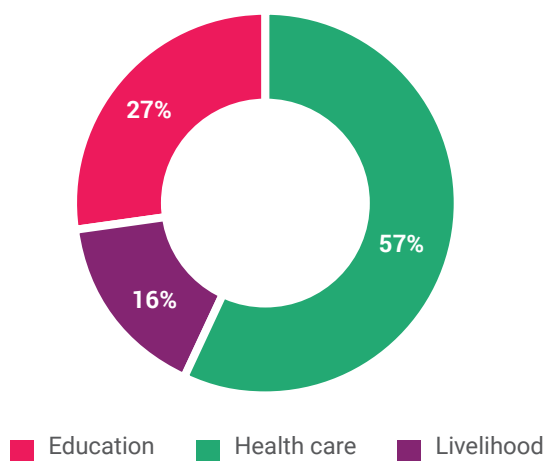
We take a realistic, organised, and responsible approach to community engagement. Our values are well-integrated into the Company's strategy, and we are consistently transforming our implementation with a well-structured action plan.



Community initiatives – net expenditure excluding allocations for ongoing projects

The CSR team identified and approved CSR initiatives worth ₹7.38 Crore in the financial year 2021-22, of which ₹6.48 Crore were spent on the projects and the remaining amount will be carried forward for the next year.

CSR expenditure across focus areas in FY 2021-22



Community initiatives and their impacts

Through interactions with the communities where we operate, we carry out frequent interventions across these core areas. The extent of interventions is determined by initiatives that were chosen as priorities by the CSR committee, along with regional representatives of the community.



Our initiatives during the reporting period are as follows:

INFRASTRUCTURE:

Infrastructure development contributes to the sustainable development of the community and society at large. We recognise our responsibility towards the nearby communities in the areas we operate. We have initiated various infrastructure development projects which are beneficial to the people.

Watershed Management through Check Dam- Birla Estates

Lack of water accessibility at Adivali village (Kalyan) was leading to difficulty in agriculture practices. We collaborated with Rotary Foundation to ensure year-round water availability by building a check dam. The water retained in the check dam percolates into the ground and uplifts the ground water table of the region and surrounding areas.

Around 3500+ villagers benefitted from this initiative as they were able to crop multiple rounds bringing economic stability in families, also reducing temporary migration from the village. This initiative has also helped increase the water accessibility for drinking and household purposes.



Mumbai Rising: A Public Art Initiative - Birla Estates

Mumbai Rising is a public art initiative in line with our credo of maintaining the heritage of our city. To partake in changing the landscape of Worli for the betterment of the locale, we undertook a beautification project around Pandurang Budhkar Marg (PB Marg) in Worli. The initiative was in line with our theme of creating Life-Designed spaces, which means to build and nurture the ecosystems around life, for life through creation of urban canvases that interacts with the people around it. The paintings depict Mumbai city's growth from seven separate islands to one of the world's largest cities charted through the lens of architectural landmarks that have come and gone, as well as those that stand still or are just taking shape.

In addition to this, Birla Estates has also taken up the responsibility to refurbish pavements and enhance the area on both Dr Annie Besant Road and Pandurang Budhkar Marg (PB Marg) with planters and build a cleaner and greener habitat.



Infrastructure development for the community – Century Pulp and Paper

To promote the 'Swachh Bharat Mission', we undertook several projects with a focus on infrastructure development. We have constructed 78 public toilets to avoid open defecation and improper sanitation condition in the village. 30 hand pumps were installed benefitting multiple households with easy access to water. Furthermore, we undertook the responsibility of repairing, water proofing and painting a Girls High School in Lalkuan and Adarsh Inter College in Bindukhatta.



HEALTHCARE

Availability and accessibility to healthcare facilities is vital to human life. To strengthen the healthcare infrastructure of hospitals near our manufacturing units, we extended our support towards providing medical equipment.

COVID-19 Initiatives

Hospital infrastructure

- Installed an oxygen plant at Sevashram Hospital, Bharuch
- Installed an oxygen plant at a Government Female Hospital, Haldwani (Nainital district)
- Installed three ventilators at Jayaben Mody Hospital, Ankleshwar
- Donated ventilators and X-ray machines to a Government hospital in Kotdwar
- Donated medical equipment for setting up a blood bank in a Government Hospital in Khatima.
- Extension of a hospital wing and donation of medical equipment at Sewa Rural
- Donated for increasing new rooms in public health centres.
- Donated medical equipment to District Administration and Amar Ujala Foundation
- Hand sanitizer machines and face masks to milk collection centres at Bindukhatta

Awareness camps

- Organized COVID-19 awareness camps and mask distribution drives near our plant in Jhagadia, benefitting 15,000 people
- Organized blood donation, medical and drug addiction awareness camps near our pulp and paper plant, benefitting around 4000 villagers



SUSTAINABLE LIVELIHOODS

We believe that everyone should have equal access to opportunities. Through our efforts and initiatives, we seek to empower the underprivileged and disadvantaged people and help them with opportunities for sustainable livelihood. We collaborated with Sewa Rural to set up a training center

near our plant in Birla Century which impacted around 4000 beneficiaries. We initiated a skill center for women and girls near our plant at Century Pulp and Paper and provided them with trainings related to stitching. We also provided cattle feed to gaushalas benefitting around 500 villagers mainly women.

EDUCATION

Education is the foundation for sustainable development, thus leading to a better future. We, at CTIL, believe in fostering a learning environment and enabling quality education for children. Through our initiatives across our businesses, we endeavour to build infrastructure for schools in villages near our plant sites.

School Infrastructure Development by Birla Century

- Renovation of Motali Primary School Building.
- Donated furniture to Valia Sardar Patel Primary School.
- Built classrooms in Chandera School of Manav Seva Trust.
- Built a compound wall in Umadhra Primary School.
- Through this initiative, around 8000 students were benefitted.

Enabling online education in remote areas

The pandemic had disrupted the education sector affecting millions of students. To enable uninterrupted education to students near our plant site, we installed five smart classes in Government schools at Baddi (Himachal Pradesh) and Bharuch (Gujarat).

With the ever-emerging digital world, it is essential for students to have digital literacy. We provided ten computers along with chairs and tables to ITI, Bindukhatta for setting up an IT Lab. We also provided 45 Laptops with printers, 10 desktops with furniture to Government Primary Schools, Okhalkanda and Government Girls Inter College, Lalkua.



Intellectual Capital

Key Highlights of FY 2021-22

2

New products developed at CPP

190-200 approx.

New products developed at Birla Century

Birla Niyaara and Birla Tisya

New projects launched at Birla Estates

100%

Sustainable products at CPP

150-160 approx.

Sustainable products developed at Birla Century

Birla Niyaara - 1st residential building in India to receive LEED v4.1 Residential USGBC Platinum certification

Interlinkage with other capitals



Contribution to SDGs



Intellectual capital enhances our in-house capabilities and facilitates long-term growth for our businesses. It refers to our intangible assets, cutting-edge infrastructure and technologies, robust processes and systems, product developments, process innovations and our highly skilled team of professionals. Intellectual capital adds to our resilience and gives us a competitive advantage in the market. To develop an enabling platform for our value creation process, we continue to reinforce and harness the capabilities of our intellectual assets.

Being a diverse group, innovation is guided through a stage-gate process to synergistically integrate all the functions. Marketing, Manufacturing, and Research and Development departments of our business verticals collaborate on projects from conception to commercialisation.

We prioritise and invest time and effort in building our market intelligence and brand image. The emphasis is on operational excellence and delivering high quality products and services. We adhere to the guidelines to strengthen our craftsmanship and production processes. With our innovative solutions, we continue to drive productivity improvements and boost our profitability levels.



To develop an enabling platform for our value creation process, we continue to reinforce and harness the capabilities of our intellectual assets.



Birla Estates

Pioneering sustainable architecture in residential and commercial space, we encourage innovative solutions and focus on resource optimisation. We endeavour to provide the homebuyers with a lifestyle, which is closer to the nature. We focus on sustainable architecture with high integration of technology for multi-fold data analytics and design softwares. Customer being at the center of all our innovations, we continue to provide them with a unique experience.

Accelerating our digital journey, we have developed digital experiences to facilitate 360-degree virtual walk-throughs of our properties along with an immersive virtual reality experience of apartments. This has enabled us to engage more closely with our customers, raise their satisfaction levels and continue our growth trajectory. We have also developed an advanced Customer Query Ticketing System to address customer concerns in a timely manner.

We have developed a digital sales tool 'ALIVE' for a seamless online experience for our customers. We have also created an interactive Artificial Intelligence (AI) powered chatbot solution 'LIDEA' on WhatsApp. LIDEA offer features such as viewing location, amenities, configurations, voice-based automation, virtual tours and accepting site visit requests. Additionally, it facilitates one touch access to document or other information for existing customers of residential projects.

Sustainable architecture

Sustainability being integrated in our value system, we are aware that sustainable building design is now a necessity. We consider environmental care with every structure we build, thereby contributing to the society. Our commercial projects - Birla Aurora, Worli and Birla Centurion, Worli received Platinum certification from Indian Green Building Council (IGBC). Three of our five residential projects namely- Birla Alokya, Birla Navya and Birla Vanya are IGBC Gold pre-certified. The newly launched project Birla Tisya, Bengaluru received IGBC Platinum Pre-Certification. Our flagship project-Birla Niyaara, Mumbai is India's first Residential LEED v4.1 USGBC Platinum pre-certified project.



Parameters for sustainable building design

HEALTH & WELL-BEING

- Accessibility – safety
- Visual comfort
- Indoor air quality
- Thermal comfort
- Acoustic performance
- Hazards – risk management
- Water quality



MANAGEMENT

- Life cycle cost and service life planning
- Responsible construction practices
- Project design and role of stakeholders
- Commissioning and handover
- After care support (building management)



TRANSPORT

- Public transport accessibility
- Proximity to amenities
- Alternative modes of transport



MATERIALS

- Environmental impacts from construction products
- Responsible sourcing of construction material
- Designing for durability and resilience
- Material efficiency
- Standardisation and modularity



WATER

- Water consumption
- Water monitoring
- Water leak detection and prevention
- Water efficient equipment
- Water recycling and reuse
- Rainwater harvesting, storage and reuse

ENERGY

- Reduction of energy use and carbon emissions
- Energy efficient lighting
- Low carbon design
- Energy efficient transportation systems
- Efficient lifts
- Utility space for drying

WASTE

- Construction waste management
- Recycled aggregates
- Operational waste
- Speculative finishes
- Adaptation to climate change (structural resilience)

POLLUTION

- Impact of refrigerants
- Natural ventilation
- CO monitoring to improve air quality
- Surface water runoff
- Reduction of noise pollution

LAND USE AND ECOLOGY

- Site selection
- Ecological value of site and protection of ecological features
- Impact of natural hazards like flood risk assessments
- Long term impact on biodiversity

We undertook various studies and considered sustainable parameters while designing our projects. We are conducting low carbon study to minimise our carbon-dioxide emissions and align with the nation's decarbonisation goals.

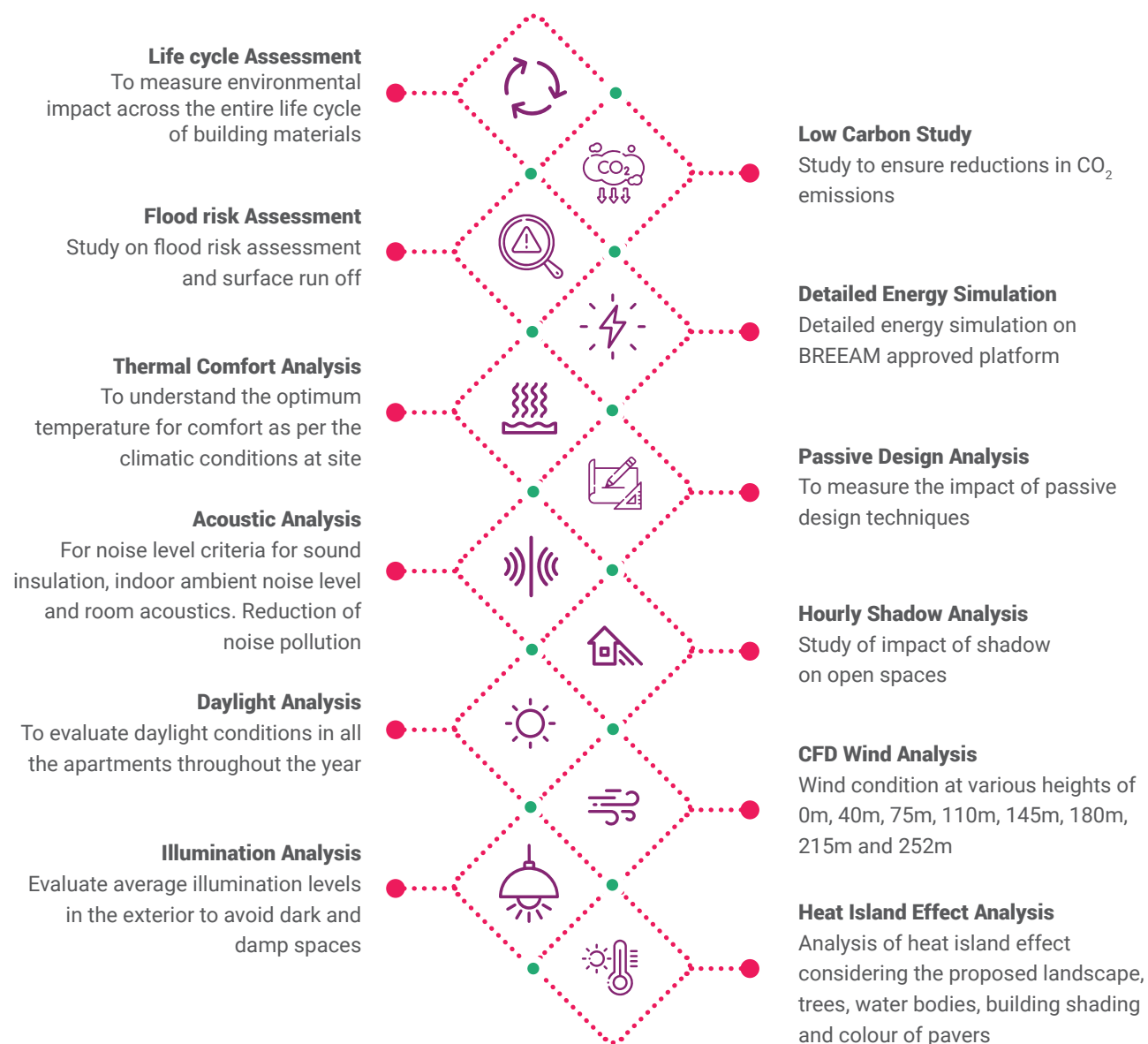
Urban heat islands, which are urban areas with higher temperatures than the surrounding rural areas, further enhance the heat stress already exacerbated by global warming. To minimise the heat island effect, we have developed open green spaces at Birla Vanya which is

spread across 11,500 square meters. The residents can enjoy lower temperatures due to:

- the use of light-colored grey concrete in open driveway
- landscape features like open grid pavers on sidewalks that add to the greenery
- minimal hard paved surfaces
- additional trees planted across the project to ensure maximum shade during the warm months.

Through our innovation and design process, we have ensured that 40% of the entire project is green.

Our technological initiatives for design of sustainable projects



Lean Construction

We have adopted a systematic approach of lean construction. It helps to improve the construction performance by reducing costs, minimising the waste generated and saving time. It also helps to maximise the value creation for our customers.

Lean principles

- Identify value from customer's viewpoint
- Define the value stream
- Eliminate waste
- Maintain a steady flow of work processes
- Pull planning and scheduling
- Continuous improvement
- Optimise holistically
- Eliminate or restrict variation in process



Outcomes

- Improved risk management
- Better workplace safety
- Improved productivity
- Better customer satisfaction
- Cost reduction
- Improved project scheduling
- Higher quality construction results
- Increased profits and turnovers
- Increased customer satisfaction

Building Information Modeling (BIM)

Our flagship project 'Birla Niyaara' at Worli is entirely designed on Building Information Modeling (BIM) software. BIM helps us develop clash free design data base. It reduces critical time at site for addressing queries and optimises man hours during design development. It indirectly helps in managing the carbon footprint of our building. BIM contributes to lean construction by eliminating waste, reducing costs and execution times, and resulting in safe and efficient project.

Swept Path Analysis

To optimise our traffic simulation and design solution, we are using Swept Path Analysis. It is a digital vehicle maneuvering process to check the proposed design layout and examine whether the design can accommodate all kinds of vehicular movement. It manages Carbon Monoxide (CO) during its operation stage. The swept path studies have helped us to optimise design and reduce construction area.

Digitisation

At Birla Estates, we are continuously looking at harnessing the power of digitisation to craft solutions to meet

business needs, identify future prospects and create more stakeholder value. Our digital sales platform takes the customer through entire sales journey, from understanding the project to finally making the purchase and the payment. We are implementing digital solutions like Robotic Process Automations to improve process efficiency and accuracy. We also have a live customer query resolution and escalation platform. The digital outreach channels will continue to remain an important medium to connect with customers.

Partnerships and Collaborations

We believe that partnerships and collaborations contribute to our commitment of sustainable business. Through various partnerships in our verticals, we are contributing to achieve SDG 17 of Partnerships for the Goals. We have integrated sustainable products and processes in our real estate business.

We have successfully built valuable partnerships with Foster + Partners, Sasaki, Leslie. E. Robertson Associates (LERA), Architect Hafeez Contractor, Arcorp, CoppersHill, Brandston Partnership Inc, BuroHappold Engineering, RSP and Shapoorji Pallonji.

Century Pulp and Paper

We constantly work towards lowering our carbon footprint through integration of innovation and sustainability.

We have adopted environment-friendly and sustainable practices to manufacture our goods.

We have redesigned our specific product range through innovative approaches like blending of different pulps, bringing technological advantages of module jet dilution head box in middle layer, shoe press and optimising the process control parameters. We have also introduced

sustainable high bulk Folding Box Board (FBB) and Solid Bleached Board (SBB), which provides versatile and environmentally friendly packaging. The innovative initiatives are implemented through enhancement in intellectual capital.

Our tissue products are Optical Brightening Agents (OBA)-free. OBA may adversely affect human health and cause skin irritation. Our tissue papers are manufactured from 100% virgin pulp and are compliant as per FDA guidelines.

Adoption of ECF technology : A sustainable bleaching solution

In line with our vision to attain minimal impact, we have adopted Elemental Chlorine Free (ECF) technology in our new fiber line plant. ECF-based bleaching along with Oxygen Delignification (ODL), helps us produce excellent quality of paper products through sustainable manufacturing technologies. This technology helps to produce strong hardwood fibers and enhances pulping to give higher yield. It has resource conservation attributes, thereby helping to create sustainable value for the society. It also helps in reducing the toxicity of effluent which contains AOX (Absorbable Organic Halides), thus resulting in significant reduction in the formation of Dioxins.



Century Green Pulp

As an alternative to the plates, bowls made from plastic and thermocol in the hospitality sector, we have developed Century Green Pulp from sugarcane waste (bagasse) through a moulding technology. Tableware made from this green pulp, are FDA complied and meet the requirements of FSSAI guidelines for food packaging products.



Disposable Bed Roll

The COVID-19 pandemic put forth the necessity of hygiene in hospitals. To provide hygienic solutions to the society, our team introduced high wet-strength tissue paper for use as a disposable bed roll in OPDs. Made from high-quality virgin tissue paper, it provides a biodegradable solution and helps the hospital staff to maintain cleanliness and hygiene.



Some of the other environment-friendly products designed as plastic replacement are:

Carry
Paper

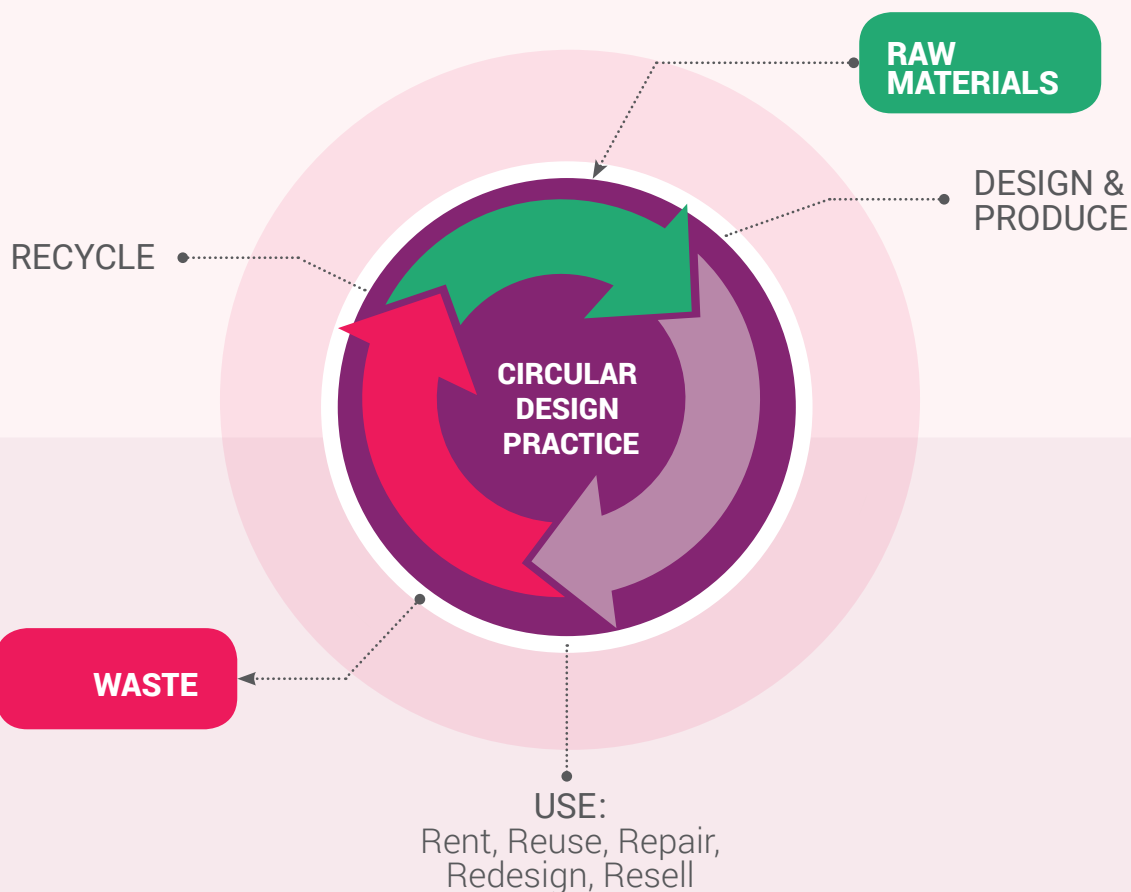
Century
Cup Wall Stock
Paper

Century Cup Bottom
Base

Century Natura
Board

Birla Century

Pioneering innovation in textile, we continue to manufacture sustainable products and develop designs with circularity in fashion. Our design studio at our corporate office in Mumbai and our plant in Bharuch thrive upon a rich library of innovative designs, weaves, and blends with extensive research on new developments. With a focus on effective R&D, our dedicated team of professionals create new designs for our portfolio every day. This ongoing design development and extensive design database enables us to be a trendsetter in the market.



Innovation capabilities embedded with circularity

Developing Sustainable designs with a view of circularity in fashion

Cotton-Hemp blends for Bedsheets and Apparels

Recycled Products like Cotton, Polyester, Nylon, MMCF (Man-made cellulosic fiber) etc.

Recycled Viscose (Livaeco Viscose)

Organic Cotton & Organic Linen

Products with Birla Excel & Modal

Other recycled Products from Pre & Post Consumer textile waste

Recycled natural and synthetic fibers

Circular Products to divert waste from landfill

Textile waste is a massive contributor to greenhouse gas emissions. We, as a responsible organisation, are taking initiatives to eliminate and divert the waste from landfill. We have developed a range of circular products that uses pre- and post-consumer waste. In this process, the polyester and cotton blended yarns are outsourced from GRS certified vendors. In few instances, these yarns are already coloured. Thus, it requires no pre-treatment or dyeing.

Mechanical recycling of textiles is a process of recycling the fabric back into fibers without the use of any chemicals. It involves deconstructing textiles, resulting in fibres that can be spun into new yarn and woven into textile.



Our sustainable products are manufactured as per guidelines of global independent agencies, which provide complete set of sustainable practices and benchmarks like STeP, Higg Index, ZDHC, etc. These products help in upcycling the waste, use safer chemicals, use less water, reduce the consumption of fresh raw material, and lowers our carbon footprint. However, there are some limitations of colour shades, supply chain and certified vendors.

These products received appreciation and huge response from customers all over the world. Considering the increased consumer demand for circular products, we are looking for opportunities to replicate this process for other products as well.



Sustainable Products based on Material Sustainability Index



Aligning to the sustainability targets of our brand, we have designed sustainable products in collaboration with Sustainable Textile Solution (Blue Win). Fibers like Recycled Cotton, Livaeco Viscose, Hemp and Organic Cotton are selected based on the Material Sustainability Index (MSI) score by Higg Index. Our products help in emission and water reduction, energy conservation, and make use of traceable and safe dyestuffs, chemicals, water, and auxiliaries.

New product launches

Shirtings

- Banana Fiber with yarn dyed and fabric dyed product
- Sorona yarn with cotton and linen
- Cotton Hemp Blend in yarn dyed and fabric dyed
- Sapan yarn for yarn dyed
- Pre-Consumer recycled cotton and recycled polyester yarn in combination with cotton and hemp.
- Biodegradable (Cyclo) polyester yarn in yarn dyed
- CottonNylon SPDX in yarn dyed
- 100% Organic Cotton yarn dyed and piece dyed
- 100% Viscose Shirting and Bottom Weight
- Linen Viscose Blend
- Cotton Poly Stretch in yarn dyed
- Cotton Lyocell linen blend
- Excel Evernue sample with slub in shirting weight in co-ordination with TRADC
- Hemp and its blend in shirt weight
- Agriculture waste fiber (Altag) in yarn dyed and fabric dyed

Other launches in Apparel industry:

- Yarn dyed and fabric dyed fabric with Gramon and HexaRel graphene base finish.
.....
- Cotton Bamboo Yarn
.....
- IC2 Cotton for Export customer
.....
- BCI cotton and xcel in Bottom Weight
.....
- 100% excel in yarn dyed for women's wear segment
.....
- 100% Bamboo in yarn dyed for women's wear segment
.....
- Cotton Modal Blend with Viscose Blend
.....
- Cotton Excel Blend
.....

Bedlinen Segment:

- Premium Sheets with Egyptian/Supima/ELS Cotton
- Sheets from Nature - Natural Sheets with zero chemical finish
- Nature's Thread- Product with BCI Cotton and organic cotton
- Sustainable bedding with lyocell and lyocell blend
- Sheeting with pre-consumer recycled Cotton + recycled polyester, ecofriendly sheets
- Recycled lyocell products with Refibra (lyocell with 30% post-consumer waste)
- 100% Polyester Sheet with recycled polyester spun yarn in various TC range
- Lyocell x recycled polyester eco-friendly sheets
- BCI Cotton with pre-consumer recycled cotton sheets
- Eco friendly sheeting with bamboo and bamboo blend
- Development done with different dobby structure
- Sustainable developments done with Organic Cotton, BCI Cotton, Tencel, Modal, Livaeco Viscose, Cotton Hemp, Cotton Linen
- Developments with biodegradable material (Eco Gold polyester yarn)
- Bamboo Charcoal blend sheeting with inherent antibacterial property

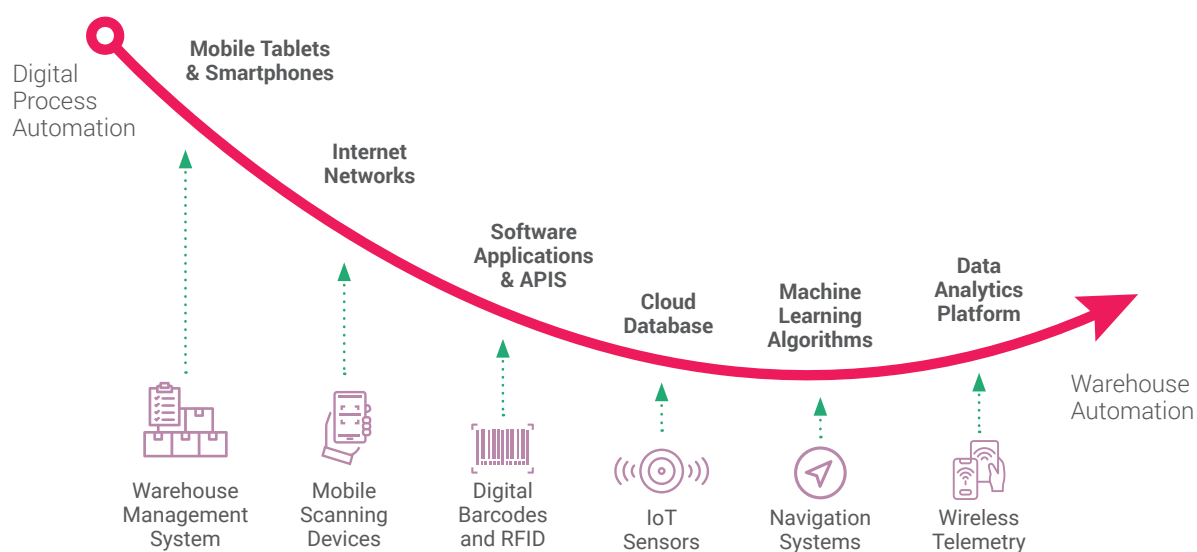
Digitalisation

Digitalisation can act as a catalyst to sustainability. We, thus aim to go completely digital (from gate entry to dispatch), thereby creating 'Smart Birla Century'. As a part of our digitalisation drive, we have collaborated with BHive, a mobile-based software designed by GoBlu. All our chemicals and dyes are scanned via the BHive scanner, which then verifies whether the chemicals are hazardous or

not. During the reporting period, we have not received any customer complaints for breach in privacy.

Our certain sustainable products range carry QR code, which help others to trace the raw materials and sources used for manufacturing. It thus, makes us responsible towards using safe and eco-friendly raw materials.

Warehouse Automation in Birla Century



We have developed an in-house QR code scanner-based warehouse automation tool. As a part of the automation project, we could eliminate labour-intensive duties that involved repetitive physical work, manual data entry and analysis. It helped address insufficient warehouse space, inefficient inventory operations and labour shortages.

The benefits of digital process automation include the ability to integrate with ERP systems (SAP), enhanced security, greater data management efficiency, reduced operational and legal risks, reduce operational costs associated with human error, improve customer service, enhanced worker experience and many more.

The right warehouse automation technology can automate tasks that touch every aspect of order fulfillment and inventory control.



Partnerships

To augment our R&D capabilities, we have partnerships and collaborations with IIT Delhi, Aditya Birla Science and Technology Center (ABSTC), TRADC, Reliance, Gencrest, HeiQ, Altmat, Grasim Chemicals and few more.

Key Certifications across CTIL



- USGBC (U.S. Green Building Council) - LEED (Leadership in Energy and Environmental Design)
- IGBC (Indian Green Building Council) - Gold and Platinum



- FSC (Forest Stewardship Council)
- BIS Eco Mark license
- Products certified under PREPS



- Higg Index
- STeP – OEKO-TEX® STANDARD 100
- MIG (Made in Green) Tag
- LEED v4 GOLD
- Fair Trade & FT - USA
- GOTS (Global Organic Textile Standard)
- ZDHC (Zero Discharge of Hazardous Chemicals)
- GRS and RCS
- SA-8000 & SMETA
- Better Cotton Initiative

Way forward

Intellectual capital is a defining factor as we continue to expand our existing product portfolio. We aspire to maximise our innovation and research and development capabilities through technological advances. We endeavour to achieve growth in all our business verticals with world class products and processes.



Awards, Certifications and Ratings



Birla
Century



Won Gold at the National Awards for Manufacturing Competitiveness 2021 awarded by International Research Institute for Manufacturing (IRIM)

Won Gold for National Energy Management Award 2021 in textile segment organized by SEEM*

Received Platinum at FAME Excellence Award for Occupational Health & Safety 2021



Birla
Estates



'Iconic Real Estate Brand of the Year'
at Times Real Estate Conclave Awards 2021

'Best Brands 2021'
at Economic Times Best Brands Awards 2021

**'Iconic Residential Project of the Year' and
'Iconic Residential Project Launch Campaign'** for Birla Niyaara

**'Lowest Average Accident Frequency Rate' and
'Longest Accident-Free Period'** at the National
Safety Council – Maharashtra Chapter Awards for Birla Vanya

'Outstanding Achievements in Effective Safety Culture'
at Greentech Effective Safety Culture Award 2021 for Birla Vanya

**Construction Health, Safety & Environment
Achievement Award** at CIDC Vishwakarma 2022 Awards
for Birla Vanya, Kalyan

Two Safety Awards from National Safety Council in Construction.
One each for Birla Alokya, Bengaluru and Birla Vanya, Kalyan



Century
Pulp and
Paper



Won first prize in **'110th All India Farmer's
Fair Agro & Industrial Exhibition 2021'**

'Golden Peacock Award for Energy Efficiency-2021'
from Institute of Directors

A magnifying glass with a black handle and frame is positioned in the upper left. Below it is a black folder with a textured cover. A black pen with a silver-colored tip is also visible. The entire scene is set against a dark, heavily textured background that resembles stone or rough paper. The word "Annexure" is written in white, bold, sans-serif font across the middle of the image.

Annexure

GRI Index

AV

GRI Standard	Disclosure		Reference section	Page Number	Omission
GRI 101: Foundation 2016 (GRI 101 does not include any disclosures)					
General Disclosures					
GRI 102 General Disclosures 2016	Organization Profile				
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	102-2	Activities, brands, products, and services	Company Overview	28-29	
	102-3	Location of headquarters	Company Overview	23	
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	102-16	Values, principles, standards, and norms of behavior	Company Overview	23	

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	102-22	Composition of the highest governance body and its committees	Committees of Board of Directors	10-11	
	102-23	Chair of the highest governance body	Board of Directors	8	
	Stakeholder engagement				
	102-40	List of stakeholder groups	Strategic Overview	25	
	102-41	Collective bargaining agreements			Not covered during the reporting period
	102-42	Identifying and selecting stakeholders	Strategic Overview	37	
	102-43	Approach to stakeholder engagement	Strategic Overview	37-39	
	102-44	Key topics and concerns raised	Strategic Overview	38-39	
	Reporting Practice				
	102-45	Entities included in the consolidated financial statements	About the Report	5	
	102-46	Defining report content and topic boundaries	Introduction	5	
	102-47	List of material topics	Materiality Assessment	42-43	
	102-48	Restatements of information			NA
	102-49	Changes in reporting			NA
	102-50	Reporting period	Introduction	5	
	102-51	Date of most recent report			NA
	102-52	Reporting cycle	Introduction	5	
	102-53	Contact point for questions regarding the report	Introduction	6	
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GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Financial Capital	53	
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GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Social and Relationship Capital	92	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	Natural Capital	75-76	
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	103-3	Evaluation of the management approach	Natural Capital	75-76	
GRI 301: 2018	301-1	Materials used by weight or volume	Natural Capital	76	
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GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundaries	Natural Capital - Energy	76	
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	103-3	Evaluation of the management approach	Natural Capital - Energy	76-78	
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BRSR Index

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Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe	Natural Capital, Social and Relationship Capital	75, 76, 85, 87
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Human Capital	65, 66
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	Stakeholder Engagement	37
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Alignment to United Nations Sustainable Development Goals

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 4 QUALITY EDUCATION	Quality Education	Human Capital, Social and Relationship Capital	66, 87
 5 GENDER EQUALITY	Gender Equality	Human Capital, Social and Relationship Capital	64, 65, 87
 6 CLEAN WATER AND SANITATION	Clean Water and Sanitation	Natural Capital, Social and Relationship Capital	80, 92, 93
 7 AFFORDABLE AND CLEAN ENERGY	Affordable and Clean Energy	Natural Capital	76
 8 DECENT WORK AND ECONOMIC GROWTH	Decent work and economic growth	Financial Capital, Manufactured Capital, Social and Relationship Capital	52, 57, 87

Goal	UNSDGs	Chapter Name	Page number
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	Responsible Consumption and Production	Manufactured Capital, Natural Capital, Social and Relationship Capital, Intellectual Capital	57, 75, 87, 96
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Glossary of Abbreviations

ABSTC	Aditya Birla Science and Technology Centre
AFH	Away from Home
AOX	Absorbable Organic Halides
ARSR	Alkali Resistant and Soap Resistant
BARCO	Belgian-American Radio Corporation
BCI	Better Cotton Initiative
BEE	Bureau of Energy Efficiency
CEA	Cotton Egypt Association
CMG	Compressed Methane Gas
CO	Carbon Monoxide
COD	Chemical Oxygen Demand
COSO	Committee of Sponsoring Organization
CPCB	Central Pollution Control Board
CPP	Century Pulp and Paper
CRM	Customer Relationship management
CSR	Corporate Social Responsibility
CTIL	Century Textiles and Industries Limited
ECF	Elemental Chlorine Free
EPR	Extended Producer Responsibility
ERM	Enterprise Risk Management
ESP	Electrostatic Precipitator
EVC	Economic Value Creation
EVD	Economic Value Distributed
EVG	Economic Value Generated
FBB	Folding Box Board
FMEA	Failure Mod and Effect Analysis
FSC®	Forest Stewardship Council
GHG	Greenhouse Gas
GOTS	Global Organic Textile Standards

GRI	Global Reporting Initiative
HIRA	Hazard Identification and Risk Assessment
HSD	High-Speed Diesel
IBAT	Integrated Biodiversity Assessment Tool
IGBC	Indian Green Building Council
IGMC	India Green Manufacturing Challenge
IIRC	International Integrated Reporting Council
JPSC	Joint project Safety Committee
LEED	Leadership in Energy and Environmental Design
MITR	Making Individuals and Teams Resilient
MMCF	Man Made Cellulosic Fiber
MMR	Mumbai Metropolitan Region
NABL	National Accreditation Board for Testing and Calibration Laboratories
NAMC	National Award for Manufacturing Competitiveness
OBA	Optical Brightening Agents
PAT	Perform, Achieve, Target
PM	Particulate Matter
PCBs	Polychlorinated biphenyls
PCP	Pentachlorophenol
PPE	Personal Protective Equipment
PSA	Power Sharing Agreement
RGP	Rayon Grade Pulp
SBB	Solid Bleached Board SBB
SNEMA	SEEM National Energy Management Award
SOP	Standard Operating Procedure
SOx	Oxides of Sulphur
STP	Sewage treatment plants
TSDF	Treatment, storage, and disposal facility
UN SDGs	United Nations Sustainable Development Goals



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