

2015-2016 SUSTAINABILITY REPORT
WELSPUN CORP LIMITED

Ready

FOR FUTURE

Resilient

TO WITHSTAND CHALLENGES



WELSPUN CORP
PIPES AND PLATES

CONTENTS

01

Chairman's Message

02

MD's Statement

04

About the Report

07

Our Business

10

Corporate Governance

11

Our Environment

14

Our People

19

Our Communities

24

Our Sustainability
Performance

26

GRI G4 Index



Scan this code with a QR reader app
on your smartphone or tablet and
know more about us



CHAIRMAN'S MESSAGE



Most of the FY 2015-16 was spent in strategising the operations in volatile market conditions with significant uncertainties looming across the energy world. Still as a silver lining, we closed the year on a positive note and once again surpassed the one million MT mark in production and sales consecutively for the fourth year in a row.

While the overall business landscape had been sluggish, we did not let it affect our sustainability road map. This is second standalone sustainability report of WCL, which meets core reporting requirements of GRI G4 guidelines and we continue to pursue our initiatives with the same seriousness and vigour.

This year we revised our materiality assessment process. While the process still is largely based on an inside-out view, the standout was the detailed deliberation among our senior management, wherein all those key business functions were identified which serve as touch points for critical internal and external stakeholders. Subsequently, along with functional heads and

other employees, the management ideated to bring forth the critical issues which impact the priority stakeholder groups. All the high significance and high impact issues such as Constructive Collaboration, Customer Centricity, Health, Safety & Environment, Inclusive Growth, Innovation, Product Quality & Technological Upgrade had been evaluated and addressed. Now, our focus is towards creating a robust framework to support initiatives addressing the material issues.

As a participation in the Clean Environment campaign initiated by the Government of India and to address our water requirements sustainably, in this year, we had taken a significant step towards water recycling. We entered into a concession agreement with Anjar, Gandhidham - Adipur Nagar Palika and are in process of setting up a 30 MLD sewage treatment plant to recycle the wastewater generated in these cities making it reusable. This would enable recycling sewage water, which shall be used in our manufacturing operations thereby significantly reducing the intake of

freshwater. Though our operations are not carbon intensive, we consciously monitor our carbon footprint and initiate projects to reduce the same. During the year, we have explored several energy conservation measures through periodic energy audits and proactive maintenance of equipment.

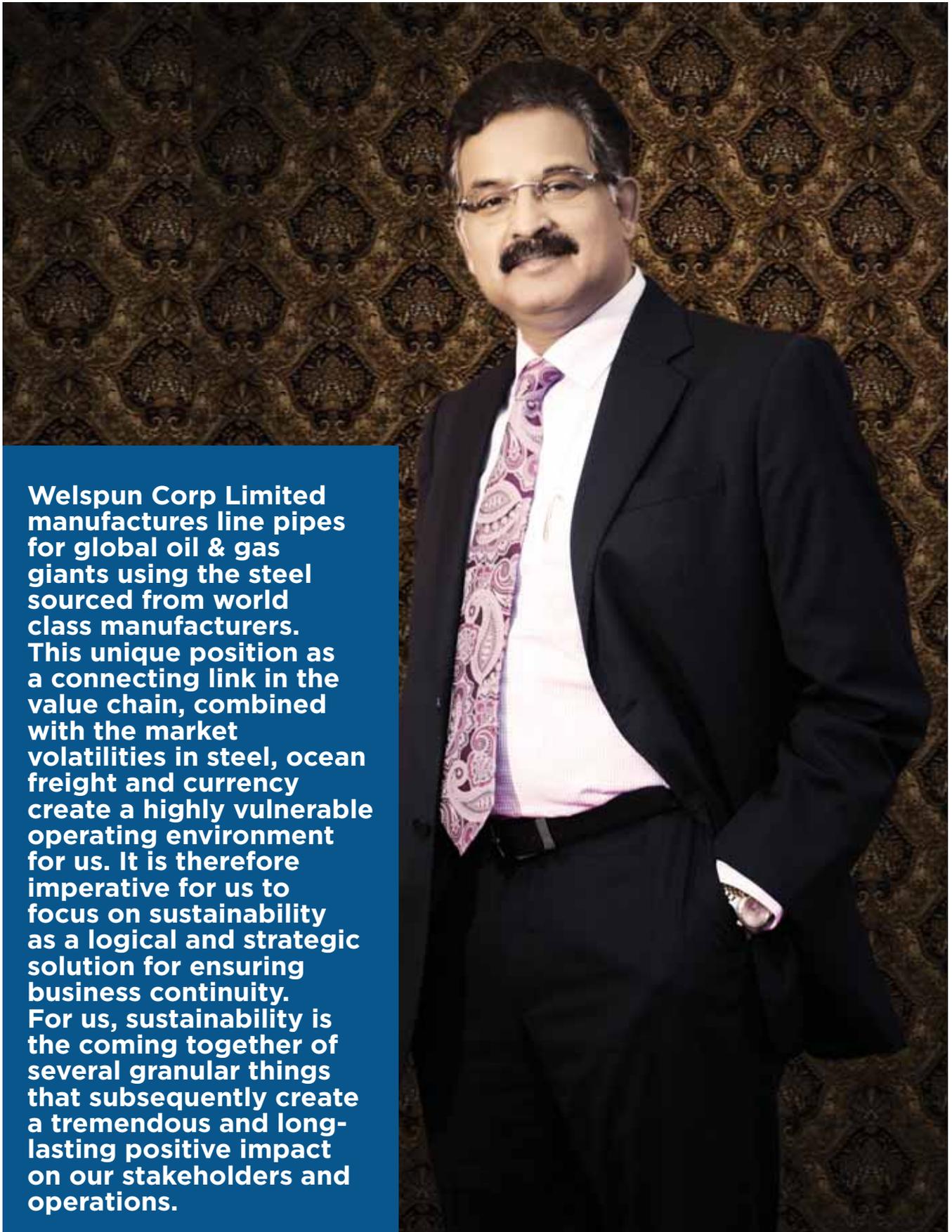
We have worked tirelessly on uplifting and empowering communities. Taking forward the Government's vision of turning every village into a 'Smart Village', I am happy to share that we instituted the very first Smart Village at Versamedi, Taluka Anjar in Gujarat. Based on the principle of 5Es, we are securing education for children, empowering communities with livelihoods, providing essential infrastructure and e-connectivity with a clear focus on health and environment.

We are constantly focusing on investing in technology to improve product quality by creating safe and effective solutions for adding value to all our stakeholders, thereby fostering sustainability to our business and environment as well. We inherently believe in continuously redefining our capabilities in light of Welspun 2.0 and are 'Ready' to capture all potential opportunities posed by the changing business environment.

Reiterating our respect and dedication towards all our stakeholders, we are always open to receive your valuable feedback to continue doing better and better to emerge as a truly responsible Global leader in our sphere of activities ensuring end-to-end sustainability.

Balkrishan Goenka
Chairman
Welspun Corp Limited

MD'S STATEMENT



Welspun Corp Limited manufactures line pipes for global oil & gas giants using the steel sourced from world class manufacturers. This unique position as a connecting link in the value chain, combined with the market volatilities in steel, ocean freight and currency create a highly vulnerable operating environment for us. It is therefore imperative for us to focus on sustainability as a logical and strategic solution for ensuring business continuity. For us, sustainability is the coming together of several granular things that subsequently create a tremendous and long-lasting positive impact on our stakeholders and operations.

This is WCL's second standalone sustainability report covering our performance for FY 2015-16. This report has been developed to meet the requirements of 'in-accordance core' criteria of the GRI G4 guidelines on sustainability reporting. It is our sincere attempt to present WCL's sustainability performance and management approach in a neutral and balanced manner. The contents have been defined on the basis of an internal materiality assessment and pertaining to our Indian operations. After a series of deliberations and in sync with Welspun 2.0, our new business strategy, the high priority - high impact material issues were: constructive collaboration, customer centricity, health, safety & environment, inclusive growth, innovation, and product quality & technology upgradation. As we progress, we will enhance the process of materiality assessment and also include the relevant overseas operations.

Stringent quality standards define business success for WCL across the globe. Since the line pipes produced by us are used for high pressure hydrocarbon transmission across harsh climatic conditions and difficult terrains, we have to meet stringent quality standards for performance of the product during the designed in-service lifespan, which is averaged over 30 years.

Further, basis some incidents, world over the concerns of the environmentalists on oil spills and leaks in the pipelines had been growing. The onus of the line pipe to be fit-for-purpose, therefore, lies on the manufacturer, who has to uncompromisingly ensure the compliance to world class quality standards. Such unwavering dedication to quality has led to WCL serving the world's deepest pipeline project (Independence Trail,



This year we initiated Project We Evolve to reinvigorate our HR processes to make it simple and standardised across Welspun Group by leveraging the best technology solutions available.

Gulf of Mexico), the highest pipeline project (Peru LNG), the longest pipeline (Canada to USA) and the heaviest pipeline (Persian Gulf).

For WCL, quality control goes beyond certifying the final product to continuously monitoring each stage of the production process to ultimately make and deliver a premium product. As a matter of fact, WCL not only focuses upon making a complying product but makes the product with exceeding quality requirements, which ultimately optimises the pipeline construction processes at the client's end. Our desire for quality led us to implement 7S. An ingeniously modified version of the globally popular 5S system used for organising an orderly workplace for efficiency and effectiveness that now includes Sustainability and Spirit as the two additional aspects. This tool has been successfully rolled out at Anjar, India, and we are planning to scale the initiative across all our facilities.

This year we initiated Project 'We Evolve' to reinvigorate our HR processes to make it simple and standardised across Welspun Group by leveraging the best technology solutions available. The project involves 2 work streams,

HR transformation and Success Factors (SF) implementation, working in conjunction to meet our diverse business needs. The HR transformation team is responsible for benchmarking the maturity of our HR practices as well as identifying the future roadmap to ensure we keep attracting, engaging and retaining the best talents by enhancing the employee friendliness of our HR policies. The Success Factors implementation team would be responsible for implementing the cloud based HCM software. The solution will be eventually scaled up to cover all operations of the Welspun Group in the coming months and will allow our HR practitioners to focus on strategic initiatives rather than transactional activities. This year, we had been able to augment our employment value proposition by transforming key HR processes - Talent Resourcing, Engagement, Development, Performance and Rewards. To make the talent identification process well calibrated and evaluate the existing talent of the organisation in a defined and scientific manner, various interventions like 360° feedback, leadership potential assessment are being used. Specific learning and leadership development initiatives have been designed and deployed for the middle and senior management teams of WCL to help build a critical leadership capability pool in the domains of people management, emotional intelligence, customer-relationship-management, professional and personal excellence.

B. K. Mishra
Managing Director,
Welspun Corp Limited

ABOUT THE REPORT

This report presents the annual sustainability performance of Welspun Corp Ltd. (WCL) for the period 01 April 2015 to 31 March 2016. The report has been developed as per “In Accordance – Core” requirements of GRI G4 Guidelines on sustainability reporting and the Mining & Metals sector disclosures.

In this report, we build upon ‘Resilient. Ready.’, our theme for the annual report 2015-16. This is on account of our performance being a clear demonstration of balanced approach to the three pillars of sustainable development. Despite global headwinds coupled with stagnant business situation at home, we stayed the course and were able to display stable performance and continued our focus on delivering the best to our customers.

The report boundary includes WCL's domestic operations at Dahej (Gujarat), Anjar (Gujarat) and Mandya (Karnataka), similar to the report boundary of our first standalone report published in FY 2014-15. The entities within the report boundary have been selected on the basis of our level of control and nature of operational activities. This report also includes the data from Welspun Foundation for Health & Knowledge for certain social performance indicators, relevant to WCL.

Data presented in the report has been either sourced centrally from our Enterprise Resource Planning System or directly from the operations included within the report boundary. The data measurement techniques and underlying assumptions /

calculations have been duly provided in the relevant sections of the report. We are in the process of refining our sustainability goals and objectives and will be reporting on the same in the next report.

The data and statements presented in this report have not been externally assured. The GRI G4 content index provided at the end of the report provides an easy reference to all the GRI performance indicators and standard disclosures. For any further query/ clarification/ suggestion related to this report or WCL's sustainability initiatives, please reach out to us at corpcomm@welspun.com.

Stakeholder Engagement

Understanding the stakeholders' concerns and expectations is an

essential part of WCL's sustainability approach. Through regular formal and informal engagements, we develop mutually beneficial relationships with our stakeholders. As part of our stakeholder engagement process, we identified the following key stakeholder groups:

- Employees
- Customers
- Business partners (vendors, contractors including contract labourers)
- Regulatory authorities & industry associations
- Local community
- Investors

The scope of the engagement in FY 2015-16 was limited, mostly on account of the sluggish market conditions that virtually impacted

Employees 

Engaged through: Employee engagement initiatives, annual appraisal, volunteering opportunities, reward programmes

Interest areas: Diversity at workplace, training programmes, leadership connect sessions, workplace safety

Our response: HR initiatives to counsel, motivate and reward employees. Goal of 20% women in leadership team by 2020

Business Partners 

Engaged through: Regular engagement along with our business partners, membership and participation in industry associations

Interest areas: Payment processing cycles

Our response: Technology upgradation & cloud enabled services

Customers 

Engaged through: Formal channels like supply chain/ marketing team

Interest areas: Product quality, timely delivery

Our response: Customer centricity and innovation for delivering best-in-class & diverse choice of products to our customers

Local Community 

Engaged through: Programmes with WFHK on health, sanitation, water and education related issues

Interest areas: Environment impacts management

Our response: Technology upgradation like zero discharge plant, STP project

Investors 

Engaged through: Annual/ quarterly meets, investor relations cell

Interest areas: Compliance, timely disclosures

Our response: Collaborative approach with investors through various business forums

Regulatory Authorities & Industry Associations 

Engaged through: Engagement on a need basis, participation in industry level consultation groups on relevant issues along with peer companies

Interest areas: Regular and timely submissions of compliance related documentation

Our response: Active collaboration with regulatory agencies



our entire business operations, alike any other organisation in the world. However, we are committed to expand our engagement methods and use the subsequent output in our future disclosures. WCL's senior management is very much determined to continuously improve upon sustainability performance and devotes pre-decided time for the same.

Materiality Assessment

Majority of time during this year was spent on getting our house in order. More so, on account of the market pressure and performance. Therefore, the contents of this report are defined more from WCL management's perspective and with limited inputs from external stakeholders. Our senior management identified the key business functions that serve as touch points for the critical internal and external stakeholders. Then, along with the functional heads and other employees, the senior management ideated to bring forth

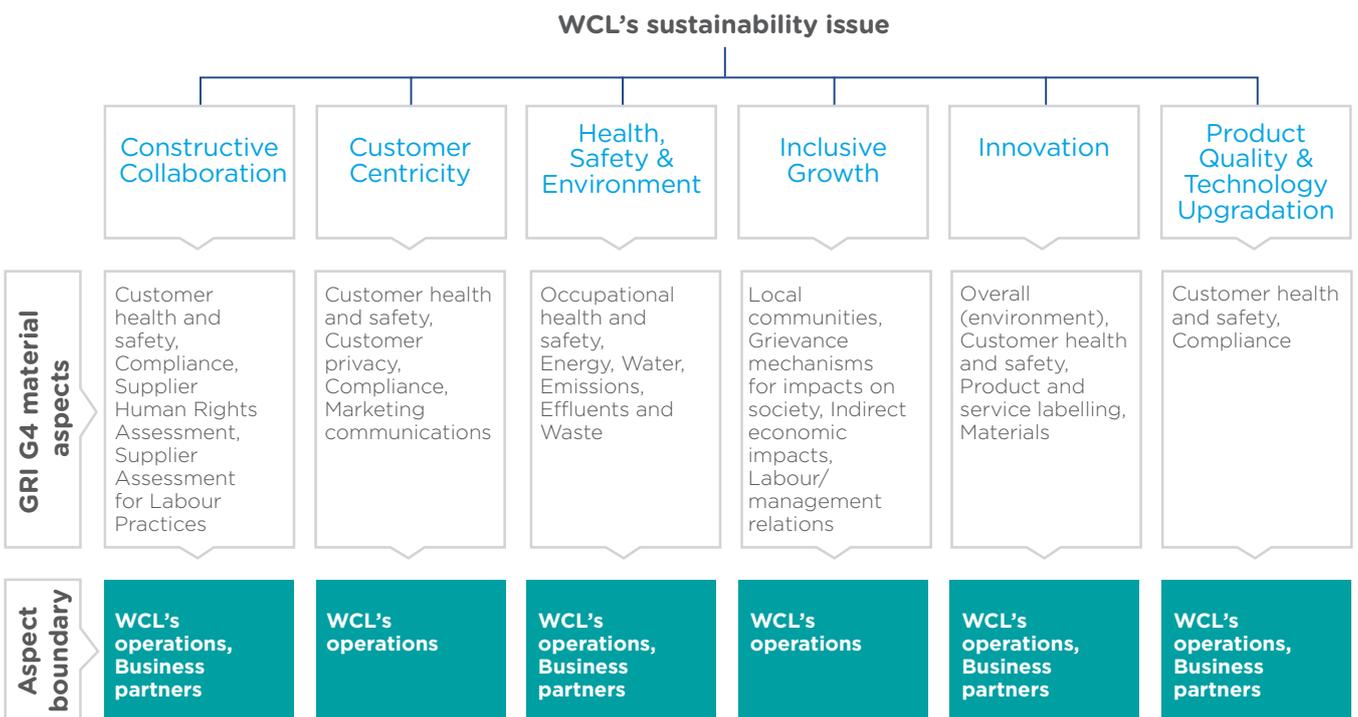
the critical issues that impact the priority stakeholder groups.

Following are the high significance - high impact issues:

- Constructive Collaboration
- Customer Centricity
- Health, Safety & Environment
- Inclusive Growth
- Innovation
- Product Quality & Technological Upgrade

Reporting boundary for material aspects as per GRI framework

Following is the mapping of WCL's sustainability issues identified in the report with the GRI G4 aspects and the applicable aspect boundaries. The boundary of material aspects is restricted to our Indian operations and business partners comprising contractors, sub-contractors and suppliers.



OUR BUSINESS

We believe in excelling in what we do by providing our customers, products with unmatched quality and by increasing value for shareholders.

WCL is a publicly held company headquartered in Mumbai, India and is listed on the Bombay Stock Exchange (BSE: 532144) and the National Stock Exchange (NSE: WELCORP). We are one of the world's largest welded line pipe manufacturing company and our products are mainly used to transport fuels - an indispensable source of energy. This kind of responsibility makes us deliver the best, every time.

In addition to being the leading manufacturers of large diameter line pipes, we offer a one stop piping solutions to our esteemed customers worldwide. We enjoy to be a preferred line pipe supplier to over 50 oil and gas majors such as Shell, TOTAL, British Gas, TransCanada, Chevron, Saudi Aramco and others.

Geographic Presence - Our corporate office is located in Mumbai, India. Our manufacturing facilities present globally are mainly driven by process automation that enables precision and greater quality. The type of products and the locations of our operations are represented below:



Facilities	Location
LSAW Pipe Mill	Dahej and Anjar, India
HSAW Pipe Mill	Dahej, Anjar and Mandya, India Little Rock, Arkansas, USA Dammam, Saudi Arabia
HFERW & HFIW Pipe Mills	Anjar, India Little Rock, Arkansas (USA)
Hot Induction Bending	Anjar, India
Coating Facilities	Anjar and Dahej, India Little Rock, Arkansas (USA) Dammam, Saudi Arabia
Plate & Coil Mill	Anjar, India

Organisational Structure



Customer Centricity

We believe that customer value is driven by means of customer satisfaction and confidence. Our success is defined by the way we ensure customer satisfaction, reliability and transparency in economic performance. Our products are always aligned to customer specifications, which are primarily dependent on individual projects. During customer interactions, we discuss detailed product requirements and specifications based on the customer needs. Our engagement with customers begins from Front end engineering stages and extends well beyond the execution and post-commissioning stages. We also religiously seek feedback

from customers post completion of the project and carry out analysis for assessment of Customer Satisfaction Index. We carry out audits by external agencies in our manufacturing facilities and review our Standard Operating Procedures (SOP's) to ensure we are always on track to meet customer requirements.

Risks and Concerns

We operate in dynamically volatile markets, wherein macro-economic outlook continues to be challenging. Alike many other businesses, the Global economic slowdown may affect our order book position, thereby affecting capacity utilisation, sales and profitability. We keep ourselves duly updated on the risks and concerns influencing our

business operations and develop and maintain a robust strategy to mitigate them to the possible extent. Since we are not a resource intensive company, we do not envisage direct impacts of climate change on our business. However, as most of our clients of Oil & Gas segments do face huge risk on account of climatic changes, which in turn may have some indirect impacts on our business. As on date we have not quantified the costs related to the impacts of climate change. However, loss of business and/or delay in securing orders are the potential indirect impacts of climate change on our business.

Securing right talent is imperative for the Global business like ours with demanding customers. We

emphasise upon providing skill development training to our personnel to strengthen the operations and career growth of our employees. This in turn creates significant opportunities for employment in the organisation thus contributing to the economic development. We are in the process of refining our sustainability risks and will be developing a roadmap based on the same, which will be reported in our next report.

Working together with Vendors

Since our Quality Management System is a process-based

approach in line with global standards, we apply stringent quality parameters during vendor selection. We conduct periodic reviews and audits of our vendor operations to ensure and enable the right quality standards in the materials purchased. Quality, health, safety and environment are the most significant aspects checked by us during vendor approval. We also engage with the vendors through meetings, phone calls and emails to resolve queries and seek feedback. We collaborate with competent vendors and provide them complete technical assistance for

development of new products with enhanced quality parameters. We also share project requirements with our vendors in a transparent way to ensure timely delivery of products with the highest levels of quality and compliance. We acknowledge and promote local procurement for economic development of the region. However, the nature of the products sourced by us to service our International clientele leaves us with a minimal scope for local procurement. During the year, 13.77% of the total procurement was from within India.



CORPORATE GOVERNANCE

Our business is built on the principles of transparency and sound values that define the way we do business. This helps us maintain a level of trust with our stakeholders and reduces the operational risks.

The strategic implementation of business plans are primarily decided by the Board, headed by the Chairman. These decisions are also supported by various committees, such as: Audit Committee; Nomination and Remuneration Committee; Share Transfer and Investor Grievance Committee; and Corporate Social Responsibility Committee.

Business Principles

Our employees are required to comply with the Ethics and Compliance Policy and Procedure and the Code of Conduct for the Board of Directors and Senior Management. It forms a part of the HR manual and covers

- corporate responsibilities to employees and associates;
- basic ethics and code of conduct for employees and associates;
- responsibilities and obligations to all stakeholders;
- fair compensation;

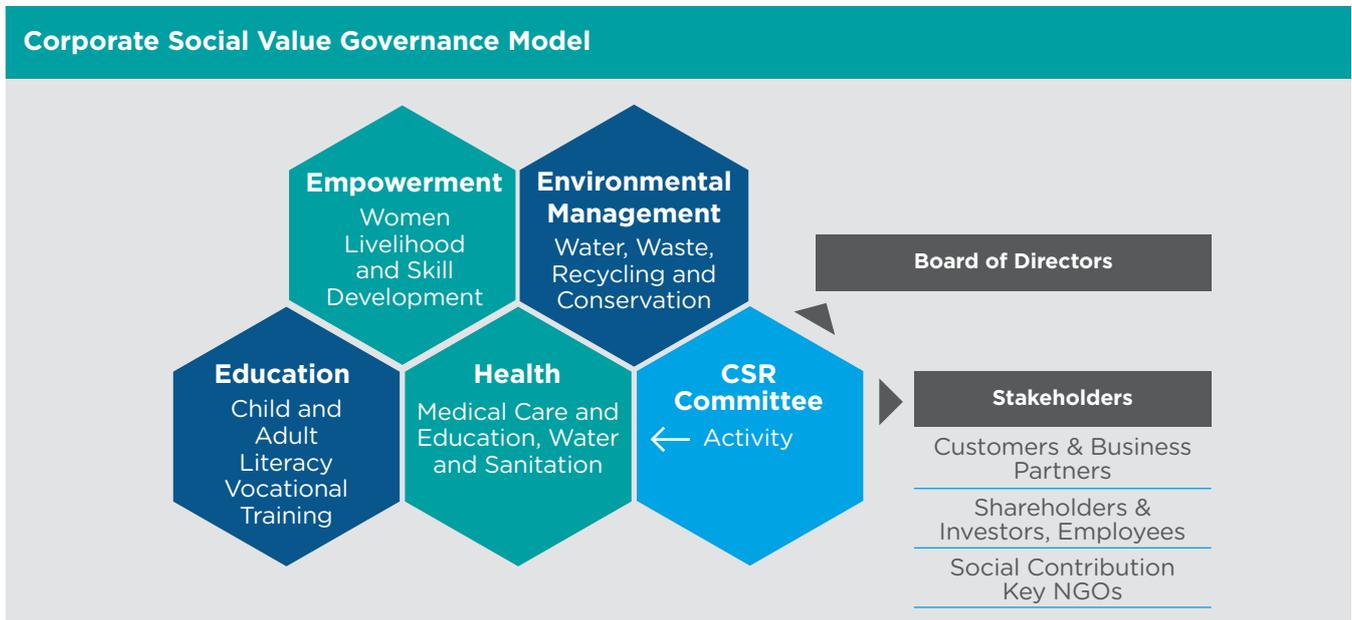
Board of Directors	
Mr. Balkrishan Goenka Chairman	Mr. Rajkumar Jain Director
Mr. Braja K. Mishra Managing Director	Mr. K. H. Viswanathan Director
Mr. Rajesh R. Mandawewala Director	Mr. Ramgopal Sharma Director
Mr. Mukul Sarkar Nominee Director of Exim Bank Ltd.	Mr. Nirmal Gangwal Director
Mr. Mintoo Bhandari Nominee Director of Insights Solutions Ltd.	Mr. Utsav Bajjal Nominee Director of Insights Solutions Ltd.
Mr. Atul Desai Director	Ms. Revathy Ashok Director

- fair transactions; and
- responsibility towards the society, as well as the country

Public Policy and Advocacy

We believe that driving change and taking efforts towards effective policy development fosters industrial growth. We are a part of a number of associations that enable value addition to the pipe industry:

- Bombay Chamber of Commerce and Industry
- The Associated Chambers of Commerce and Industry
- Engineering Export Promotion Council
- Indian Merchants Chamber
- All India Management Association
- FOKIA (Federation of Kutch Industries Association)



OUR ENVIRONMENT

Protecting and conserving our environment is integral to our business philosophy. All our facilities have a robust environment management systems in place that ensures environment friendly production and we regularly engage with our local communities for developing conservation initiatives.

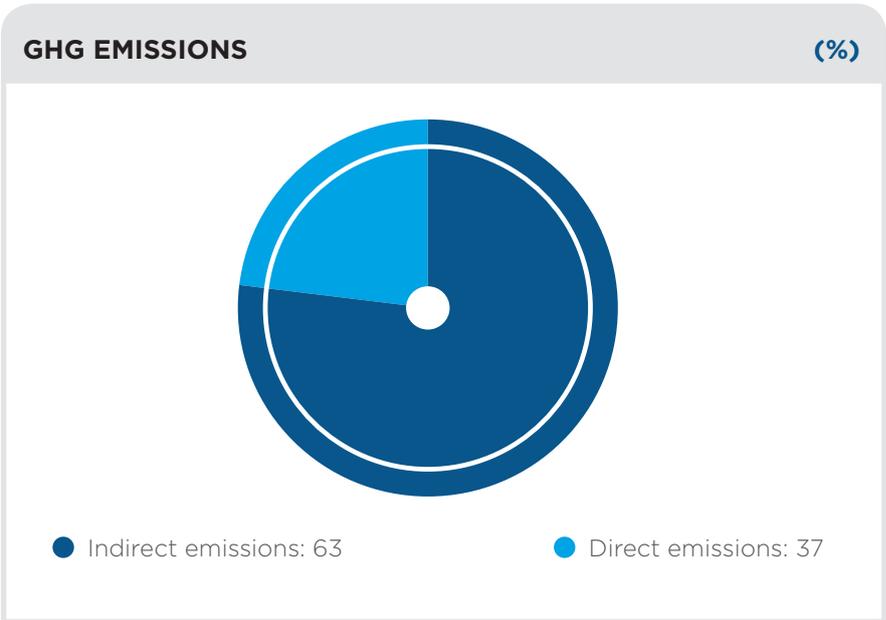
Energy & Climate Change

The concern for climate change at WCL is not just limited to being a responsible corporate, but is also considered as a business imperative. We believe that there are multiple strategic advantages that can be realised by exploring several energy conservation measures through periodic energy audits and proactive maintenance of equipment. Across our facilities, we have saved approximately 4,39,559 kWh of energy through energy efficiency initiatives like installing VFDs, digital temperature controllers, LED fixtures, etc. Our direct energy consumption accounts to 5,40,880 GJ, whereas indirect energy consumption accounts to 2,86,484 GJ, in comparison to 4,07,304 GJ and 2,13,467 GJ respectively in FY 2014-15. Our GHG inventory is mainly due of the use of fossil fuels like furnace oil, HSD, natural gas, etc. Our energy saving initiatives accounted for 1,582 GJ savings, which approximately translates in monetary terms to savings of ₹ 29,68,962.



Energy savings programme at Dahej

Installation of 30 W LED fixture at “Crossroad Display Board” in place of 150 W metal halide lamps. Energy saving of 7,735 units in FY 2015-16 that approximately resulted in cost savings to the tune of ₹ 54,145.



Annual direct GHG emissions (Million tCO₂-e)

Fiscal Year	Annual direct GHG emissions (Million tCO ₂ -e)
FY 13-14	0.02
FY 14-15	0.03
FY 15-16	0.04



MATERIAL CONSUMPTION FOR FY 15-16*

104.80

Associated
Materials (MT)

7,93,671.64

Semi-manufactured
goods/parts (MT)

1,027.13

Packaging
Materials (MT)

Material and Waste Management

We do not use any raw materials in the form of natural resources and most of our products are made from externally procured plates and coils. Due to the type of product specifications and utilisation, we are bound by our customer's guidelines on product development and therefore, it gives us limited scope for an alternative approach. Typically, the semi-manufactured items we use in our operations include plates, coils, welding consumables and granules. The major associated process materials that are a part of our production processes include oil, greases, inserts and films. There is virtually no or limited packaging used, given the nature of our products.

Across all our facilities, we regularly monitor the waste generated from our operations and identify areas for waste reduction, recycling and reuse. Waste disposal is carried out through appropriate methods and directed to authorised channels of disposal as per the by-laws of

respective State Pollution Boards. The hazardous waste generated at our Anjar unit has high calorific value and is therefore utilised for co-processing at nearby cement plant. This helps in reducing environmental risks related to waste disposal and conservation of natural resources.

It is our constant endeavour to reduce waste generation in our operations and thereby reduce the load on landfill. One of our ongoing initiative is recycling of PET bottles that are sent to Stree Mukti Sanghatana, a local women's Self-Help Group for recycling. Additionally, we have been using recycled notepads in training centres which are made from paper waste generated from our corporate office. These initiatives are not only pro-environment but also have a social welfare approach ingrained into it. We also encourage employees to reduce plastic consumption, water consumption and energy consumption through awareness.

* The above table does not include the consumption data of grinding wheels (0.11 million), paint (753.54 KL), x-ray films (510 pieces) and oil (47.79 KL).

Water Management

We do not have processes that are water intensive, hence, our water withdrawal does not significantly impact any local water body. Our operations use water supplied from local municipalities and we

regularly monitor our consumption patterns. The offices use municipal supply water for daily consumption purposes like drinking, cleaning, flushing etc. The major industrial usage of water is for coating applications on line pipes.



TOTAL WATER WITHDRAWAL (IN KL)		
2,54,711	4,40,426	4,15,364
FY 13-14	FY 14-15	FY 15-16

Air Quality Management

We have completely phased out Ozone Depleting Substances (ODS) across our operations. The other major air emissions of

plant operations are Particulate Matter (PM), SO₂ and NO_x. We monitor air emissions regularly at the identified locations across all our operating units.

AIR EMISSIONS LOAD (TONS/YEAR)		
31.83	8.453	3.98
SPM	NO _x	SO ₂

Biodiversity

All our facilities have carried out the required Environmental Impact Assessment (EIA) studies at the time of establishment and have been reviewing the related environment management programmes during the course of expansion as per the EIA notifications. It includes standards related to the permissible level of environmental impact of our operations that is allowed

and the requirements of installing environmental quality control equipment to contain these impacts.

Regular monitoring reports are submitted to relevant regulatory authorities to communicate the performance of the company over set indicators. As per the EIA studies, none of the rare/ endangered/ threatened flora and fauna species listed in the IUCN red list or National Conservation List were recorded

within the plant premises. Moreover, there are no ecologically sensitive areas in the vicinity of the operation.

Several plantation drives were undertaken across our facilities and in total 1,38,711 saplings were planted across our facilities and the average survival rate was of 92%. These drives were conducted with active participation of local community and stakeholders.

OUR PEOPLE

Our employees are an intrinsic part of our identity, they are our true wealth. We have a strong team of 3,146 employees who are working together to drive excellence through the products and services that we offer.



We care for and strive to provide our employees with an enriching experience, giving them opportunities to grow and the flexibility they need for a healthy work-life balance. Our core family values differentiate us from the rest. Those are the foundation on which our business has been built. We are committed towards acting responsibly; respecting and improving the lives of the people we impact.

From recruiting the right talent to fostering lasting careers, human capital forms a critical part of our organisational development strategy. We provide adequate avenues for our people to develop

and strengthen their skills to excel in their roles. We have built an effective framework of fair policies, practices and benefits, which allows talent to thrive, and excellence to become a way of life.

The Human Resources (HR) team at WCL focuses on building a stable but a dynamic organisation by adopting the core values embedded in our people, processes and practices. We have transformed our employee value proposition by augmenting key HR processes, namely - talent resourcing, employee engagement, competency development, performance management and recognition.

As an organisation, we respect the rights of our people and have implemented robust policies to ensure that these are upheld across all of our operations. We celebrate our differences and capitalise on the intrinsic values of a diverse workforce, including gender, race, colour, religion, age, nationality or any other factor.

As an equal opportunity employer, we believe in meritocracy. To this end we have instituted a fair and an objective system to evaluate our people's performance, ensuring that it is aligned with our broader strategic objectives and operational goals.

Being a Part of The Welspun Family

The One Welspun axiom, an extension of the Welspun 2.0 vision and strategy that seeks to build a strong sense of connect within the Welspun family, is extended to our approach to human resource management.

We have integrated HR management systems, built efficient recruitment models and implemented practices and policies that are equitable, inclusive and empowering.

The values that define us – commitment, collaboration, dynamism, innovation and inclusive growth – have been passed down over the years within the company. Today, these values define how we engage with society.

The Welspun Corp Family FY 15-16



3,146
Employees



75
New Employees
Recruited

Training and Development

Our approach to people management continually cultivates leadership qualities and encourages employees to learn and explore at all stages, to enable them to be the leaders of tomorrow. By advocating a performance oriented culture in the organisation, an individual learns tremendously from a highly competent set of professional peers to grow within the organisation. Learning is a vital part of our culture and we believe that it is best achieved through observation, experimentation and reflection. At WCL, our training and development programme is aligned with the development needs of our people and our business goals.

Training FY 15-16



53,339+
Man-hours of training
were delivered to our
employees



Our training approach is holistically designed to enhance skills covering a wide range of subject matter, with modules on people management, emotional intelligence, customer relationship management, professional and personal excellence. The employees can access external training sessions and attend conferences to supplement the company's training courses. Along with addressing the individual needs, programmes have been developed to address specific organisational needs.

- **Smart Leaders Programme:** Smart Leaders is a long term programme, spread over 4 months with an intensive learning structure. While the classroom sessions are spread over 3 phases – Terrain, Ascent & Zenith. Learning is also driven through group exercises on live projects which will enable application of the learning.
- **Express to Impress:** A programme by Dale Carnegie that is aimed at developing professionals with a bold international edge. The themes covered include personality development, public speaking, confidence, presentation, effective communication and techniques to overcome stress.

Fostering an Engaged Workforce

At WCL, we believe that inspired and engaged teams drive innovation, performance and quality to ensure we lead tomorrow, today. In addition to activities aimed at developing our people, we have developed ongoing team building activities to promote a culture of trust and collaboration. The aim of our engagement programmes are to maintain communication, keep employees informed about our organisation’s progress, and to listen to their voices.

We partnered with ICAS, a leading provider of well-being services, to launch the Welspun Employee Assistance Programme (WEAP) 24*7. It is aimed at integrating well-being into the fabric of the organisation through programmes that enhance individual functioning, promote better work satisfaction and morale; improve the quality and productivity of work; and to create a supportive work environment.

We listen to the pulse of our people and actively promote platforms to facilitate conversations amongst them. Forums like ‘Monthly Departmental Meetings (MDM)’, ‘HR Town Halls’ and ‘Town Halls with the MD’, were launched to share business updates, address employee concerns and exchange views. We also have an employee grievance redressal system that is accessible to all.

Valuing our Employees

We value the contribution of our employees and acknowledge that the success of our business is directly linked to their efforts and performance. All WCL employees are entitled to benefit in line with our human resource policy.

To ensure a healthy work-life balance, we organise sociocultural activities like get-togethers, birthday celebrations, picnics, yoga, meditation, sport competitions, festival celebrations and community programmes for our employees and their families.

Managing Our People

We have fine-tuned identification process to evaluate the existing talent pool at WCL in a defined and scientific manner through various interventions including:

- 360° feedback mechanisms,
- Leadership potential assessments

Effective performance management plays an essential role in developing our people and recognising their hard work. In the reporting period, we implemented a performance linked reward management approach, an Annual Incentive Mechanism (AIM) and a renewed job evaluation framework to help assess, identify and reward excellence. Apart from this, performance management is an ongoing process and involves formal and informal feedback discussions with each employee, focusing on objective setting, identification of required competencies and annual appraisals.

Embracing Diversity

At WCL, differences are valued and we believe that there is a lot to be gained from having a diverse workforce. As an employer, we provide equal employment opportunities for all staff, regardless of race, colour, religion, gender, age, national origin or disability.

We are committed to take steps towards promoting gender diversity commensurate with the nature of our business and we have been

successful in improving the gender ratio at a leadership level.

Working Responsibly

We are committed to the safety and security of our employees by creating an enabling environment that protects their well-being.

Our safety systems are aligned to the OHSAS 18001 to manage risks associated to safety, as well as to protect our workforce. Our safety management systems enable us to minimise operational health and safety risks, and further improve our safety performance. We inculcate a culture of safety through trainings, tool boxes, talks and tasks. Employees, as well as contractors are made a part of the training and awareness sessions.

We provide the necessary Personal Protective Equipment (PPE) to employees and contract workers, and ensure regular checks are carried out to confirm adherence to safety standards. The medical centres at our factories ensure necessary care and treatment of all those onsite.

Safety Performance - WCL Employees

Category	Unit	Male	Female
Near misses	Number	174	0
Reportable injuries (LTI)	Number	1	0
Lost days	Number	24	0
Fatalities	Number	0	0
Minor injury (MTI)	Number	4	0
First-aid cases (WI)	Number	40	0
Man-hours worked	Man-hours	71,71,484	24,120
Injury rate	per million man-hours	0.14	0.00
Lost day rate	per million man-hours	3.35	0.00

Safety Performance - Contractual Workforce

Category	Unit	Male	Female
Near misses	Number	1	0
Reportable injuries (LTI)	Number	3	0
Lost days	Number	100	0
Fatalities	Number	0	0
Minor injury (MTI)	Number	0	0
First-aid cases (WI)	Number	9	0
Man-hours worked	Man-hours	23,43,366	0
Injury rate	per million man-hours	1.28	0.00
Lost day rate	per million man-hours	42.67	0.00

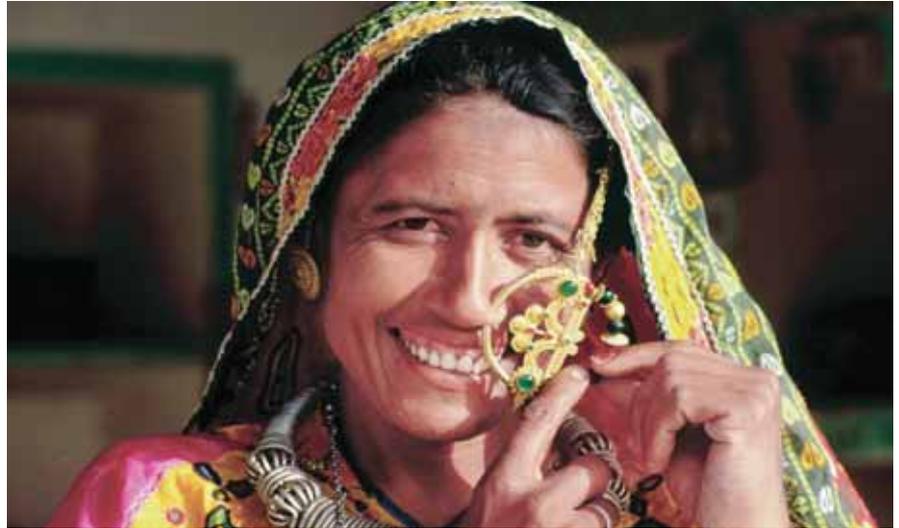
To promote and uphold the rights of our people and enable a decent and ethical workplace, our operations at Anjar and Dahej are SA8000 certified. We respect the right of freedom of association as well as collective bargaining in our plant locations.

A woman with a warm smile, wearing a purple V-neck shirt and a brown headscarf, is seated and working on a piece of vibrant pink fabric. The fabric features intricate black patterns and is adorned with small, shimmering sequins. She has several small, star-shaped tattoos on her neck. The background is a solid, bright green color.

OUR COMMUNITIES

Welspun impacts lives by working with our communities through a diverse range of social interventions that aimed at securing stable and sustainable futures.

Improving the lives of people in the communities we serve is our greatest reward. It's a commitment that is enshrined in the Welspun Group philosophy and underlies our actions as we strive to share our growth with society.



Our social programmes are implemented through the Welspun Foundation for Health and Knowledge (WFHK), which is active wherever we have a business presence. WFHK engages with local stakeholders, through a consultative and collaborative approach to identify community needs and design programmes

that engage, empower and inspire visionary futures. Our corporate social responsibility (CSR) approach transcends the core pillars of sustainable development and is rooted in strengthening educational foundation, improving access to healthcare services, empowering people and conserving the environment.

Maintaining a personal connect with the communities that we serve stems from being a business with family values. The ethos has helped us create meaningful partnerships to promote social and community development.

Smart and Sustainable Villages

We aim to promote a modern vision for villages in India where they are technology enabled and sustainable. A 'Smart and Sustainable Village' would provide communities with employment, while creating ancillary livelihood opportunities leveraging 'smart' technologies and green growth opportunities.

A smart sustainable village uses information and communication technologies (ICTs) and other means to improve quality of life, efficiency of rural operation and services, and competitiveness, while ensuring resilience to meet the needs of present and future generations with respect to economic, social and environmental aspects.

By 2020, we commit to working together with 20 villages to implement replicable smart solutions that not only empower a better way of life, but also secure a healthier environment for residents by promoting greener living.

Versamedi at Anjar (Gujarat), is the first village identified for transition into a 'Smart and Sustainable Village' through an integrated approach by addressing a broad range of community needs. Our sustainable development programmes at Versamedi include interventions in the following key impact areas – education, skills development, healthcare and hygiene, access to clean energy,

waste management systems and e-connectivity including public WiFi, public announcement systems and CCTV cameras. The project at Versamedi will directly impact the lives of 1,500 households.



Empowering Women



We believe in creating an environment conducive for women where they can make decisions of their own for their personal benefits as well as for the society, as it strengthens social cohesion and resilience. Our focus has been on enabling women to create alternative livelihoods and improve their earning capacities. Economic independence amongst women improves gender equality, advances their social status and increases civic participation.

Vocational training and skills enhancement centres have been established to provide opportunities for women to learn and develop new skill sets such as garment making and sewing. Each training centre is structured as a social enterprise and managed like a professional business with targets, quality standards and efficiency metrics.

To support trained women, the Welspun Group endeavours to provide them with consistent orders, ensuring that impact is sustained across the lifecycle of the project.

Our key initiatives towards women empowerment include:

- **SPUN – Threads with a Soul**
Under SPUN, products are fashioned at local village centres and are marketed with the aim of creating a global brand identity with a contemporary edge, rooted in handcrafted traditions and home-grown aesthetics. By reviving traditional arts and indigenous techniques such as block printing, kantha embroidery, mirror work and applique techniques, this project seeks to connect rural women artisans and craftsman with urban markets.
- **Rags to Riches – from Waste to Wealth**
Waste is wealth depending on how it is managed, transformed and then repurposed. Driven by women, the ‘Rags to Riches’ model seeks to reimagine waste, using it as a raw material from which further value may be derived. Factory scraps are re-used in innovative ways to create

a catalogue of sustainable contemporary products, such as decorative pillows, rugs, table linen sets and other accessories with an indigenous appeal.

Key Achievements:

- 8 Vocational centres have trained 748 women in cut and sew, SPUN and Rags to Rugs line of products
- 219 women have been absorbed by Welspun India Limited
- Through the project, we have developed 12,34,562 products, increasing earnings by 13%



Promoting Education

Improving the accessibility and quality of education is one of the major issues facing the rural communities where we are present. Many of the schools around our plants do not have modern amenities, are poorly equipped and lack infrastructure. This leads to poor teaching quality, increasing drop-out rates and sub-standard learning. Over the course of the next five years, by 2020, we plan to extend the reach of our education projects to 1,100 schools in Anjar.

Our key initiatives on promoting education include:

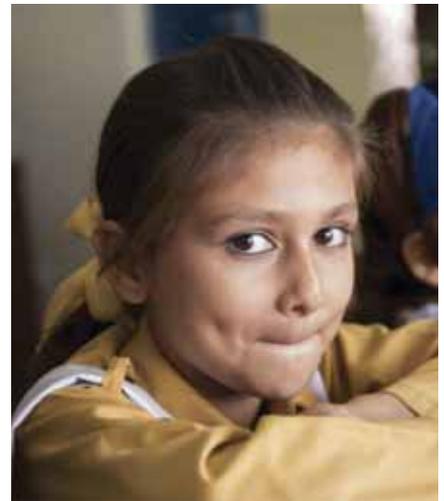
- Welspun Vidya Mandir at Anjar focuses on providing quality education to 1,500 students, up to standard XII and following the CBSE curriculum. Extracurricular activities such as community engagement, welfare programmes, art and

crafts are integrated into a holistic learning approach.

- Quality Education Project at 41 government schools in Anjar reaches out to over 10,000 students.
- Deployment of 60 Para teachers at Anjar.
- 'Smart Classes' installed in all 28 schools in Anjar to deliver the curriculum in an engaging and interactive audio-visual format. Libraries, furniture & televisions to aid teaching through audio-video mediums were installed in primary schools at Kudregundi & Holalu villages in Mandya.
- 3 Adult Literacy Classes for 175 women at 3 villages in Anjar - Ratnal, Sinugra and Satapar.
- Vocational training at a Secondary School in Ratnal, Anjar where 55 students from the 9th grade are being trained

Benefits of our education programmes:

- Improved quality of education
- Technical skills development
- Reduced rate of drop-outs
- Better employment opportunities



Improving Access to Healthcare

The villages in areas where we have a presence lack access to basic healthcare facilities, and where they are available, they lack infrastructure or are often unsuitable to address needs of the community. Where primary healthcare services are unavailable, there is a rise in illnesses. While this lowers productivity leading to income losses, it also results in higher costs for curative treatment. This is a vicious cycle that must be broken.

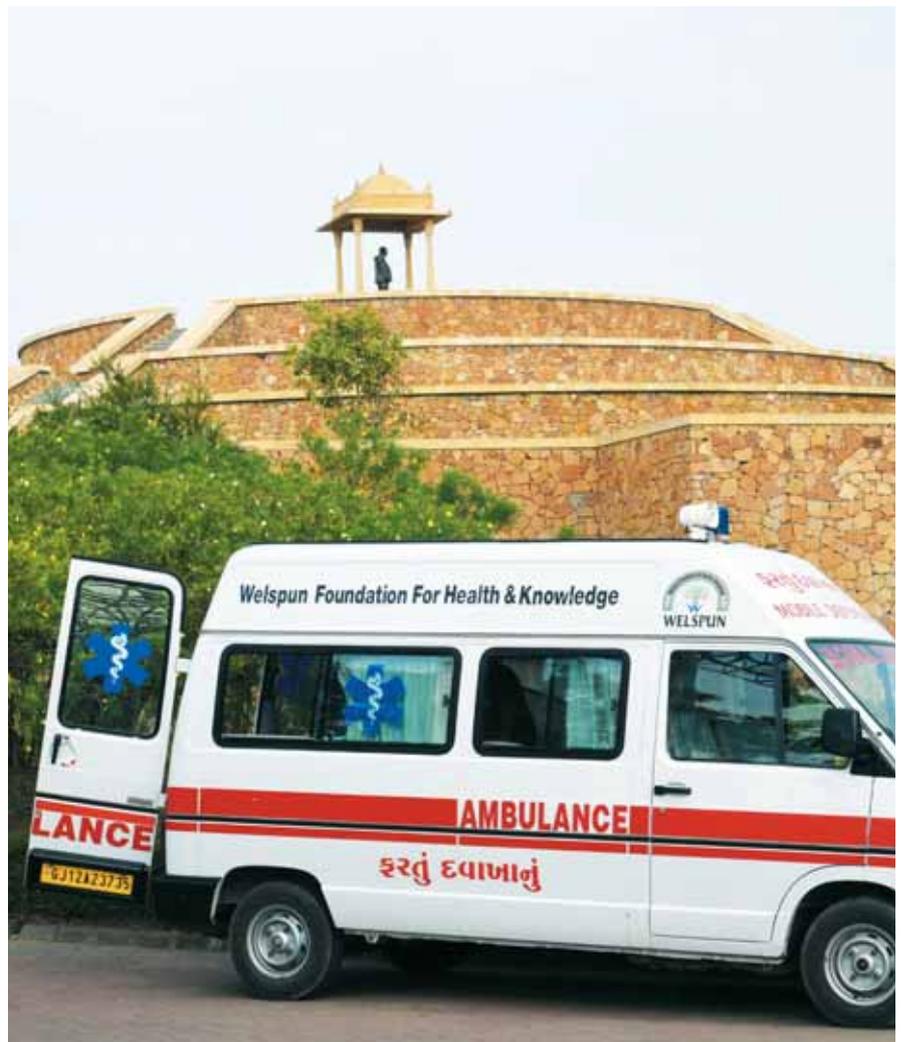
WFHK commits to promote and protect community health through a range of initiatives which includes delivering preventive healthcare services, improving community hygiene and sanitation, providing clean drinking water, awareness and blood donation drives, and improving the quality of healthcare infrastructure.

Our key initiatives include:

- Mobile Health Vans (MHV) have been deployed in partnership with the Wockhardt Foundation. The MHV is a moving dispensary manned by a qualified doctor, pharmacist and a social worker. It is fully equipped with medicines and diagnostic tools and can travel to rural villages to provide basic healthcare facilities. MHVs reach out to 17 villages with a target of over 20,000 individuals
- Health Camps were conducted to address specific healthcare concerns. We provide healthcare support facilitated by specialists and trained doctors through periodic medical check-ups, diagnosis

- camps, blood donation drives, and awareness sessions on maternal healthcare, child care, malnourishment, HIV/AIDS, hygiene and sanitation
- To promote hygiene and sanitation, 1,500 toilets have been constructed at 18 villages in Anjar, Gandhidham and Rapar Taluka
- Blindness Control Programme for elderly people where 468 individuals were screened and 85 referred for eye surgery

- Facilitated a Pulse Polio Drive in association with District Government Health Department across Mandya District
- Over 2,150 toilets have been constructed across our communities
- Mobile Healthcare Vans at 17 villages reaching 20,000 individuals



OUR SUSTAINABILITY PERFORMANCE

All data as of 31st March of the respective financial year

Indicator	Unit	2013-14	2014-15	2015-16
Economic performance				
Revenue	₹ Million	50,424.25	50,963.75	39,183.07
Operating cost	₹ Million	47,093.07	47,294.48	37,026.90
Employee wages & benefits	₹ Million	1,467.51	1,893.31	1,937.85
Payments to provider of capital	₹ Million	2,239.81	2,128.05	1,926.60
Payment to Govt. (tax)	₹ Million	(100.36)	(97.90)	(409.83)
Community investment	₹ Million	Nil	0.77	Nil
Economic Value Retained	₹ Million	(275.78)	(254.96)	(1,343.45)
Financial assistance received from Govt.	₹ Million	1,720.66	1,808.54	1,017.42
Materials				
Associated materials	MT	99.69	216.79	104.80
Semi manufactured goods/parts	MT	3,90,503.90	5,06,954.10	7,93,671.64
Packaging material	MT	377.43	357.46	1,027.13
Energy use				
Direct energy consumption	GJ	2,72,021	4,07,304	5,40,880
Indirect energy consumption	GJ	2,32,773	2,13,467	2,86,484
GHG emissions				
Direct GHG emissions	tCO ₂ -e	16,813.56	27,161.81	44,106.75
Indirect GHG emissions	tCO ₂ -e	63,437.25	57,551.97	76,395.71
Water				
Total water withdrawal	KL	2,54,711	4,40,426	4,15,364
Total water recycled	KL	1,33,818	1,14,343	20,70,675
Waste				
Hazardous waste disposed	MT	292.25	348.56	1,990.13
Non-hazardous waste	MT	2,474.33	4,967.00	8593.16
Bio-medical waste	MT	0.72	0.35	0.12
Hazardous waste (discarded containers)	Nos.	1,231	834	141
Air Quality				
Suspended Particulate Matter	Tons/yr	30.40	30.45	31.83
NOx	Tons/yr	4.12	8.09	8.45
SO ₂	Tons/yr	2.60	0.68	3.98
Environmental expenditure				
Environmental expenditure	Million ₹	14.06	14.69	18.54
Total workforce - by gender				
Male	%age	98.80	98.91	99.27
Female	%age	1.20	1.09	0.73

Indicator	Unit	2013-14	2014-15	2015-16
Total workforce - by age				
<30	%age	22	30	28
30-50	%age	75	66	67
>50	%age	3	3	4

Total workforce - by employment type				
Management	%age	40.60	44.30	36.59
Workers	%age	45.46	48.90	44.82
Contractual	%age	13.85	6.70	18.37
Retainers	%age	0.09	0.20	0.22
New employee hires	Numbers	204	264	75
New employee hires who have left during FY 2015-16	Numbers	9	43	5

Employee departures - gender wise				
Male	%age	98.34	96.61	97.35
Female	%age	1.66	3.39	2.65

Employee departures - age wise				
<30	%age	44.10	35.71	23.89
30-50	%age	52.17	60.20	68.14
>50	%age	3.73	4.08	7.96

Parental leave				
Employees availing parental leave	Nos.	Not available	Male - 50 Female - 0	Male - 61 Female - 1
Employees returning to work after the leave period	Nos.	Not available	Male - 59 Female - 0	Male - 61 Female - 1
Employees who returned to work after parental leave ended and were still employed for twelve months after their return to work	Nos.	Not available	Male - 53 Female - 0	Male - 58 Female - 1

Safety performance				
Reportable Injuries (Employees)	Numbers	3	6	1
Lost days (Employees)	Numbers	190	142	24
Fatalities (Employees)	Numbers	0	0	0
Reportable Injuries (Contractual workforce)	Numbers	3	2	3
Lost days (Contractual workforce)	Numbers	43	58	100
Fatalities (Contractual workforce)	Numbers	0	1	0

Average hours of training				
Male	Hours	9.74	17.10	16.95
Female	Hours	3.75	15.70	18.09
Management staff	Hours	18.80	26.90	28.73
Workers	Hours	5.56	8.10	10.32

GRI G4 INDEX: 'IN ACCORDANCE - CORE'

GRI G4 disclosures		Section reference		Omissions (if any)	External assurance/ page number
General standard disclosure		Section Name	Page number/ explanation		
Indicator	Description				
Strategy and Analysis					
G4-1	Statement from the most senior decision-maker of the organisation (such as CEO, Chairman, or equivalent senior position) about the relevance of sustainability to the organisation and the organisation's strategy for addressing sustainability	MD statement	02-03	—	—
Organisational Profile					
G4-3	Name of the organisation	About the report	04	—	—
G4-4	Primary brands, products or services	Our business	07	—	—
G4-5	Location of the organisation's headquarters.	Our business	07	—	—
G4-6	Number of countries where the organisation operates	Our business	07	—	—
G4-7	Nature of ownership and legal form.	Our business	07	—	—
G4-8	Markets served (geographic/ types of customers)	Our business	07	—	—
G4-9	Scale of the reporting organisation	Our business; Our sustainability performance	07; 23; 24	—	—
G4-10	Details on workforce broken down by gender, employment contract, employment type	Our sustainability performance	24	—	—
G4-11	Percentage of total employees covered by collective bargaining agreements	Our people	16	—	—
G4-12	Description of the organisation's supply chain	About the report	05	—	—
G4-13	Significant changes during the reporting period regarding the organisation's size, structure, ownership, or its supply chain	GRI Index	No changes in the reporting structure	—	—
G4-14	How the precautionary approach or principle is addressed by the organisation	GRI Index	Our risk management system ensures risks are minimised to acceptable level across the triple bottom lines	—	—
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	GRI Index	The report conforms to the GRI guidelines	—	—

GRI G4 disclosures		Section reference		Omissions (if any)	External assurance/ page number
General standard disclosure					
Indicator	Description	Section Name	Page number/ explanation		
G4-16	Memberships of associations and national/ international advocacy organisations in which the organisation holds a position on the governance body and participates in projects or committees	Corporate governance	10	—	—

Identified Aspects and boundaries

G4-17	Entities included in the organisation's consolidated financial statements with indication of coverage in the report	GRI Index	Information pertaining to WCL and Welspun Foundation reported. For complete list of entities please refer our annual report.	—	—
G4-18	Process for defining the report content and the Aspect Boundaries	About the report	05-06	—	—
G4-19	Material Aspects identified in the process for defining report content	About the report	06	—	—
G4-20	Description of Aspect Boundary within the organisation for each material aspect	About the report	05-06	—	—
G4-21	Description of Aspect Boundary outside the organisation for each material aspect	About the report	05-06	—	—
G4-22	Explanation of the effect of any re-statement of information provided in the earlier Reports	GRI Index	No re-statements	—	—
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	GRI Index	None	—	—

Stakeholder engagement

G4-24	List of stakeholder groups engaged by the organisation	About the report	04	—	—
G4-25	Basis for identification and selection of stakeholders with whom to engage	About the report	05	—	—
G4-26	Organisation's approach to stakeholder engagement	About the report	05	—	—
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns	About the report	05	—	—

GRI G4 disclosures		Section reference		Omissions (if any)	External assurance/ page number
General standard disclosure		Section Name	Page number/ explanation		
Indicator	Description				
Report profile					
G4-28	Reporting Period	About the report	05	—	—
G4-29	Date of most recent previous Report	GRI Index	'Building sustainable value' sustainability report 2014-15	—	—
G4-30	Reporting cycle	GRI Index	Annual	—	—
G4-31	Contact point for questions regarding the report or its contents	About the report	05	—	—
G4-32	GRI Content Index	This table	01-10	—	—
G4-33	Organisation's policy and current practice with regard to seeking external assurance for the report; relationship with the assurance providers; the highest governance body's involvement in seeking assurance for the organisation's Sustainability Report	GRI Index	No external assurance has been sought for this year's report.	—	—
Governance					
G4-34	Governance structure of the organisation; committees responsible for decision making on economic, environmental and social impacts	Corporate governance	10	—	—
Ethics and Integrity					
G4-56	Organisation's values, principles, standards and norms of behaviour such as codes of conduct and codes of ethics	Corporate governance	10	—	—

Specific standard disclosure - Aspects

DMA & Indicator	Description	Section reference		Omissions (if any)	External assurance/ page number
		Section Name	Page number/ explanation		

Category: Economic

Aspect: Economic Performance

G4-DMA	Generic disclosure on management approach	Our business	07	—	—
G4-EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Our sustainability performance	23	—	—
G4-EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	Our business	08	—	—
G4-EC3	Coverage of the organisation's defined benefit plan obligations	Our sustainability performance	23	—	—
G4-EC4	Financial assistance received from Government	Our sustainability performance	23	—	—

Aspect: Indirect economic impacts

G4-DMA	Generic disclosure on management approach	Our communities	19-22	—	—
G4-EC7	Development and impact of infrastructure investments and services supported	Our communities	19-22	—	—
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Our communities	19-22	—	—

Aspect: Procurement/ sourcing practices

G4-DMA	Generic specific disclosure on management approach	Our business	09	—	—
G4-EC9	Proportion of spending on local suppliers	Our business	09	—	—

Category: Environmental

Aspect: Materials

G4-DMA	Generic disclosure on management approach	Our environment	12	—	—
G4-EN1	Material used by weight or volume	Our environment	12	—	—
G4-EN2	Percentage of materials used that are recycled input materials	Our environment	12	—	—

Specific standard disclosure – Aspects

DMA & Indicator	Description	Section reference		Omissions (if any)	External assurance/page number
		Section Name	Page number/explanation		

Aspect: Energy

G4-DMA	Generic disclosure on management approach	Our environment	11	—	—
G4-EN3	Energy consumption within the organisation	Our environment	11	—	—
G4-EN4	Energy consumption outside of the organisation	Our environment	11	—	—
G4-EN6	Reduction of energy consumption	Our environment	11	—	—

Aspect: Water

G4-DMA	Aspect specific disclosure on management approach	Our environment	13	—	—
G4-EN8	Total water withdrawal by source	Our environment	13	—	—
G4-EN9	Water sources significantly affected by withdrawal of water	Our environment	13	—	—

Aspect: Emissions

G4-DMA	Aspect specific disclosure on management approach	Our environment	11	—	—
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope1)	Our environment	11	—	—
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Our environment	11	—	—
G4-EN20	Emissions of ozone-depleting substances (ODS)	Our environment	13	—	—
G4-EN21	NOx, SOx, and other significant air emissions	Our environment	13	—	—

Aspect: Effluents & waste

G4-DMA	Generic disclosure on management approach	Our environment	12	—	—
G4-EN22	Total water discharge by quality and destination	GRI Index	Our manufacturing facilities are designed for zero effluent discharge	—	—
G4-EN23	Total weight of waste by type and disposal method	Our sustainability performance	23	—	—

Aspect: Product and services

G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Our environment	11-13	—	—
---------	---	-----------------	-------	---	---

Specific standard disclosure - Aspects

DMA & Indicator	Description	Section reference		Omissions (if any)	External assurance/ page number
		Section Name	Page number/ explanation		

Aspect: Transport

G4-DMA	Generic disclosure on management approach	GRI Index		Currently we do not have a mechanism in place to report on the significant environmental impacts of transporting products and other goods and materials used for the organisation's operations and will be reporting on the same by 2018.	—
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organisation's operations, and transporting members of the workforce	GRI Index		—	—

Aspect: Overall

G4-DMA	Generic disclosure on management approach	Our environment	11-13	—	—
G4-EN31	Total environmental protection expenditures and investments by type	Our sustainability performance	22	—	—

Category: Social

Sub-category: Labour practices and decent work

Aspect: Employment

G4-DMA	Generic disclosure on management approach	Our people	14-17	—	—
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Our sustainability performance	23-24	—	—
G4-LA2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees, by significant locations of operation	Our sustainability performance	23	—	—
G4-LA3	Return to work and retention rates after parental leave, by gender	Our sustainability performance	24	—	—

Specific standard disclosure – Aspects

DMA & Indicator	Description	Section reference		Omissions (if any)	External assurance/page number
		Section Name	Page number/explanation		

Aspect: Occupational health and safety

G4-DMA	Aspect specific disclosure on management approach	Our people	17-18	—	—
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism and total number of work related fatalities	Our people	18	—	—

Aspect: Training and education

G4-DMA	Generic disclosure on management approach	Our people	15-16	—	—
G4-LA9	Average hours of training per year per employee by gender, and by employee category	Our people	15	—	—
G4-LA10	Programmes for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Our people	16-17	—	—
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Our people	17	—	—

Material aspect: Diversity and equal opportunity

G4-DMA	Generic disclosure on management approach	Corporate governance	09	—	—
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Corporate governance	09	—	—

Sub-category: Human rights

Aspect: Child labour

G4-DMA	Generic disclosure on management approach	Our people	18	—	—
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour	Our people	18	—	—

Specific standard disclosure - Aspects					
DMA & Indicator	Description	Section reference		Omissions (if any)	External assurance/ page number
		Section Name	Page number/ explanation		
Aspect: Forced or compulsory labour					
G4-DMA	Generic disclosure on management approach	Our people	18	—	—
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	Our people	18	—	—
Aspect: Assessment					
G4-DMA	Generic disclosure on management approach	Our people	15	—	—
H4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	GRI Index	—	We will be reporting complete information on this indicator by 2018	—
Aspect: Supplier human rights assessment					
G4-DMA	Generic disclosure on management approach	Our people	15	—	—
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Our people	—	We will be reporting complete information on this indicator by 2018	—
Sub-category: Society					
Aspect: Local communities					
G4-DMA	Generic disclosure on management approach	Our people	19-22	—	—
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programmes	GRI Index	19-22	—	—
G4-MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous people	GRI Index	There were no instances of disputes relating to land use, customary rights of local communities and indigenous people	—	—
G4-MM7	The extent to which grievance mechanisms were used to resolve disputes pertaining to land use customary rights of local communities and indigenous peoples	GRI Index	N.A.	—	—

Specific standard disclosure – Aspects

DMA & Indicator	Description	Section reference		Omissions (if any)	External assurance/ page number
		Section Name	Page number/ explanation		
Aspect: Anti-corruption					
G4-DMA	Generic disclosure on management approach	Corporate governance	10	—	—
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	GRI Index	Corruption can pose a significant risk to the organisation. Welspun's Ethics and Code of conduct policy is applicable to all employees, customers and suppliers which clearly states that compliance with laws and regulations of the land will always be followed and further business practices will be conducted in a fair and honest manner	—	—
G4-SO4	Communication and training on anti-corruption policies and procedures	GRI Index	Welspun Ethics and Code of conduct policy is applicable to all employees and associates that enable a transparent and fair work environment.	—	—
G4-SO5	Confirmed incidents of corruption and actions taken	GRI Index	During the reporting period there were no instances of corruption	—	—

Specific standard disclosure - Aspects

DMA & Indicator	Description	Section reference		Omissions (if any)	External assurance/ page number
		Section Name	Page number/ explanation		

Sub-category: Product responsibility

Aspect: Customer health and safety

G4-DMA	Aspect specific disclosure on management approach	Our business	08	—	—
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	GRI Index	—	We have not carried out any life cycle analysis for our Products	—
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	GRI Index	There were no cases on non-compliance pertaining to regulations and voluntary codes concerning health and safety impacts of products and services during the reporting period	—	—

Aspect: Product and service labelling

G4-DMA	Aspect specific disclosure on management approach	Our business	09	—	—
G4-PR5	Results of surveys measuring customer satisfaction	Our business	09	—	—

Aspect: Customer privacy

G4-DMA	Generic disclosure on management approach	GRI Index	We may have access to some sensitive data and personal information pertaining to our consumers or brand ambassadors towards which adequate measures are in place to safeguard their privacy.	—	—
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	GRI Index	Nil	—	—





Welspun Corp Ltd., Welspun House

Kamala Mills Compound, Senapati Bapat Marg, Lower Parel, Mumbai 400 013, India.

Tel: +91 22 6613 6000 / 2490 8000 Fax: +91 22 2490 8020 / 2490 8021

www.welspuncorp.com

Member of Welspun Group | www.welspun.com