

RUSHIL DÉCOR LIMITED

Corporate Identity Number (CIN): L25209GJ1993PLC019532

Registered Office: S. No. 125, Near Kalyanpura Patia, Gandhinagar Mansa Road, Kalol, Village Itla, Gandhinagar – 382 845, Gujarat, India. **Tel:** +91 98 2543 8039

Corporate Office: Rushil House, Near Neelkanth Green Bungalow, Off. Sindhu Bhavan Road, Shilaj, Ahmedabad-380 058, Gujarat, India, **Tel:** +91 79 6140 0400

Email: ipo@rushil.com **Website:** www.rushil.com

Business Responsibility Report [pursuant to Regulation 34(2)(f) of the Listing Regulations]

Your Company has pleasure in presenting Business Responsibility Report (BRR) for the FY 2019-20. The Company foresees to invest the fund effectively for the social and economic development of societies in which Company operates. The Company targets to develop products and Services centered on driving Customer satisfaction while contributing to the overall objective of community development.

SECTION A: GENERAL INFORMATION ABOUT THE COMPANY

1	Corporate Identity Number (CIN) of the Company	L25209GJ1993PLC019532		
2	Name of the Company	Rushil Décor Limited		
3	Registered address	S. No. 125, Nr. Kalyanpura Patia, Vill. Itla, Gandhinagar Mansa Road, Tal. Kalol, Dist. Gandhinagar - 382845.		
4	Website	www.rushil.com		
5	E-mail id	info@rushil.com and ipo@rushil.com		
6	Financial Year reported	2019-2020		
7	Sector(s) that the Company is engaged in Category	Sr. No.	Product	NIC Code
		1	Laminate Sheets	1709
		2	Medium Density Fibre Board	1621
		3	PVC Boards	2220
8	List three key products/services that the Company manufactures/provides (as in balance sheet)	1. Laminate sheets 2. Medium Density Fibre Board 3. PVC Boards		
9	Total number of locations where business activity is undertaken by the Company	1. Company has three Laminate sheet manufacturing plants in Gujarat. 2. Company has one Medium Density Fibre Board manufacturing plant in Karnataka. 3. Company's Registered office and Corporate office both are in Gujarat. 4. Company has also the branches, depot etc. across the India. 5. One more Medium Density Fibre Board manufacturing plant is in process in Andhra Pradesh.		
10	Markets served by the Company – Local/State/National/International	Company operates across India and also exports its products in various Countries.		

SECTION B: FINANCIAL DETAILS OF THE COMPANY

1	Paid up Capital (INR) (As on 31.03.2020)	Rs. 14,93,13,320/-
2	Total Turnover (INR)	Rs. 335.60 Crores
3	Total profit after taxes (INR)	Rs. 23.05 Crores

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4	Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	Rs. 63,08,735/- which is 2.74% of profit after tax for FY 2019-20
5	List of activities in which expenditure in 4 above has been incurred	1. Promoting Education by providing Hostel Facility, books, note books, uniform etc. to needy students 2. Providing grocery, food, clean drinking water, medical help etc. 3. Rural Development Projects

SECTION C: OTHER DETAILS

1	Does the Company have any Subsidiary Company/ Companies?	No
2	Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	There is no any subsidiary Company.
3	Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	No Participation

SECTION D: BR INFORMATION

1. Details of Director responsible for BR

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

1. DIN Number: 01059666
2. Name : Mr. Krupesh G. Thakkar
3. Designation : Managing Director

Sr. No.	Particulars	Details
1	DIN Number	01059666
2	Name	Mr. Krupesh G. Thakkar
3	Designation	Managing Director
4	Telephone number	079 61400400
5	e-mail id	ipo@rushil.com

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2. Principle-wise (as per NVGs) BR Policy/policies

Principle 1	:	Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
Principle 2	:	Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
Principle 3	:	Businesses should promote the well-being of all employees
Principle 4	:	Businesses should respect the interest of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
Principle 5	:	Businesses should respect and promote human rights
Principle 6	:	Businesses should respect, protect and make efforts to restore the environment
Principle 7	:	Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
Principle 8	:	Businesses should support inclusive growth and equitable development
Principle 9	:	Businesses should engage with and provide value to their customers and consumers in a responsible manner

(a) Details of compliance (Reply in Y/N)

No.	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/ policies for	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders?	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Does the policy conform to any national / international standards? If yes, specify? (50 words)	Yes, the policies are based on 'National Voluntary Guidelines on Social, Environmental and Economic Responsibility of Business'.								
4	Has the policy being approved by the Board? Is yes, has it been signed by MD/ owner/ CEO/ appropriate Board Director?	All the policies have been approved by the Management of the Company and are approved by the Board wherever statutorily required.								

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5	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Yes, Mr. Krupesh G. Thakkar, Managing Director to oversee the implementation of the Policy.								
6	Indicate the link for the policy to be viewed online?	https://rushil.com/admin/uploads/7/13/Business-Responsibility-Policy.pdf								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	The policies have been formally communicated to key internal stakeholders. The external stakeholders are being communicated on website/need basis.								
8	Does the company have in-house structure to implement the policy/ policies.	Y	Y	Y	Y	Y	Y	Y	Y	Y
9	Does the Company have a grievance redressal mechanism related to the policy/ policies to address stakeholders' grievances related to the policy/ policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the company carried out independent audit/ evaluation of the working of this policy by an internal or external	Yes, the BR policy is evaluated internally.								

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	agency?	
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(b) If answer to the question at serial number 1 against any principle, is 'No', please explain why: (Tick up to 2 options) – N.A.

3. Governance related to BR

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

The Board of Directors will assess the BR Performance on **annual basis**.

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

The Business Responsibility Report of the Company, as and when it is applicable to the Company will be hosted on the website of the Company i.e. www.rushil.com under Investor Relationship section.

SECTION E: PRINCIPLE-WISE PERFORMANCE

Principle 1:

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

Yes, the Company has Code of Conduct for Directors and Senior Management and Vigil Mechanism and Whistle Blower Policy.

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

Rushil Décor Limited's stakeholder includes Investors, clients, employees, vendors / partners, government and local communities. For details on employee grievances and resolutions, the Company has a robust system of Complaints Handling. The Company was not in receipt of any complaint during the past financial year.

Principle 2:

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

- (a) VIR High Pressure Laminate
- (b) MDF Board
- (c) VIR 90° PVC Flexible Laminate

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2. Does the Company have procedures in place for sustainable sourcing (including transportation)?

a. If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.

Yes, the Company at working level focus on sustainable resourcing. Company's plants are strategically located near to its customers and suppliers which results in easy accessibility of material to customer and also reduction in freight movement on longer routes.

b. Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work? If yes, what steps have been taken to improve their capacity and capability of local and small vendors?

Yes. In the form of staff/worker and also supplier of timbers.

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

The waste water generated during the manufacturing process is treated in Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) and then are used in gardening and in toilets for flushing. Further, the Company also re-uses the wood waste and gardening waste generated in plants as fuel in boiler. Nearly 100% of the waste water is treated and reused.

Principle 3:

1. Please indicate the Total number of employees. – 433 (Permanent Employees)

2. Please indicate the Total number of employees hired on temporary/contractual/casual basis. – 870 (Contractual/Casual Manpower)

3. Please indicate the Number of permanent women employees. – 16 Employees

4. Please indicate the Number of permanent employees with disabilities – Nil

5. Do you have an employee association that is recognized by Management. – Nil

6. What percentage of your permanent employees is members of this recognized employee association? - Nil

7. Please indicate the Number of complaints relating to child labor, forced labor, involuntary labor, sexual harassment in the last financial year. – Nil

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

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A formal training program is in place for all categories of employees. The focus on training includes safety and skill development besides other aspect. All employees irrespective of any category are given training as per requirement.

- (a) Permanent Employees : 70%
- (b) Permanent women Employees : 70%
- (c) Casual/ Temporary/ Contractual Employees : 71%
- (d) Employee with disability : N.A.

Principle 4:

1. Has the Company mapped its internal and external stakeholders ? Yes/No

Yes.

2. Out of the above, has the Company identified the disadvantaged, vulnerable & marginalized stakeholders.

Yes, the Company has identified disadvantaged, vulnerable & marginalized stakeholders from the local community and the work force. The Company has also engaged them for their socio-economic development through various CSR initiatives. The social development among disadvantaged, vulnerable & marginalized people are being ensured through awareness and sensitization programs, skill development programs, educational help, medical aid etc.

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

The programs under the CSR initiatives undertaken by the Company are focused primarily on those sections of the communities which are poor, needy, disadvantaged, vulnerable and marginalized.

Principle 5:

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

Applies to the Company and it also extends to the employees/workers hired from outsourced agencies.

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

No complaint has been received in the past financial year.

Principle 6:

1. Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/ Contractors/NGOs/others.

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The Environment, Health and Safety Policy covers only the Company. However, the Company always ensure environment friendly and safe business practices while working within the organization and with every actions taken through Suppliers/NGOs/others.

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

Yes, as a responsible corporate citizen, Company always ensures environmental protection. The Company continuously strives to minimize the environmental impact for reducing its own operational environmental footprint. The CSR initiatives taken by the Company forms the integral part of the annual report also available on the website of the Company at www.rushil.com.

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

Yes, potential environmental risks are identified in conformity with all applicable environmental laws. All necessary steps are being ensured for mitigating risk.

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

Currently the Company does not have any Clean Development Mechanism (CDM) project.

5. Has the Company undertaken any other initiatives on–clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.

The Company always works on resource optimization, water and electricity conservation and waste reduction to reduce its environmental footprints. The Company has undertaken initiatives for usage of solar power through solar panels, solar lights towards energy efficiency.

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

Yes

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

No show cause/ legal unresolved notices from CPCB/ SPCB are pending as on March 31, 2020.

Principle 7:

1. Whether the Company is a member of any trade/ chamber association?

The Company is the member of the following trade/ chamber association among others:

- (a) INDIAN LAMINATE MANUFACTURERS ASSOCIATION
- (b) ASSOCIATION OF INDIAN PANELBOARD MANUFACTURER

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(c) GUJARAT CHAMBERS OF COMMERCE & INDUSTRY

(d) FEDERATION OF INDIAN EXPORT ORGANISATIONS

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

None. However, the Company will protect the interest of organisation and other stakeholders involved in the organisation through the said trade association, whenever it finds opportunities.

Principle 8:

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

The Company undertakes the initiatives through the Corporate Social Responsibility (CSR) Committee of the Board as per the CSR Policy of the Company. For details of initiatives taken up by the Company during the financial year 2019-20, please refer to the Report on the CSR activities forming part of the Annual Report for the financial year 2019-20.

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

The CSR projects have been carried out by the Company through various implementing agencies. For the details of all the implementing agencies engaged by the Company for its CSR initiatives, please refer to the Report on the CSR activities forming part of the Annual Report for the financial year 2019-20.

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

The CSR Committee internally performs assessment of its initiatives on frequent intervals.

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

The Complete details of Company's contribution towards the community development has been specified under the Annexure pertaining to CSR details as annexed in the Board Report of the Company's Annual Report for the financial year 2019-2020 containing the details on CSR spending.

5. Have you taken steps to ensure that this Community Development Initiative is successfully adopted by the community? Please explain.

The CSR Committee of the Company does all the required assessment for analysing the key areas for undertaking CSR initiatives and their impact thereto. The Company ensure that CSR initiatives undertaken by the Company are successfully implemented and proactively engages

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beneficiaries with the project and programme on continuous basis for achieving sustainability of the project or program.

Principle 9:

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

NIL The Company promptly resolves the customers' complaint as and when received within stipulated time frame.

2. Does the Company display product information on the product label, over and above what is mandated as per local laws?

The information which are statutorily required are displayed on the Product. There are detailed products information with lot numbers etc. on the cartons which is good enough for the customer to identify the products and use them appropriately.

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

No cases filed against the Company by any stakeholders.

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

Consumer satisfaction is imperative for the success of business. The Company connects with consumer through multiple touch points. Feedback of the end-consumers is also obtained through the numerous dealers and architects empanelled with the Company to understand the product quality feedback.