



OASIS TEXTILES

Spinning towards Environmental Excellence

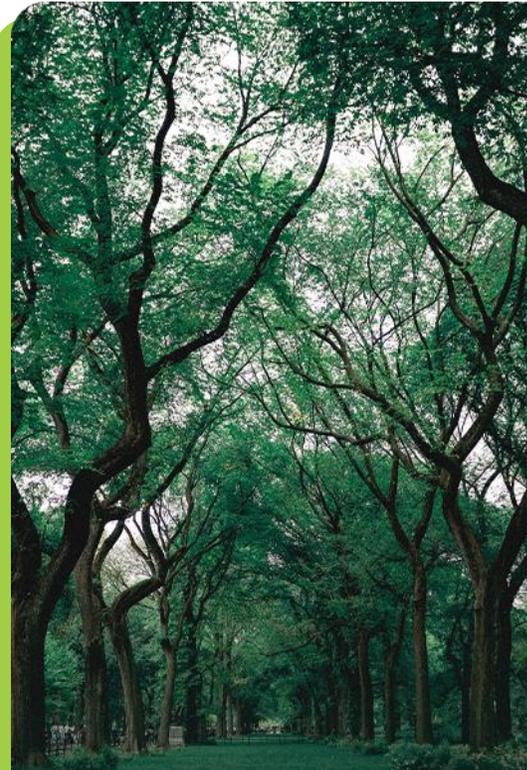


**SUSTAINABILITY
REPORT**

**20
23**

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03 ENVIRONMENT

Prioritize Sustainable Growth



04 PRODUCTS

Innovative Green Solutions



05 SOCIAL

Nurture Team Wellbeing



01

INTRODUCTION

1.1 About the Organization

Welcome to our inaugural Sustainability Report!

This report covers our sustainability efforts from April 2023 to March 2024. We are committed to publishing a Sustainability Report annually to transparently share our journey towards a more sustainable future.

Our Approach to Sustainability

At Oasis Textiles, sustainability is at the core of everything we do. We believe in creating high-quality yarns while minimizing our environmental impact and contributing positively to society. This report dives into our initiatives and performance across environmental, social, and governance (ESG) aspects.

A Window into Our Progress

This report serves as a comprehensive snapshot of our sustainability achievements. It provides stakeholders with valuable insights into our actions, the progress we've made, and our ongoing commitment to responsible practices.

Building a Sustainable Future

We view this report as a vital tool for shaping the future of Oasis Textiles. It demonstrates our dedication to implementing sustainable processes, measuring our performance, and continuously improving our impact.



Sustainable values in every thread.



Contributing to United Nations Sustainable Development Goals (UN SDGs)
Through our efforts we aim to contribute to the UN SDGs.

Stay tuned for the following sections in the report:

Our Sustainability Vision and Strategy

Environmental Stewardship (Water Conservation, Energy Efficiency, Waste Reduction)

Social Responsibility (Employee Well-being, Community Engagement)

Governance and Ethics (Transparency, Responsible Sourcing)

Looking Ahead: Our Sustainability Goals

We are excited to share our sustainability journey with you.

1.2 Sustainability Highlights from establishment



2018

- **Plant Establishment**

Launched our manufacturing facility in March.



2019

- **Production Start**

Began full-scale production in November



2020

- **Policies Established**

Implemented key operational policies in January.

- **GRS Certification**

Achieved in February, validating recycled material use



2022

- **Solar Installation**

Completed in July, advancing renewable energy use.

- **ISO 9001, 14001, 45001 Certifications**

Achieved in December for quality, environmental, and safety management.

- **Oeko-Tex Certification**

Achieved in December, ensuring textile safety.



2024

- **RCS Certification**

Achieved in December, ensuring textile safety.

- **SBTi Certification**

Achieved in May, committing to science-based emissions targets

- **HIGG Index Certification**

Achieved in June, assessing sustainability performance.

- **GHG Assessment Certification**

Achieved in August, confirming greenhouse gas management.

Continuing sustainability journey.



Participation in textile summits since establishment

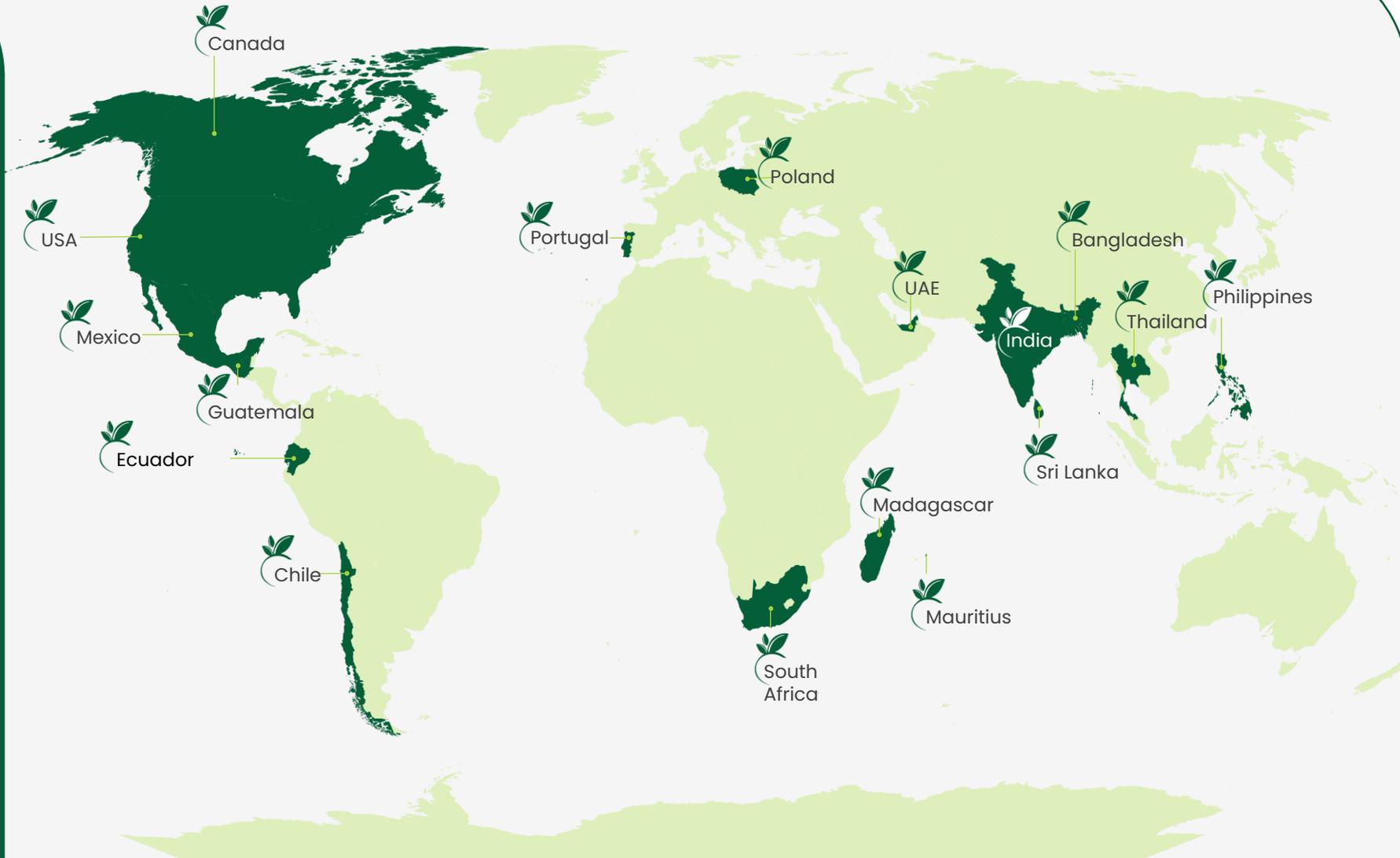


“ Encouraging sustainable practices at textile summits worldwide. ”



Global Presence with Sustainability

Expanding worldwide while prioritizing eco-friendly practices, we balance growth with environmental responsibility.



1.3 Message from the Partners



With every step, Oasis Textiles redefines sustainability, shaping a world that thrives together.



In our inaugural Sustainability Report, we at Oasis Textiles proudly showcase our commitment to environmental responsibility, social well-being, and ethical governance. We recognize our interconnectedness with the world and are dedicated to continuous improvement.

This report outlines our progress and ambitious goals for the future. We aim to significantly reduce water use, energy consumption, and waste generation, while implementing sustainable waste management. We prioritize employee well-being, fostering a safe and inclusive work environment, and strengthening community engagement. Transparency and ethical sourcing are cornerstones of our unwavering commitment to good governance.

Our sustainability efforts align with key UN SDGs, including Decent Work and Economic Growth, Responsible Consumption and Production, and Partnerships for the Goals. We believe collaboration is key and invite stakeholders to join us in building a more sustainable future, together.



02

STRATEGY & GOVERNANCE



2.1 Materiality Process:

This outlines the materiality assessment process conducted by Oasis Textiles in 2023 to identify the most significant sustainability topics for our company.

Process Steps

A

Identifying Potential Material Topics

B

Impact Assessment

C

Prioritization

A

Identifying Potential Material Topics:

We reviewed industry benchmarks and guidelines from relevant industry organizations to create a preliminary list of potential material topics.

We conducted an internal workshop with a diverse group of stakeholders representing different business segments and functions within Oasis Textiles.

The workshop participants evaluated each topic based on its strategic importance to the business and its relevance to stakeholders.

The final list of potential material topics was approved by the ESG Management Team and presented to the Board of Directors.



Identifying material issues ensures that sustainability strategies are relevant and effective.





Partners

Executive Committee

CSR Committee

Head, ESG

ESG Management Team

Worker Wellbeing

Environmental Sustainability

Corporate Social Responsibility

Human Resources

Social Compliance

Skill Development

Training and Development

Sustainability Communication & Innovation

Medical

Internal Auditors

ESG divisional and unit teams

ESG Management Team

This team comprises of key members such as the Head of Organizational Development, Head of Environmental Sustainability, Chief Compliance Officer, Chief Human Resources Officer, and the Chief Internal auditor, among others. The EC works in coherence with ESG team leaders to update Oasis Textiles's strategies, policies, and goals.

There are designated departments for the various ESG projects and focuses. The Board and departments define the tasks. These departments include the Environment, CSR, Worker Well-being, Organizational Development, Sustainability and Innovation, Training, Skill Development, and Communications, They have levels of manage and that help them in maintain ac accountability.



Process Steps

B

Impact Assessment

We assessed each potential material topic based on its potential and actual positive and negative impacts on the environment, society, and economy. This assessment considered the entire value chain and used criteria like scale, scope, irremediability, and likelihood, aligned with the GRI (Global Reporting Initiative) Universal Standards 2021

C

Prioritization

Based on the workshop discussions and impact assessment, we categorized responses for each topic as moderate, high, or very high in terms of both importance (priority) and potential impact. This data was used to generate a graphical representation, allowing for a visual analysis of the assessment outcomes and identification of the most significant topics.

Benefits of Materiality Assessment

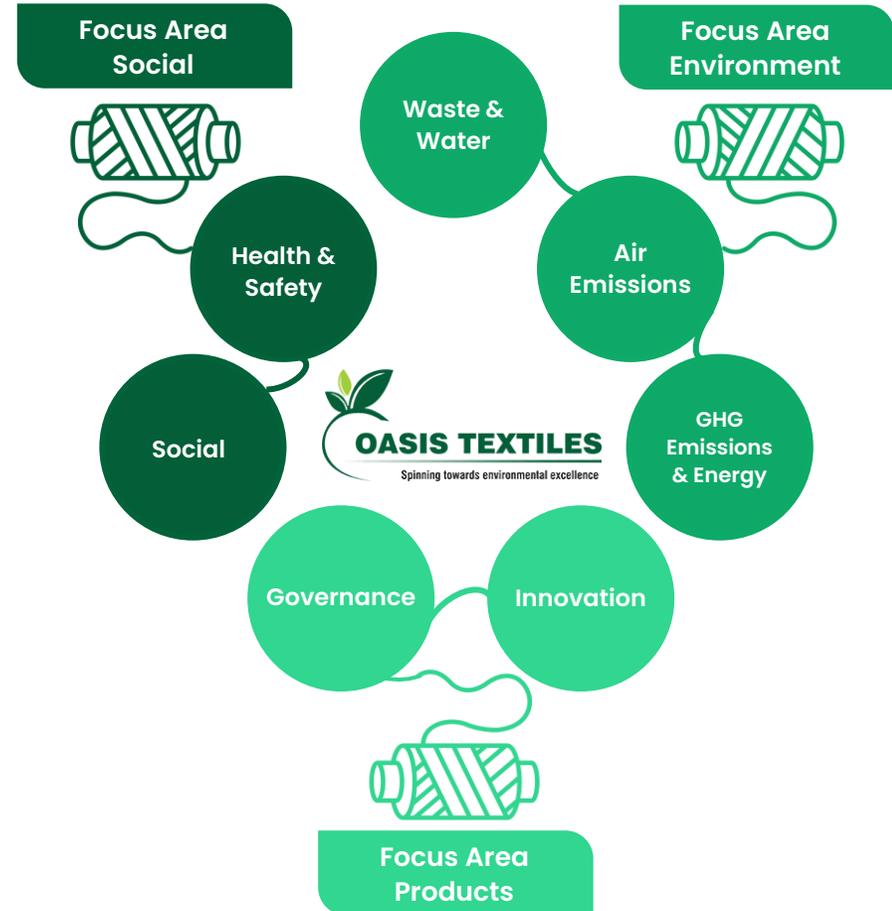
Focuses the Sustainability Report:
The materiality assessment helps us prioritize topics for inclusion in our Sustainability Report, ensuring it addresses the most relevant issues for our business and stakeholders.

Transparency and Accountability
The process demonstrates our commitment to transparency and accountability in our sustainability reporting.

Stakeholder Engagement
By considering stakeholder perspectives, we ensure our sustainability efforts are aligned with their concerns.

OUR 7 MATERIAL TOPICS

At Oasis Textiles, we recognize the profound connection between our business activities and sustainable development. Our commitment extends beyond simply minimizing negative impacts; we actively seek to strengthen positive contributions to the environment, society, and the economy.



**At Oasis Textiles,
sustainability
isn't just a value;
it's a strategic
asset enhancing
operational
efficiency.**

Strategic Importance of Sustainability

Sustainability is not just an ethical imperative, it's a strategic cornerstone for Oasis Textiles. By integrating sustainability principles throughout our operations, we achieve several key benefits:

Reduced Risks:

A focus on sustainability helps us identify and mitigate potential risks associated with environmental and social issues.

Enhanced Reputation

Strong sustainability practices strengthen our brand reputation and build trust with stakeholders.

Improved Efficiency

Sustainable practices often lead to operational efficiencies, such as reduced water and energy consumption.

Innovation Opportunities

Sustainability can drive innovation in areas like product development and resource management.

Materiality Assessment:

Refining Our Focus

In 2023, we conducted a comprehensive materiality assessment to refine our focus on the most critical sustainability topics for our business.

This process involved:

- Identifying a range of potential sustainability topics.
- Evaluating each topic based on its strategic importance to Oasis Textiles and its impact on sustainable development.
- Prioritizing the most significant topics for inclusion in our sustainability efforts and reporting.
- Evolving Material Topics



Through this assessment, we recognized the need to refine some of our material topics to better reflect current trends and strategic priorities. Here are some key changes:



Water & Waste

The growing importance of water resource conservation led us to combine **"Waste"** with **"Water"** into a single topic, highlighting our commitment to responsible water management alongside waste reduction.



Organizational Resilience

"Diversity & Equal Rights" was broadened to **"Organizational Resilience"**, encompassing a wider range of factors that contribute



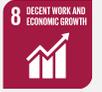
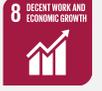
Innovation

"Innovation & Sustainable Product Portfolio" was streamlined to simply **"Innovation"**, reflecting our focus on fostering all forms of innovation that contribute to sustainability, including product and process innovation.

2.2 Sustainability Ambitions

A. Materiality Assessment

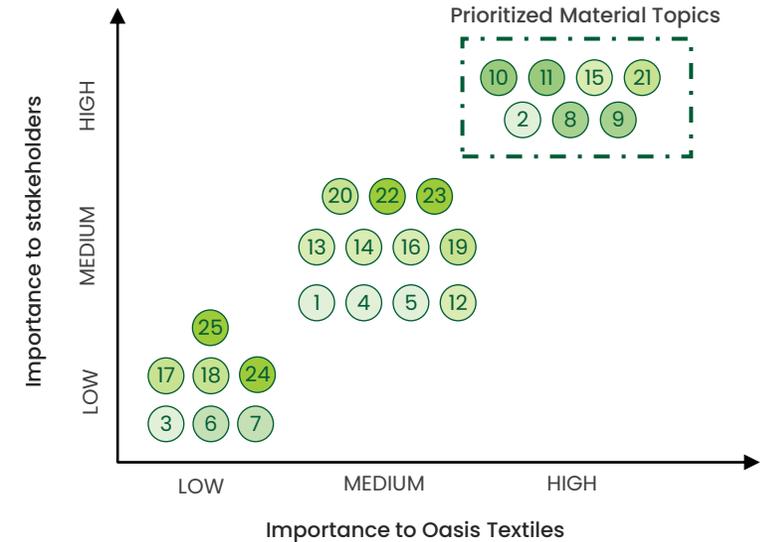
Material Topics	Oasis Textiles Responsible for	Stakeholders	Management Approach	UN SDGs with Significant Impact
 Waste & Water	<ol style="list-style-type: none"> Reduction in waste generation. Water conservation measures Proper wastewater treatment. Disposal of waste Aspect impact assessment 	<ul style="list-style-type: none"> Employees, Customers, Suppliers, Local Communities, Regulatory Authorities 	Implement ethical labour practices, provide employee benefits, and support community initiatives.	  
 Air Emissions	<ol style="list-style-type: none"> Reduction in air emissions from manufacturing processes Adopting cleaner technologies 	<ul style="list-style-type: none"> Employees, Local Communities, Regulatory Authorities 	Implement air pollution control measures, invest in energy-efficient equipment, and monitor emissions.	
 GHG Emissions & Energy	<ol style="list-style-type: none"> Reducing greenhouse gas emissions Improving energy efficiency 	<ul style="list-style-type: none"> Employees, Customers, Investors, Regulatory Authorities 	Implement air pollution control measures, invest in energy-efficient equipment, and monitor emissions.	 
 Innovation	<ol style="list-style-type: none"> Investing in research and development to develop innovative products Processes that reduce environmental impact. 	<ul style="list-style-type: none"> Customers, Employees, Investors 	Implement air pollution control measures, invest in energy-efficient equipment, and monitor emissions.	

Material Topics	Oasis Textiles Responsible for	Stakeholders	Management Approach	UN SDGs with Significant Impact
 Governance	12. Implementation strong governance practices 13. Ethical behavior transparency 14. Accountability 15. Customer relations 16. Grievance redressal mechanism (for all stakeholders)	<ul style="list-style-type: none"> • Employees, • Customers, • Investors, • Stakeholders 	Develop and implement a robust governance framework. Promote ethical behavior and transparency.	 
 Social	17. Employment (hiring & exits) 18. Training & education 19. Diversity & equal opportunity 20. Compensation and benefits to employees 21. Community impact relations and development	<ul style="list-style-type: none"> • Employees, • Suppliers, • Local Communities, • Regulatory Authorities 	Implement ethical labour practices, provide employee benefits, and support community initiatives.	  
 Health & Safety	22. Emergency preparedness 23. Hazard identification & risk assessment 24. Ergonomics 25. Personal protective equipment	<ul style="list-style-type: none"> • Employees, • Regulatory Authorities 	Implement safety measures, provide training, and monitor workplace conditions.	 

Sr. No.	Category	Material Topics FY 2023
1	Waste & Water	Reduction in waste generation.
2		Water conservation measures
3		Proper wastewater treatment.
4		Disposal of waste
5		Aspect impact assessment
6	Air Emissions	Reduction in air emissions from manufacturing processes
7		Adopting cleaner technologies
8	GHG Emissions & Energy	Reducing greenhouse gas emissions
9		Improving energy efficiency
10	Innovation	Investing in research and development to develop innovative products
11		Processes that reduce environmental impact.
12	Governance	Implementation strong governance practices
13		Ethical behavior transparency
14		Accountability
15		Customer relations
16		Grievance redressal mechanism (for all stakeholders)
17	Social	Employment (hiring & exits)
18		Training & education
19		Diversity & equal opportunity
20		Compensation and benefits to employees
21		Community impact relations and development
22	Health & Safety	Emergency preparedness
23		Hazard identification & risk assessment
24		Ergonomics
25		Personal protective equipment



In the final step, a materiality matrix was prepared to map the outcome of materiality analysis that presents material topics based on their importance to company and importance to stakeholders. The ratings given by stakeholders is plotted on X-axis and the ratings given by company is plotted on Y-axis. Below, the matrix reveals importance of each issue as high, medium, or low.



LOW	MEDIUM	HIGH
3. Proper wastewater treatment.	1. Reduction in waste generation.	2. Water conservation measures
6. Reduction in air emissions from manufacturing processes	4. Disposal of waste	8. Reducing greenhouse gas emissions
7. Adopting cleaner technologies	5. Aspect impact assessment	9. Improving energy efficiency
17. Employment (hiring & exits)	12. Implementation strong governance practices	10. Investing in research and development to develop innovative products
18. Training & education	13. Ethical behavior transparency	11. Processes that reduce environmental impact.
24. Ergonomics	14. Accountability	15. Customer relations
25. Personal protective equipment	16. Grievance redressal mechanism (for all stakeholders)	21. Community impact relations and development
	19. Diversity & equal opportunity	
	20. Compensation and benefits to employees	
	22. Emergency preparedness	
	23. Hazard identification & risk assessment	

B. Identification of potential improvements



C. Target Setting & Roadmap

All the ISO, Environmental & Social standards commitments as well as GHG assessment.

Oasis Textiles is committed to sustainability. We're setting ambitious targets for ISO certifications, environmental standards, social standards, and GHG reduction. We're developing a comprehensive roadmap to achieve these goals and make a positive impact on the environment and society.

ISO Certification

ISO 9001

ISO 14001

ISO 45001

Social & Environmental Certification

STANDARD 100
22.HIN.80803
Hohenstein HTTI

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

GHG Assessment

D. Refine mission & Vision

MISSION



Oasis textiles believes in giving back to the environment, hence we are always looking for ways to become as environment friendly as possible. Our hard work and dedication towards producing sustainable fashion has earned us the GRS certification that speaks volumes about our recyclability efforts. Living up to the standards, we do everything to reduce the harmful impacts of yarn production on the environment without compromising the quality in anyway.

VISION



Our vision is to manufacture premium quality yarns in solid colors to cater to the needs of our fashion industry clients around the world. Our idea is to bring sustainability in the textile industry by using the waste produced by clothing manufacturers to produce quality recycled yarns for them. Recycling the waste and matching the ultimate quality standards will always be our motto and we will be living by it till our existence.

VALUES



Our core values are to make yarn from the fashion industry waste and the PET bottle waste that keep adding up to the landfills and harms the environment. From our manufacturing units to the production process, everything supports low impact blends. We ensure that Oasis never leaves its carbon footprint on the environment and give the blessing of a sustainable environment to the generations to come.

2.3 Sustainability Governance and Responsible Business Conduct

Oasis Textiles Code of Business Conduct and Ethics: Sustainability Reporting Introduction

Oasis Textiles is committed to conducting its business with the highest standards of ethics and integrity. This Code of Business Conduct and Ethics outlines our commitment to sustainability reporting, ensuring that our practices reflect our values and dedication to transparency, accountability, and continuous improvement in environmental, social, and governance (ESG) dimensions.

At Oasis Textiles, all company policies are carefully reviewed and approved by the Partners. These policies are applicable to our entire operation. New employees are thoroughly informed about our policies during their onboarding process, ensuring that they understand our operational and ethical standards from day one.

Should there be any updates or changes to these policies, all employees are promptly notified via email. Additionally, any employee who requires clarification or guidance can seek assistance from our Human Resources or Legal department. Employees are encouraged to communicate any concerns to their immediate supervisors or, depending on the nature of the issue, directly to the HR or Legal teams.



A. Transparency

Provide accurate, complete, and timely information in all sustainability reports. Ensure that all data and information disclosed are verifiable and supported by evidence.



B. Accountability

Take responsibility for the environmental, social, and governance impacts of our operations. Establish clear goals, measure progress, and report on achievements and areas for improvement.



C. Integrity

Maintain honesty and integrity in all aspects of sustainability reporting. Avoid any conflicts of interest and disclose any potential conflicts transparently.



D. Compliance

Adhere to all relevant laws, regulations, and standards related to sustainability reporting. Follow international best practices and guidelines for ESG reporting.

Core Principles

Ethical Conduct

A. Integrity in Communication

Ensure that all sustainability communications are truthful, clear, and free from misleading information. Avoid green washing and other deceptive practices that could undermine trust and credibility.

B. Confidentiality

Protect the confidentiality of proprietary information and respect the privacy of stakeholders. Ensure that confidential information is disclosed only as required by law or with appropriate consent.

C. Conflict of Interest

Identify and manage potential conflicts of interest in sustainability reporting. Ensure that personal interests do not compromise the integrity of sustainability disclosures.

D. Prevention of Corruption and Bribery

As part of our commitment to responsible business conduct, Oasis Textiles enforces a zero-tolerance policy towards corruption and bribery. We have implemented comprehensive policies and training programs to ensure that all employees, from top management to ground-level staff, adhere to ethical practices in all business dealings. Our anti-corruption framework fosters transparency in every transaction and encourages employees to report any suspicious activity through secure and confidential channels. By maintaining these standards, we ensure that our business operates with integrity, trust, and in full compliance with legal and ethical norms. In fostering responsible business conduct, we aim to create a positive, fair, and corruption-free workplace while driving long-term value for our stakeholders and contributing to a more sustainable future.

Reporting Obligations:

A. Environmental Stewardship

We report on initiatives to reduce carbon emissions, manage waste, conserve water, and protect biodiversity.

Disclose progress on environmental goals, including energy efficiency, renewable energy use, and pollution reduction.

B. Social Responsibility

We Provide information on labour practices, employee welfare, diversity and inclusion efforts, and community engagement programs.

Report on health and safety measures, training and development opportunities, and support for local communities.

C. Governance Practices

We outline the company's governance structure, including board composition, executive responsibilities, and decision-making processes.

Report on compliance measures, risk management strategies, and ethical conduct policies. Commitment to Continuous Improvement

D. Setting Goals

We establish clear, measurable sustainability goals aligned with the company's mission and values.

Regularly review and update these goals to reflect evolving standards and stakeholder expectations.

E. Monitoring and Evaluation

We implement robust systems to monitor and evaluate performance against sustainability goals.

Use key performance indicators (KPIs) to track progress and identify areas for improvement.

F. Stakeholder Engagement

We Engage with stakeholders, including employees, customers, suppliers, investors, and communities, to gather feedback and insights.

Incorporate stakeholder input into sustainability strategies and reporting practices.

G. Continuous Learning

At Oasis Textiles, we foster a culture of continuous learning and improvement in sustainability practices. We encourage innovation and the adoption of best practices in sustainability across all levels of the organization.



Enforcement and Accountability

A. Training and Awareness

We provide regular training and resources to employees on the importance of ethical conduct and sustainability reporting. We promote awareness of this Code of Business Conduct and Ethics throughout the organization.

B. Reporting Violations

We establish clear procedures for reporting violations of this Code. Ensure that reports of misconduct are investigated promptly and fairly, with appropriate corrective actions taken.

C. Consequences for Non-Compliance

We enforce consequences for non-compliance with this Code, including disciplinary action up to and including termination of employment.

Review and update enforcement mechanisms regularly to ensure their effectiveness.



2.4 Stakeholder Engagement

Oasis Textiles recognizes the importance of engaging with a diverse range of stakeholders to understand their expectations and priorities. This engagement is crucial in identifying material sustainability issues and informing our strategic direction.

Materiality Assessment

In FY 2023, we undertook a comprehensive materiality assessment aligned with the GRI Standards 2021. This process involved a systematic evaluation of our positive and negative impacts on the economy, environment, and society. Our assessment drew upon insights from:

- Integrity in Communication
- Peer-reviewed scientific research
- Industry reports
- Consumer insights data
- Internal stakeholder interviews

Through this process, we identified the most significant sustainability topics that impact our business and stakeholders. These topics were reviewed and approved by the Management in July 2023.

Stakeholder Consultation

We believe in the importance of ongoing dialogue with our stakeholders. To this end, we have established various channels for engagement, including:

1. Internal stakeholder interviews:

We conducted in-depth interviews with employees at various levels to understand their perspectives on sustainability issues.

2. External stakeholder engagement

We have initiated broader stakeholder engagement activities, including Sustainability Survey with our precious customers, supplier consultations, community outreach, etc.

3. Industry collaborations

We actively participate in industry forums and collaborations to share best practices and address common challenges.

By engaging with a wide range of stakeholders, we ensure that our sustainability efforts are aligned with their expectations and contribute to shared value creation.

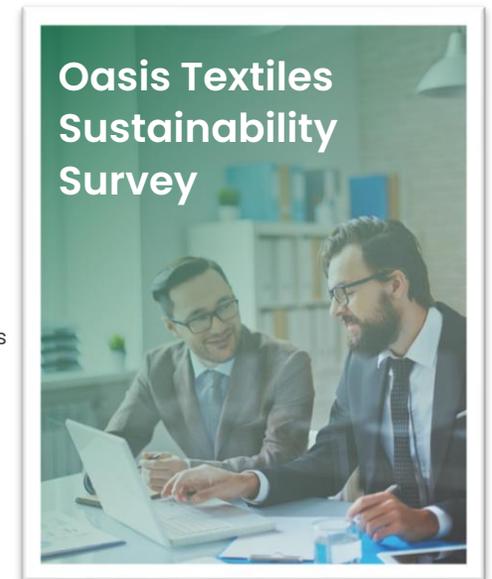
Next Steps

We are committed to strengthening our stakeholder engagement practices. Our future plans include:

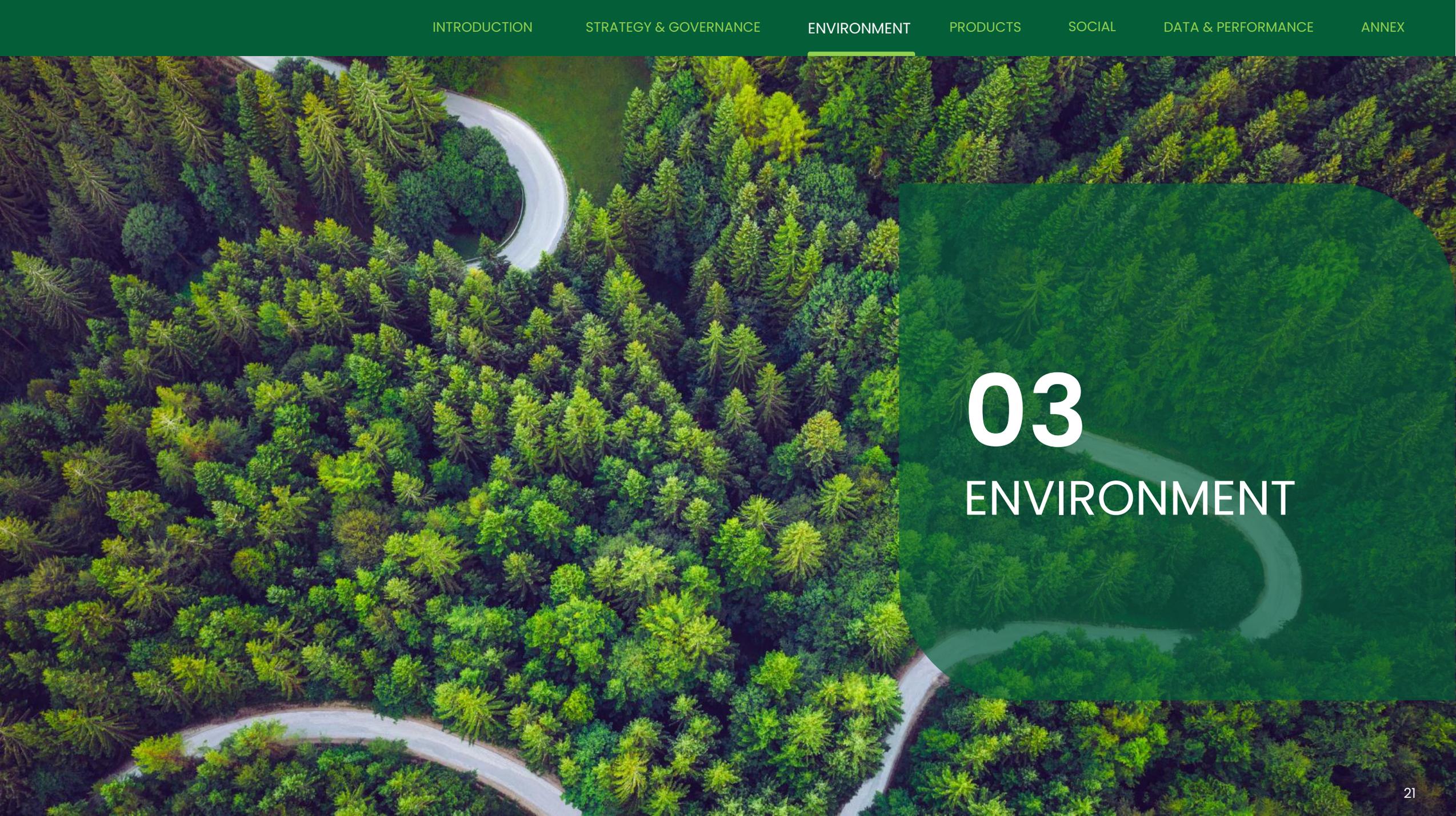
1. Expanding our stakeholder engagement to include
2. Conducting regular stakeholder satisfaction surveys to measure the effectiveness of our engagement efforts.
3. Incorporating stakeholder feedback into our decision-making processes.

We believe that by fostering strong relationships with our stakeholders, we can create a more sustainable future for our business and the communities we serve.

Stakeholders



Click the image to view the report.

An aerial photograph of a dense, lush green forest. A light-colored, paved road winds through the trees, curving from the top left towards the bottom right. The trees are a mix of dark green and bright green, suggesting a healthy, diverse forest. The overall scene is peaceful and natural.

03

ENVIRONMENT

THE GLOBAL GOALS

A Commitment to Sustainable Development

Oasis Textiles is dedicated to contributing to a more sustainable future through our commitment to the United Nations Sustainable Development Goals (SDGs). As a leading manufacturer of recycled yarn, we believe that our operations can have a positive impact on the planet and society.

We are actively working towards achieving the SDGs in various areas, including:

- **Environmental sustainability:**

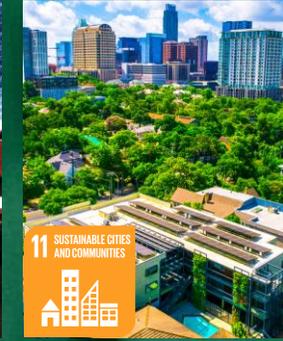
Reducing our carbon footprint, promoting resource efficiency, and minimizing waste.

- **Social responsibility:**

Ensuring fair labour practices, supporting community development, and promoting gender equality.

- **Economic growth**

Contributing to the local economy and creating sustainable livelihoods.



At Oasis Textiles, we are committed to driving positive environmental impact through sustainable practices. Our focus extends beyond product creation to encompass minimizing our ecological footprint by reducing carbon emissions, optimizing resource utilization, innovating circular solutions for textile waste, and fostering a regenerative textile value chain.

Sustainable Development Goals (SDG) contributions

13CLIMATE
ACTION

SDG 13

Climate Action:

At Oasis Textiles, we are committed to SDG 13: Climate Action. By reducing emissions, optimizing energy use, and promoting sustainable practices, we aim to mitigate climate change impacts. Our initiatives reflect our dedication to a greener future, fostering a resilient and sustainable textile industry.

7AFFORDABLE AND
CLEAN ENERGY

SDG 7

Affordable & Clean Energy:

At Oasis Textiles, By integrating renewable energy sources and enhancing energy efficiency in our operations, we aim to reduce our carbon footprint, lower costs, and promote a sustainable future for our community and the planet.

3.1 Climate Action

Environmental Stewardship

At Oasis Textiles, we are committed to operating in harmony with the environment. Our approach to sustainability is rooted in the understanding that a healthy planet is essential for the long-term success of our business and the well-being of future generations.

Core Environmental Focus Areas



Circular Economy & Resource Efficiency

We are dedicated to closing the loop in the textile value chain by producing and promoting genuinely recycled textiles. Our focus on zero discharge, closed-loop systems, and renewable resources aligns with our commitment to resource efficiency and minimizing our environmental impact.



Water Conservation

Recognizing the critical role of water in our industry, we prioritize water conservation through efficient processes, recycling, and rainwater harvesting. By optimizing water usage, we contribute to preserving this precious resource.



Energy Efficiency

We are committed to reducing our energy consumption through continuous improvements in manufacturing processes and the adoption of renewable energy sources. Our energy conservation policy is a cornerstone of our environmental strategy.



Waste Management

We prioritize the responsible management of waste generated during our operations. Our focus is on reducing, reusing, and recycling waste, while ensuring environmentally safe disposal of any remaining materials.



Biodiversity Conservation

In alignment with SDG 15, Life on Land, we are committed to protecting and restoring ecosystems.





Key Environmental Achievements





Case Study

Oasis Textiles : Pioneering the Future with Recycled Yarns

Executive Summary

Oasis Textiles, a trailblazer in the textile industry for over 4.5 years, has carved a distinct niche by specializing in recycled yarns. This case study delves into the company's journey, exploring the potential of recycled yarns in the textile landscape and the strategies that have propelled Oasis Textiles to the forefront of this sustainable revolution. [\[Source\]*](#)

Introduction

The textile industry, historically renowned for its environmental footprint, is undergoing a paradigm shift. Recycled yarns, derived from pre-consumer and post-consumer waste, offer a sustainable alternative to traditional virgin fibres. Oasis Textiles has emerged as a key player in this burgeoning market, demonstrating the immense potential of recycled yarns and their transformative impact on the industry. [\[Source\]*](#)



The Rise of Recycled Yarns

A. Environmental Imperative:

The textile industry's substantial contribution to pollution and resource depletion has spurred a growing demand for eco-friendly solutions. Recycled yarns, by reducing waste and conserving energy, offer a compelling response to this environmental imperative.

B. Consumer Consciousness:

Increasingly, consumers are seeking products that align with their ethical and sustainable values. Recycled yarns resonate with this conscious consumer base, driving market growth. [\[Source\]*](#)

C. Technological Advancements:

Innovations in recycling technologies have enhanced the quality and versatility of recycled yarns, making them competitive with traditional fibres.



Oasis Textiles: A Catalyst for Change

A. Early Adoption:

Oasis Textiles' decision to focus on recycled yarns early on positioned the company as a pioneer in a nascent market.

B. Vertical Integration:

By controlling various stages of the production process, from sourcing raw materials to manufacturing finished yarns, Oasis Textiles ensures quality and traceability. [\[Source\]*](#)

C. Innovation and Research:

The Company invests in research and development to explore new recycling techniques and expand the range of recycled yarn offerings. [\[Source\]*](#)

D. Sustainability Partnerships:

Oasis Textiles collaborates with suppliers and customers who share its commitment to sustainability, fostering a strong network of like-minded partners.



Challenges and Opportunities:

A. Supply Chain Constraints:

Securing a consistent supply of high-quality recycled materials can be challenging, particularly in the early stages of the industry's development.

B. Consumer Education:

Raising awareness about the benefits of recycled yarns and dispelling misconceptions is crucial for market penetration.

C. Pricing Dynamics:

While recycled yarns often carry a premium, technological advancements and economies of scale could lead to more competitive pricing in the future.

Conclusion

Oasis Textiles stands as a testament to the potential of recycled yarns in revolutionizing the textile industry.

Through its innovative approach, unwavering commitment to sustainability, and strategic partnerships, the company has not only contributed to a greener future but has also established itself as a leader in the recycled yarn market.

As consumer awareness and technological advancements continue to drive demand, Oasis Textiles is well-positioned to capitalize on the immense opportunities presented by this sustainable textile revolution.

“Championing a new era of textiles, where sustainability meets innovation.”

3.2 Water and waste management

At Oasis Textiles, our commitment to sustainable practices is unwavering, even in areas where our operations do not directly impact resources. Although our manufacturing processes do not consume water, we are dedicated to advancing water conservation and waste management through innovative solutions, aligning with SDG Goal 9: Industry, Innovation, and Infrastructure.

**Beyond operations:
A firm commitment
to sustainability.**



Water Management:

While our operations do not involve water usage, we actively promote water conservation within our facilities and community. We support and implement initiatives aimed at preserving water resources, such as: Vertical Integration:



A. Rainwater Harvesting:

Oasis Textiles' decision to focus on recycled yarns early on positioned the company as a pioneer in a nascent market.



B. Community Projects:

Partnering with local organizations to support water conservation projects and awareness campaigns.



C. Employee Education:

Educating our employees on the importance of water conservation at home and in the community.



Waste Management:

Our waste management strategy focuses on reducing, reusing, and recycling materials to minimize environmental impact. Key initiatives include:



A. Zero Waste Policy:

Striving for zero waste to landfill by implementing comprehensive recycling and waste reduction programs.



B. Sustainable Packaging:

Utilizing eco-friendly packaging materials and encouraging suppliers to do the same.



C. Innovative Recycling:

Developing creative solutions for reusing textile scraps and other production by-products.

3.3 Monitor and Reduce Carbon Emission



SDG 13 Climate Action:

OASIS Textiles is committed to playing its part in addressing the global climate crisis. As a responsible corporate citizen, we recognize the urgent need to reduce greenhouse gas emissions and contribute to a sustainable future. Our actions are aligned with SDG Goal 13: Climate Action.

Proactive GHG Accounting and Verification

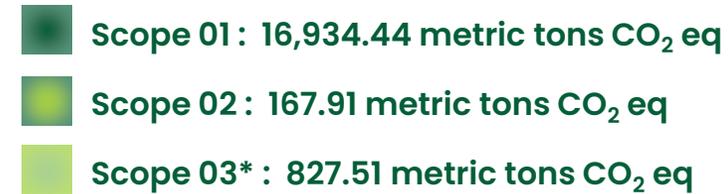
We are taking significant strides in monitoring and reducing our carbon footprint. Our comprehensive GHG accounting process covers Scope 1, Scope 2, and Scope 3 emissions. This granular approach enables us to identify hotspots and implement targeted reduction strategies.

Emission Reduction

Furthermore, our commitment to Science Based Targets (SBTi) underscores our dedication to climate leadership. By adhering to SBTi guidelines, we are setting ambitious yet achievable carbon reduction targets aligned with the 1.5°C global warming limit. Our baseline emissions and reduction goals are meticulously calculated to contribute to the global effort of halving emissions by 2030.



17,929.86
metric tons CO₂ eq



* Emissions associated with the purchased goods (significant only), business travel and employee commutation are covered under the scope of verification.

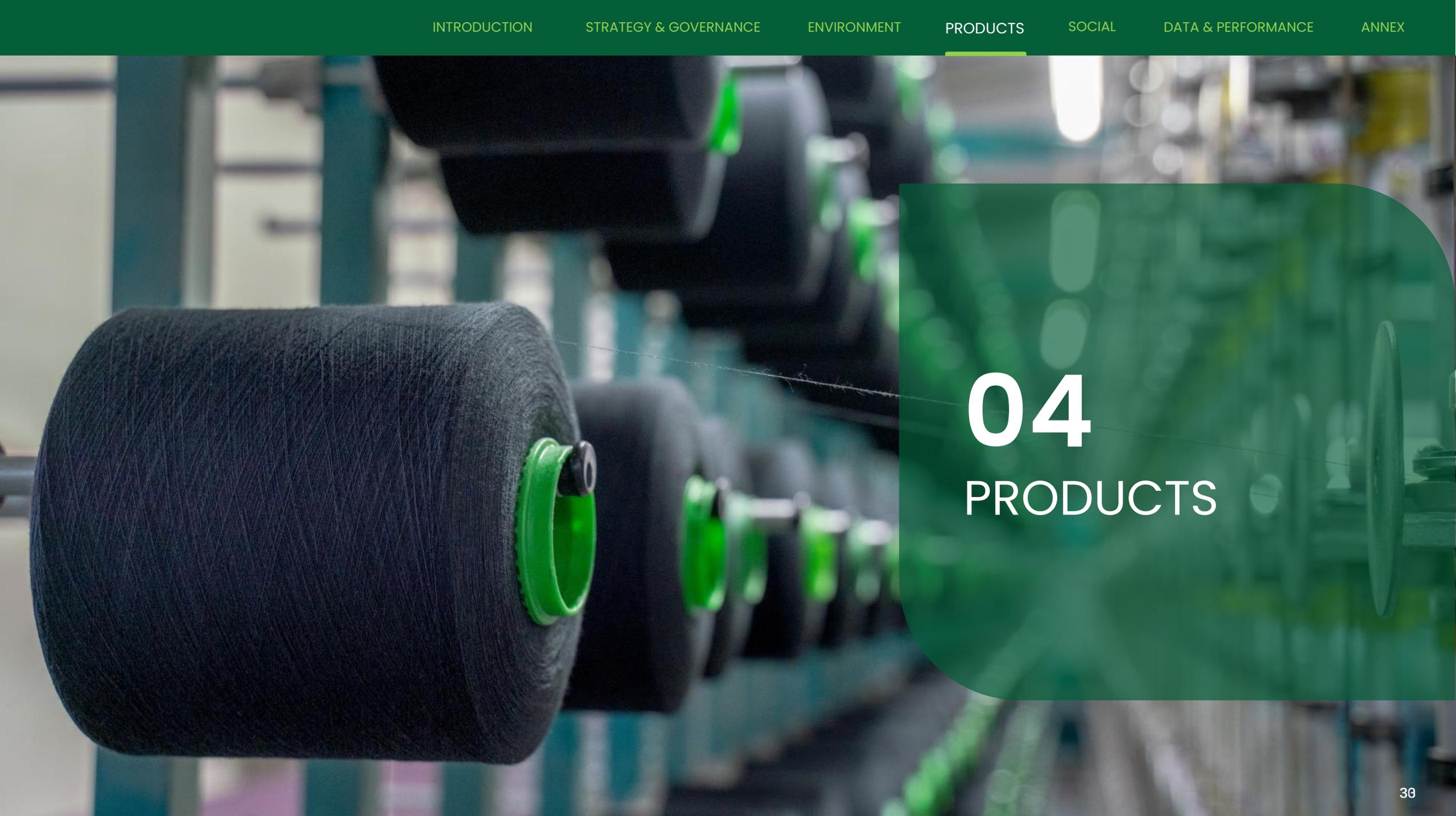
Key Focus Areas for Carbon Reduction

- Energy Efficiency:**
Implementing energy-saving technologies & practices across operations.
- Renewable Energy Adoption:**
Increasing the use of renewable energy sources.
- Sustainable Materials**
Sourcing and using eco-friendly materials in production..
- Waste Reduction and Management:**
Minimizing waste generation and promoting recycling.
- Supply Chain Engagement:**
Collaborating with suppliers to reduce their carbon footprint.

Measuring Our Progress

We believe in transparency and accountability. Regular monitoring and reporting of our carbon emissions and reduction efforts will be shared with stakeholders. This includes progress updates on achieving our SBTi targets.

By integrating sustainability into our core business operations, OASIS Textiles is demonstrating its leadership in the textile industry and contributing to a more resilient planet.

A large spool of black yarn is the central focus, mounted on a green-colored textile machine. The background is a blurred industrial setting with other machinery and lights. A semi-transparent green overlay covers the right side of the image, containing the section header.

04

PRODUCTS

INNOVATIVE PRODUCTS

As the global impacts of consumption such as climate change, declining biodiversity, environmental pollution, resource wastage and unfair working conditions continue to grow, the demand for more sustainable products is increasing. We believe the demand for such products will be a key innovation driver for many businesses in the future, particularly in light of the evolving expectations of both our customers and downstream users.

The Textile industry, in particular, has increasingly integrated products with reduced environmental footprints into its portfolio, as part of discussions around the concepts of circular economy and value chains.

By offering more *environmentally friendly* : *Recycled Knitting Yarn, Recycled weaving Yarn, Recycled melange Yarn* we can make a positive contribution toward these global challenges, while reducing the environmental footprint of our company and products.

Developing new products with reduced environmental foot-prints or processing carbon-rich materials with sustainable attributes to optimize current products for resource- and energy-efficient applications are ways Rain Carbon can contribute.

Sustainable Development Goals (SDG) contributions



SDG 9

Industry Innovation and Infrastructure:



4.1 Customer driven Sustainability

At Oasis Textiles, our commitment to sustainable practices is unwavering, even in areas where our operations do not directly impact resources. Although our manufacturing processes do not consume water, we are dedicated to advancing water conservation and waste management through innovative solutions, aligning with SDG Goal 9: Industry, Innovation, and Infrastructure.



Certifications and Sustainable Materials:

To meet these elevated expectations, we have undertaken a rigorous certification process. Our commitment to sustainability is evident in the acquisition of *GRS*, *Oeko-Tex*, *RCS*, and *Higg FEM* Verified Module certifications. These certifications validate our dedication to producing textiles that minimize environmental impact.

Concurrently, we are actively exploring and incorporating alternative sustainable raw materials into our production processes. This strategic shift not only enhances the environmental profile of our products but also strengthens our supply chain resilience.



Innovation for a Sustainable Future

OASIS Textiles is at the forefront of textile innovation, with a strong focus on environmental sustainability. Our research and development efforts are dedicated to creating products and applications that minimize our ecological footprint. We believe that these innovations will not only benefit the environment but also contribute to the long-term economic viability of our business by securing critical raw material supplies.



Key Message

By prioritizing sustainability, OASIS Textiles is not only meeting customer demands but also driving positive change within the industry. Our certifications, material innovations, and commitment to research underscore our dedication to a more sustainable future.

4.2 Innovative Products and Processes

Product Focus

OASIS Textiles specializes in producing high-quality recycled yarns derived from garment waste clips. Our commitment to sustainability is evident in our product offerings and production processes.

Recycled Yarn Types

Produced from recycled cotton garments, providing softness, breathability, and natural comfort.

We produce a range of recycled yarns tailored to meet diverse customer needs, including:



Recycled Knitting Yarn



Recycled Weaving Yarn



Recycled Melange Yarn

Yarn Properties and Performance

Our recycled yarns exhibit exceptional physical and mechanical properties having the key attributes includes:

- High tensile strength and elongation
- Excellent colourfastness and durability
- Softness and comfort
- Consistent quality and performance
- Product Applications



Our versatile recycled yarns find applications in a wide range of products:

• Garments

T-shirts, lowers, sweaters, socks, sweatshirts, and other apparel items.



• Home Textiles

Bedding, upholstery, curtains, and other home furnishings.

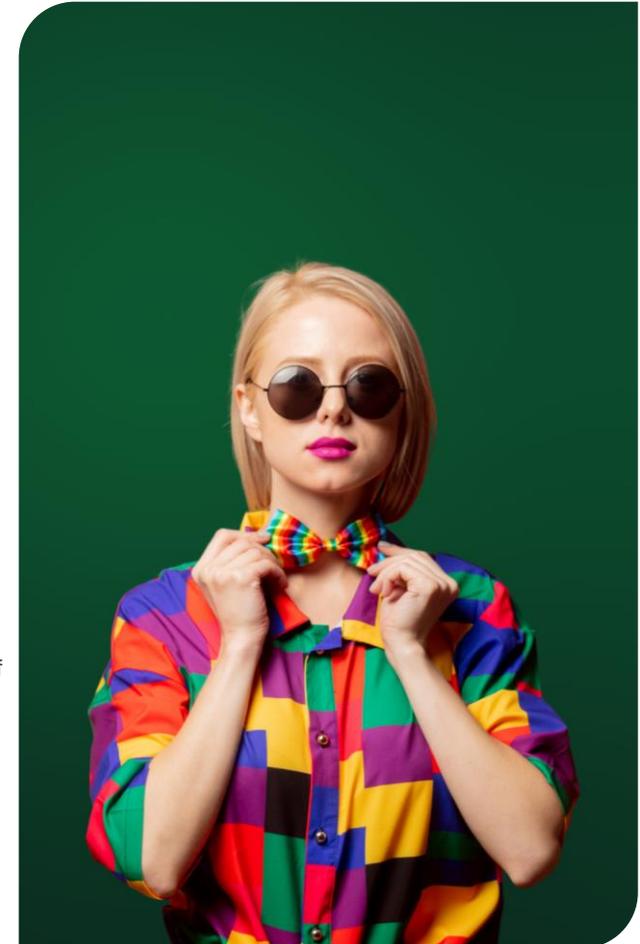


Environmental Benefits

- **Reduced landfill waste:** :
Diverting garment waste from landfills
- **Water conservation:**
Our production process is entirely waterless, conserving precious resources.
- **Lower carbon footprint:**
Reduced energy consumption compared to virgin fibre production.
- **Lifecycle Assessment (LCA)**
We have conducted a comprehensive LCA to quantify the environmental benefits of our recycled yarns.

Customization and Innovation

We offer tailored solutions to meet specific customer requirements. Our yarns can be customized in terms of colour, texture, and blend composition.



Process Excellence

Recycling Process involves



Raw Material Collection



Sorting and Preparation



Fibre Extraction



Yarn Production

Technology and Quality Control

We employ advanced technologies, including upgraded carding machines, to ensure optimal fibre quality and yarn consistency. Rigorous quality control measures are implemented throughout the process, including:



Third-party inspections by BUREAU VERITAS.

Research and Development Team

Continuous improvement is at the heart of our operations. Ongoing R&D efforts focus on:

- Enhancing recycling process efficiency
- Developing new recycled yarn varieties
- Expanding product applications



Third-party inspections by BUREAU VERITAS.

Future Plans

Our vision includes

- Implementing TFO and knitting machines for value-added product offerings.
- Exploring new recycling technologies and materials.
- Strengthening partnerships with industry stakeholders.

Alignment with SDG Goals

Our process innovations and sustainable practices align with:



SDG 08 Decent Work and Economic Growth

By providing a safe, ethical workplace and promoting sustainable industrialization.



SDG 12 Responsible Consumption and Production

Through our efficient recycling processes and the reduction of waste.



SDG 13 Climate Action

By reducing our carbon footprint and minimizing environmental impact through sustainable practices.

4.3 Enhance Circulatory

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



SDG 12 Responsible Consumption and Production

Through our efficient recycling processes and the reduction of waste.

At OASIS Textiles, we embody a circular economy approach by transforming industrial by-products into valuable new materials. Our business model is rooted in resource efficiency, diverting waste from combustion and creating sustainable solutions.

We specialize in converting cotton waste into high-quality finished yarn, demonstrating our commitment to reducing textile waste and conserving resources. Our production processes are meticulously designed to minimize environmental impact.

OASIS Textiles' Circularity Initiatives

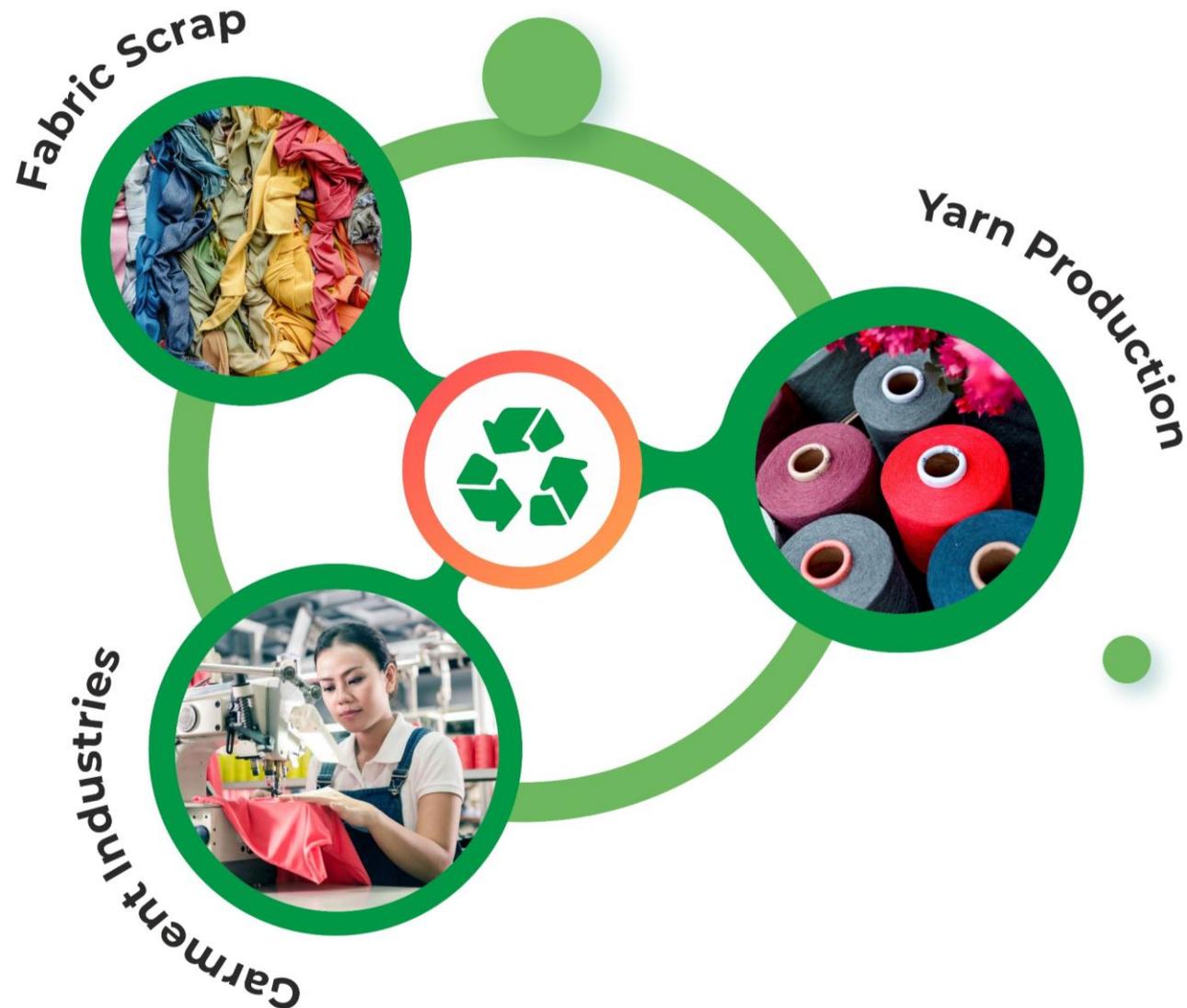
Introduction

Circularity is a core principle for sustainable business operations. OASIS Textiles is committed to transitioning towards a circular economy model by optimizing resource utilization, minimizing waste, and extending the lifespan of products. This section outlines our strategies and achievements in enhancing circularity.

Parameters for Enhancing Circularity

To effectively measure and enhance circularity, OASIS Textiles focuses on the following key parameters:

- **Material Circularity**
 - Increasing the use of recycled materials in production
 - Developing closed-loop systems for material recovery
 - Minimizing material waste and losses
 - Promoting sustainable sourcing practices
- **Waste Management and Recycling**
 - Optimizing waste management processes
 - Investing in recycling technologies
 - Diverting waste from landfills
- **Circular Metrics and Performance**
 - Tracking key performance indicators (KPIs) related to circularity
 - Measuring resource efficiency and waste reduction
 - Assessing the environmental impact of circular initiatives





05

SOCIAL

Social Governance at OASIS Textiles

At OASIS Textiles, we understand that our business's success is deeply intertwined with the well-being and strength of our employees. Our commitment to social governance reflects our dedication to creating a workplace that not only respects but also celebrates diversity, equality, and inclusivity. We believe that fostering an environment free from discrimination and harassment is crucial for the growth and satisfaction of our team members.

Sustainable Development Goals (SDG) contributions

3 GOOD HEALTH AND WELL-BEING



SDG 3

Good Health

8 DECENT WORK AND ECONOMIC GROWTH



SDG 8

Decent Work





Commitment to an Inclusive Workplace

We strive to cultivate an inclusive workplace where every employee feels valued and respected. Recognizing the diverse backgrounds, perspectives, and skills our employees bring, we aim to create a culture that nurtures creativity, innovation, and mutual respect. Our policies and practices are designed to promote equality and prevent any form of discrimination or harassment, ensuring a safe and supportive environment for everyone.

Employee Welfare and Development

The welfare of our employees is a top priority at OASIS Textiles. We are dedicated to building a dynamic and collaborative workplace that encourages teamwork and empowers employees to share their best ideas. We understand that our company's sustained success depends on our ability to attract, develop, and retain talent at all levels.

To support our employees' growth and well-being, we offer various programs and initiatives that focus on professional development, health, and wellness. Our management is committed to continuous improvement, actively seeking and valuing regular feedback on employee engagement. This feedback loop helps us to create a supportive and evolving work environment where our employees can thrive.

Promoting Diversity and Equality

Diversity and equality are at the core of our social governance strategy. We believe that a diverse workforce enhances our creativity and problem-solving abilities, driving innovation and success. Our recruitment and retention practices are designed to ensure equal opportunities for all, regardless of race, gender, age, disability, or any other characteristic.

We regularly review and update our policies to ensure they reflect our commitment to diversity and equality. Training programs on diversity, inclusion, and anti-discrimination are mandatory for all employees, fostering a workplace culture that is aware, informed, and inclusive.

Community Engagement and Social Responsibility

Beyond our internal practices, OASIS Textiles is also committed to making a positive impact on the wider community. We engage in various community outreach programs and partnerships that align with our values of social responsibility and sustainability. By supporting local initiatives and contributing to societal well-being, we aim to make a meaningful difference beyond our immediate business operations.

Policy Framework

OASIS Textiles has established comprehensive policies covering all the above aspects:



Inclusive Workplace Policy

Ensuring every employee is valued and respected, free from discrimination and harassment.



Employee Welfare and Development Policy

Promoting a dynamic, supportive work environment with a focus on professional growth and well-being.



Diversity and Equality Policy

Upholding diversity and equal opportunities in recruitment, retention, and training.



Community Engagement and Social Responsibility Policy

Guiding our contributions and partnerships with the broader community to foster positive social impact.



Future Outlook

Looking ahead, OASIS Textiles will continue to prioritize social governance as a key pillar of our sustainability strategy. We are dedicated to maintaining a workplace where diversity is celebrated, equality is upheld, and every employee feels empowered to contribute to our collective success. By fostering an environment of respect and inclusivity, we believe we can achieve our goal of being a leading, socially responsible company in the textiles industry.

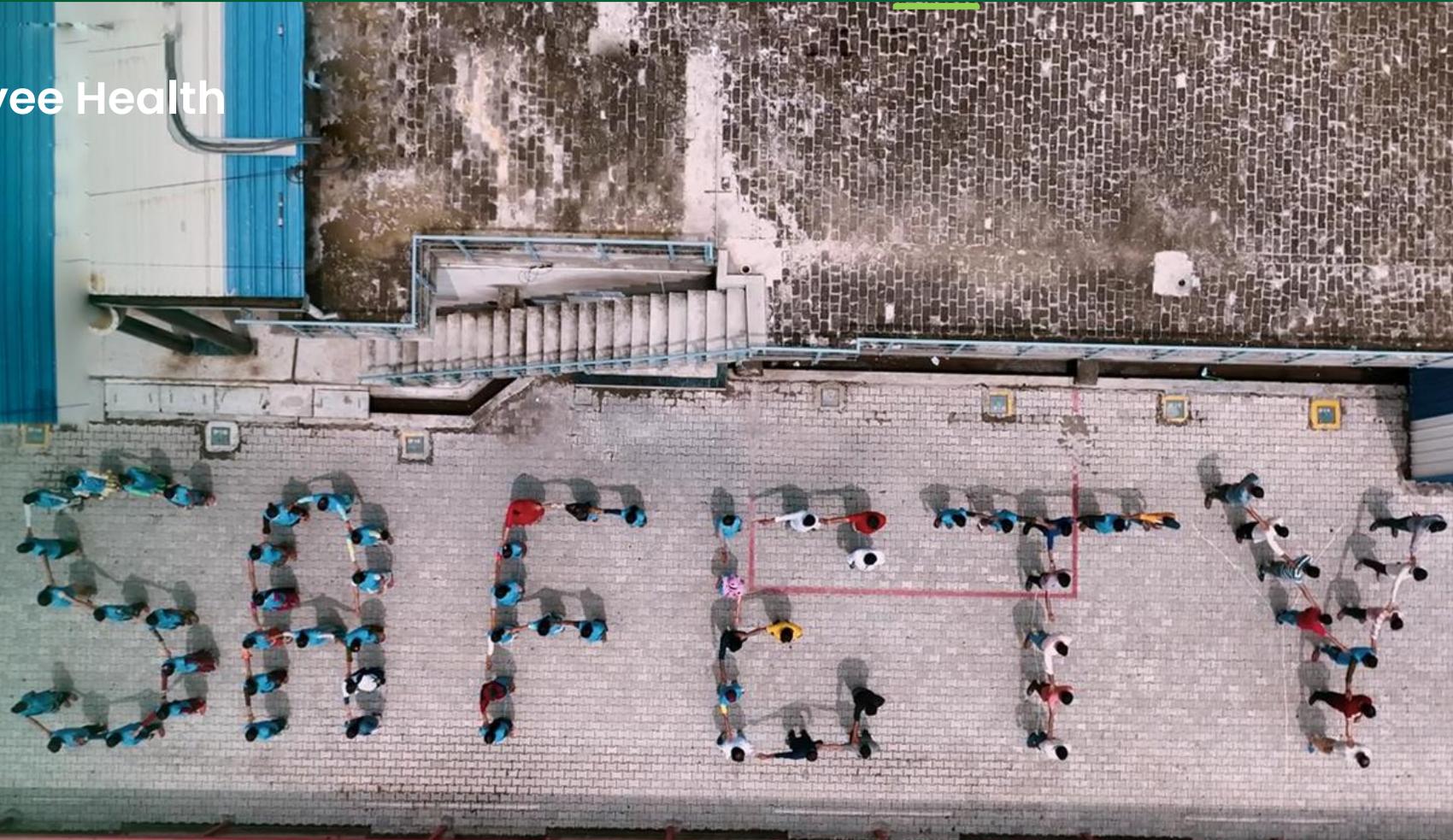
5.1 Safe Operations & Employee Health

3 GOOD HEALTH AND WELL-BEING



SDG 3 Good Health and Well-being

We prioritize the physical and mental health of our employees through regular health check-ups and by fostering a culture of wellness. Our commitment to continuous improvement is evident in our workplace safety committees, which actively identify and address potential hazards. By promoting a healthy and active lifestyle, we aim to enhance the overall well-being of our workforce and create a positive and productive work environment. At OASIS Textiles, the safety and health of our employees are paramount. We are committed to providing a safe workplace for all our team members by rigorously implementing our Health & Safety Policy. Our efforts to ensure a secure and healthy working environment are supported by structured initiatives, regular reviews, and active employee participation.





Health & Safety Policy Implementation

Our Health & Safety Policy is designed to protect every employee, contractor, and visitor at our facilities. By following stringent safety protocols and best practices, we aim to minimize risks and prevent accidents. The policy encompasses all aspects of workplace safety, including the use of personal protective equipment (PPE), regular safety audits, and emergency preparedness.

Health & Safety Committee

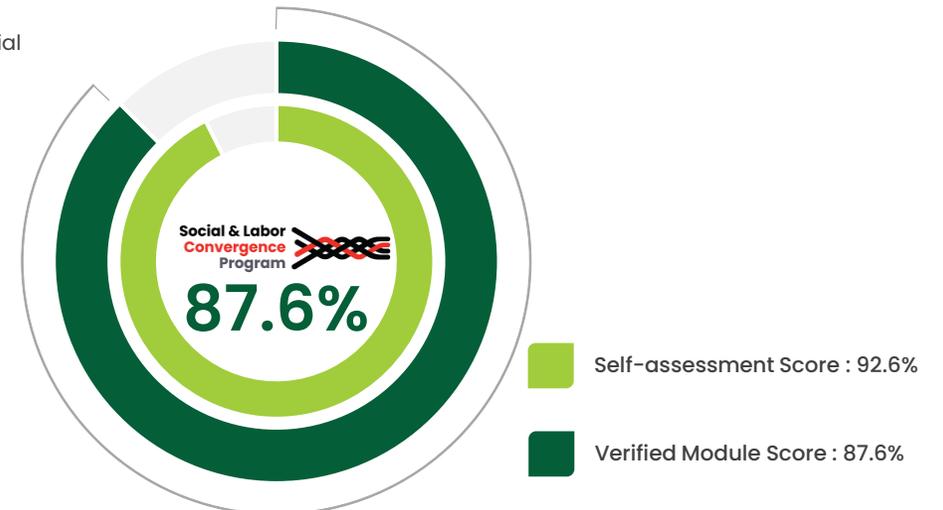
We have established a dedicated Health & Safety Committee that meets at regular intervals. This committee includes representatives from various departments and levels within the company, ensuring comprehensive oversight of our safety practices. A key component of the committee's work is the consultation and participation of workers, allowing us to understand their views and incorporate their feedback into our safety protocols.

ISO 45001:2018 Certification

OASIS Textiles is proud to be certified for ISO 45001:2018, the international standard for Occupational Health and Safety Management Systems. This certification reflects our commitment to maintaining the highest standards of occupational health and safety, ensuring that our practices align with global best practices.

SLCP Verification

We have also conducted the Social & Labour Convergence Program (SLCP) verification. In Level 1, we submitted a self-assessment score of 92.6% and were verified at 87.6%. This verification demonstrates our adherence to rigorous social and labour standards and our commitment to continuous improvement.



Certified safety, unwavering commitment.



Compliance with FSLM Module

Our commitment to employee welfare extends to our adherence to the Facility Social & Labour Convergence Program (FSLM) Module. We diligently follow all social parameters, including:

Recruitment & Hiring:

Ensuring fair and transparent hiring practices.

Worker Treatment:

Upholding the dignity and rights of all workers.

Wages & Benefits

Providing competitive and fair compensation and benefits.



Working Hours:

Adhering to legal and ethical standards for working hours.

Worker Involvement:

Encouraging active participation and feedback from employees.

Health & Safety:

Maintaining a safe and healthy work environment.

Training Programs

As part of our culture, we conduct monthly training programs for our workers and employees. These sessions aim to enhance their knowledge and skills, ensuring they are well-equipped to perform their tasks safely and efficiently. Topics covered include workplace safety, emergency procedures, and health and wellness.

Grievance Committee

We have implemented a Grievance Committee to promptly identify and address any worker grievances. This committee is actively engaged with all workers, ensuring their concerns are heard and resolved quickly. The welfare of our employees is at the heart of this initiative, fostering a supportive and transparent work environment.

Employee Engagement

Our team is committed to engaging with all workers for their welfare. Through regular interactions, feedback sessions, and open communication channels, we ensure that every employee's voice is heard and valued. This engagement helps us continuously improve our health and safety practices and overall work environment.





**Invest in
People,
Build Success**

5.2 Employee Empowerment & Continuity

8 DECENT WORK AND
ECONOMIC GROWTH



SDG 8

Decent work and economic growth

OASIS Textiles is committed to contributing to SDG 8 by fostering a thriving and inclusive workplace while driving sustainable economic growth. We believe that economic progress should be accompanied by decent work opportunities for all.

We recognize that our employees are our most valuable asset, and we are committed to creating a workplace that empowers every individual. Aligning our efforts with the United Nations Sustainable Development Goal (SDG) No. 8, which promotes "decent work and economic growth," we strive to foster an environment where all employees can thrive and contribute to our collective success.



The increase to **35%**

Female representation highlights a positive trend towards greater diversity.



Diversity and Equal Rights

We believe that diversity is a cornerstone of innovation and growth. OASIS Textiles is dedicated to creating an inclusive workplace where all employees are treated with respect and dignity, regardless of their race, gender, age, religion, or any other characteristic. Our diversity and equal rights policy ensures that every employee has the opportunity to contribute and succeed.



Recruitment and Hiring

Oasis Textiles is committed to fostering a diverse and inclusive workplace. Our recruitment and hiring practices are designed to attract top talent from all backgrounds. We adhere to transparent, fair, and ethical hiring processes that provide equal opportunities for all candidates. By implementing rigorous selection criteria and comprehensive onboarding programs, we ensure that new hires are well-prepared to contribute to our vision and goals.



Our commitment to diversity and inclusion extends beyond gender. We actively seek out candidates from diverse backgrounds, including different cultures, ethnicities, and socioeconomic groups. We believe that a diverse workforce brings a variety of perspectives and experiences, leading to a more innovative and dynamic organization.



Employee Satisfaction Survey

Understanding our employees' needs and concerns is essential to creating a supportive workplace. We conduct regular employee satisfaction surveys to gather feedback on various aspects of the work environment. This feedback helps us identify areas for improvement and implement changes that enhance employee satisfaction and well-being.



Freedom of Association

OASIS Textiles respects the rights of employees to form and join trade unions and engage in collective bargaining. We believe that freedom of association is fundamental to protecting workers' rights and ensuring their voices are heard. Our policies support open dialogue between management and employees, fostering a collaborative and respectful workplace.



Employee Retention

Employee retention is crucial to our long-term success. We invest in our employees' professional development through continuous learning and growth opportunities. Our retention strategy includes competitive compensation packages, career advancement programs, and a supportive work environment. By recognizing and rewarding our employees' contributions, we foster loyalty and long-term commitment.



Remediation for Human Rights Abuses and Non-Discrimination and Anti-Harassment

We are committed to upholding the highest standards of human rights within our operations. Our remediation policies ensure that any instances of human rights abuses are promptly addressed and rectified. We maintain a zero-tolerance stance on discrimination and harassment, providing clear procedures for reporting and addressing such issues. Regular training sessions on non-discrimination and anti-harassment are conducted to educate employees and reinforce our commitment to a respectful and safe work environment.



No Child and Forced Labor Policy at Oasis Textiles

At Oasis Textiles, we are firmly committed to promoting ethical labor practices and ensuring the protection of human rights in alignment with the United Nations Sustainable Development Goals (SDGs), particularly SDG Goal 8: Decent Work and Economic Growth. We uphold a strict zero-tolerance policy towards any form of child labor or forced labor in our operations and throughout our supply chain.

As part of our commitment to SDG Goal 8, we actively support the elimination of all forms of forced labor and child exploitation by adhering to globally recognized labor standards. We ensure that all employees are of legal working age and that their employment is voluntary and fully compliant with local labor laws and international standards.

Our recruitment and employment practices are designed to foster a safe and supportive environment for all workers. We also conduct regular audits of our suppliers and subcontractors to guarantee compliance with these principles, ensuring that every entity involved in our value chain aligns with our core values of dignity, freedom, and fair treatment for all workers.

Empowered employees uphold our commitment to human rights, driving sustainability and fostering innovation and resilience for lasting growth.





06

Data & Performance



At Oasis Textiles, we prioritize sustainability and responsible practices across our environmental, product, and social operations. Our focus is to minimize the environmental impact of our manufacturing processes while delivering high-quality products and fostering a diverse and inclusive workforce.

Environment & Products

Oasis Textiles has made significant strides in reducing its environmental footprint. By implementing eco-friendly technologies, we have optimized our use of resources such as water and chemicals, ensuring that our operations remain sustainable. We emphasize reducing water consumption, eliminating harmful chemicals from our processes, and continually seeking ways to decrease our energy usage. These efforts are not only good for the environment but also enhance the quality of our products, as we focus on using sustainable raw materials and reducing waste.

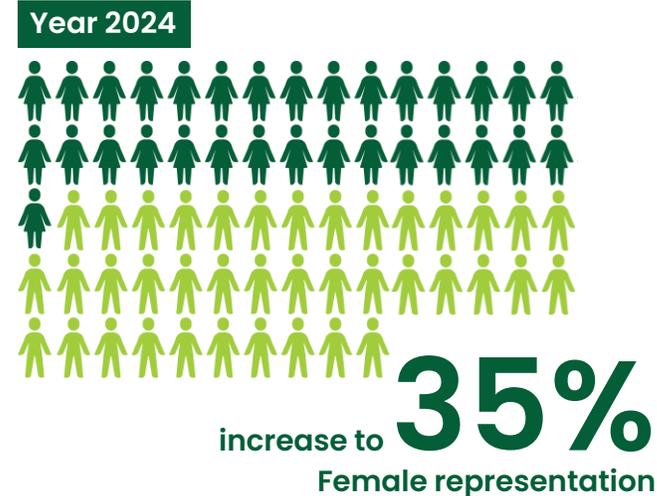
Sustainability Metrics: Progress and Achievements				
Material Topics	Till 2020 DEC	Till 2021 DEC	Till 2022 DEC	Till 2023 DEC
 Production Vol.	7800 MT	15000 MT	29400 MT	43800 MT
 Colors with No Dies	85	90	95	100
 Garment Waste	4680 MT	9000 MT	17,640 MT	26,280 MT
 Pet Waste	3120 MT	6000 MT	11,760 MT	17,520 MT
 Water Saving	1,698,240 KL	3,250,000 KL	64,00,000	9,500,000 KL
 Chemical Savings	69,960 KG	135,000 KG	264,600 KG	390,600 KG
 Less Co2 Emission	21,648 MT	41,324 MT	81,648 MT	120,960 MT
 Rain Water Harvesting	3515 KL	4012 KL	5264 KL	6040 KL
 Grid Electricity	5958840 UNITS	15699030 UNITS	23066370 UNITS	25359840 UNITS
 Renewable Energy Units	00 Kwh	00 Kwh	00 Kwh	1654975 Kwh
 Waste Disposal	E-waste	00 Kg	00 Kg	450 Kg
	General Garbage	300 Kg	300Kg	360 Kg
	Used Oil	150 Ltr	150 Ltr	280 Ltr

Social Responsibility

Our company is deeply committed to creating a positive and inclusive workplace. We have been working to ensure that our workforce is diverse, with a growing representation of women across various levels, including leadership and supervisory roles. Oasis Textiles promotes equal opportunities for all employees and actively fosters an environment of respect and inclusion. Our recruitment and hiring processes are designed to attract top talent from a range of backgrounds, ensuring that we build a team that reflects our core values of fairness, transparency, and growth.

Sr. No.	Year	Number of Employees						Total F	Total M	Total F + M	Female %	Health & Safety Committee Members		Grievance Committee Members		POSH Committee Members	
		Staff		Supervisor		Helper						F	M	F	M	F	M
		M	F	M	F	M	F					F	M	F	M		
1	2021	18	1	35	5	83	18	24	136	160	15%	5	5	5	8	5	8
2	2022	18	4	35	10	82	26	40	135	175	25%	6	6	6	6	6	6
3	2023	20	8	37	16	82	32	56	139	195	35%	8	8	8	8	8	8

M: Male F: Female



Average Training Hours/Employee



Incident/Injury Rates			
	YEAR 2021	YEAR 2022	YEAR 2023
Average Number of Man-days Worked - Operations	58400	63875	71175
Average Number of Man- Hours Worked - Operations	467200	511000	569400
Average Number of Safe Man - Hours Worked - Operations	467200	511000	569400
Average Man Hours Lost - Operations	Nil	Nil	Nil
Cumulative Man- Hours Worked (Operations + projects)	467200	511000	5,69,400
Medical Treatment Cases	2	0	1
Occupational Illness Cases	0	0	0
First Aid Cases	13	8	5
Near Miss cases	0	0	0
Electrical Incident	0	0	1
Fire Incident	0	0	0
Stress related	0	0	0
Number of Fatalities as a result of work-related injury	0	0	0
Employee DART Rate	0.856164384	1.174168297	0.351246927
Total Employee Recordable Incident Rate (TRIR)	6.421232877	3.13111546	2.458728486





07 Annex

7.1 GRI Content Index

GRI 1 Used	GRI 1: Foundation 2021		
GRI Standard.	Disclosure	Location	Topic Heading
GRI 2: General Disclosures 2021	2-1 Organization Details	Page No. 02	About the Organization
	2-2 Entities included in the organization's sustainability reporting	Page No. 02	
	2-3 Reporting period, frequency and contact point	Page No. 02	
	2-4 Restatements of information	Page No. 02	
	2-5 External assurance	Page No. 02	
	2-6 Activities, value chain and other business relationships	Page No. 03	
	2-7 Employees	Page No. 02	
	2- 8 Workers who are not employees	Not Material	
	2-9 Governance structure and composition	Page No. 18	ESG Management Team
	2-10 Nomination and selection of the highest governance body	Page No. 09	
	2-12 Role of the highest governance body in overseeing the management of impacts	Page No. 09	
	2-13 Delegation of responsibility for managing impacts	Page No. 09	
	2-14 Role of the highest governance body in sustainability reporting	Page No. 09	
	2-15 Conflicts of interest	Page No. 18	Point Number 2.3
	2-16 Communication of critical concerns	Page No. 18	

• 2.3 : Sustainability Governance and Responsible Business Conduct

GRI Standard.	Disclosure	Location	Topic Heading
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Page No. 09	ESG Management Team
	2-18 Evaluation of the performance of the highest governance body	Page No. 18	Point Number 2.3
	2-19 Remuneration policies	Page No. 18	
	2-20 Process to determine remuneration	Page No. 18	
	2-21 Annual total compensation ratio	Not Material	
	2-22 Statement on sustainable development strategy	Page No. 11	Point Number 2.3
	2-23 Policy commitments	Page No. 11	
	2-24 Embedding policy commitments	Page No. 11	
	2-25 Processes to remediate negative impacts	Page No. 11	
	2-26 Mechanisms for seeking advice and raising concerns	Page No. 11	
	2-27 Compliance with laws and regulations	Page No. 11	
	2-28 Membership associations	Page No. 11	
	2-29 Approach to stakeholder engagement	Page No. 11	
	2-30 Collective bargaining agreements	Page No. 11	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page No. 08	Materiality Assessment
	3-2 List of material topics	Page No. 15	
	3-3 Management of material topics	Page No. 13 to 15	

• 2.3 : Sustainability Governance and Responsible Business Conduct

GRI Standard.	Disclosure	Location	Topic Heading
GRI 305: Emissions 2016	305 – 1 Direct (Scope 1) GHG emissions	Page No. 29	Point No. 3.3
	305 – 2 Energy indirect (Scope 2) GHG emissions	Page No. 29	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not Material	
	202-2 Proportion of senior management hired from the local community		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page No. 19	Point Number 2.3 (F)
GRI 303: Water and Effluents 2018	303 – 1 Interactions with water as a shared resource	Page No. 28	Point No. 3.2
	303 – 2 Management of water discharge-related impacts	Page No. 28	
	303 – 3 Water withdrawal	Page No. 28	We are currently not tracking the amount of water from areas with water stress, but only of the total sum of water consumed. We will check and introduce this KPI in the next 1 – 2 years.
	303 – 4 Water discharge	Page No. 28	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page no. 18	Point No. 2.3
	205-2 Communication and training about anti-corruption policies and procedures	Page no. 18	
	205-3 Confirmed incidents of corruption and actions taken	Page no. 18	

- 2.3 : Sustainability Governance and Responsible Business Conduct
- 2.3 (F) : F. Stakeholder Engagement

- 3.2 : Water and waste management
- 3.3 : Monitor and Reduce Carbon Emission

GRI Standard.	Disclosure	Location	Topic Heading
GRI 302: Energy 2016	302-1 Energy consumption within the company	Page No. 52	Point No. 6
	302-2 Energy consumption outside of the company	Not Material	
	302-3 Energy intensity	Page No. 24	Point No. 3.1
	302-4 Reduction of energy consumption	Page No. 24	
	302-5 Reductions in energy requirements of products and services	Page No. 24	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page No. 52	Point No. 6
	306-2 Management of significant waste-related impacts	Page No. 28	Point No. 3.2
	306-3 Waste generated	Page No. 52	Point No. 6
	306-4 Waste diverted from disposal	Page No. 52	
	306-5 Waste directed to disposal	Page No. 52	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page No. 20	Point No. 2.4
	308-2 Negative environmental impacts in the supply chain and actions taken	Page No. 20	Point No. 2.4
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page No. 53	Point No. 6
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page No. 53	
	401-3 Parental leave	Not Material	

- 2.4 : Stakeholder Engagement

- 3.1 : Climate Action

- 3.2 : Water and waste management

- 6 : Data & Performance

GRI Standard.	Disclosure	Location	Topic Heading
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page No. 44	Point No. 5.1
	403-2 Hazard identification, risk assessment, and incident investigation	Page No. 44	
	403-3 Occupational health services	Page No. 44	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page No. 44	
	403-5 Worker training on occupational health and safety	Page No. 44	
	403-6 Promotion of worker health	Page No. 44	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page No. 44	
	403-8 Workers covered by an occupational health and safety management system	Page No. 44	
	403-9 Work-related injuries	Page No. 57	Point No. 7
	403-10 Work-related ill health	Page No. 57	
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Page No. 41	Point No. 5.1
	404-2 Programs for upgrading employee skills and transition assistance programs	Page No. 52	Point No. 6
	404-3 Percentage of employees receiving regular performance and career development reviews	Page No. 49	Point No. 5.2
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page No. 41	Point No. 5
	405-2 Ratio of basic salary and remuneration of women to men	Page No. 52	Point No. 6

- 5 : Social
- 5.1 : Safe Operations & Employee Health
- 5.2 : Employee Empowerment & Continuity
- 6 : Data & Performance
- 7 : Annex

GRI Standard.	Disclosure	Location	Topic Heading
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page No. 50	Point No. 5.2
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page No. 49	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page No. 50	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page No. 50	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not Material	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not Material	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page No. 20	Point in 2.4
	414-2 Negative social impacts in the supply chain and actions taken	Page No. 20	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page No. 20	Point in 2.4
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page No. 20	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page No. 18	Point No. 2.3

- 2.3 : Sustainability Governance and Responsible Business Conduct
- 2.4 : Stakeholder Engagement
- 5.2 : Employee Empowerment & Continuity

7.2 About the Report

The 2023 Oasis Textiles Sustainability Report provides a transparent overview of our ongoing commitment to environmental responsibility, social development, and governance excellence. This report outlines the key initiatives, policies, and performance metrics that reflect our dedication to sustainable textile manufacturing. Guided by internationally recognized frameworks, this report covers aspects including water and chemical conservation, waste management, energy efficiency, and labour practices, aligning with the Sustainable Development Goals (SDGs) to contribute positively to the environment and society.

Data in this report was collected from internal audits, operational metrics, and stakeholder feedback, ensuring accuracy and alignment with industry standards. By sharing this information, we aim to keep stakeholders informed about our progress, challenges, and future commitments, reinforcing our dedication to responsible business conduct and continuous improvement.

This report marks an essential milestone in our sustainability journey and serves as a foundation for fostering trust and accountability with all stakeholders.

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OASIS TEXTILES

Spinning towards environmental excellence

SUSTAINABILITY REPORT -2023