



August 7, 2025

The Manager
Corporate Relationship Department
BSE Limited
Floor 25, Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai – 400 001

BSE Scrip Code- 533267

Fax No.: 022-2272 3121/1278/1557/3354

The Manager
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex
Bandra (East)
Mumbai - 400 051

**NSE Scrip Symbol: CANTABIL and Series:
EQ**

Fax No.: 022-26598237/38

Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2024-25.

Dear Sir/Ma'am,

Pursuant to the provision of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2024-25.

You are requested to take the above on record and inform all those concerned.

For Cantabil Retail India Limited

**POONAM
CHAHAL**

Digitally signed by POONAM CHAHAL
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pseudonym=mviwa2g9n00k54dbj3ynk7eqdx1z8ps,
2.5.4.20=74d4d033a6118079b0ec349b99767fcb0e13
d5659b478d9373ee691acdfdb6a,
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CHAHAL
Date: 2025.08.07 17:08:52 +05'30'

Poonam Chahal

Company Secretary & Compliance Officer

FCS No. 9872

Encl: as above

CANTABIL RETAIL INDIA LTD.

**H.Off. : B-16, Lawrence Road Ind. Area, New Delhi - 110 035. Tel : 011-41414188, 46818101
e-mail : info@cantabilinternational.com Website : www.cantabilinternational.com CIN No. L74899DL1989PLC034995
Works : Plot No. 359,360 & 361, Phase 4-B, Sec.-17, HSIIDC Industrial Estate, Footwear Park, Bahadurgarh, Haryana-124507**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2024-25

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY						
1.	Corporate Identity Number (CIN) of the Listed Entity			L74899DL1989PLC034995		
2.	Name of the Listed Entity			Cantabil Retail India Limited		
3.	Year of Incorporation			1989		
4.	Registered office address			B-16, Ground Floor, Industrial Area, Lawrence Road, Delhi-110035		
5.	Corporate address			B-16, Ground Floor, Industrial Area, Lawrence Road, Delhi-110035		
6.	E-mail			investors@cantabilinternational.com		
7.	Telephone			+91-11-41414188 & 11-46818101		
8.	Website			www.cantabilinternational.com		
9.	Financial year for which reporting is being done			2024-2025		
10.	Name of the Stock Exchange(s) where shares are listed			Equity Shares are listed on BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)		
11.	Paid-up Capital			Rs. 16,72,76,080.00		
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report			Poonam Chahal - Company Secretary & Compliance Officer poonam@cantabilinternational.com +91-11-41414188		
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).			Disclosures made in this report are on a Standalone basis and pertain only to Cantabil Retail India Limited		
14.	Whether the company has undertaken reasonable assurance of the BRSR Core?			NA		
15.	Name of assurance provider			NA		
16.	Type of assurance obtained			NA		
II PRODUCTS/SERVICES						
17. Details of business activities (accounting for 90% of the turnover)						
	S.No.	Description of Main Activity	Description of Business Activity		% of Turnover of the entity	
	1.	Retail Sales - Through Physical Stores and Online Portal	Apparel		98%	
18. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)						
	S.No.	Product/Service	NIC Code		% of total Turnover contributed	
	1.	Retail Sales of Readymade Garments	47711		98% - Revenue from Operations	
III OPERATION						
19. Number of locations where plants and/or operations / offices of the entity are situated						
	Location	Number of plants	Number of warehouses	Number of Retail Outlets	Number of offices	Total
	National	1	5	600	1	605*
	International	The Company does not have international offices				
	*Note: Out of 5 warehouses 2 warehouses are at the same location.					
20. Markets served by the entity						
Cantabil Stores are in Pan India across 288 cities / 20 States/Union Territories.						
a. Number of locations						
	Locations		Number			
	National (No. of States)		20 (including union Territories)			
b. What is the contribution of exports as a percentage of the total turnover of the entity?						
	The Company has negligible contribution of 0.19% from export during the year under review.					

c. A brief on types of customers

Our company is actively engaged in manufacturing and retailing of readymade fashionable apparel and accessories through its exclusive retail network/outlets. The brand caters to a diverse clientele spanning various age group and budgets reaching a broad audience. Moreover, the company extends its services to its customers through e-commerce channels, enhancing the accessibility and convenience for its customer base.

IV. EMPLOYEES**21. Details as at the end of Financial Year****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
	EMPLOYEES					
1.	Permanent (D)	827	786	95.04%	41	4.96%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D+E)	827	786	95.04%	41	4.96%
	WORKERS					
4.	Permanent (F)	2518	2138	84.91%	380	15.09%
5.	Other than Permanent (G)	1348	547	40.58%	801	59.42%
6.	Total workers (F+G)	3866	2685	69.45%	1181	30.55%

b. Differently abled Employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent(D)	1	1	100%	0	0
2.	Other than Permanent(E)	0	0	0	0	0
3.	Total employees (D+E)	1	1	100%	0	0
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0%	0	0
5.	Other than Permanent (G)	12	7	58.33%	5	41.67%
6.	Total workers (F+G)	11	7	58.33%	5	33.33%

22. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	5	1	20.00%

23. Turnover rate for permanent employees and workers

	2024-2025			2023-2024			2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	0.47%	0.06%	0.53%	0.39%	0.04%	0.43%	0.56%	0.09%	0.64%
Permanent Workers	3.41%	1.33%	4.74%	2.97%	0.99%	3.96%	3.11%	0.91%	4.02%
Other Than Permanent Workers	4.82%	2.85%	7.67%	4.16%	2.26%	6.42%	5.97%	2.89%	8.86%

V.	HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES) – NOT APPLICABLE							
	24. The company does not have any holding, subsidiary, joint venture of associate company during the reporting period.							
VI.	CSR DETAILS							
	25. I. Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes / No)						Yes	
	ii. Turnover (in Rs.)						7,210,673,324.00	
	iii. Net worth (in Rs)						3,930,954,492.00	
VII.	TRANSPARENCY AND DISCLOSURES COMPLIANCES							
	26. Complaints/Grievances on any of the principles (Principles 1 to 9 under the National Guidelines on Responsible Business Conduct							
	Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	2024-25			2023-24		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
	Communities	Yes		-	-	-	-	-
	Investors (other than shareholders)	-	-	-	-	-	-	-
	Shareholders	https://scores.gov.in/admin/Welcome.html cantabile weblink	-	-	-	-	-	-
	Employees and workers	Yes Link vigil mechanism	-	-	-	-	-	-
	Customers	Yes	4400	18	-	4358	39	-
	Value Chain Partners	Yes	-	-	-	-	-	-
	Other (please specify)	-	-	-	-	-	-	-
	Web links for Grievance Redressal Policies – https://www.cantabilinternational.com/investor_policies/							
	27. Overview of the entity's material responsible business conduct issue – Indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications The Company carried out a detailed materiality analysis, focusing on development and sustainability issues pertaining to environmental and social matters. It involved engagement with senior management, employees, functional heads, suppliers, customers, local community and industry associations. Based on the discussion the material issues will be identified and prioritized through consultation with different stakeholder groups.							

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable	Code of Conduct, Whistle Blower Policy, Anti -Corruption Anti Bribery Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	Environment Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Employee Code of Conduct Health & Safety Policy Employee Grievance Policy Equal Opportunity Policy Vigil Mechanism Policy
P4	Businesses should respect the interests of and be responsive towards all its stakeholders	Corporate Social Responsibility Policy Policy on Human Rights Dividend Distribution Policy Risk Management Policy Code of Fair Disclosure
P5	Businesses should respect and promote human rights	Policy on Human Rights Equal Opportunity Policy Prevention of Sexual Harassment at Workplace
P6	Businesses should respect & make efforts to protect and restore the environment	Environment Policy
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Code of Conduct
P8	Businesses should promote inclusive growth and equitable development	Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	Code of Conduct

Disclosure Questions

Policy and management processes		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available *									
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	N	N	N	N	N	N	N	N
5	Specific commitments, goals and targets set by the entity with defined time lines, if any.	The Company and its management follow the abovementioned principles and the commitments and goals are sought as the policies of the Company.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Sustainability Goals / Targets are identified and action plan for deployment is tracked accordingly.								

* Weblink of policies - https://www.cantabilinternational.com/investor_policies/

Governance, leadership and oversight																					
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p> <p>The Company is committed to achieving ESG related objectives and continue to prioritise related agenda over the near and medium term. The Company has adopted the Code of Conduct which guides our interactions with all key stakeholders including our Employees, Customers, Value Chain Partners, Communities, Investors, Environment & Society. Our success lies in ensuring that our stakeholders are consistently satisfied in their engagement with us.</p> <p>Corporate Social Responsibility is an integral part of our culture. One of the key features of our CSR projects is focus on participatory and collaborative approach with the community. We believe that when the organization grows the society and community around that should also grow.</p> <p>The Company focus on areas such as energy & waste management, supply chain efficiency and product stewardship. We manufacture and deliver products and services that meet high standards of quality and sustainability. We communicate honestly and transparently about our products, services, and practices, avoiding misleading or deceptive advertising. We strive to build trust and credibility with our customers and the public through clear and accurate messaging. We work closely with our suppliers to promote responsible sourcing practices, uphold labour and human rights standards, and minimize environmental impacts. This includes conducting due diligence, engaging in dialogue, and providing support and capacity-building where needed.</p> <p>We are committed to integrating CSR into our core values and ensuring that our activities contribute positively to society and the environment. We are dedicated to providing access to quality healthcare for underprivileged individuals and communities. Through partnerships with healthcare providers and NGOs, we support initiatives that offer medical treatment, surgeries, and healthcare facilities to those in need. We invest in programs that promote access to quality education, vocational training, and skill development opportunities. By equipping individuals with the knowledge and skills they need to succeed, we empower them to create sustainable livelihoods and contribute to their communities' development.</p> <p style="text-align: right;">Vijay Bansal Managing Director</p>																				
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).										Managing Director										
9.	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.										Corporate Social Responsibility Committee. Further details on CSR Committee are available under Corporate Governance Section in the Annual Report.										
10.	Details of Review of NGRBCs by the Company:																				
	Subject for review			Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee							Frequency (Annually / Half Yearly / Quarterly / Any other – please specify)										
				P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	*Performance against above policies and follow up action			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	HY	Y	Y	Y
	**Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	HY	Y	Y	Y
	<p>*As a practice Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including the Managing Director. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.</p> <p>** The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director / Chief Financial Officer / Company Secretary to the Board of Directors</p>																				

	11.	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of agency.									
		P1	P2	P3	P4	P5	P6	P7	P8	P9	
		No	No	No	No	No	No	No	No	No	
	12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:									
		Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
		The entity does not consider the principles material to its business (Yes/No)	All Principles are covered by Policies								
		The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
		The entity does not have the financial or / human and technical resources available for the task (Yes/No)									
		It is planned to be done in the next financial year (Yes/No)									
		Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE
PRINCIPLE 1 - BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE
ESSENTIAL INDICATORS

1.	Percentage coverage by training and awareness programmes on any of the Principles during the financial year:			
	Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
	Board of Directors	2	Regulatory Updates	100%
	Key Managerial Personnel	2	IT Updates Regulatory Updates Data Security & Cyber Security	100%
	Employees other than BoD and KMPs	392	Compliance Health & Safety Skill Upgradation Human Rights	49%
	Workers	131	Compliance Health & Safety Skill Upgradation Human Rights	47%
2.	Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year 2025: Refer Corporate Governance Report (point No. 7, other disclosures).			
3.	Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed. Not applicable			
4.	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. Yes, the Company upholds an Anti-Bribery and Anti-Corruption Policy meticulously crafted in accordance with its Code of Conduct. Our dedication to conducting business with integrity demands unwavering adherence to elevated standards. Transactions involving public officials pose particularly heightened risks. Even the perception of wrongdoing could significantly tarnish our standing. Therefore, our policy maintains a strict stance against bribery and corruption across all facets of our operations. The policy provides guidelines on giving and receiving gifts, entertainment, and hospitality to prevent improper influence or perception of favouritism. We unequivocally prohibit any form of bribery to preserve our commitment to ethical business practices. In addition to the Code of Ethics and Conduct, the Company has implemented an internal monitoring system dedicated to protecting whistle-blowers. This policy enables both internal employees and external stakeholders to raise concerns or grievances in a safe and confidential manner. For more details, please refer to the Company's Vigil Mechanism Policy. This policy applies to all stakeholders or persons associated with the Company and who may be acting on behalf of the Company and sets out conduct that must be adhered to at all times. The Policy is placed on the Company's Website – https://www.cantabilinternational.com/investor_policies/			
5.	Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:			
		FY 2024-25	FY 2023-24	
	Directors	There have been no cases involving disciplinary action taken by any law enforcement agency for bribery/ corruption charges against directors/KMP/employees/workers brought to the Company's attention.		
	KMPs			
	Employees			
	Workers			

6.	Details of complaints with regard to conflict of interest:				
		FY 2024-25		FY 2023-24	
		Number	Remarks	Number	Remarks
	Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL			
	Number of complaints received in relation to issues of Conflict of Interest of the KMPs				
7.	Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest. Not Applicable				
8.	Number of days of accounts payables (Amount in Lakhs)				
		FY (2024-25)		PY (2023-24)	
	I) Accounts payable x 365 days	2490041		2094615	
	ii) Cost of goods/services procured	29854		26936	
	iii) Number of days of accounts payables	83		78	
9.	Open-ness of business - Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:				
	Parameter	Metrics		FY (2024-25)	PY (2023-24)
	Concentration of Purchases	a. i) Purchases from trading houses		1117.09	1803.21
		ii) Total purchases		26286.14	21145.25
		iii) Purchases from trading houses as % of total purchases		4.25%	8.53%
		b. Number of trading houses where purchases are made		1	2
		c. i) Purchases from top 10 trading houses		1117.09	1803.21
		ii) Total purchases from trading houses		1117.09	1803.21
		iii) Purchases from top 10 trading houses as % of total purchases from trading houses		100%	100%
	Parameter	Metrics		FY (2024-25)	PY (2023-24)
	Concentration of Sales	a. i) Sales to dealer / distributors		1260.56	1322.74
		ii) Total Sales		72106.73	61561.08
		iii) Sales to dealer / distributors as % of total sales		1.75%	2.15%
		b. Number of dealers / distributors to whom sales are made		69	52
		c. i) Sales to top 10 dealers / distributors		898.19299	988.25
		ii) Total Sales to dealer / distributors		1260.56	1322.74
		iii) Sales to top 10 dealers / distributors as % of total sales to dealer / distributors		71.25%	74.71%
	Parameter	Metrics		FY (2024-25)	PY (2023-24)
	Shares of RPTs in	a. I) Purchases (Purchases with related parties)		2994.38	2371.02
		ii) Total Purchases		26286.14	21145.25
		iii) Purchases (Purchases with related parties as % of Total Purchases)		11.39%	11.21%
		b. i) Sales (Sales to related parties)		-	-
		ii) Total Sales		72106.73	61561.08
		iii) Sales (Sales to related parties as % of Total Sales)		-	-
		c. i) Loans & advances given to related parties		-	-
		ii) Total loans & advances		277.58	536.64
		iii) Loans & advances given to related parties as % of Total loans & advances		-	-

		d. i) Investments in related parties	-	-
		ii) Total Investments made	520.19	9.16
		iii) Investments in related parties as % of Total Investments made	-	-
		LEADERSHIP INDICATORS		
	1.	Awareness programmes conducted for value chain partners on any of the Principles during FY 2025:		
		<p>The Company conducts business in an ethical, fair, legally, socially, and environmentally responsible manner. The Company's Business Partners are an integral part of the ecosystem, and the Company encourages the Business Partners to be responsible corporate citizens. All the agreements/contracts/purchase orders entered by the Company with the business partners includes stated confirmation on the above-mentioned aspects. The process of holding discussions and conducting awareness sessions with our value chain partners on these principles has been initiated.</p> <p>The Company operates with a steadfast commitment to conducting business ethically, fairly, and in full compliance with legal, social, and environmental responsibilities. Our Business Partners are integral to our ecosystem, and we actively encourage them to embrace their role as responsible corporate citizens. Each agreement, contract, or purchase order entered into by the Company includes explicit confirmation of adherence to these essential principles.</p> <p>Furthermore, we have initiated a proactive approach to engage in meaningful discussions and conduct awareness sessions with our value chain partners. These initiatives aim to foster mutual understanding and collaboration on ethical standards, sustainability practices, and community engagement throughout our business relationships.</p> <p>At the core of our operations is a dedication to transparency and accountability. We strive to ensure that all interactions with our Business Partners uphold the highest standards of integrity, respect for human rights, and environmental stewardship. Through continuous dialogue and education, we aim to cultivate a shared commitment to responsible business practices that benefit our stakeholders and society at large.</p>		
	2.	Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.		
		<p>1. Yes. every Director of the Company discloses their concern or interest in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, in such manner as prescribed.</p> <p>Further, every Director of the Company who is in any way, whether directly or indirectly, concerned or interested in a contract or arrangement entered into or to be entered into –</p> <p>(a) with a body corporate in which such Director or such Director in association with any other Director, holds more than two per cent shareholding of that body corporate or is a Promoter, Manager, Chief Executive Officer of that body corporate, or</p> <p>(b) with a firm or other entity in which, such Director is a Partner, Owner or Member, as the case may be, discloses the nature of his concern or interest at the meeting of the board in which the contract or arrangement is discussed and does not participate in such meetings.</p> <p>The details of the aforesaid transactions are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the Board for noting.</p> <p>2. Every director of the company discloses his material interest, if any, directly or indirectly, or on behalf of the third parties, in any transaction or matter directly affecting the Company at the beginning of every year.</p>		

PRINCIPLE 2 – BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2024-25	FY 2023-24	Details of improvements in environment and social impact
R&D	Nil	Nil	Nil
Capex	1.81%	1.19%	1. DG Set 500 KVA (CPCB IV) 2. MLD Recycling Plant 200 KLD

Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes is being quantified by the Company as several initiatives in this regard are currently in the planning & implementation phase.

2. **(a) Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

The company is actively increasing its use of sustainable raw materials such as organic cotton, Additionally, the company promotes sustainable sourcing by incorporating recycled fibers into its materials.

Furthermore, the company collaborates with value chain partners who operate Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP), ensuring environmentally responsible production practices. Moreover, the company procures Indigo fabrics manufactured using Zero Liquid Discharge (ZLD) technology, demonstrating its commitment to water conservation and sustainable manufacturing processes.

- (b) If yes, what percentage of inputs were sourced sustainably?**

The Company is currently mapping its sustainable procured materials, which will be further analyzed to give a specific % figure.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste.**

The Company's endeavour in the following areas:

1. **Merchandise Vendors** – As a matter of policy the Company increasingly works with vendors who have integrated facility for effluent treatment or subscribe to a common facility.
2. **Products** – The Company encourages re-use through discount sale to third party where products are re-used and do not go to a landfill.
3. **Product Packaging** – The Company uses paper bags instead of plastic bags and PP bags with 51 microns which is above the permissible limit. Company use cardboard boxes for product packaging. However, none of this packaging goes to the customers as the product is sold without the packaging. For recycling of cardboard boxes and plastic bags, Company has partnered with an EPR registered plastic recycling vendor, who also works with paper waste.
4. **E-waste** – All IT related disposal are done through E-waste certified supplier who ensures safe disposal with minimal environmental impact.
5. **Garments Tags** – Conversion from Plastic to Recycled Paper to reduce plastic usage.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not Applicable. However, the Company registered under Haryana State Pollution Control Board for safe handling & disposal of Hazard/Solid waste generated through ETP waste.

LEADERSHIP INDICATORS							
1.	Has the entity conducted Life Cycle Perspective / Assessment (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? The Company has estimated Carbon Footprint and working on various initiatives. Given the diversity of our products, Company has not undertaken LCA.						
2.	If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same. We are using PNG for operating Boilers (capacity 1.85 Ton) for generating steam. We installed Retro-fit emission control device in DG set for controlling air quality (as per CAQM rules).We installed Cyclone Separator & Wet Scrubber for boiler (capacity 1.5 ton) with wooden briquette.						
3.	Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry). The Company engages with agencies who recycle scrap material and evaluates evolving technology to re-cycle materials on an ongoing basis.						
4.	Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format.						
		FY 2024-25			FY 2023-24		
		Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
	Plastics (including packaging)	NA	NA	NA	NA	NA	NA
	E-waste	NA	NA	227 KG	NA	NA	NA
	Hazardous waste	NA	NA	NA	NA	NA	NA
	Other waste/ETP SLUDGE	0	0	6.35 MT	0	0	1.25 MT
5.	Reclaimed products and their packaging materials (as percentage of products sold) for each product category. Not Applicable						

PRINCIPLE 3 – BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

1. (a) Details of measures for the well-being of employees:

Category	% of employee covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	786	556	70.74%	0	0	0	0	0	0	0	0
Female	41	18	43.9%	0	0	41	100%	0	0	0	0
Total	827	574	69.41%	0	0	41	4.96%	0	0	0	0
Other than Permanent Employee											
Male	Not Applicable										
Female											
Total											

(b) Details of measures for the well-being of workers:

Category	% of workers covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	2138	34	1.59%	0	0	0	0	0	0	0	0
Female	380	0	0%	0	0	380	100.00%	0	0	0	0
Total	2518	34	1.35%	0	0	380	15.09%	0	0	0	0
Other than Permanent Workers											
Male	547	0	0	0	0	0	0	0	0	0	0
Female	801	0	0	0	0	801	100.0%	0	0	0	0
Total	1348	0	0	0	0	801	59.42%	0	0	0	0

(c) Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY (2024-25)	PY (2023-24)
i) Cost incurred on wellbeing measures (well-being measures means well-being of employees and workers (including male, female, permanent and other than permanent employees and workers))	217.62	280.86
ii) Total revenue of the company	72106.73	61561.08
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.30%	0.46%

** Permanent workers & other than permanent workers are covered under ESIC Act, which covers Accident, Deaths, & Maternity benefits etc.

2. Details of retirement benefits, for Current FY and Previous Financial Year: Permanent Employees & Workers

Benefits	FY 2024-25			FY 2023-24		
	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	16%	71%	YES	17%	79%	YES
Gratuity	100%	100%	NA	100%	100%	NA
ESI	2%	85%	YES	4%	87%	YES
Other please specify	NA	NA	NA	NA	NA	NA

Details of retirement benefits, for Current FY and Previous Financial Year: Other Than Permanent Workers

Benefits	FY 2024-25			FY 2023-24		
	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	Number of employees covered as a % of total employees	Number of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	0	70.70%	YES	0	65.97%	YES
Gratuity	0	100%	NA	0	100%	NA
ESI	0	99.93%	YES	0	99.90%	YES
Other please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees & workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. If not, whether any steps are being taken by the entity in this regard.

All Stores & Corporate Office of the Company, have ramps for easy movement of differently abled people. Stores located in Malls have elevators and infrastructure for differently abled individuals.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company believes in equal opportunity for all its employees, wherein the Company is committed to providing an inclusive work culture and an environment free from any discrimination. The Company is governed by Code of Conduct, which does not treat anybody differently based on their race, sex, religion, disability, age, sexual orientation, gender identity or any other class of person protected by laws in the country.

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016. Link to the Company's Equal Opportunity Policy

Weblink of code of conduct and Equal Opportunity Policy is https://www.cantabilinternational.com/investor_policies/

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes
Permanent Worker	<p>The Company places a strong emphasis on maintaining a supportive and transparent workplace environment through its robust Grievance Redressal Mechanism. This system is designed not only to protect the rights of employees and directors but also to foster a culture of fairness and accountability.</p> <p>Our procedures ensure that employees can confidently file complaints knowing they will be handled professionally and confidentially. Initial steps encourage informal resolution through discussions with line managers, Heads of Plant, or HR Business Partners. Should informal channels not lead to satisfactory outcomes, the Formal Grievance Redressal Procedure, as outlined in our detailed "Grievance Redressal Policy," is readily accessible.</p> <p>This policy reflects our commitment to upholding high standards of ethics and ensuring every individual's concerns are addressed promptly and equitably.</p>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:
The Company does not have any employee associations. The Company, however, recognises the right to freedom of association.

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill up gradation		Total (D)	On Health and safety measures		On Skill up- gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	786	132	16.79%	463	58.91%	712	95	13.34%	260	36.52%
Female	41	3	07.32%	2	4.88%	37	2	5.41%	2	5.41%
Total	827	135	16.32%	465	56.23%	749	97	12.95%	262	34.98%
Workers										
Male	2138	150	7.02%	1212	56.69%	1998	110	5.51%	1011	50.60%
Female	380	123	32.37%	109	28.68%	524	150	28.63%	118	22.52%
Total	2518	273	10.84%	1321	52.46%	2522	260	10.31%	1129	44.77%
Other than Permanent Workers										
Male	00	00	00	00	00	00	00	00	00	00
Female	00	00	00	00	00	00	00	00	00	00
Total	00	00	00	00	00	00	00	00	00	00

9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	786	596	75.83%	712	606	85.11%
Female	41	33	80.49%	37	29	78.38%
Total	827	629	76.06%	749	635	84.78%
Workers						
Male	2138	1127	52.71%	1998	1447	72.42%
Female	380	188	49.47%	524	362	69.08%
Total	2518	1315	52.22%	2522	1809	71.73%

10. Health and Safety Management System:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?

Due to the nature of the work, the stores and office environment do not pose any significant occupational health and safety risks. The Company has adopted Health & Safety policy. The H&S Management System of the Company covers the following:

- Leadership & Accountability – Sets Vision and guides for effective and safe operations.
- Hazard Identification, Risk Assessment & Management – Comprehensive study conducted across all locations.
- Compliance Assurance – Periodic updates basis multiple legal and regulatory requirements
- Design construction & operational control – Safety Standards are set across all locations
- People, competency & behaviours – Periodic H&S trainings are imparted to employees.
- Communication, consultation & empowerment - Periodic monthly internal communications are sent out to employees.
- Incident reporting, investigation & learning – All Incidents are reported through Safety Reporting System.
- Asset management – Safety standards adhered to all locations during Projects & Handover.
- Management of change – Processes undergo PDCA/PMM cycle of improvement.
- Working with contractors – keep on track of safety standards of all the contractor company working with the Company.
- Emergency preparedness, response & crisis management – Having comprehensive Business Continuity Plan (BCP)
- Document control & record management – Documents are managed through intranet portal.
- Measuring performance, audit & review – Internal & External H&S Audits conducted across all locations.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- The Company provides a structured approach to managing the hazards and identifying its risks through Hazard Identification and Risk Assessment (HIRA). Hazard Identification & Risk assessment are undertaken periodically and actions are taken to mitigate the risks identified.
- The Company has a detailed system for Internal & External Safety Audits which is mentioned in the H&S Manual.
- Internal Audit: Quarterly Audits are conducted, and safety scores are tracked across the Organisation.
 - External Audit: Third Party External electrical audits of all locations are conducted yearly and the reports are shared with relevant teams.
- c. Whether you have processes for employees to report the work-related hazards and to remove themselves from such risks. (Y/N)
- Yes, the Company has procedures in place for employees to report work-related risks and remove themselves from such hazards.
- Some of the processes enabling workers to report work related hazards:
- Company has Health & Safety committee meetings
 - Daily shop floor meeting
 - Interactions with the plant supervisors during their frequent rounds on the shop floor
 - The workers are authorized to stop the machine and report to immediate supervisor, if they notice work related hazard
- Monthly H&S Communications are shared to all employees. Employees are trained to report unsafe conditions to the fire wardens through the Safety Reporting System. Periodic mock drills are conducted to ensure that all employees are aware of evacuation procedure in case of emergency.
- d. Do the employees and workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
- Yes, Employees have access to non-occupational medical and health care services through Company-organized medical camps where reputed doctors from various disciplines/hospitals are accessible for health checkups and consultation, including online consultation and awareness workshops. Furthermore, every employee and their designated dependents are covered by either medical insurance or ESI. Company has medical room at factory, where designated Doctor/full time nurse available for any medical emergencies.

11. Details of safety related incidents, in the following format:

Safety Incident / Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequences work -related injuries or ill - health (excluding fatalities)	Employees		
	Workers		

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company provides a systematic way to ensure a safe and healthy workplace for all employees and third-party employees who work on our premises. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective.

The Company conducts fire mock drill in every 2 two months and all dangerous machines are inspected in every six months by third party agency under factory act 1948. The Company also conduct medical check -up annually. We conduct drinking water test in every three months. First Aid training was given to more than 480 workers including security guards during the year under review. Health & Safety committee conducts monthly inspection. Canteen management committee oversee the raw food material quality, staff medical fitness/hygiene and cleanliness in canteen.

13.	Number of Complaints on the following made by employees and workers:																						
	<table><tr><td></td><td colspan="3">FY 2024-25</td><td colspan="3">FY 2023-24</td></tr><tr><td></td><td>Filed during the year</td><td>Pending resolution at the end of the year</td><td>Remarks</td><td>Filed during the year</td><td>Pending resolution at the end of the year</td><td>Remarks</td></tr><tr><td>Working conditions</td><td colspan="2" rowspan="2">Nil</td><td rowspan="2">NA</td><td colspan="2" rowspan="2">Nil</td><td rowspan="2">NA</td></tr><tr><td>Health & Safety</td></tr></table>		FY 2024-25			FY 2023-24				Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks	Working conditions	Nil		NA	Nil		NA	Health & Safety
	FY 2024-25			FY 2023-24																			
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks																	
Working conditions	Nil		NA	Nil		NA																	
Health & Safety																							
14.	Assessments for the year:																						
	<table><tr><td></td><td>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</td></tr><tr><td>Health and safety practices</td><td>Third party Safety inspection twice in a year (100%) Fire drill conduct in every 2 months (100%) Health check-up once in a year (100%)</td></tr><tr><td>Working conditions</td><td>NA</td></tr></table>		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	Health and safety practices	Third party Safety inspection twice in a year (100%) Fire drill conduct in every 2 months (100%) Health check-up once in a year (100%)	Working conditions	NA																
	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)																						
Health and safety practices	Third party Safety inspection twice in a year (100%) Fire drill conduct in every 2 months (100%) Health check-up once in a year (100%)																						
Working conditions	NA																						
15.	Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.																						
	<p>(a) Thermography scanning: One of the high severity risks for the Company are the electrical hazards. Monthly Preventive maintenance activity are carried out to address the electrical hazards at all Stores. Thermography scanning is conducted in all Stores / DC locations and offices, to enhance safety of our electrical equipment's.</p> <p>(b) External Electrical Audits are conducted, and all locations are covered in period of once in two years.</p> <p>(c) LOTO Kits: The LOTO kits are deployed across Organisation helping in protecting and safeguarding employees while they perform servicing and maintenance on electrical equipment.</p> <p>(d) Fire Sprinkler & Emergency Exit: Periodic inspection of the stores have helped in determining the compliance to Fire Sprinklers norms & Emergency Exit requirements. Systems tasks are created for daily inspection of the same.</p>																						
	LEADERSHIP INDICATORS																						
1.	<p>Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees(Y/N) Workers (Y/N).</p> <p>Yes. Employees are covered under Life Insurance/Term Life Insurance and employees those are covered under EPF scheme, eligible for Employee Deposit Linked Insurance.</p>																						
2.	<p>Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.</p> <p>The Company's value chain partners are registered under PF act and ESI act which makes them liable to deduct and deposit statutory dues. In addition to this, the service contract with the service provider also contains necessary clause under 'payment terms' for necessary statutory payments like PF, ESI etc. by service provider.</p>																						
3.	<p>Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:</p> <table><tr><td></td><td colspan="2">Total no. of effected employees / workers</td><td colspan="2">No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</td></tr><tr><td></td><td>FY 2024-25</td><td>FY 2023-24</td><td>FY 2024-25</td><td>FY 2023-24</td></tr><tr><td>Employees</td><td rowspan="2">Nil</td><td rowspan="2">Nil</td><td rowspan="2">NA</td><td rowspan="2">NA</td></tr><tr><td>Workers</td></tr></table>		Total no. of effected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment			FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24	Employees	Nil	Nil	NA	NA	Workers						
	Total no. of effected employees / workers		No. of employees / workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment																				
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24																			
Employees	Nil	Nil	NA	NA																			
Workers																							
4.	<p>Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)</p> <p>Since inception, the Company has not undertaken any retrenchment of employees owing to business exigencies or employees not having the requisite skills to do the required job. Skilling upgradation of all employees remains a continuous activity in the Company.</p>																						

5.	<p>Details on assessment of value chain partners:</p> <p>The Company has in place a Code of Conduct for Value Chain Partners. Accordingly, they are expected to provide a safe and healthy workplace for their employees and contractors. Value Chain Partners must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities</p> <table border="1" data-bbox="219 336 1356 441"> <tr> <td></td><td>% of value chain partners (by value of business done with such partners) that were assessed</td></tr> <tr> <td>Safety and health practices</td><td rowspan="2">NIL</td></tr> <tr> <td>Working conditions</td></tr> </table>		% of value chain partners (by value of business done with such partners) that were assessed	Safety and health practices	NIL	Working conditions
	% of value chain partners (by value of business done with such partners) that were assessed					
Safety and health practices	NIL					
Working conditions						
6.	<p>Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.</p> <p>Not Applicable</p>					

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1.	Describe the processes for identifying key stakeholder groups of the entity. Internal and external group of stakeholders have been identified. Presently the given stakeholder groups have the immediate impact on the operations and working of the company. This includes Employees, Shareholders & Investors, Customers, Communities and Vendors.																																			
2.	List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group. <table><tr><th>Stakeholder Group</th><th>Whether identified as Vulnerable & Marginalized group (Yes/No)</th><th>Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)</th><th>Frequency of engagement (Annually / Half yearly/ Quarterly)</th><th>Purpose and scope of engagement including key topics and concerns raised during such engagement</th></tr><tr><td>Employees</td><td>- No</td><td>E-mail Intr Intranet portal Newsletters Employee engagement activities and Surveys Rewards and recognitions</td><td>Continuous</td><td>- Scope of learning and career development - Remuneration and benefits - Equal opportunities - Occupational health and safety Discussion long term strategy and welcome their insight and perspective</td></tr><tr><td>Vendors</td><td>- No</td><td>- O One to one Meeting</td><td>Continuous</td><td>Discussion on business volumes, customer expectation and product quality, technical knowledge exchange</td></tr><tr><td>Customers</td><td>- No</td><td>Engagement through website, social media, instore promotions - Brand campaigns conducted regularly, during festive seasons and sales promotions, Customer Care</td><td>Continuous</td><td>Information on business offerings, discounts, promotions - Collection of feedback - Complaints and grievances resolution</td></tr><tr><td>Community</td><td>- No</td><td>CSR Initiative Volunteering initiatives</td><td>Continuous</td><td>Responsible corporate citizenship To develop the CSR project along with the community, according to the need of the community</td></tr><tr><td>Shareholders & Investors</td><td>- No</td><td>Annual General Meeting Investor Relations Web Page Quarterly financial statements Annual Report Investor conference calls Television Interviews Press Releases Performance and value creation Dividend Updates Annual Reports Intimation to Physical shareholders</td><td>Quarterly, Half yearly & annually and as and when required</td><td>Performance and value creation Dividend Updates Annual Reports Intimation to Physical shareholders regarding Dispute Resolution Mechanism</td></tr><tr><td>Government and Regulatory Authorities</td><td>- No</td><td>Disclosures and filings for compliance reporting Meeting authorities for permissions/ approvals</td><td>On need basis</td><td>Compliance Tax Payments Policy Advocacy Statutory Filings</td></tr></table>	Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)	Frequency of engagement (Annually / Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement	Employees	- No	E-mail Intr Intranet portal Newsletters Employee engagement activities and Surveys Rewards and recognitions	Continuous	- Scope of learning and career development - Remuneration and benefits - Equal opportunities - Occupational health and safety Discussion long term strategy and welcome their insight and perspective	Vendors	- No	- O One to one Meeting	Continuous	Discussion on business volumes, customer expectation and product quality, technical knowledge exchange	Customers	- No	Engagement through website, social media, instore promotions - Brand campaigns conducted regularly, during festive seasons and sales promotions, Customer Care	Continuous	Information on business offerings, discounts, promotions - Collection of feedback - Complaints and grievances resolution	Community	- No	CSR Initiative Volunteering initiatives	Continuous	Responsible corporate citizenship To develop the CSR project along with the community, according to the need of the community	Shareholders & Investors	- No	Annual General Meeting Investor Relations Web Page Quarterly financial statements Annual Report Investor conference calls Television Interviews Press Releases Performance and value creation Dividend Updates Annual Reports Intimation to Physical shareholders	Quarterly, Half yearly & annually and as and when required	Performance and value creation Dividend Updates Annual Reports Intimation to Physical shareholders regarding Dispute Resolution Mechanism	Government and Regulatory Authorities	- No	Disclosures and filings for compliance reporting Meeting authorities for permissions/ approvals	On need basis	Compliance Tax Payments Policy Advocacy Statutory Filings
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LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance.

A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders.

The Board is kept abreast on various developments and feedback on the same is sought from the Directors.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

The Company is in the process of engaging with ESG rating agencies to understand areas of improvement and enhance disclosure on ESG. The Company is engaged on various evolving aspects of ESG and hence stakeholder interactions are important.

3. **Provide details of instances of engagement with and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. The Company is firmly devoted to achieving its corporate citizenship responsibilities. It believes in proactively involving communities and those who have been excluded from the benefits of development as equal players in growth and development in areas close to its activities. As a result, Corporate Social Responsibility (CSR) is included into the group's main business plan. The Company is currently carrying out CSR initiatives in six geographical regions across three states, namely Delhi, Gujrat and Maharashtra, affecting the lives of people both directly and indirectly.

Refer to the Corporate Social Responsibility Report given separately in Annual Report for project details.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No of employees / Workers covered (B)	% (B/A)	Total (C)	No of employees / Workers covered (D)	% (D/C)
Employees						
Permanent	827	405	49.09%	749	402	53.67%
Other than Permanent	0	0	0	0	0	0
Total Employees	827	405	49.09%	749	402	53.67%
Workers						
Permanent	2518	1410	55.99%	2522	1391	55.15%
Other than Permanent	1348	408	30.26%	1055	387	36.68%
Total Employees	3866	1818	47.02%	3577	1778	49.71%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	786	3	0.38%	783	99.62%	712	4	0.56%	708	99.44%
Female	41	0	0.0%	41	100%	37	1	2.70%	36	97.30%
Other than Permanent	NA					NA				
Male	Nil					Nil				
Female										
Workers										
Permanent										
Male	2138	730	34.14%	1408	65.86%	1998	525	26.28%	1473	73.72%
Female	380	156	41.05%	224	58.95%	524	91	17.37%	433	82.63%
Other than Permanent										
Male	547	251	45.89%	296	54.11%	489	280	57.26%	209	42.74%
Female	801	503	62.80%	298	37.20%	566	362	63.96%	204	36.04%

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:				
	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	3	Rs. 25,65,279 PM	0	NA
Key Managerial Personnel	1	Rs. 4,70,000 PM	1	Rs. 2,46,000 PM
Employees other than BoD and KMP	708	Rs. 32,770 PM	36	Rs. 39,500 PM
Workers	1,998	Rs. 17,284 PM	435	Rs. 16,433 PM
b. Gross wages paid to females:				
	FY (2024-25)		PY (2023-24)	
Gross wages paid to females	215224617		183173138	
Total wages	1176235116		1018261521	
Gross wages paid to females (Gross wages paid to females as % of total wages)	18.30%		17.99%	

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Y / N)

Yes. The Head-Human Resource oversees the human resources function in the Company.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity.

The Company also has zero tolerance towards all forms of slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.

6. Number of Complaints on the following made by employees and workers:

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NA	NA	NIL	NA	NA
Discrimination at work						
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related Issues						

7.	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:																
		FY (2024-25)	PY (2023-24)														
	i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0														
	ii) Female employees / workers	0	0														
	iii) Complaints on POSH as a % of female employees / workers	0	0														
	iv) Complaints on POSH upheld	0	0														
8.	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. (a) Independent Internal Complaints Committee (ICC) drawn from cross functional leadership pool, takes independent decisions and actions as per Sexual Harassment at Workplace Act 2013. (b) Whistle Blower complaints are shared with the Audit Committee of the Board at quarterly reviews.																
9.	Do human rights requirements form part of your business agreements and contracts? (Yes/No) Yes, coverage is as part of CODE OF CONDUCT clauses. <ul style="list-style-type: none"> • Equal Opportunity Employer • Dignity & Respect • Human Rights • No Child Labour • No Force Labour • No Discrimination 																
10.	Assessments for the year: <table border="1" data-bbox="212 1108 1490 1367"> <thead> <tr> <th></th> <th>% of your plants and offices that were assessed (by entities or statutory authorities or third parties)</th> </tr> </thead> <tbody> <tr> <td>Child Labour</td> <td>NA</td> </tr> <tr> <td>Forced / involuntary labour</td> <td>NA</td> </tr> <tr> <td>Sexual Harassment</td> <td>NA</td> </tr> <tr> <td>Discrimination at workplace</td> <td>NA</td> </tr> <tr> <td>Wages</td> <td>NA</td> </tr> <tr> <td>Other – please specify</td> <td>NA</td> </tr> </tbody> </table>				% of your plants and offices that were assessed (by entities or statutory authorities or third parties)	Child Labour	NA	Forced / involuntary labour	NA	Sexual Harassment	NA	Discrimination at workplace	NA	Wages	NA	Other – please specify	NA
	% of your plants and offices that were assessed (by entities or statutory authorities or third parties)																
Child Labour	NA																
Forced / involuntary labour	NA																
Sexual Harassment	NA																
Discrimination at workplace	NA																
Wages	NA																
Other – please specify	NA																
11.	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above. Not applicable																
	LEADERSHIP INDICATORS																
1.	Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints. Business processes were not modified/ introduced since no grievances were received during the year.																
2.	Details of the scope and coverage of any Human rights due diligence conducted. Due diligence was not conducted since no grievances were received during the year.																
3.	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? Yes, all Stores and Offices. Refer response above in Principle-3 (Essential Indicator-3)																

4.	<p>Details on assessment of value chain partners:</p> <table border="1"> <tr> <td></td> <td>% of value chain partners (by value of business done with such partners) that were assessed</td> </tr> <tr> <td>Sexual Harassment</td> <td rowspan="6">Nil</td> </tr> <tr> <td>Discrimination at workplace</td> </tr> <tr> <td>Child Labour</td> </tr> <tr> <td>Forced Labour / Involuntary labour</td> </tr> <tr> <td>Wages</td> </tr> <tr> <td>Other – please specify</td> </tr> </table> <p>Company expects its value chain partners to comply with its sustainability policy and with the law of land where they do business. No specific assessment has been done. 100% of our value chain partners has signed code of conduct.</p>		% of value chain partners (by value of business done with such partners) that were assessed	Sexual Harassment	Nil	Discrimination at workplace	Child Labour	Forced Labour / Involuntary labour	Wages	Other – please specify
	% of value chain partners (by value of business done with such partners) that were assessed									
Sexual Harassment	Nil									
Discrimination at workplace										
Child Labour										
Forced Labour / Involuntary labour										
Wages										
Other – please specify										
5.	<p>Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.</p> <p>Not Applicable</p>									

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1.	<p>Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:</p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>2024-25</th> <th>2023-24</th> </tr> </thead> <tbody> <tr> <td>Total electricity consumption (A)</td> <td>N.A.</td> <td>N.A.</td> </tr> <tr> <td>Total fuel consumption (B)</td> <td>N.A.</td> <td>N.A.</td> </tr> <tr> <td>Energy consumption through other sources (C) (PNG consumption/fuel)</td> <td>N.A.</td> <td>N.A.</td> </tr> <tr> <td>Total Energy Consumption (A+B+C)</td> <td></td> <td></td> </tr> <tr> <td>From non-renewable sources</td> <td></td> <td></td> </tr> <tr> <td>Total electricity consumption (D)</td> <td>12908669</td> <td>10911908</td> </tr> <tr> <td>Total fuel consumption (E)</td> <td>18911</td> <td>13034</td> </tr> <tr> <td>Energy consumption through other sources (F)</td> <td>171044</td> <td>75172</td> </tr> <tr> <td>Total energy consumed from non-renewable sources (D+E+F)</td> <td>13098624</td> <td>11000114</td> </tr> <tr> <td>Total energy consumed (A+B+C+D+E+F)</td> <td>13098624</td> <td>11000114</td> </tr> <tr> <td>Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)</td> <td>18165.789254</td> <td>17868.64086</td> </tr> <tr> <td>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</td> <td>-</td> <td>-</td> </tr> <tr> <td>Energy intensity in terms of physical Output</td> <td>-</td> <td>-</td> </tr> <tr> <td>Energy intensity (optional) – the relevant metric may be selected by the entity</td> <td>-</td> <td>-</td> </tr> </tbody> </table> <p>Note – Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</p> <p>No independent assessment/assurance has been carried out by an external agency.</p>	Parameter	2024-25	2023-24	Total electricity consumption (A)	N.A.	N.A.	Total fuel consumption (B)	N.A.	N.A.	Energy consumption through other sources (C) (PNG consumption/fuel)	N.A.	N.A.	Total Energy Consumption (A+B+C)			From non-renewable sources			Total electricity consumption (D)	12908669	10911908	Total fuel consumption (E)	18911	13034	Energy consumption through other sources (F)	171044	75172	Total energy consumed from non-renewable sources (D+E+F)	13098624	11000114	Total energy consumed (A+B+C+D+E+F)	13098624	11000114	Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	18165.789254	17868.64086	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	-	Energy intensity in terms of physical Output	-	-	Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Parameter	2024-25	2023-24																																												
Total electricity consumption (A)	N.A.	N.A.																																												
Total fuel consumption (B)	N.A.	N.A.																																												
Energy consumption through other sources (C) (PNG consumption/fuel)	N.A.	N.A.																																												
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Energy intensity in terms of physical Output	-	-																																												
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-																																												
2.	<p>Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y / N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.</p> <p>Not applicable</p>																																													

3. Provide details of the following disclosures related to water, in the following format:

Parameter	2024-25	2023-24
Water withdrawal by sources (in kiloliters)		
(i) Surface water	0	0
(ii) Ground water	0	0
(iii) Third party water	60282	28701
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i+ii+iii+iv+v)	60282	28701
Total volume of water consumption (in kiloliters)	60282	28701
Water intensity per rupee of turnover (water consumed / turnover)	83.60KL/Crores	46.52KL/Crores
Water intensity in terms of physical output		
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

Note – Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment/assurance has been carried out by an external agency.

4. Provide the following details related to water discharge:

Parameter	FY (2024-25)	PY (2023-24)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(ii) To Groundwater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iii) To Seawater	NA	NA
No treatment	NA	NA
With treatment – please specify level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
No treatment		
With treatment – please specify level of treatment	NA	NA
(v) Others	Treated water through ETP is being re-used for production purposes and STP treated water is being used for horticulture in plants and rest treated water discharge in sewage.	Treated water discharge in sewage and also used for horticulture in plant
No treatment		
With treatment – please specify level of treatment	Installed ETP with RO and STP for treating production and domestic used water.	ETP & STP Treated
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Not applicable

6. Provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter	Specify unit	2024-25	2023-24
NOx	Mg/nm3	45.1	0
Sox	Mg/nm3	0	9.80
Particulate matter (PM)	Mg/nm3	51.2	65.5
Persistent organic pollutants (POP)	0	0	0
Volatile organic compounds (VOC)	0	0	0
Hazardous air pollutants (HAP)	0	0	0
Other – please specify	Mg/nm3	13.0	0

Note – Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	2024-25	2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	NA		
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity			

Note – Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Not applicable

9. Provide details related to waste management by the entity, in the following format:

Parameter	2024-25	2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	227KG	0
Bio-medical waste (C)	0	0
Construction and demolition waste(D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (ETP SLUDGE) (Break-up by composition i.e. by materials relevant to the sector)	6.35 MT	1.25 MT
Total (A+B+C+D+E+F+G+H)	6.35 MT	1.25 MT
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	6.35 MT	1.25 MT
(iii) Other disposal operations	0	0
Total	6.35 MT	1.25 MT

	<p>Note – Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</p> <p>10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.</p> <ul style="list-style-type: none">• Usage of toxic chemical free dyes in processing• Introduction of rice paper bags instead of low-density polyethylene (LDPE) bags• Recycled paper tags across the product for identification and display• Minimal usage of plastic products in packing.• Packing Material and carry bags are replaced with paper products.• Use of bio-wash instead of bleach or dyeing for washing garments. <p>11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hot spots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, specify details in the following format:</p> <p>Not applicable</p> <p>12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:</p> <p>Not applicable</p> <p>13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:</p> <p>Yes. The Company follows applicable environment regulations. The Company is registered with Delhi Pollution Control Board and Haryana State Pollution Control Board.</p>																													
	<p style="text-align: center;">LEADERSHIP INDICATORS</p>																													
1.	<p>Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:</p> <table><tr><th>Parameter</th><th>2024-25</th><th>2023-24</th></tr><tr><td colspan="3">From renewable sources</td></tr><tr><td>Total electricity consumption (A)</td><td rowspan="3">NIL</td><td rowspan="3">NIL</td></tr><tr><td>Total fuel consumption (B)</td></tr><tr><td>Energy consumption through other sources (C)</td></tr><tr><td>Total energy consumed from renewable sources (A+B+C)</td><td></td><td></td></tr><tr><td colspan="3">From non-renewable sources</td></tr><tr><td>Total electricity consumption (D)</td><td>12908669</td><td>10911908</td></tr><tr><td>Total fuel consumption (E)</td><td>18911</td><td>13034</td></tr><tr><td>Energy consumption through other sources (F) (PNG consumption/fuel)</td><td>171044</td><td>75172</td></tr><tr><td>Total energy consumed from non-renewable sources (D+E+F)</td><td>13098624</td><td>11000114</td></tr></table> <p>Note – Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.</p> <p>No independent assessment has been carried out by an external agency.</p>	Parameter	2024-25	2023-24	From renewable sources			Total electricity consumption (A)	NIL	NIL	Total fuel consumption (B)	Energy consumption through other sources (C)	Total energy consumed from renewable sources (A+B+C)			From non-renewable sources			Total electricity consumption (D)	12908669	10911908	Total fuel consumption (E)	18911	13034	Energy consumption through other sources (F) (PNG consumption/fuel)	171044	75172	Total energy consumed from non-renewable sources (D+E+F)	13098624	11000114
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Energy consumption through other sources (F) (PNG consumption/fuel)	171044	75172																												
Total energy consumed from non-renewable sources (D+E+F)	13098624	11000114																												

2. Provide the following details related to water discharged:

Parameter	2024-25	2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment		
- With treatment - please specify level of treatment		
(v) Others		
- No treatment	0	0
- With treatment - please specify level of treatment (Installed STP & ETP to treat waste water)	130 KLD	100 KLD
Total water discharged (in kilolitres)	130 KLD	100 KLD

Note – Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

No plant or facility located in areas of water stress

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	2024-25	2023-24
Total scope of emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			Not Applicable
Total scope of emissions per rupee of turnover			
Total scope of emissions intensity (optional) – the relevant metric may be selected by the entity			

Note – Indicate if any independent assessment / evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

5. With respect to the ecologically sensitive areas reported at Point No. 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, provide details of the same as well as outcome of such initiatives, as per the following format:

We are constantly endeavoured to take initiative to improve resource efficiency and reduce the impact due to emissions/effluent discharge or waste generated. We are in discussion with few agencies who may give input and provide innovative resources/technology in this regard.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, the Company recognizes how crucial business continuity plan is for business operations and has put in place policies to ensure that the critical business ventures continue uninterrupted. The Company has laid a detailed procedure that ensures to create an environment of preparedness, response, and recovery from potential disasters.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

We have not currently monitored the impacts to the environment arising from the value chain of the entity.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Not Applicable

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

1. **a. Number of affiliations with trade and industry chambers/ associations**
5
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1.	Retailers Association of India (RAI)	National
2.	Clothing Manufacturing Association of India (CMAI)	National
3.	Chamber of Commerce	National
4.	Footwear Park Association- HSIIDC - (Bahadurgarh)	State
5.	Bahadurgarh Footwear Development Services Pvt. Ltd	State
2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**
No issues reported.

LEADERSHIP INDICATORS

1. **Details of public policy positions advocated by the entity:**
Not Applicable

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT
ESSENTIAL INDICATORS

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**
The company has not conducted any Social Impact Assessments (SIA). However, we recognize the importance of social impact assessments in understanding and addressing the potential social implications of our business activities.
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity in the following format:**
Our operations and expansion projects have not resulted in the displacement of any population or their livelihoods. As a result, we have not undertaken any Rehabilitation and Resettlement (R&R) activities.
3. **Describe the mechanisms to receive and redress grievances of the community.**
The mechanisms available to employees are also available to receive and redress grievances from the Community. The Code of Conduct and related policies are available to the public on our website.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	2024-25	2023-24
Directly sourced from MSMEs/ small producers	50.6	41.98
Sourced directly from within the district and neighbouring districts	40.4	46.42
5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

	FY (2024-25)	PY (2023-24)
1. Rural	-	-
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	-	-
ii) Total Wage Cost	-	-
iii) % of Job creation in Rural areas	-	-
2. Semi-urban	-	-
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	-	-
ii) Total Wage Cost	-	-
iii) % of Job creation in Semi-Urban areas	-	-

			FY (2024-25)	PY (2023-24)	
		3. Urban	-	-	
		i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	199525808	153960990	
		ii) Total Wage Cost	12331825621	1027203952	
		iii) % of Job creation in Urban areas	1.62%	14.99	
		4. Metropolitan			
		i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	45252860	50899317	
		ii) Total Wage Cost	12331825621	1027203952	
		iii) % of of Job creation in Metropolitan area	0.37%	4.96%	
		LEADERSHIP INDICATORS			
		1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):			
		2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:			
		S. No.	State	Aspirational district	Amount spent (In INR)
		1.	New Delhi	West Delhi	7,600,000/-
		2.	New Delhi	West Delhi	5,00,000/-
		3.	New Delhi	North West	1,00,000/-
		4.	New Delhi	East Delhi	11,51,000/-
		5.	Himachal Pradesh	Shimla	2,600,000/-
		6.	Rajasthan	Jalore	2,600,000/-
		7.	Hisar	Agroha	5,00,000/-
		3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)			
		No			
		(b) From which marginalized /vulnerable groups do you procure?			
		Not Applicable			
		(c) What percentage of total procurement (by value) does it constitute?			
		Not Applicable			
		4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:			
		Not Applicable			
		5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved:			
		Not Applicable			
		6. Details of beneficiaries of CSR Projects:			
		Refer to Annexure 3 of Board's Report.			

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER
ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
The Company has Customer Care number, Email, Website to enable customers to log any complaints or feedbacks. Customers can also provide feedback through Social Media, which gets picked up by our ORM personnel for necessary action. These feedback are tracked on ongoing basis.
2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Yet to determine as we are in the process of measuring.
Safe and responsible usage	
Recycling and/or safe disposal	
3. **Number of consumer complaints in respect of the following:**

	2024-25		Remarks	2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NIL	NIL		
Advertisement						
Cyber-Security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						
4. **Details of instances of product recalls on accounts of safety issues**
No such case reported.
5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**
Yes, The Company has defined Cyber Security Governance Framework and Data Privacy policy. Periodic assessments are conducted to ensure data security and confidentiality.
The web-link of the policy is https://www.cantabilinternational.com/investor_policies/
6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**
The Company currently have a privacy policy to address the concerns of data privacy of customers. No penalties/regulatory action has been levied or taken on the above-mentioned parameters.
7. **Provide the following information relating to data breaches:**
 - a. Number of instances of data breaches along-with impact - NIL
 - b. Percentage of data breaches involving personally identifiable information of customers - NA
 - c. if any, of the data breaches - NA

LEADERSHIP INDICATORS	
1.	<p>Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).</p> <p>Information relating to all the products provided by the Company are available on the Company's website https://www.cantabilinternational.com.</p> <p>In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.</p>
2.	<p>Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.</p> <p>Wash care label on the product contains information on safe and responsible usage.</p>
3.	<p>Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.</p> <p>Not Applicable</p>
4.	<p>Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products /services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)</p> <p>Yes. The Company displays all requisite production information on the product as per the laws (Legal Metrology).</p> <p>Yes, customer surveys, customer data analytics and other customer research were carried out during the year, based on the business need..</p>
5.	<p>Provide the following information relating to data breaches:</p> <p>(a) Number of instances of data breaches along-with impact</p> <p>(b) Percentage of data breaches involving personally identifiable information of customers</p> <p>The Company did not encounter any instances of data breaches during the year. External agencies have assessed and confirmed that requisite security level checks put in place by the Company are appropriate.</p>