

July 15, 2024

The Manager  
Corporate Relationship Department  
**BSE Limited**  
1<sup>st</sup> Floor, New Trading Wing,  
Rotunda Building,  
P J Towers, Dalal Street, Fort,  
Mumbai - 400001

The Manager  
Listing Department  
**National Stock Exchange of India Limited**  
Exchange Plaza, 5<sup>th</sup> Floor,  
Plot No. C-1, Block G,  
Bandra Kurla Complex, Bandra (E),  
Mumbai - 400051

The Secretary  
**The Calcutta Stock Exchange Limited**  
7, Lyons Range,  
Kolkata - 700001

**BSE Security Code: 500043**

**NSE Symbol: BATAINDIA**

**CSE Scrip Code: 10000003**

Dear Sir/Madam,

**Subject: Business Responsibility and Sustainability Reporting**

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), please find enclosed herewith the Business Responsibility and Sustainability Report for the financial Year 2023-24, which also forms part of the Annual Report for the financial year ended March 31, 2024.

We request you to take the same on record.

Thanking you,

Yours faithfully,  
**For BATA INDIA LIMITED**

**NITIN BAGARIA**  
*AVP (Special Projects) - Company Secretary & Compliance Officer*

***Encl.: As above***

**BATA INDIA LIMITED**

CIN: L19201WB1931PLC007261

Registered Office: 27B, Camac Street, 1<sup>st</sup> Floor, Kolkata-700016, West Bengal || Tel.: (033) 23014400 || Fax: (033) 22895748

E-mail: in-customer.service@bata.com || Website: www.bata.in



## Annexure IX

### Business Responsibility & Sustainability Report

#### Preamble

This Business Responsibility & Sustainability Report (BRSR) pertains to the financial year 2023-24 and offers a comprehensive insight into the Company's impact on the economy, environment and society. The BRSR also showcases the commitment of the Company to sustainable development. Items which are not applicable to the Company have not been separately commented upon.

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L19201WB1931PLC007261
2. Name of the Listed Entity	Bata India Limited
3. Year of incorporation	1931
4. Registered office address	27B, Camac Street, 1st Floor, Kolkata - 700016, West Bengal
5. Corporate address	Bata India Limited Bata House, 418/02, M. G. Road, Sector 17, Gurugram - 122001, Haryana
6. E-mail	share.dept@bata.com
7. Telephone	(033) 22895796 / 23014421
8. Website	www.bata.in
9. Financial year for which reporting is being done	April 1, 2023 - March 31, 2024
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited ('BSE'), National Stock Exchange of India Limited ('NSE') and The Calcutta Stock Exchange Limited ('CSE')
11. Paid-up Capital	Rs. 642.64 Million
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Anjan Kundu / Mr. Nitin Bagaria Email address: in-customer.service@bata.com / in-company.secretary@bata.com Telephone: (033) 23014400 / (0124) 3990100
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, unless otherwise stated
14. Name of assurance provider	Not Applicable for the financial year 2023-24
15. Type of assurance obtained	Not Applicable for the financial year 2023-24

##### II. Products/services

##### 16. 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.	Trade	Retail Trading	79.6%
2.	Trade	Wholesale Trading	20.4%

Notes:

- Trade includes any trade, business, industry, profession or occupation relating to the production, supply, distribution or control of goods and includes the provision of any services.

**17. 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.	Footwear	47713, 46413	94%

**III. Operations**

**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	4*	6	10
International	-	-	-

\*Including Southcan Unit whereat VRS has been implemented.

**19. Markets served by the entity:**

**a. Number of locations**

Locations	Numbers
National (No. of States)	28
International (No. of Countries)	8

**b. What is the contribution of exports as a percentage of the total turnover of the entity?**

0.52%

**c. A brief on types of customers**

The Company serves retail and institutional customers. Retail customers constitute of men, women and children across all age groups. The Company is the largest retailer of footwear in India with a retail network of 1862 (COCO and Franchise) stores. The Company also sells its products through its website and marketplaces.

The Company serves institutional customers through its Non-Retail Business.

**IV. Employees**

**20. Details as at the end of Financial Year 2023-24:**

**a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	2528	2328	92%	200	8%
2.	Other than Permanent (E)	5830	4691	80%	1139	20%
3.	<b>Total employees (D + E)</b>	<b>8358</b>	<b>7019</b>	<b>84%</b>	<b>1339</b>	<b>16%</b>
<b>WORKERS</b>						
4.	Permanent (F)	1545	1399	91%	146	9%
5.	Other than Permanent (G)	519	465	90%	54	10%
6.	<b>Total workers (F + G)</b>	<b>2064</b>	<b>1864</b>	<b>90%</b>	<b>200</b>	<b>10%</b>

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total differently abled employees (D + E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	1	-	-	1	100%
5.	Other than permanent (G)	2	1	50%	1	50%
6.	<b>Total differently abled workers (F + G)</b>	<b>3</b>	<b>1</b>	<b>33%</b>	<b>2</b>	<b>67%</b>

**21. Participation/Inclusion/Representation of women:**

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	3	-	-

**22. Turnover rate for permanent employees and workers:**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13%	17%	16%	8%	14%	11%	7%	20%	13%
Permanent Workers	5%	1%	6%	4%	1%	6%	6%	1%	3%

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Bata (BN) B.V.	Holding (holds 50.16% in the Company)	N.A.	Yes (to the extent applicable)
2.	Bata Properties Limited	Wholly Owned Subsidiary	100%	No
3.	Way Finders Brands Limited	Wholly Owned Subsidiary	100%	No

## Notes:

The operations of these Wholly Owned Subsidiaries (WOSs) being insignificant, presently there is no direct participation by these WOSs in the BR initiatives of the Company.

**VI. CSR Details**

- 24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) : Yes
- ii. Turnover (in Rs.) (FY 2023-24) : 34,78,41,34,086
- iii. Net worth (in Rs.) (FY 2023-24) : 15,19,99,61,226

**VII. Transparency and Disclosures Compliances**

**25. 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)	FY 2023-24			FY 2022-23		
		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, <a href="https://www.bata.in/whistle-blow-policy.html">https://www.bata.in/whistle-blow-policy.html</a>	2	0	-	0	0	-
Investors (other than shareholders)	Yes, <a href="https://www.bata.in/investor-information.html">https://www.bata.in/investor-information.html</a>	0	0	-	0	0	-
Shareholders	Yes, <a href="https://www.bata.in/investor-information.html">https://www.bata.in/investor-information.html</a>	54	1*	-	15	1	-
Employees and workers	Yes, <a href="https://www.bata.in/whistle-blow-policy.html">https://www.bata.in/whistle-blow-policy.html</a> <a href="https://www.bata.in/posh-policy.html">https://www.bata.in/posh-policy.html</a>	22	0	-	15	7*	-
Customers	Yes, <a href="https://www.bata.in/contact-us.html">https://www.bata.in/contact-us.html</a> <a href="https://www.bata.in/bata-store-exchange-claim-policy.html">https://www.bata.in/bata-store-exchange-claim-policy.html</a>	1	0	-	3	0	-
Value Chain Partners	Yes, <a href="https://www.bata.in/whistle-blow-policy.html">https://www.bata.in/whistle-blow-policy.html</a>	1	0	-	3	1*	-
Other (please specify)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

\*Resolved subsequently.

**26. Overview of the entity’s material responsible business conduct issues**

Please 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, as per the following format.



The Company considers the following as responsible business conduct and sustainability topics pertaining to environmental and social matters that could impact the business conduct:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
1.	<b>Ethical Business Conduct</b>	Risk	Unethical conduct by the Company and its representatives may result in loss of reputation and invite concerns from stakeholders	The Company shall ensure that its representatives adhere to Corporate Governance norms and the Code of Conduct. It may undertake due diligence / audit to identify cases of misconduct / breach and take necessary actions	Negative
2.	<b>Sustainable Operations</b>	Opportunity	Sustainable operations help maximizing long-term value creation through minimizing impact on ecology, ensuring safe work environment and caring for communities	N.A.	Positive
3.	<b>Responsible Value Chain</b>	Risk	ESG issues at the end of value chain partners may lead to disruption in supply of input materials / services and loss of reputation	Regular assessment of value chain partners to ensure compliance of the Code of Conduct and identification and mitigation of ESG risks	Negative
4.	<b>Responsible Product Offering</b>	Opportunity	Develop new products and processes that fulfils the demands and expectations of our existing customers, attracts new customers and reduce environmental footprint	N.A.	Positive
5.	<b>Inclusive Growth</b>	Opportunity	Helps in the growth and stability of the Company by retaining and attracting diverse talent pool	N.A.	Positive

## 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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
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	The policies which are mandatorily required to be uploaded on the website of the Company have been uploaded on <a href="http://www.bata.in">www.bata.in</a> under the tab "Investor Relations > Company Policies" at <a href="https://www.bata.in/investor-relations.html">https:// www.bata.in/investor-relations.html</a> and is available at the link <a href="https://www.bata.in/company-policies.html">https://www.bata.in/company-policies.html</a>								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company has taken continuous initiatives in adopting and implementing the highest standards of sustainability and governance. The Company is also aligning reporting initiatives with Global Reporting Initiative (GRI) 2021 Standards. The Company has achieved for its manufacturing plant benchmarks in the fields of Quality Management Systems (ISO 9001:2015), Environmental Management Systems (ISO 14001:2015) and Occupational health and safety management systems (ISO 45001:2018).</p> <p>Other initiatives are as under:</p> <ul style="list-style-type: none"> <li>- Following an inclusive approach to identify the key material issues as per Sustainability, Accounting Standards Board (SASB) and adopting MSCI frameworks to identify the sector-specific material issues.</li> <li>- Aligning interventions with the UN SDGs and targets which primarily focus on the following four goals: Good health &amp; well-being, Quality education, Reduced inequalities and Partnership for success.</li> <li>- Bata Supplier Code of Conduct is aligned with the UN's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization.</li> </ul>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company is working towards various goals and objectives, including embedding sustainability into all its operations to contribute towards a healthier planet.</p> <p>To achieve this goal, the Company aims to:</p> <ul style="list-style-type: none"> <li>• Practice waste reduction by seeking to reuse or recycle as much of our waste as possible.</li> <li>• Develop and implement initiatives to reduce our energy consumption and greenhouse gas emissions.</li> <li>• Continue to identify cost effective means to reduce our use of water and other resources.</li> <li>• Use, when feasible, materials that are designed to have minimal impact on the environment.</li> </ul> <p>The Board's Report, which forms part of this Annual Report, contains further information in this regard.</p> <p>Further details in this regard are displayed on the website of Bata Group (<a href="http://www.thebatacompany.com">www.thebatacompany.com</a>)</p>								



<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>As part of the roadmap to achieve the goals and objectives, the Company has laid down activities which will aid in progress and ultimately achieving the commitment.</p> <p>During the year under review, Bata Group became a member of Leather Working Group (LWG) - Global multistakeholder and a member-led non-profit organization that is dedicated to driving excellence in the leather industry, minimizing the environmental impact of leather production and challenging industry perceptions, through a suite of tools and ESG certification.</p> <p>By joining forces with LWG, Bata Group has access to tools that adopt cleaner solutions, reduce chemicals, optimize energy usage, and mitigate water pollution.</p> <p>The Board's Report, which forms part of this Annual Report, contains further information in this regard.</p>
<p><b>Governance, leadership and oversight</b></p>	
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p>	<p>BATA INDIA LIMITED is, inter alia, committed to:</p> <ul style="list-style-type: none"> <li>• Take in consideration of Environment, Occupational Health and Safety Issues in Business Planning &amp; Decision Making.</li> <li>• Provide appropriate training to enable all employees to accept individual responsibility for Environment, Health &amp; Safety and its continuous improvement.</li> <li>• Provide and maintain facilities, equipments, operations and working conditions, which are safer to Employees, Visitors and Contractors at Company's premises.</li> <li>• Ensure safe handling, storage, use and disposal of substances and materials, which are classified as hazardous to Health &amp; Environment.</li> <li>• Reduce waste, conserve energy and promote recycling of waste materials as maximum as possible.</li> <li>• Institute and implement a system of regular EHS audit in order to ensure compliance with laid down policy, benchmarked standards, relevant laws, applicable regulations and code of practice.</li> <li>• Share EHS Information proactively with business partners towards inculcating International standard across the value chain of which Bata is a part.</li> </ul>
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).</p>	<p>The Board of Directors of the Company, assisted by CSR Committee, is the highest authority, responsible for implementation and oversight of the Business Responsibility policies. The Board ensures that the Company has a clear vision, mission and goals to fulfil and exceed the expectations of its stakeholders and create stakeholders' value in a sustainable and prosperous manner.</p> <p>The CSR Committee is designated to take decisions on ESG / Sustainability related matters. The Committee also oversees the preparation, implementation and reporting of ESG, Sustainability and Conducting Business in a responsible manner.</p>



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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.	Yes. The CSR Committee is designated to take decisions on ESG / Sustainability related matters. The Committee also oversees the preparation, implementation and reporting of ESG, Sustainability and Conducting Business in a responsible manner.
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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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	A	A	A	A	A	A	A	A

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 the agency.	<p>The Company periodically evaluates the working of the policies through its internal audit team. Gaps identified, if any, are suitably addressed in prompt manner.</p> <p>Further, the accreditation process includes ongoing periodic assessments as well as internal and external audits of the Quality, Safety &amp; Health and Environmental aspects.</p> <p>Yes, Independent assessment of the working of some parameters/policies have been carried out at some locations by Bureau Veritas Consumer Products Services (India) Private Limited.</p>								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
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**

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions.



**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 Changes and Impact	100%
Key Managerial Personnel	2	Regulatory Changes and Impact	100%
Employees other than BoD and KMPs	130+	HR Orientation / Induction Training / SAP / POSH Awareness / Safety / ESG / Sustainability / Skill Development / Well-being / Code of Conduct / Functional, Behaviour and Product Training, Adrenalin Module, etc.	100%
Workers	85+	HR Orientation / Induction Training / SAP / POSH Awareness / Safety / ESG / Sustainability / Skill Development / Well-being / Code of Conduct / Functional, Behaviour and Product Training, Adrenalin Module, etc.	100%

**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, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NIL				
Settlement					
Compounding fee	Principle 9	Authority under The Legal Metrology Act, 2009.	50,000	Violation of Pre-packed commodity with declaration made on the package in April 2023.	No

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NIL			
Punishment				

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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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
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. Various provisions, namely, Ethics and Conduct, Principles of Conduct, Potential Conflict etc., under the Bata Code of Ethics read together with the Policy on Prohibition on Accepting Gifts and Anti-Bribery provisions under the Bata Supplier Code of Conduct, act as directives on Anti-corruption / Anti-Bribery, inter alia, for the employees of the Company to be observed in all their business dealings.

Web-link for Code of Conduct For Directors, Senior Management Personnel And Functional Heads:

<https://www.bata.in/on/demandware.static/-/Sites-bata-in-Library/default/vca1a6dc6c9dd1e1b2bd451ba8726ee06c054d7/Staticpagesimages/Company%20Policies/BIL-CodeofConductforDirectors&SMPs.pdf>

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 2023-24	FY 2022-23
Directors	NIL	NIL
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest:

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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 ((Accounts payable \*365)/Cost of goods/services procured) in the following format:

	FY 2023-24	FY 2022-23
Number of days of accounts payables	73	99



## 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 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	100%	100%
	b. Number of trading houses where purchases are made from	147	147
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	31%	30%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	20%	18%
	b. Number of dealers / distributors to whom sales are made	602	697
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	26%	25%
Share of RPTs In	a. Purchases (Purchases with related parties / Total Purchases)	1%	0%
	b. Sales (Sales to related parties / Total Sales)	0.17%	0.03%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/ Total Investments made)	100%	100%

Notes:

1. Considering the soft landing of demand in the distribution market, since last few quarters, Bata India has strategically increased its focus on Larger Distributors to drive business. This further allows the Company to focus on the market in a closer cohort and is reflected in the improvement in Weighted Distribution which has grown to over 45%.
2. All Loans & advances and Investments made are in relation to Wholly Owned Subsidiaries of the Company.

### 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 2023-24	FY 2022-23	Details of improvements in Environmental and social impacts
R&D	61.78%	1.36%	The Board's Report, which forms part of this Annual Report, contains further information in this regard.
Capex	3.31%	5.54%	

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

Yes. At Bata, "improving lives" is one of our core values. The Company follows a Standard Operating Procedure (SoP) wherein the supplier is onboarded after its evaluation on parameters including and not limited to product quality, adherence to environment, health and safety compliances, commercial viability, approval from R&D department, customer service, reputation, etc. Frequent consultations with suppliers through various means help us ensure a robust supply chain.

The Company uses cotton which is a natural product for all canvas sneakers produced. Globally, Bata Group prefers, wherever feasible, to procure from tanneries that are certified by Leather Working Group (LWG).

During the year under review, Bata Group became a member of LWG - Global multistakeholder and a member-led non-profit organization that is dedicated to driving excellence in the leather industry, minimizing the environmental impact of leather production and challenging industry perceptions, through a suite of tools and ESG certification.

**b. If yes, what percentage of inputs were sourced sustainably?**

Bata Group has formulated the Bata Supplier Code of Conduct. The said Code was updated during the financial year 2023-24. The Code places a strong emphasis on animal welfare, ensuring humane procedures and best practices. All Tier-1 Suppliers have executed the said Code. During the year under review, Bata Group became a member of LWG-Global multistakeholder and a member-led non-profit organization that is dedicated to driving excellence in the leather industry, minimizing the environmental impact of leather production and challenging industry perceptions, through a suite of tools and ESG certification.

Moreover, Bata Group is actively developing a comprehensive product sustainability matrix to define and assess the eco-friendliness of the products. This matrix guides and monitors the use of materials and processes with eco-friendly characteristics in the shoe manufacturing from 2024 onwards.

By integrating these principles into the business decisions and product development, Bata Group aims to enhance environmental performance, reduce waste, increase energy efficiency and adopt cleaner production and pollution prevention measures.

Further details on inputs sourcing have been disclosed in the Board's Report.

**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.**

Not Applicable

**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.**

Yes



**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 employees covered by										
	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)
<b>Permanent employees</b>											
Male	2328	2328	100%	2328	100%	-	-	2328	100%	2328	100%
Female	200	200	100%	200	100%	200	100%	-	-	200	100%
<b>Total</b>	<b>2528</b>	<b>2528</b>	<b>100%</b>	<b>2528</b>	<b>100%</b>	<b>200</b>	<b>7.91%</b>	<b>2328</b>	<b>92.09%</b>	<b>2528</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	4691	4691	100%	4691	100%	-	-	4691	100%	4691	100%
Female	1139	1139	100%	1139	100%	1139	100%	-	-	1139	100%
<b>Total</b>	<b>5830</b>	<b>5830</b>	<b>100%</b>	<b>5830</b>	<b>100%</b>	<b>1139</b>	<b>19.54%</b>	<b>4691</b>	<b>80.46%</b>	<b>5830</b>	<b>100%</b>

Notes:

1. Non-managerial permanent staff are entitled to avail leave for personal reasons including paternity as per policy applicable to them.
2. Other than permanent employees are entitled to avail leave for personal reasons including paternity as per State laws applicable to them.
3. Day Care Facilities are provided as per applicable laws.

**b. Details of measures for the well-being of workers:**

Category	% of workers covered by										
	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)
<b>Permanent workers</b>											
Male	1399	1399	100%	1399	100%	-	-	1399	100%	1399	100%
Female	146	146	100%	146	100%	146	100%	-	-	146	100%
<b>Total</b>	<b>1545</b>	<b>1545</b>	<b>100%</b>	<b>1545</b>	<b>100%</b>	<b>146</b>	<b>9.45%</b>	<b>1399</b>	<b>90.55%</b>	<b>1545</b>	<b>100%</b>
<b>Other than Permanent workers</b>											
Male	465	465	100%	465	100%	-	-	465	100%	465	100%
Female	54	54	100%	54	100%	54	100%	-	-	54	100%
<b>Total</b>	<b>519</b>	<b>519</b>	<b>100%</b>	<b>519</b>	<b>100%</b>	<b>54</b>	<b>10.40%</b>	<b>465</b>	<b>89.60%</b>	<b>519</b>	<b>100%</b>

Notes:

1. Workers are entitled to avail leave for personal reasons including paternity as per State laws applicable to them.
2. Day Care Facilities are provided as per applicable laws.

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

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.34	0.41

Notes:

1. Cost incurred on well-being measures includes Staff welfare expenses.

**2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.**

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	16%	73%	Y	18%	79%	Y
Others, please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

**3. Accessibility of workplaces**

**Are the premises/offices of the entity accessible to differently abled employees and 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.**

The Company's premises/offices are accessible to differently abled employees and workers by means of lifts, staff assistance, wheelchair facilities and other necessary human assistance.

**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.**

Yes. Everyone is treated and given equal opportunities for employment, regardless of race, colour, religion, gender, sexual orientation, national origin, age, disability, veteran, married or domestic partner status, citizenship, familial affiliation, or any other comparable feature.

Further details in this regard are displayed on the website of Bata Group ([www.thebatacompany.com/careers/](http://www.thebatacompany.com/careers/))

**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	100%	100%	100%	100%
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**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/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has effective policies in place to receive, redress and monitor the grievances and concerns of employees /workers.
Other than Permanent Workers	
Permanent Employees	The Company has adopted Whistle Blower policy to enable employees/workers to raise a complaint in case of any concerns. The complaints can be made to the dedicated email id speakout@bata.com. All complaints received on the above mail ID's will be auto directed to the Audit Committee Chairman.  The Company has also adopted POSH Policy to deal with any and all allegations/complaint(s) of Sexual Harassment made by an Employee(s) against an Employee(s), irrespective of whether Sexual Harassment is alleged to have taken place within or outside the Company premises or against employees engaged through third party, business associates, suppliers, vendors, customers, visitors and any other related party.
Other than Permanent Employees	

**7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:**

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	<b>2528</b>	<b>120</b>	<b>4.74%</b>	<b>2671</b>	<b>135</b>	<b>5%</b>
Male	2328	119	5.11%	2471	134	5%
Female	200	1	0.50%	200	1	0.50%
<b>Total Permanent Workers</b>	<b>1545</b>	<b>1545</b>	<b>100%</b>	<b>1750</b>	<b>1750</b>	<b>100%</b>
Male	1399	1399	100%	1555	1555	100%
Female	146	146	100%	195	195	100%



**8. Details of training given to employees and workers:**

Category	FY 2023-24 Current Financial Year					FY 2022-23 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	7019	7019	100%	7019	100%	4026	572	14%	2684	67%
Female	1339	1339	100%	1339	100%	395	97	25%	215	54%
<b>Total</b>	<b>8358</b>	<b>8358</b>	<b>100%</b>	<b>8358</b>	<b>100%</b>	<b>4421</b>	<b>669</b>	<b>15%</b>	<b>2899</b>	<b>66%</b>
<b>Workers</b>										
Male	1864	1864	100%	1864	100%	5198	675	13%	4067	78%
Female	200	200	100%	200	100%	1283	238	19%	957	75%
<b>Total</b>	<b>2064</b>	<b>2064</b>	<b>100%</b>	<b>2064</b>	<b>100%</b>	<b>6481</b>	<b>913</b>	<b>14%</b>	<b>5024</b>	<b>78%</b>

**9. Details of performance and career development reviews of employees and worker:**

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2193	2193	100%	2471	2090	85%
Female	163	163	100%	200	174	87%
<b>Total</b>	<b>2356</b>	<b>2356</b>	<b>100%</b>	<b>2671</b>	<b>2264</b>	<b>85%</b>
<b>Workers</b>						
Male	1399	1399	100%	1555	1555	100%
Female	146	146	100%	195	195	100%
<b>Total</b>	<b>1545</b>	<b>1545</b>	<b>100%</b>	<b>1750</b>	<b>1750</b>	<b>100%</b>

(Data pertains to eligible employees only)

**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?**

Yes. The Company has adopted Environment, Health & Safety Policy ensuring safe and healthy workplace for all. Consequently, a robust safety management systems exists in all manufacturing units of the Company, including training of workforce on safety requirements, identification of hazards, communication of structural interventions to make workplace safer.

The Company has achieved, for its manufacturing plant, benchmarks in Quality Management Systems, Environmental Management Systems and Occupational Health & Safety Management Systems (ISO 9001:2015, ISO 14001:2015 and 45001:2018) standards. Other manufacturing units of the Company are implementing similar systems and processes. The Company also engages external parties to conduct audits relating to various aspects of health and safety management system.

Apart from the above, the Company is committed to creating and maintaining safe and healthy environment for its contractors, customers, transporters, suppliers and visitors, through various measures including sustainable management of natural resources and social responsibility.

**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 has established robust emergency control and prevention systems to prevent incidents, injuries and occupational diseases. Considering the hazards associated with operations, the manufacturing units of the Company have undertaken Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (HAZOP). Consequently, the manufacturing units have mitigation plans in place for high-risk areas including machine safety. Mitigation plan includes roles and responsibilities, monitoring control measures, competency training and awareness of individuals associated with such activities.

**c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes. The Company has systems in place for employees and workers to report any work-related hazard. The workforce has been imparted periodically, with required training and awareness sessions to identify and report work-related hazards to the EHS team. Workers can disclose work-related hazards during shop floor meetings and safety committee meetings. Simultaneously, the EHS Manager in all locations daily checks the implementation of health & safety aspects through floor interactions and site walkthrough. As a system, all near misses, safety suggestions, unsafe acts and conditions are recorded promptly followed by timely corrective actions.

**d) Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes. The manufacturing units of the Company have Occupational Health Centre (OHC) which operate under supervision of qualified factory medical officers, trained paramedic staffs. Doctors in the OHC additionally cater to non-occupational medical and healthcare advice on need basis.

Apart from the above, the Company organises medical camps, whereat reputed doctors from various disciplines / hospitals are available for health checkups and consultation.

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

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0	0
	Workers	0.18	1.16
Total recordable work-related injuries	Employees	0	0
	Workers	1	8
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

(Data pertains to the manufacturing units and distribution centres of the Company and includes Contract and Third Party workers)

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

Our facilities adhere to all applicable health and safety regulation and maintain high standards of social governance. The health and safety of our employees is paramount. This is embedded in one of our core values i.e. "improving life". Consequently, the Company ensures its operations do not expose its employees and workers to risks or injuries at workplace.

The Company has taken several structured proactive safety initiatives with an objective of making workforce safe. Following proactive initiatives are being monitored at various levels at periodical intervals to ensure the continuity, consistency and effectiveness:

- a) Periodical EHS walkthrough
- b) Internal safety audits and inspections
- c) Recording of potential incident observations, LTI
- d) Safety Training (Induction, On the job and Classroom)
- e) Toolbox talk
- f) Safety Visual communications
- g) Safety motivational programs/celebrations
- h) Mock drill on emergency preparedness
- i) Safety performance reviews and corrective actions
- j) POSH Awareness training
- k) 6S methodology - Sort, Set in Order, Shine, Standardize, Sustain and Safety
- l) Introduction of cutting-edge new technology, machinery and environment friendly chemicals & processes
- m) Automation of material handling
- n) Machine guarding



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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL			NIL		
Health & Safety						

(Data pertains to the manufacturing units and distribution centres of the Company)

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	

**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.**

We recognise the importance of the preparedness for mitigating and preventing occupational health and safety risks. We put serious efforts to eliminate potentially harmful workplace behaviours and practices. Our systems regularly track, report, and prevent near-miss incidences. Each reported incidence is thoroughly analysed to draw corrective and preventive measures in the form of trainings, structural interventions, behavioural changes to avert the recurrence of similar events.

**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.**

The Company has various stakeholders, some internal and some external. The Company believes that key stakeholders identification helps in empowering people, achieving sustainable growth and building better relationships.

The Company's key stakeholders include customers, employees, suppliers, investors, regulators and society at large.

**2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.**

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication</b> (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	<b>Frequency of engagement (Annually/ Half yearly / Quarterly/ others - please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Investors	No	<ul style="list-style-type: none"> <li>• Email</li> <li>• SMS</li> <li>• Company website</li> <li>• Annual General Meeting</li> <li>• Newspaper advertisement</li> <li>• Press releases</li> <li>• Notice Board</li> </ul>	<p><b>Quarterly:</b></p> <ul style="list-style-type: none"> <li>• Financial statements</li> <li>• Earnings' calls</li> <li>• Stock Exchange notifications</li> <li>• Press releases</li> </ul> <p><b>Annual:</b></p> <ul style="list-style-type: none"> <li>• Annual General Meeting</li> <li>• Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>• Educating the investors about Bata's business model and strategies</li> <li>• Helping investors to raise their concerns regarding Bata's policies, reporting, strategy, etc.</li> <li>• Understanding shareholders' expectations</li> <li>• Statutory communication</li> <li>• Grievance redressal</li> </ul>
Government and Regulatory Bodies	No	<ul style="list-style-type: none"> <li>• Official communication channels</li> <li>• Mandatory filings with various regulators</li> <li>• Regulatory inspections and audits</li> </ul>	As and when applicable	Discussions with regulatory bodies w.r.t. regulations, amendments, approvals and assessments
Industry Bodies and Associations	No	<ul style="list-style-type: none"> <li>• Official communication</li> <li>• Public forums</li> <li>• Conferences, round tables, events, etc.</li> </ul>	Frequent and need based	Latest regulatory developments, economic reforms, labour reforms and initiatives taken by the Company
Employees	No	<ul style="list-style-type: none"> <li>• Intranet</li> <li>• Corporate communication</li> <li>• Town Hall Meetings</li> <li>• Closed Group Discussions</li> <li>• Structured and focussed training programmes</li> <li>• Efficient grievance redressal mechanism</li> <li>• Regular employee feedback surveys</li> </ul>	Frequent	<ul style="list-style-type: none"> <li>• Key developments in the Company</li> <li>• Addressing employees' issues</li> <li>• Talent management</li> </ul>
Customers	No	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Customer satisfaction surveys</li> <li>• One-to-one interactions at retail stores</li> <li>• Brochures and catalogues</li> <li>• Communication through social media</li> </ul>	Frequent and need based	<ul style="list-style-type: none"> <li>• Service the customers</li> <li>• Product information</li> <li>• Product offerings</li> <li>• Grievance redressal</li> </ul>
Suppliers	Yes (Both)	<ul style="list-style-type: none"> <li>• Annual vendor and dealer meetings</li> <li>• Feedback</li> <li>• Periodic visits to suppliers' facilities</li> </ul>	Frequent and need based	<ul style="list-style-type: none"> <li>• Maintaining relationships and also addressing their issues</li> <li>• Compliances with SOPs of the Company</li> <li>• Product development</li> </ul>
Communities	Yes	<ul style="list-style-type: none"> <li>• Periodic visits, community meetings, surveys and focussed group discussions</li> <li>• Partnership with local agencies</li> </ul>	Frequent and need based	Benefit the communities and enhancing the quality of life

**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 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2528	2528	100%	2671	1870	70%
Other than permanent	5830	5830	100%	5845	4711	81%
<b>Total Employees</b>	<b>8358</b>	<b>8358</b>	<b>100%</b>	<b>8516</b>	<b>6581</b>	<b>77%</b>
<b>Workers</b>						
Permanent	1545	618	40%	1750	686	39%
Other than permanent	519	130	25%	636	159	25%
<b>Total Workers</b>	<b>2064</b>	<b>748</b>	<b>36%</b>	<b>2386</b>	<b>845</b>	<b>35%</b>

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

Category	FY 2023-24					FY 2022-23				
	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)
<b>Employees</b>										
<b>Permanent</b>	2528	11	0.43%	2517	99.57%	2671	13	0.49%	2658	99%
Male	2328	11	0.47%	2317	99.53%	2471	13	0.53%	2458	99%
Female	200	0	0%	200	100%	200	0	0%	200	100%
<b>Other than Permanent</b>	5830	5632	97%	198	3%	4992	2929	59%	2063	41%
Male	4691	4504	96%	187	4%	3972	2463	62%	1509	38%
Female	1139	1128	99%	11	1%	1020	466	46%	554	54%
<b>Workers</b>										
<b>Permanent</b>	1545	0	0%	1545	100%	1750	0	0%	1750	100%
Male	1399	0	0%	1399	100%	1555	0	0%	1555	100%
Female	146	0	0%	146	100%	195	0	0%	195	100%
<b>Other than Permanent</b>	519	165	32%	354	68%	638	162	25%	476	75%
Male	465	111	24%	354	76%	515	59	11%	456	89%
Female	54	54	100%	0	0%	123	103	84%	20	16%

**3. Details of remuneration/salary/wages**

**a. Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary / wages of respective category (in INR)	Number	Median remuneration/ salary / wages of respective category (in INR)
Board of Directors (BoD)	10	Please refer to Annexure - II, VII and VIII to Board's Report	2	Please refer to Annexure - II, VII and VIII to Board's Report
Key Managerial Personnel	3		-	
Employees other than BoD and KMP	2325	33,243 per month	200	73,057 per month
Workers	1399	35,435 per month	146	31,143 per month

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:**

	<b>FY 2023-24</b>	<b>FY 2022-23</b>
Gross wages paid to females as % of total wages	8.78%	16.91%

Notes:

1. During the FY 2023-24, VRS has been implemented at Southcan unit.

**4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)**

Yes. The Company has a dedicated Whistle Blower Mechanism. It has a comprehensive Whistle Blower Policy in place enabling employees to report malpractices such as misuse or abuse of authority, fraud or suspected fraud, violation of Company rules, manipulations, and matters affecting the interests of the Company with necessary safeguards for the protection of the whistle blower. The Vigil Mechanism Committee has also been designated to address human rights impacts or issues caused or contributed to by the business.

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

The Company is committed to keep the principles of human rights intact across the organisation as well as business partners.

The Company is committed to provide equal employment opportunities without any discrimination on the grounds of disability, gender, caste, religion, race, state, background, colour, and maintaining a work environment that is free from harassment based on the above considerations.

The Company has set in place a code of conduct and whistle blower mechanism to enable people to report their grievances. The Company has clearly documented policies and procedures in place to ensure effective resolution in case of human rights violation. The Company has also set in place processes and policies to prevent sexual harassment for effective and timely redressal of grievances.

Bata Group has formulated and adopted Bata Supplier Code of Conduct which is aligned with the UN's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	5	3	Various complaints allege issues under one or more of these heads and have, therefore, been classified on best effort basis.	3	1	Various complaints allege issues under one or more of these heads and have, therefore, been classified on best effort basis.
Discrimination at workplace	3	0		1	1*	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	2	0		0	0	
Other human rights related issues	18	0		8	3*	

\*Resolved subsequently.

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace(Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	3
Complaints on POSH as a % of female employees / workers	Negligible	Negligible
Complaints on POSH upheld	1	2

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The mechanism provides for no adverse action to be taken against any director or employee/associate or business associate in "knowing retaliation" who makes any good-faith disclosure of suspect or wrongful conduct prevailing in the Company, to the Whistle Officer/Head of Legal Department of the Company or the Vigil Mechanism Committee and participates or provides information in investigation / inquiry / court proceedings or other administrative review.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)**

Yes. The Company believes that we are part of each community in which we operate. This is reflecting in Bata Group's core values "Improving life". Our human rights policy is embodied in the Bata Code of Conduct. We believe in respect for human rights across our value chain. Bata Group has formulated and adopted Bata Supplier Code of Conduct which is aligned with the UN's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization. This Code contains provisions relating to observation of various Human Rights, such as, dignity and respect, non-discrimination, forced labour and involuntary labour, minimum age of employment, freedom of association and collective bargaining, remuneration and benefits, working hours and conditions, ethical business practices etc. Discussion on Human Rights also form part of our agenda during our visits to value chain partners. This Code goes beyond mere compliance with the law by drawing upon internationally recognised standards to advance social and environmental responsibility. The said Code was reviewed and updated during the financial year 2023-24. Further, all Tier-1 Suppliers have acknowledged and accepted the said Code.



**10. Assessments for the year 2023-24:**

	<b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child labour	100%
Forced/involuntary labour	During the reporting period, the Company's plants and offices were periodically assessed (by entity / statutory authorities / third parties, as applicable) for any issues related to Child Labour, Forced/involuntary labour, Sexual Harassment, Timely Payment of Wages and any other issues hampering proper performance of duties by employees/workers.
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

The Company endeavours to provide safe and healthy working conditions across the organisation. No significant risks / concerns were identified during the assessments.

The Company has been conducting awareness campaign across all its manufacturing units, warehouses, retail stores and office premises to encourage its employees to be more responsible and alert while discharging their duties. The details of the awareness campaign / training have been provided under Principle 1 of this Report.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

<b>Parameter</b>	<b>FY 2023-24(in GJ)</b>	<b>FY 2022-23(in GJ)</b>
<b>From renewable sources</b>		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	11,826.75	12,392.16
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	11,826.75	12,392.16
<b>From non-renewable sources</b>		
Total electricity consumption (D)	26,549.75	28,342.24
Total fuel consumption (E)	6,745.07	8,258.76
Energy consumption through other sources (F)	160.06	239.31
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	33,454.88	36,840.31
<b>Total energy consumed (A+B+C+D+E+F)</b>	45,281.63	49,232.47
<b>Energy intensity per rupee of turnover</b> (Total energy consumed / Revenue from operations)	1.30	1.43
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	N.A.	N.A.
<b>Energy intensity in terms of physical output</b>	N.A.	N.A.
Energy intensity (optional) - the relevant metric may be selected by the entity	N.A.	N.A.



Notes:

1. Data pertains to the manufacturing units and distribution centres of the Company.
2. Since the energy consumption data pertains to both the manufacturing units and distribution centres of the Company, Energy Intensity in terms of physical output cannot be ascertained. Further, the adjustment for PPP is not significant.

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.

2. **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.**

Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2,60,406	2,26,714
(ii) Groundwater	52,336	53,384
(iii) Third party water	4,434	5,955
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	3,17,176	2,86,053
<b>Total volume of water consumption (in kilolitres)</b>	65,082.51	63,251.60
<b>Water intensity per rupee of turnover (Total water consumption / Revenue from operations)</b>	1.87	1.83
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)</b>	N.A.	N.A.
<b>Water intensity in terms of physical output</b>	N.A.	N.A.
<b>Water intensity (optional) - the relevant metric may be selected by the entity</b>	N.A.	N.A.

Notes:

1. Data pertains to the manufacturing units of the Company.
2. The adjustment for PPP is not significant, hence water intensity data is not meaningful.

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.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	2,52,094	2,23,032
- No treatment		
- With treatment - please specify level of treatment		
(ii) To Groundwater	-	-
- No treatment		
- With treatment - please specify level of treatment		
(iii) To Seawater	-	-
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	-	-
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	-	-
- No treatment		
- With treatment - please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>2,52,094</b>	<b>2,23,032</b>

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.

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

The Company is committed towards conserving water leading to higher availability of freshwater for communities. In line with our commitment, three out of our four manufacturing units, i.e., Southcan, whereat VRS has been implemented during the year under review, Bataganj and Batashatak are Zero Liquid Discharge locations. Treated wastewater is used for gardening and domestic cleaning at the respective units.

**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	MT/Annum	6.60	24.26
SOx	MT/Annum	2.18	20.80
Particulate matter (PM)	MT/Annum	8.29	20.86
Persistent organic pollutants (POP)		N.A.	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others - please specify			

(Data pertains to the manufacturing units of the Company, including Southcan, whereat, VRS has been implemented during the year under review)



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.

Yes, through various accredited labs, excluding Southcan, whereat, VRS has been implemented during the year under review.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	484.57	633.72
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	5,236.2	5,589.72
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/ INR million	0.16	0.18
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		N.A.	N.A.
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		N.A.	N.A.
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) - the relevant metric may be selected by the entity		N.A.	N.A.

Notes:

1. Data pertains to the manufacturing units of the Company.
2. Since the emission data pertains to finished and unfinished products and also includes other emissions at manufacturing units of the Company, emission intensity in terms of physical output cannot be ascertained.

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.

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

The Company is continuously working towards energy excellence, by identifying and implementing new and innovative measures. The management closely monitors the specific energy consumption pattern across all manufacturing units resulting in reduction of energy and CO<sub>2</sub> footprint.

Please refer to Annexure - III to Board's Report for further details.

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

<b>Parameter</b>	<b>FY 2023-24</b>	<b>FY 2022-23</b>
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	105	122
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste - Please specify, if any (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,118	1,031
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>1,223</b>	<b>1,153</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	<b>0.03</b>	<b>0.03</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	<b>N.A.</b>	<b>N.A.</b>
<b>Waste intensity in terms of physical output</b>	<b>N.A.</b>	<b>N.A.</b>
<b>Waste intensity (optional)</b> - the relevant metric may be selected by the entity	<b>N.A.</b>	<b>N.A.</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
Category of waste		
(i) Recycled	221	216
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>221</b>	<b>216</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1003	939
<b>Total</b>	<b>1003</b>	<b>939</b>

(Data pertains to the manufacturing units and distribution centres of the Company)

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.

**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.**

The manufacturing units of the Company are in compliance with Hazardous & Other Wastes (Management and Transboundary Movement) Rules, 2016. Records pertaining to generation, storage



and disposal of hazardous waste are maintained as per the legal requirements. The generation of hazardous waste is negligible at the manufacturing units and disposal of hazardous waste are undertaken only through vendors authorised by respective State Pollution Control Boards. The Company has established a process of recycling non-hazardous waste within the units and use it as input material. The aim is to maximise recycling of waste with an ambition to reduce use of virgin raw material.

For recycling materials such as PET, paper, etc., the Company is committed to ensuring that the proper means to collect and handle them are available where consumed in all our offices, shops, distribution centres and manufacturing units.

Further details on the waste management practices are displayed on the website of Bata Group ([www.thebatacompany.com](http://www.thebatacompany.com)).

- 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None			

- 12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public Domain (Yes / No)	Relevant Web link
None					

- 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).**

Yes.

**If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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The Company did not receive any show cause / legal notice from CPCB / SPCB during the financial year ended March 31, 2024 and no show cause / legal notice related to CPCB / SPCB is pending with the Company as on the end of the financial year.

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

#### Essential Indicators

- 1. a. Number of affiliations with trade and industry chambers/ associations.**

The Company believes that conducting business as a good corporate citizen of the Country enhances brand value and leads to a sustainable growth.

The Company is associated / affiliated with 4 (four) trade and industry chambers / associations.

## BATA INDIA LIMITED

- 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.

S. 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.	Confederation of Indian Footwear Industries (CIFI)	National
3.	Confederation of Indian Industry (CII)	National
4.	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National

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.

Name of authority	Brief of the case	Corrective action taken
NIL		

### 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.

Not applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

To ensure effective redressal of grievances, the Company has introduced Vigil Mechanism/Whistle Blower Mechanism to enable all stakeholders to freely communicate their grievances. In addition to the introduction of Vigil Mechanism/Whistle Blower Mechanism to enable all stakeholders to freely communicate their grievances, the Company has also implemented its Policy under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and uploaded the same on the website of the Company, [www.bata.in](http://www.bata.in).

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	66%	60%
Directly from within India	99%	99%

(Data pertains to the manufacturing units of the Company)

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

Location	FY 2023-24	FY 2022-23
Rural	1%	1%
Semi-Urban	14%	20%
Urban	47%	51%
Metropolitan	38%	28%



(Place has been categorized as per RBI Classification System - Rural / Semi-Urban / Urban / Metropolitan)

Note: The Company operates through its wide network of retail stores, including Franchise Stores. Accordingly, the Company creates jobs through Franchise Stores as well, specially in Tier 3-5 towns.

**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.**

During the year under review, the Company maintained its focus on customer services. NPS (Net Promoter Score) is used as a feedback tool for improving customer services for all offline and online channels that Bata services. This also involved re-defining consumer journeys and identifying improvement areas.

The Company continued to implement improved social media engagements and quicker complaint resolution, automation of Customer Service operations, automation of refund process and implement ORM tool with better tech solutions.

The mechanism to receive and respond to consumer complaints and feedback includes -

- A toll free number and dedicated email id for customers to register complaints / feedback.
- Dedicated section on Company's website
- Complaints are usually responded within 5 days alongwith resolution as per Bata General Terms & Conditions for Exchange/Claims (available on the website of the Company). Thereafter, unresolved queries can be further reported as per details available on the website of the Company.

**2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:**

	<b>As a percentage to total turnover</b>
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	All mandatory declarations as required under the Legal Metrology Act and the Rules made thereunder are duly displayed on the Principal Display Panel (PDP) of the products.  Further details on recycling are displayed on the website of Bata Group ( <a href="http://www.thebatacompany.com">www.thebatacompany.com</a> )
Recycling and/or safe disposal	



**3. Number of consumer complaints in respect of the following:**

	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy		NIL			NIL	
Advertising	8	NIL			NIL	
Cyber-security		NIL			NIL	
Restrictive Trade practices	50	21		67	50	
Unfair Trade Practices		NIL			NIL	
Others	2,80,346	124	Pertaining to returns, exchange, delivery, payments, refunds, order cancellations, etc.,	3,14,366	164	Pertaining to fit, quality, refunds, exchange, etc.,

Notes:

1. The Company uses NPS feedback as inputs to improve Omni-channel experience. NPS as a feedback for loyalty channel was re- launched for all offline and online channels that Bata services. This also involved re-defining consumer journeys and identifying pain points. Multiple initiatives were rolled out in recent years, such as, improved social media engagements and quicker complaint resolution, mapping multiple integration to automate Customer Service operations, implementation of refund automation solutions, improving order failure issues and onboarding new ORM tool with better tech solutions.
2. Various complaints allege issues under one or more of the above heads and have, therefore, been classified on best effort basis.
3. One of the customers filed a complaint before district forum in Chandigarh alleging unfair trade practice for charging of carry bag with Bata Logo. The matter was decided in customers favour granting monetary compensation which was upheld by State Forum. We challenged both the orders before National Forum and after hearing the matter on merits, the National forum was pleased to stay the orders of district and State forum and also permitted us to charge for the carry bags. The matter is sub-judice.
4. Delivery of essential services - Not Applicable.

**4. Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	NIL	NIL
Forced recalls		

The Company provides exchange / returns of products, purchased by the consumers, as per Bata General Terms & Conditions for Exchange/Claims (available on the website of the Company).



**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 policy can be accessed at <https://www.bata.in/privacy-policy.html#:~:text=All%20information%20gathered%20on%20Bata,protected%20and%20is%20strictly%20limited>

**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.**

Not Applicable

**7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches - None
- b. Percentage of data breaches involving personally identifiable information of customers - None
- c. Impact, if any, of the data breaches - None

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Note: To access any link in this Annual Report, please type the desired URL in your browser or copy paste the desired link and remove unwanted spaces.