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PDSL/SE/2024-25/37

July 4, 2024

Listing Department National Stock Exchange of India Limited Exchange Plaza, C-1 Block G, Bandra Kurla Complex, Bandra (E), Mumbai -400 051 Scrip Symbol: PDSL	Corporate Relationship Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400001 Scrip Code: 538730
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Re: ISIN - INE111Q01021

Sub: Business Responsibility and Sustainability Report for the Financial Year 2023-24

Dear Sir/ Madam,

Pursuant to the Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with applicable SEBI Circulars, please find enclosed the Business Responsibility and Sustainability Report which forms part of the Company's Annual Report for the Financial Year 2023-24.

We request you to kindly take the above information on record for the purpose of dissemination to the shareholders.

Thanking you,

Yours faithfully,
for **PDS Limited**

Abhishekh
Kanoi

Digitally signed by
Abhishekh Kanoi
Date: 2024.07.04 23:19:58
+05'30'

Abhishekh Kanoi
Head of Legal & Company Secretary
ICSI Membership No.: F-9530

Encl.: As Above

PDS Limited

Registered & Corporate Office: Unit No. 971, Solitaire Corporate Park, Andheri Ghatkopar Link Road,

Andheri East, Mumbai 400093, Maharashtra, India. ☎ +91 2241441100

CIN: L18101MH2011PLC388088 🌐 www.pdsLtd.com 📧 info@pdsLtd.com

Annexure 7

Business Responsibility and Sustainability Report 2023-24

Section A: General Disclosures

I. Details of the listed entity

SR.No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L18101MH2011 PLC388088
2	Name of the Listed Entity	PDS Limited ["PDS/Company"]
3	Year of incorporation	06-04-2011
4	Registered office address	Unit No. 971, Solitaire Corporate Park, Andheri Ghatkopar Link Road, Andheri East, Mumbai- 400093, Maharashtra, India.
5	Corporate address	Unit No. 971, Solitaire Corporate Park, Andheri Ghatkopar Link Road, Andheri East, Mumbai- 400093, Maharashtra, India.
6	E-mail	investors@pdsLtd.com
7	Telephone	+91-22-41441100
8	Website	www.pdsLtd.com
9	Financial year for which reporting is being done	2023-24
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital	₹2,6384.06 lakhs as of March 31, 2024
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. Abhishekh Kanoi, Head of Legal and Company Secretary & Compliance Officer investors@pdsLtd.com +91-22-41441100
13	Reporting boundary	This Report is prepared on a consolidated basis, and it includes PDS's facilities and offices located in India and overseas.
14	Name of Assurance provider	Grant Thornton Bharat LLP
15	Type of Assurance obtained	Reasonable Assurance for BRSR Core and Limited assurance for 'Other selected indicators of BRSR other than BRSR Core Information

II. Products / Services

16. Details of business activities (accounting for 90% of the turnover)

SR.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Sourcing	PDS provides a full suite of in-house services, including product development, design, sampling, and manufacturing through in-house and third party factories. Additionally, we deliver quality assurance, compliance, and supply chain management to support brands and retailers.	97%*

*Prior to intersegment elimination

17. Products / Services sold by the entity (accounting for 90% of the entity's Turnover)

SR.No.	Product / Service	NIC Code	% of total Turnover contributed
1	Wholesale of textiles, fabrics, yarn, household linen, articles of clothing, floor coverings and tapestry, sports clothes	46411	97%*

*Prior to intersegment elimination

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	0	12	12
International	4	79	83

PDS is a global business-to-business (B2B) fashion infrastructure Company, offering tailored solutions across the fashion value chain. With a presence in over 22 countries, the Company caters to markets such as UK, Europe, Asia, Middle East, USA and Australia. PDS and its subsidiaries operate manufacturing facilities, these include 2 facilities in Bangladesh, 1 manufacturing unit, and 1 cutting plant in Sri Lanka. Additionally, PDS and its subsidiaries have 90+ offices, encompassing corporate offices and design studios worldwide.

19. Markets served by the entity

a. Number of Locations

Locations	Number of Plants
National (No. of States)	28 states & 8 Union Territories
International (No. of Countries)	Across 45 countries

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

In FY 2023-24, 87% of PDS's standalone turnover was from exports out of India.

c. A brief on types of customers

PDS predominantly operates on a global B2B model, providing customised solutions such as manufacturing, design-led sourcing, sourcing as a service, and brand management to retailers and brands worldwide. PDS has a diverse clientele comprising of well known global brands and retailers. The Company's customer base consists of over 200 marquee customers spanning across UK, Europe, North America, Asia, and the Middle East.

IV. Employees

20. 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)	4,151	3,059	74%	1,092	26%
2	Other than Permanent (E)	67	32	48%	35	52%
3	Total Employees (D+E)	4,218	3,091	73%	1,127	27%
WORKERS						
1	Permanent (F)	5,992	1,206	20%	4,786	80%
2	Other than Permanent (G)	13	5	38%	8	62%
3	Total Workers (F+G)	6,005	1,211	20%	4,794	80%

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)	7	4	57%	3	43%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total Differently Abled Employees (D+E)	7	4	57%	3	43%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	9	5	56%	4	44%
2	Other than Permanent (G)	0	0	0%	0	0%
3	Total Differently Abled Workers (F+G)	9	5	56%	4	44%

21. Participation / Inclusion / Representation of women

Particulars	Total (A)	No. and % of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30%
Key Management Personnel	3	0	0%

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22* (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	28%	26%	27%	27%	25%	26%	27%	21%
Permanent Workers	45%	53%	52%	57%	56%	56%	53%	58%	57%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. Names of holding/subsidiary / associate companies / joint ventures

S.No.	Name of Holding Company/ Associate Companies/Joint Ventures	Indicate whether holding company/ associate/joint venture	% of shares held by related party	Does the entity indicated in column A, participate in the business Responsibility Initiatives of the listed entity? (Yes/No)
1	360 Notch Limited	Subsidiary	100%	No
2	Apex Black Limited	Subsidiary	65%	No
3	Blueprint Design Limited	Subsidiary	100%	No
4	Brand Collective Corporation Limited	Subsidiary	70%	Yes
5	Brand Collective Limited	Subsidiary	70%	No
6	Casa Collective Limited	Subsidiary	75%	Yes
7	Casa Forma Limited	Subsidiary	100%	No
8	Clover Collection Limited	Subsidiary	100%	Yes
9	Clover Collections FZCO	Subsidiary	75%	Yes
10	Collaborative Sourcing Services FZCO	Subsidiary	75%	Yes
11	Collective Near East Sourcing Services FZCO	Subsidiary	100%	No
12	DBS Lifestyle India Private Limited	Subsidiary	51%	Yes
13	Design Arc Asia Limited	Subsidiary	98%	Yes
14	Design Arc Brands Limited	Subsidiary	85%	Yes
15	Design Arc Europe Limited	Subsidiary	70%	No
16	Design Arc Europe SPA	Subsidiary	70%	Yes
17	Design Arc FZCO	Subsidiary	85%	No
18	Design Arc UK Limited	Subsidiary	85%	Yes
19	Design Hub Sourcing FZCO	Subsidiary	100%	No
20	DH Sourcing Limited	Subsidiary	60%	No
21	Dizbi Private Limited	Subsidiary	100%	No
22	Fareast Vogue Limited	Subsidiary	55%	Yes
23	GoodEarth Apparels Limited	Subsidiary	99%	Yes
24	GoodEarth Lifestyle Limited	Subsidiary	100%	No
25	Grupo Sourcing Limited, Hongkong	Subsidiary	51%	Yes
26	Grupo Sourcing Limited, Bangladesh	Subsidiary	75%	Yes

S.No.	Name of Holding Company/ Associate Companies/Joint Ventures	Indicate whether holding company/ associate/joint venture	% of shares held by related party	Does the entity indicated in column A, participate in the business Responsibility Initiatives of the listed entity? (Yes/No)
27	Home Sourcing Solutions Limited	Subsidiary	51%	Yes
28	Infinity Fashion FZCO	Subsidiary	85%	No
29	INFINITY FASHION TEDARİK HİZMETLERİ ANONİM ŞİRKETİ	Subsidiary	75%	No
30	Jcraft Array Limited	Subsidiary	100%	No
31	JJ Star Industrial Limited	Subsidiary	85%	No
32	Kindred Brands Limited	Subsidiary	57.50%	No
33	Kindred Fashion Limited	Subsidiary	57.50%	No
34	Kleider Sourcing FZCO	Subsidiary	100%	No
35	Kleider Sourcing Hong Kong Limited	Subsidiary	51%	Yes
36	Kleider Souring Limited	Subsidiary	51%	No
37	Krayons Sourcing Limited	Subsidiary	51%	Yes
38	Lilly and Sid Ltd	Subsidiary	75%	Yes
39	Lily And Lionel London Limited	Subsidiary	55%	Yes
40	Moda & Beyond Limited	Subsidiary	85%	Yes
41	Moda and Beyond FZCO	Subsidiary	64%	Yes
42	Multinational Textile Group Limited	Subsidiary	100%	Yes
43	New Lobster Limited	Subsidiary	100%	No
44	Nodes Studio LDA	Subsidiary	100%	Yes
45	Nor Lanka Manufacturing Colombo Limited	Subsidiary	90%	Yes
46	Nor Lanka Manufacturing Limited	Subsidiary	100%	Yes
47	Norlanka Manufacturing India Private Limited'	Subsidiary	100%	Yes
48	Norlanka Progress (Private) Limited	Subsidiary	100%	Yes
49	Norwest Industries Limited	Subsidiary	100%	No
50	Pangram Brands Global Private Limited	Subsidiary	100%	Yes
51	PDS Asia Star Corporation Limited	Subsidiary	51%	No
52	PDS Brands Manufacturing FZCO	Subsidiary	60%	Yes
53	PDS Brands Manufacturing Limited	Subsidiary	100%	No
54	PDS Brands Private Limited	Subsidiary	100%	Yes
55	PDS Collective Sourcing Ltd	Subsidiary	100%	No
56	PDS Design Services Limited	Subsidiary	75%	No
57	PDS Far East Limited	Subsidiary	100%	No
58	PDS Far East USA Inc	Subsidiary	80%	Yes
59	PDS Fashion USA Limited	Subsidiary	100%	Yes
60	PDS Fashions Bangladesh Limited	Subsidiary	100%	Yes
61	PDS Fashions Hong Kong Limited	Subsidiary	100%	No
62	PDS Fashions Limited	Subsidiary	100%	Yes
63	PDS Global Procurement Services FZCO	Subsidiary	100%	No

S.No.	Name of Holding Company/ Associate Companies/Joint Ventures	Indicate whether holding company/ associate/joint venture	% of shares held by related party	Does the entity indicated in column A, participate in the business Responsibility Initiatives of the listed entity? (Yes/No)
64	PDS Incubation Company Limited	Subsidiary	100%	No
65	PDS Lifestyle FZCO	Subsidiary	100%	No
66	PDS Lifestyle Limited	Subsidiary	51%	No
67	PDS Lifestyle Limited	Subsidiary	100%	No
68	PDS Logistics FZCO	Subsidiary	51%	No
69	PDS Manufacturing Limited	Subsidiary	100%	No
70	PDS Multinational FZCO	Subsidiary	100%	Yes
71	PDS Radius Brands FZCO	Subsidiary	75%	No
72	PDS Smart Fabric Tech Limited	Subsidiary	100%	No
73	PDS Sourcing Bangladesh Limited	Subsidiary	99.97%	Yes
74	PDS Sourcing FZCO	Subsidiary	100%	No
75	PDS Sourcing Limited	Subsidiary	100%	No
76	PDS Tailoring Limited	Subsidiary	70%	No
77	PDS Trading (Shanghai) Company Ltd	Subsidiary	60%	Yes
78	PDS Ventures Limited	Subsidiary	100%	No
79	PDS Ventures Limited	Subsidiary	100%	No
80	PG Capital FZE	Subsidiary	100%	No
81	PG Group Limited	Subsidiary	51%	Yes
82	PG Group SPA	Subsidiary	51%	No
83	PG Home Group Limited	Subsidiary	45.90%	Yes
84	PG Home Group SPA	Subsidiary	45.90%	No
85	PG Shanghai Manufacturer Co. Ltd	Subsidiary	51%	Yes
86	Poetic Brands Limited	Subsidiary	60%	Yes
87	Poeticgem International FZCO	Subsidiary	75%	No
88	Poeticgem International Limited	Subsidiary	100%	Yes
89	Poeticgem Limited	Subsidiary	100%	Yes
90	Progress Apparels (Bangladesh) Limited	Subsidiary	100%	Yes
91	Progress Manufacturing HK Ltd	Subsidiary	100%	No
92	Progressive Crusade Unipessoal LDA	Subsidiary	60%	No
93	Recovered Clothing Limited	Subsidiary	60%	Yes
94	Rising Asia Star Hong Kong Co. Limited	Subsidiary	100%	Yes
95	s.Oliver Fashion India Private Limited	Subsidiary	55%	No
96	Simple Approach (Canada) Limited	Subsidiary	85%	No
97	Simple Approach Bangladesh Private Limited	Subsidiary	85%	Yes
98	Simple Approach Home Limited	Subsidiary	85%	No
99	Simple Approach Limited	Subsidiary	85%	Yes
100	SKOPE Apparels FZCO	Subsidiary	75%	No
101	Smart Notch (Shanghai) Ltd	Subsidiary	100%	Yes
102	S.O.T Garments India Private Limited	Subsidiary	55%	Yes

S.No.	Name of Holding Company/ Associate Companies/Joint Ventures	Indicate whether holding company/ associate/joint venture	% of shares held by related party	Does the entity indicated in column A, participate in the business Responsibility Initiatives of the listed entity? (Yes/No)
103	Sourcing Solutions Europe BVBA	Subsidiary	51%	Yes
104	Sourcing Solutions Limited	Subsidiary	51%	No
105	Spring Design London Limited	Subsidiary	100%	No
106	Spring Near East FZCO	Subsidiary	55%	No
107	Spring Near East Manufacturing Company Limited	Subsidiary	65%	Yes
108	Styleberry Limited	Subsidiary	100%	Yes
109	Sunny Up Limited	Subsidiary	60%	Yes
110	Suri Overseas Pvt Ltd	Subsidiary	51%	No
111	Techno (Shanghai) Trading Co. Ltd.	Subsidiary	55%	Yes
112	Techno Design GmbH	Subsidiary	55%	Yes
113	Techno Design HK Limited	Subsidiary	55%	Yes
114	Techno Design USA LLC	Subsidiary	55%	No
115	Techno Sourcing BD Limited	Subsidiary	49%	Yes
116	TECHNO SOURCING DIŞ TİCARET ANONİM ŞİRKETİ	Subsidiary	55%	Yes
117	Technocian Fashions Private Limited	Subsidiary	55%	Yes
118	The Brand Group Limited	Subsidiary	100%	No
119	The Source Fashions Platform FZCO	Subsidiary	85%	No
120	Twins Asia FZCO	Subsidiary	85%	Yes
121	Twins Asia Limited	Subsidiary	98%	Yes
122	Upcycle Labs Limited	Subsidiary	61%	Yes
123	Vivere London Limited	Subsidiary	57%	No
124	Wonderwall (F.E) Limited, Hongkong	Subsidiary	63.75%	Yes
125	Wonderwall (F.E) Limited, UK	Subsidiary	63.75%	Yes
126	Zamira Fashion Limited	Subsidiary	67%	No
127	Zamira Fashion Limited, Zhongshan	Subsidiary	67%	Yes
128	Digital Ecom Techno Private Limited	Joint Venture	42.14%	Yes
129	Digital Internet Technologies Limited	Joint Venture	50%	Yes
130	Yellow Octopus EU SA	Joint Venture	50%	No
131	Yellow Octopus Ventures FZCO	Joint Venture	50%	No
132	Yellow Octopus-UK Limited	Joint Venture	50%	No
133	GWD Enterprises Limited	Associate	25%	No
134	Loop Digital Wardrope Limited	Associate	34%	No
135	Mambo Leisure Masters Limited	Associate	20%	No
136	Nobleswear (Private) Limited	Associate	26%	No
137	Reflaunt Pte Ltd.	Associate	26%	No

VI. CSR Details

24. CSR Details

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR as per section 135 of Companies Act, 2013 is applicable to the Company. The Company has made its contribution of approximately ₹56,72,490 to Soham for Kids Education Society, a trust registered under the Societies Registration Act of 1860 and based in Hyderabad. This organisation adopts a comprehensive approach to child welfare, providing essential services such as healthcare, balanced nutrition (including two meals daily), and an educational platform. Furthermore, through its initiatives, the trust empowers parents with valuable vocational training, facilitating their access to sustainable livelihoods. In addition to the statutory requirement, the Company through its subsidiaries located across the globe contribute and participate in social projects in their respective geographies.

(ii) Turnover (in ₹): 62,542 lakhs

(iii) Net worth (in ₹): 26,547 lakhs

Note : Turnover and Networth of PDS Ltd (Standalone)

VII. Transparency & 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 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		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
Permanent Employees	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	1	0	NA
Employees and workers	Yes	32	0	NA	59	0	NA
Customers	Yes	6	0	NA	0	0	NA
Value Chain Partners	Yes	2	0	NA	0	0	NA
Other (please specify)	Yes	3	1	NA	0	0	NA

PDS has an established Vigil Mechanism Policy and Grievance Redressal Policy to ensure fair and equal treatment of all stakeholders, free from bias. All stakeholders can raise grievances through the independent online platform, NAVEX hotline global platform which are addressed by the Reviewing Authority, promptly. The Company also maintains a complaint register at all their factory locations wherein the factory associates can raise complaints on any issues that they face, these complaints are documented and addressed by the factory compliance manager and Head of Compliance.

Any concerns on malpractices can be reported by employees, vendors, contractors, or any other stakeholders to his/her reporting managers, or respective locational/functional human resources head.

If any Whistle Blower has concerns regarding submission to Protected Disclosures, he/she may report directly to the Vigilance Officer.

Reporting Mechanisms

Ethics Hotline <https://pdsLtd.com/ethics-hotline/>

Email whistleblower@pdsLtd.com

auditcommittee@pdsLtd.com

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

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	Human Rights	Opportunity/ Risk	Failure to implement robust human rights procedures and policies can lead to significant risks, including legal repercussions, reputational damage, and loss of trust among stakeholders. On the other hand, proactively championing human rights can serve as a powerful differentiator, enhancing The Company's brand reputation and aligning with stakeholder expectations. By fostering a workplace environment grounded in positivity and inclusivity. The Company not only can mitigate risks but also unlock opportunities for innovation, employee satisfaction, and long-term sustainability.	1) The Company maintains a Zero Tolerance against forced or compulsory labor, encompassing bonded labor, slavery, and human trafficking, as articulated in the Company's Human Rights Policy. 2) The Company's commitment to human rights protection is reflected across various facets of the operations, including the Employee Code of Conduct, Policy on Prevention of Sexual Harassment at the Workplace, Suppliers Code of Conduct, and best HR practices, ensuring comprehensive safeguards throughout the value chain engagement.	Positive
2	Green House Gases (GHG) Emissions	Risk	Greenhouse gas emissions pose significant environmental and health hazards. Any harm to the environment and biodiversity could result in reputational damage, financial penalties, increased costs, missed business prospects, and negative media coverage. Managing these risks is crucial for the Company to protect its standing and financial well-being.	PDS understands the impact its operations can have on the environment and remains steadfast its commitment towards sustainability. 1) The Company has established ESG principles across its business operations and have set key targets under their sustainability pillars of respect water, reduce emissions, think circular & build community. 2) The Company tracks and monitors its Scope 1 and Scope 2 emissions on an ongoing basis for their own factories and have started covering the major office locations also. 3) The Company announced its commitment to Science Based Targets initiative (SBTi), aligning its sustainability efforts with global climate science. 4) The Company has actively pursued initiatives to shrink emissions and its overall carbon footprint.	Negative

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)
				<ul style="list-style-type: none"> i. Installation of solar power at subsidiaries in Sri Lanka & Bangladesh. ii. Installation of an in-house wash plant at Progress Apparels (Bangladesh) Limited reducing wash time and transport to and from factory. iii. Water saving initiatives implemented at factories, tree plantation, mangrove restoration, initiatives resulting in positive environmental impact. 	
3	Energy Management	Risk	Energy management holds utmost importance for the Company given its heavy dependence on a reliable energy supply. With finite natural resources, transitioning from non-renewable to renewable energy sources is imperative, not only for environmental sustainability but also for cost-effectiveness	<ul style="list-style-type: none"> 1) The installation of solar power panels for energy requirements at factory locations in Bangladesh & Sri Lanka. 2) Use of jute incineration boiler in Progress Apparels (Bangladesh) Limited to generate energy from our jute waste. 3) Apart from the newly established cutting plant, all three manufacturing units have received recognition and the LEED Gold Certification for their exceptional energy leadership and environmentally conscious design. 	Positive
4	Water Management	Risk and Opportunity	Recognising the global risks of rising water demand and limited supply, the Company prioritises water management. The Company acknowledges water as a significant risk due to its crucial role in operations and community welfare. Climate change exacerbates the challenge, with extreme weather events like droughts posing threats to water availability. In tandem, sustainable water management practices also provides increased opportunities for such companies given the commitments of prospective customers towards conscious sourcing.	<ul style="list-style-type: none"> 1) The Company has adopted measures to monitor and regulate water usage across its operations. 2) The Company's efforts include rainwater harvesting, installation of auto-stop taps, and the utilisation of condenser reserve tanks to recycle boiler water, water pressure reduction valves have also been installed to curb consumption. 3) Furthermore, comprehensive training sessions have been conducted to educate employees and workers, fostering awareness and minimising water wastage. 	Positive

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)
5	Community Relations	Opportunity	Interacting with the community provides companies with valuable insights into their needs while fostering trust and support. Cultivating positive relations with the community can attract local talent, customers, and investors, thereby unlocking new market prospects	<ol style="list-style-type: none"> 1) The Company actively engages in community initiatives and outreach programs, through its global subsidiaries, reaching out to communities in various geographies. 2) The Company supports education for underprivileged and orphaned children through organisations like the Soham Kids Education Society in Hyderabad and Soham for All in Bangladesh. 3) The Company also provides assistance to communities in times of adversity, including during economic downturns and natural disasters. 	Positive
6	Occupational Health & Safety	Risk	Ensuring a safe and healthy workplace for everyone is vital for boosting productivity and nurturing organisational development. Additionally with manufacturing facilities spread across different locations, the labor-intensive nature of operations poses health risks for the workforce, stemming from factors like machinery breakdowns and human error.	<ol style="list-style-type: none"> 1) Medical/Accident insurance is provided to all workers 2) Clinics/Medical bays offering immediate medical assistance is set up at own factories. 3) Factories & Offices are equipped with First Aid kits and fire safety equipment. 4) Fire safety & health trainings are conducted to create awareness. 	Positive
7	Product Quality, Safety and Sustainability	Risk and Opportunity	In today's context, the significance of product quality, safety, and sustainability cannot be overstated. Consumers are increasingly discerning, seeking products that not only meet their needs but also align with their values. High-quality products that are safe to use instill trust and confidence in the brand. Furthermore, in the face of growing environmental concerns, sustainability has become a non-negotiable criterion for many consumers. By prioritising these, companies not only meet current market demands but also future-proof their operations, establishing themselves as responsible and reliable industry leaders.	<ol style="list-style-type: none"> 1) All our products are meticulously crafted to meet customer specifications, undergo rigorous testing, and adhere to the highest quality standards through our in-house inspection process. 2) Sustainability is integral to the Company's design, sourcing, and manufacturing processes, ensuring that environmental considerations are embedded at every stage of production. 	Negative

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)
8	Supply Chain Management	Risk and Opportunity	It has become imperative for companies to partner with suppliers who prioritise operational efficiencies, resource management, pollution reduction, and ethical business conduct. Moreover, consumers are also increasingly demanding products that are ethically and sustainably sourced and produced.	<ol style="list-style-type: none"> 1) The Company has implemented a sustainable supply chain policy and upholds a robust Supplier Code of Conduct. 2) Regular internal audits are carried out across all suppliers to ensure adherence to this Code. These assessments cover critical areas including forced labor, bonded labor, harassment, fair wages, working hours, compensation and benefits, freedom of association and collective bargaining, as well as health and environmental safety standards. 	Negative
9	Circular Economy	Opportunity	The concept of a circular economy revolves around extending the lifespan of products through reuse and recycling. This practice is crucial for companies as it not only reduces waste but also aids in balancing industry demand and supply, particularly in the face of resource constraints. Increasingly, customers are demanding products that embed circularity and regenerative economy considerations from design to disposal.	<ol style="list-style-type: none"> 1) The Company collaborates with Yellow Octopus - UK Limited to promote sustainability within the fashion industry through advocacy for circular business models. Yellow Octopus has successfully implemented take-back programs across the UK and Europe, redirecting fashion waste away from landfills. 2) The Company actively supports upcycling initiatives in the fashion sector through its subsidiary in Upcycle Labs Limited. 3) The Company has invested in early-stage startups dedicated to circularity solutions within the fashion value chain. 4) In addition to these efforts, the Company has installed a jute incineration boiler at Progress Apparels (Bangladesh) Limited to efficiently generate energy from jute waste. 	Positive

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)
10	Industry Collaborations	Opportunity	Collaborating with peers in the industry not only keeps us abreast of current trends but also serves as a benchmark for performance relative to others in the same sector	<ol style="list-style-type: none"> 1) The Company is a signatory to the UN Global Compact 2) Through its association with the Sustainable Apparel Coalition (SAC), the Company collaborates with a diverse range of industry stakeholders across the apparel value chain. 3) During the year the Company has also become a member of the American Apparel & Footwear Association (AAFA) 4) The Company also participated as the fashion sponsor for Bhart Tex, a global textile mega event organized by a consortium of 11 Textile Export Promotion Councils and supported by the Ministry of Textiles. 	Positive
11	Business Ethics and Integrity and Code of Conduct	Risk and Opportunity	Business ethics and governance are critical for the Company, underpinning the reputation and relationships. Upholding high standards fosters trust, transparency, and compliance, mitigating risks and driving sustainable growth. It demonstrates the commitment to responsible business conduct, essential for long-term success and competitiveness.	The governance practices of the Company ensure compliance with global standards while considering social and environmental impacts. The robust Code of Conduct promotes a safe and inclusive workplace globally, emphasising principles like Trust, Integrity, and Ethics. The Company established the Ethics Global Hotline for stakeholders to report concerns overseen by the Vigilance Officer / Ombudsman. Additionally, the Suppliers Code of Conduct upholds ethical standards throughout the supply chain partnerships.	Positive
12	Labour Relations and Collective Bargaining	Risk	Cultivating transparent relationships with workforce through industrial relations and collective bargaining is essential for smooth business operations. It ensures adherence to human rights, promotes a high-performance culture, and fosters a positive work environment.	The Human Rights Policy of the Company ensures a workplace that values equality, safety, and inclusivity, prohibiting discrimination, harassment, child labor, and forced labor. Additionally, the Company respect the rights of the employees and workers to associate or not associate with internal employee resource groups and seek representation, to bargain or not bargain collectively in accordance with local laws.	Negative

Section B: Management & 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.

S. No	Principle Description	Reference of PDS Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	<ul style="list-style-type: none"> Employee Code of Conduct Code of Internal Procedures And Conduct for Regulating, Monitoring and Reporting of Trading by Insiders including designated persons Code of Conduct for Board Members & Senior Management Personnel Anti-Bribery and Anti-Corruption Policy Vigil Mechanism Policy Policy on Diversity of Board Business Responsibility Policy Policy on Related Party Transactions Communications Policy Group Tax Policy
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none"> Sustainable Supply Chain and Responsible Sourcing Policy Environment Policy Employee Code of Conduct Sustainable Packaging Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none"> Employee Code of Conduct Suppliers' Code of Conduct Policy on Prevention of Sexual Harassment at the Workplace Vigil Mechanism Policy Nomination and Remuneration Policy Equal Opportunity Policy Occupational Health and Safety Policy
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none"> Stakeholders Engagement Policy Grievances Redressal Policy Corporate Social Responsibility Policy
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none"> Human Rights Policy Employee Code of Conduct Equal Opportunity Policy Policy on Prevention of Sexual Harassment at the Workplace
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none"> Sustainable Supply Chain and Responsible Sourcing Policy Sustainable Packaging Policy Biodiversity Policy Environment Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none"> Business Responsibility Policy Anti-Bribery and Anti-Corruption Policy Dividend Distribution Policy Policy for Determining Material Subsidiary Policy for Determining Material of Events or Information Policy on Preservation of Documents and Archival Grievances Redressal Policy Stakeholders Engagement Policy Communications Policy
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none"> Corporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none"> Stakeholder Engagement Policy Business Responsibility Policy Information Security Policy

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Policy & Management Processes										
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	
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
	c. Web Link of the Policies, if available	https://pdsLtd.com/investors/corporate_governance/#policies/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
3	Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes, the below-mentioned policies extend to our value chain partners 1) Supplier Code of Conduct 2) Sustainable Supply Chain and Responsible Sourcing Policy								
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.									
P1	1. Wrap Certification – Gold certificate of compliance: 3 Owned Manufacturing Facilities (excludes Cutting Plant in Sri Lanka) 2. ISO 9001: 2015 - GoodEarth Apparels Limited 3. GSCS International - Global Organic Textile Standard - All 4 manufacturing units									
P2	1. GRS Certification (Global Recycled Standard (GRS) Textile)- Norlanka Manufacturing Colombo Limited -Trincomalee and GoodEarth Apparels limited 2. RCS Certification (Recycled Claim Standard)- GoodEarth Apparels Limited									
P3	1. ACCORD on Fire Building Safety – Good Earth Apparels Limited 2. BSCI certification - 3 Manufacturing Facilities. 3. SMETA Certification-Norlanka Manufacturing Colombo Limited (Trincomalee and Central Cutting Plant Malwana)									
P4	NA									
P5	NA									
P6	The following certifications are for 3 Manufacturing Facilities (excludes Cutting Plant in Sri Lanka): 1. Higg Index - Environmental Module/ FSLM 2. GSCS International - Organic Content Standard 3. GSCS International - Global Recycled Standard 4. LEED -Gold 5. Global Organic Textile Standard – GoodEarth Apparels Limited 5. EUROPEAN FLAX® Standard 6. SMETA Audit Verified 8. BCI Certification 7. OCS Certification- Norlanka Manufacturing Colombo Limited - Trincomalee, Central Cutting Plant – Malwana and GoodEarth Apparels Limited 8. HIGG FEM Certification- Norlanka Manufacturing Colombo Limited - Trincomalee and Central Cutting Plant - Malwana 9. GOTS Certification- Norlanka Manufacturing Colombo Limited - Trincomalee, Central Cutting Plant – Malwana and GoodEarth Apparels Limited 10. ISO 14064 Certification – Norlanka Manufacturing Colombo Limited - Trincomalee 11. LEED V4 Certification- Gold Certificate- Norlanka Manufacturing Colombo Limited -Trincomalees 12. Oekotex STEP- Norlanka Manufacturing Colombo Limited - Trincomalee									
P7	NA									
P8	1. SEDEX Certification- GoodEarth Apparels Limited									
P9	Oekotex 100 – Norlanka Manufacturing Colombo Limited -Trincomalee and GoodEarth Apparels Limited									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has established specific goals and objectives for both its sourcing and manufacturing operations, focusing on four key principles: Decreasing emissions, Preserving Water & the Environment, Embracing Circular Practices, and Supporting Communities. The Company has outlined a strategic plan with measurable targets spanning from 2023 to 2030, with the ultimate aim of achieving a Net Zero status by 2050.								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Target				Status				
	By 2023: Join UN Global Compact.				Achieved				
	By 2024: Clearly define and categorize Scope 1, 2, and 3 emissions.				Scope 1 and Scope 2 emissions are being tracked and recorded, The Company is in the process of gathering data and setting up processes to monitor Scope 3 emissions.				
	By 2025: SBTi approved emission reduction targets				The Company has announced its commitment to SBTi and will be soon submitting the targets for validation.				
	By 2026: Provide free primary and secondary education to 1000 children from vulnerable communities.				The Company through its current CSR and other social projects are facilitating the education of ~581 children from vulnerables communities of Hyderabad and Bangladesh. The Company is in the process of reaching out to more communities and children to meet their target.				
	By 2027: Responsibly source all Man Made Cellulosic Fibers (MMCF)				In process				
	By 2030: Achieve a 30% reduction in water consumption.				In process				

Governance, Leadership and Oversight

7. 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)

The Company firmly believes that integrating Environmental, Social, and Governance (ESG) principles into our business operations is paramount. This integration not only helps in proactively mitigating risks but also meets consumer expectations, ensures regulatory compliance, and enhances our reputation with our customers and our employees. Ultimately, it leads to fostering a more sustainable and responsible future for the industry as a whole.

The Company recognises the significant environmental challenges faced by the industry and advocate for a shift from short-term, trend-based decisions to long-term, impactful solutions based on science and data. As a global platform company deeply committed to sustainability, the Company is aware and mindful of the environmental and social impacts of our operations. Hence, the Company is dedicated to finding innovative solutions to address these challenges head-on.

The Company ambition is to spearhead lasting change within the fashion industry, positioning ourselves as the premier supply-chain partner known for the ethical, sustainable, and eco-efficient strategies. Central to our Sustainability Agenda are four key pillars: Reduced Emissions, Respect for Water, Circular Thinking, and Community Building. The Company has outlined a roadmap with measurable targets spanning from 2023 to 2030, with the ultimate aim of achieving a Net Zero organisation by 2050.

Furthermore, our manufacturing facilities boast Gold LEED certification, with an ambition to attain Platinum Certification in the near future. Initiatives such as the installation of solar power at Good Earth Apparels Limited in Bangladesh and the establishment of a state-of-the-art wash plant at Progress Apparels (Bangladesh) Limited, funded by the Netherlands-based Good Fashion Fund, underscore the commitment to sustainable practices. These endeavours not only enhance operational efficiencies but also align with the our commitment and focus on to environmental and social stewardship.

Moreover, through its investment arm, PDS Ventures, the Company has strategically backed pioneering companies such as Upcycle Labs, Evernu, Loop, and Style Theory. Upcycle Labs specialises in transforming unwanted inventory into exquisite decor products and store fittings through innovative upcycling techniques. Evernu leverages cutting-edge technology to recycle cotton garment waste into premium, renewable textiles. Meanwhile, Loop and Style Theory operate as online platforms facilitating the resale, swap, donation, and rental of clothing items, thereby fostering a more sustainable approach to fashion consumption.

The Company understand that the journey towards ESG excellence is ongoing. Therefore, it remains steadfast in the commitment to continuous improvement. The Company will continue to identify and address emerging ESG challenges, set ambitious targets, and drive positive change within the organisation and beyond.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	The Group Chief Executive Officer (CEO) is the highest authority responsible for the implementation and oversight of the Business Responsibility policies.								
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 Company has a designated Committee towards compliance and ESG related issues.								

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	Performance against the above-mentioned policies and follow-up action is reviewed by the Board of Directors, Audit Committee, Stakeholder's Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee and Corporate Social Responsibility Committee, as applicable.									Reviews are conducted once every three years or whenever an update is required due to change in applicable laws.							
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	No non-compliances were observed during the reporting period.																	

	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.	Internal auditors periodically review the Company's policies, assessing their effectiveness and adequacy based on best practices observed in reputable organisations. The Audit Committee oversees adherence to these policies within the Company.								
	The Company had engaged one of the Big 4 consulting firms to conduct assessments and reviews of PDS's policies for compliance with the applicable laws.								

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



PRINCIPLE 1:

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

- 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	5	Business strategy and risks involved, internal and external audit plans, updates on compliances and regulatory, Company policies and Internal Controls, Updates on human resources and technology.	100%
Key Managerial Personnel	13	Leadership skills, Culture building, Soft skills - managing customer expectations, Positive mindset, Continuous improvement, Productivity enhancement	67%
Employees other than BOD and KMPs	262	Code of Conduct, POSH Awareness Training, Employee Wellbeing Session, Performance Management Training, Occupational Health & Safety, Fire Safety Guidance, Textile recycling training, ISO 14001 and others	83%
Workers	114	PPE & Risk Assessment, Code of conduct awareness training program. The universal human rights awareness training program, Grievance procedure, Machine Safety Training and others	93%

- 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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred? (Yes/No)
Penalty / Fine	NA	NA	0	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding Fee	NA	NA	0	NA	NA

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

- 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
NA	NA

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.

The Company has an Anti-Bribery and Anti-Corruption policies that apply to all personnel, including directors, employees (permanent, fixed-term, or temporary), consultants, contractors, sponsors, vendors, and others associated with the company and its subsidiaries. These policies clearly define individual responsibilities, identify potential risk scenarios, designate accountable parties, and establish reporting channels for any instances of bribery or corruption. (<https://pds ltd.com/wp-content/uploads/2024/05/Anti-Bribery-and-Anti-Corruption-Policy.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
	(Current Financial Year)	(Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 23-24		FY 22-23	
	(Current Financial Year)		(Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
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:

The Company has not encountered fines, penalties, or regulatory actions from authorities related to corruption or conflicts of interest during the year. The Company has comprehensive procedures detailed in its Anti-Bribery and Anti-Corruption Policy to handle any potential corruption issues. Furthermore, the Company has outlined procedures in its Employee Code of Conduct to address and manage instances of conflict of interest.

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
	(Current Financial Year)	(Previous Financial Year)
Number of days of accounts payables	53	53

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
		(Current Financial Year)	(Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales*	a. Sales to dealers / distributors as % of total sales	-	-
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	-	-

Parameter	Metrics	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties / Total Sales)	0.04%	0.12%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

*In the absence of specific guidance from SEBI, the Company has interpreted trading houses as intermediaries through which trading occurs. However, since all the procurement are directly from manufacturers and there are no intermediaries involved, there are no trading houses to report. Similarly, there are no dealers and distributors as all the sales are being done directly to the customers and retailers.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
59	Supplier Orientation training on handling quality specifications, handling, safety measures and Corrective Action Plan (CAP) Discussion, Nirpon 90 Days Hazard Identification and Risk Assessment & Policy Training & Policy Training, ESG Refresher & Customer requirement Training, Implementation of Guidance Document - Minimum Age, Limited Period Contract Employee and Sub-contracting, Training on Grievance etc.	95%

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.

The Company has implemented a Code of Conduct for its board members and senior management. This Code of Conduct identifies potential conflict-of-interest scenarios and outlines the reporting process for such incidents. Board members and senior management are mandated to annually submit a declaration to the secretarial team confirming their adherence to the Code of Conduct.



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 products 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
	(Current Financial Year)	(Previous Financial Year)	
R&D	-	-	-
CAPEX	-	74%	-

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

Yes. The Company is committed to ethical practices and sustainability in its sourcing processes, ensuring the safety and transparency of its products' supply chain. To uphold these principles, the Company has implemented the Sustainable Supply Chain and Responsible Sourcing (SSCRS) policy for its suppliers. This Policy not only guides suppliers on sustainability but also helps them identify, mitigate, and manage their sustainability risks.

The Company conducts regular internal audits to ensure that its value chain partners adhere to the SSCRS Policy and the Suppliers Code of Conduct. Many partners use fabrics certified by Oeko-tex® STeP, which assures compliance with internationally recognised sustainability and environmental standards. The Oeko-tex® Made in Green Label is awarded to products tested for harmful substances, made in environmentally friendly facilities, and manufactured in safe, responsible workplaces.

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

The Company is in the process setting up systems to gather this data.

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.

PDS is a B2B company, manufacturing and sourcing for brands and retailers, reclaiming the end products is not feasible as they are sold under the name of the respective brand/retailer.

However, being conscious of the impact that the fashion industry has on the environment the Company actively engages and promotes activities that enable circular economy and recycling. Through the investment arm, PDS Ventures, the Company has strategically backed

pioneering companies such as Upcycle Labs, Evernu, Loop, and Style Theory that collect merchandise that would otherwise land in land fills and transform them for reuse.

The Company's subsidiary, Upcycle Labs specializes in transforming unwanted inventory into exquisite decor products and store fittings through innovative upcycling techniques. Evernu leverages cutting-edge technology to recycle cotton garment waste into premium, renewable textiles. Meanwhile, Loop and Style Theory operate an online platforms facilitating the resale, swap, donation, and rental of clothing items, thereby fostering a more sustainable approach to fashion consumption.

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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.

No. the Company does not use plastic packaging for any of its products manufactured in India.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No). If yes, provide the web-link.
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Currently, the Company does not conduct Product Life Cycle assessments. However, some of its supply chain partners are members of the HIGG sustainability platform. As HIGG members, these partners are required to submit data for their facilities, thereby enabling the tracking of their impact on energy, waste, water, and chemical management.

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.

Name of Product / Service	Description of the risk / concern	Action Taken
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In the apparel and textile industry, greenhouse gas (GHG) emissions are pervasive across the entire value chain. The Company collaborates closely with customers and factories, actively sharing industry best practices and processes. The Company has also established a baseline for the GHG emissions through a scientific and data-driven approach. This initiative is in alignment with the UNFCCC commitment to achieve net-zero emissions by 2050, allowing the Company to develop a strategy that supports this goal effectively.

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).

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
	(Current Financial Year)	(Previous Financial Year)
Fabric	12%	13%
Poly Bags	9%	7%
Plastic Hangers	2%	2%

Note : Above data pertains to our own manufacturing operations.

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 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
	Plastics (including packaging)	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category

PDS is a B2B company, reclaiming the end products is not feasible as they are sold under the name respective brands/retailers. However, the Company actively engages and promotes activities that enable circular economy and recycling.



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	Total (A)	% of Employees Covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	3,059	2,847	93%	2,699	88%	NA	NA	692	23%	872	29%
Female	1,092	647	59%	769	70%	1,087	99%	NA	NA	95	9%
Total	4,151	3,494	84%	3,468	84%	1,087	99%	692	23%	967	23%
OTHER THAN PERMANENT EMPLOYEES											
Male	32	18	56%	16	50%	NA	NA	13	41%	0	0%
Female	35	17	49%	17	49%	33	94%	NA	NA	0	0%
Total	67	35	52%	33	49%	33	94%	13	41%	0	0%

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	1,206	1,154	96%	1,192	99%	NA	NA	66	5%	1,140	95%
Female	4,786	4,756	99%	4,771	99%	4,786	100%	NA	NA	4,741	99%
Total	5,992	5,910	99%	5,963	100%	4,786	100%	66	5%	5,881	98%
OTHER THAN PERMANENT WORKERS											
Male	5	2	40%	3	60%	NA	NA	5	100%	0	0%
Female	8	0	0%	8	100%	8	100%	NA	NA	0	0%
Total	13	2	15%	11	85%	8	100%	5	100%	0	0%

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

	FY 2023-24	FY 2022-23
	(Current Financial Year)	(Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.05%	0.03%

Note : Cost incurred on wellbeing measures include amount spent by the company on health & accident insurance.

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

Benefits	FY 2023-2024			FY 2022-2023		
	(Current Financial Year)			(Previous Financial Year)		
	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	8%	0%	Yes	8%	0%	Yes
Gratuity	10%	0%	Yes	10%	0%	Yes
ESI	1%	0%	Yes	1%	0%	Yes
Others – Please Specify	80%	100%	Yes	80%	100%	Yes

Note: 1) PF, Gratuity and ESIC data shown in the table above pertains to all Indian entities in PDS Limited.

2) 96% of the workforce is located outside India, for all other Non-Indian companies, the retiral benefits are as per the respective laws of the land.

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 is committed to enhancing the inclusivity of its workforce by improving the accessibility of its manufacturing facilities and offices for differently-abled individuals. The Company is actively working to expand its presence and ensure equitable access to facilities and opportunities for all.

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, the Company has put in place an Equal Opportunity Policy to prevent discrimination based on gender, sexual orientation, religion, race, colour, or disability. This policy requires all supervisors and managers uphold equal opportunities and ensure that all procedures and practices are free from of discrimination. <https://pdsitd.com/wp-content/uploads/2024/05/Equal-Opportunity-Policy.pdf>

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%	63%	-	-
Female	86%	71%	97%	30%
Total	88%	68%	97%	30%

Note: The above table represents the Company's employees and workers who went on parental leave. There were no permanent male workers who went on parental leave in the previous year.

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	Yes. the Company has implemented a Vigil Mechanism Policy and Grievance Redressal Policy to ensure fair and unbiased treatment of all employees and workers. This Policy ensures that all complaints are dealt with promptly and within defined timeframes. Employees and workers can report grievances through the Ethics Global Hotline Platform. Each complaint is reviewed by the Vigilance Officer/Ombudsman and forwarded to the Board for appropriate disciplinary action.
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:

Benefits	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)		Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	
		% (B/A)	% (D/C)			
	Total Permanent Employees					
Male						
Female						
	Total Permanent Workers					
Male						
Female						

Note: PDS does not have any recognised associations or Unions. PDS does not impose any restrictions, and workers are free to join any associations or unions of their choice.

8. Details of training given to employees and workers:

Benefits	FY 2023-2024 (Current Financial Year)					FY 2022-2023 (Previous Financial Year)				
	Total (A)	On Health & Safety Measures		On Skill Upgradation		Total (D)	On Health & Safety Measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
		EMPLOYEES								
Male	3,091	206	7%	2,409	78%	3,052	380	12%	979	32%
Female	1,127	68	6%	1,103	98%	930	123	13%	396	43%
Total	4,218	274	6%	3,521	83%	3,982	503	13%	1,375	35%
WORKERS										
Male	1,211	608	50%	158	13%	1,238	1,238	100%	298	24%
Female	4,794	3,683	77%	639	13%	4,913	4,913	100%	1,825	37%
Total	6,005	4,291	71%	797	13%	6,151	6,151	100%	2,123	35%

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

Category	FY 2023-2024			FY 2022-2023		
	(Current Financial Year)			(Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	3,091	2,678	87%	3,052	2,590	85%
Female	1,127	925	82%	930	794	85%
Total	4,218	3,603	85%	3,982	3,384	85%
WORKERS						
Male	1,211	743	61%	1,238	857	69%
Female	4,794	3,692	77%	4,913	4,137	84%
Total	6,005	4,435	74%	6,151	4,994	81%

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?

No

- 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 employs a systematic approach to identify work-related hazards, which includes the following steps:

Hazard Identification: The first step involves identifying workplace hazards through methods such as workplace inspections, job hazard analysis, and review of incident reports.

Risk Assessment: After identifying hazards, the next step is to assess the risks associated with each hazard by evaluating the likelihood and severity of potential harm or injury.

Controls: Following risk assessment, the Company develops and implements controls to eliminate or minimise the risks. This includes reviewing existing controls for efficiency and devising new controls such as engineering controls, administrative controls, or the use of personal protective equipment (PPE).

Monitoring and Review: Regular monitoring and review of hazard controls are conducted to ensure their effectiveness and to identify any new hazards. This is achieved through workplace inspections, audits, or incident investigations.

- 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 trained its employees and workers to use various communication channels to report work-related hazards:

Reporting to Designated Person: Each of The Company's manufacturing facilities has a safety officer, supervisor, or manager assigned to identify and resolve potential hazards. Workers can report hazards directly to these designated individuals.

Reporting to HR or Production Team: Workers also have the option to report hazards to the human resources department or the production team, who then coordinate with the designated person to address the hazard.

Whistleblowing Hotline: The Company has an Ethics Global Hotline Platform - <https://pdsitd.com/ethics-hotline/> where anonymous complaints can be lodged. Additionally, some partner factories have an industry hotline number for workers to report hazards.

Grievance Box: Workers can submit a grievance to their employer if they believe a work-related hazard has not been properly addressed. This can be done by submitting a written grievance or utilising a grievance box for submitting the same.

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

The Company's manufacturing facilities are equipped with on-site medical officers and medical centers, ensuring that employees and workers have convenient access to comprehensive non-occupational medical and healthcare services. These facilities offer routine checkups, preventive care, and treatment for illnesses or injuries unrelated to work. The majority of employees are covered by a group medical insurance policy managed by the respective entities within the PDS Group.

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

Safety Incident / Injury	Category*	FY 2023-24	FY 2022-23
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	7.33
	Workers	2.24	8.48
Total recordable work-related injuries	Employees	0	5
	Workers	36	134
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note:

1) In FY 2022-23 all injuries were reported irrespective of them being reportable injuries as per the respective country's jurisdiction. The same has been updated in FY2023 -24 to disclose only reportable injuries.

2) The above disclosure covers three manufacturing units along with the central cutting plant.

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

The Company ensures a safe and healthy workplace by undertaking the following measures:

- Regular safety and health training sessions
- Enforcement of safety protocols and policies
- Routine inspections and audits
- Provision of adequate personal protective equipment (PPE)

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

Benefits	FY 2023-2024			FY 2022-2023		
	(Current Financial Year)			(Previous Financial Year)		
	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	5	0	NA	13	0	NA
Health & Safety	22	0	NA	36	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Health & Safety Practices	100%
Working Conditions	100%

Note: Above data pertains to our own manufacturing facilities

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.

The Company conducts regular routine safety procedure reviews at its own manufacturing units. Identified issues are promptly resolved with the support of on-site safety personnel.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).Yes.

Yes, life insurance is provided to the majority of employees

Yes, all workers are covered under the life insurance policy.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company does not take any measures to verify whether statutory dues have been deducted and deposited by its value chain partners.

3. 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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected 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 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
	Employees	0	0	0
Workers	0	0	0	0

4. 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)

At present, the Company does not offer any transitional assistance programs.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety Practices	95%
Working Conditions	95%

6. 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

The Company conducts regular social compliance audits, either planned or unannounced, to ensure compliance with legal and customer standards. The audit team identifies significant risks and develops a corrective action plan for the facility. The facility is responsible for demonstrating improvement according to the established timeline, which is monitored closely. In cases of repetitive serious violations or failure to meet required standards, the facility is issued a warning letter initially, followed by a termination notice if no progress is observed.

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’s stakeholders are essential partners in the value creation journey. The Company defines stakeholders as individuals, groups, or institutions impacted by our business activities. Engaging with stakeholders enables the Company to share the vision and purpose, while also incorporating their concerns into the decision-making processes. The Company employs a systematic approach to identifying stakeholders, including those impacted by the Company’s products and services. This process includes:



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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> Industry Associations/ Forums Corporate Presentations/ Reports Written/Email Communication Briefings and Direct Meetings 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Ensuring Regulatory Compliance Advocacy of policies that promote sustainability <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Compliance monitoring and reporting Policies Regulations related to Product Safety and Quality Labour-related Regulations Environmental, Social, and Governance (ESG) issues related to the apparel industry
Employees and Workers	No	<ul style="list-style-type: none"> Team Meetings Email Communication Employee Survey Trainings Orientation/ Induction Programme Town Halls Learning Initiatives Annual Performance Reviews Rewards and Recognition Exit Interviews 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Collaboration Employee wellbeing Improving Operational Efficiency <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Organisational Strategy, Vision, Policies, and Procedures Compensation and Benefits Work-life balance Career development opportunities Training programs Employee programs Diversity, Equality, and Inclusion initiatives Workplace Health and Safety Organisational Strategy, Vision, Policies, and Procedures
Customers	No	<ul style="list-style-type: none"> Customer Meets Personal/Telephonic Interactions Media Campaigns and Advertising Knowledge Seminars and Events Digital Platforms Social Media Feedback Surveys Email Communication 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> Understanding customer needs, preferences, and expectations Customer feedback Impact of products and services <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> Product pricing Innovative Products and solutions Product delivery options Sustainable practices and initiatives

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> • Visits and Personal/ Telephonic • Interactions • Supplier Onboarding Sessions • Trainings • Email Communication • Social Media 	Continuous	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> • Quality of products provided by suppliers • Supplier's pricing structure • Supplier's capacity and delivery capabilities • Contingency plans in case of delays or disruptions • Supplier assessments <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> • Supplier's quality control procedures • Product delivery timeframe • Compliance with laws and regulations • Supplier assessments of environmental and ethical standards
Investors and Shareholders	No	<ul style="list-style-type: none"> • Annual Report and Sustainability Report • Annual General Meeting • Conferences, Seminars Investor Meets • Investor Presentations • Website • Email Communication • Media Releases 	Quarterly	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> • Addressing their concerns and inquiries • Discussing the Company's financial performance • Exploring Corporate Strategy and Governance • Reviewing Sustainability Practices <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> • Company's financial results, Year on Year performance • Corporate strategy updates • Innovation and key investments • Governance including board composition • Sustainability practices, including the Company's approach to ESG issues and human rights policies

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 engages with stakeholder's through the Business Vertical Heads and Department Heads.

The Company has a dedicated Stakeholders' Relationship Committee tasked with overseeing all stakeholder communications. In addition to board committees, The Company has a team of industry experts who engage directly with the board on compliance, environmental, and social matters. Feedback and discussions from stakeholders undergo are reviewed by the respective Committees and communicated to the Board.

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.

Stakeholder consultation is integral to the Company for identifying and managing environmental and social issues. Through these engagements, the Company identifies areas with significant environmental and social impacts. The outcomes are deliberated with senior leadership and the board, forming the base of the Company ESG strategy.. Sustainability and community initiatives at the Company are shaped by these stakeholder interactions.

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

Vulnerable and marginalised stakeholder groups are those who, due to circumstances beyond their control, lack the same opportunities as the privileged segments of society. PDS has identified these groups and implemented various initiatives to address their needs, particularly focusing on underprivileged children and women in less developed regions.

One such initiative is "Soham For Kids Education Society" in Mallapur, Hyderabad, where PDS promotes the education of underprivileged and orphaned children. This program provides access to quality education, nutritious meals,

educational materials, and health check-ups. Currently, the school has over 200 students enrolled from nearby villages. Additionally, The Company provides skills training to the parents of these children.

The Company also supports "Soham For All" at the Centre of HOPE Foundation in Dhaka, Bangladesh, which includes a primary school for children and a vocational training center for garment factory workers. Since 2015, the school has been educating children in the Bengali medium with a focus on English language skills. The curriculum also emphasises other skills and "intelligences" through enrichment programs in art, craft, and self-expression. Higher-grade students receive training in computer skills and industrial sewing.

Furthermore, the Company's subsidiary, Poeticgem International Limited (Poeticgem) has undertaken projects in Bangladesh which support underprivileged children and young girls. Poeticgem collaborates closely with the Abinta Kabir Foundation to provides a holistic education with a specially designed curriculum and fulfill all the school's needs. They also provide scholarship to the children of workers, during the year they contributed ~\$14,500 towards these scholarships. Poeticgem also led a program to create thermal jackets for neonates suffering from hypothermia in low-income settings. These jackets were designed to act as an incubator and regulate the body temperature of the infants in places that lacked access to incubators. 45 Jackets were designed and produced by Poeticgem for use in Bangladesh.



PRINCIPLE 5:

Businesses should respect and promote human rights

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 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	4,151	1,215	29%	3,793	1,042	28%
Other than Permanent	67	0	0%	189	0	0%
Total Employees	4,218	1,215	29%	3,982	1,042	26%
WORKERS						
Permanent	5,992	5,561	93%	6,146	2,362	39%
Other than Permanent	13	0	0%	5	0	0%
Total Workers	6,005	5,561	93%	6,151	2,362	39%

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

Category	FY 2023-2024					FY 2022-2023				
	(Current Financial Year)					(Previous Financial Year)				
	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	3,059	2	0%	1,905	62%	299	0	0%	299	100%
Female	1,092	0	0%	995	91%	101	0	0%	101	100%
Other than Permanent										
Male	32	0	0%	28	88%	5	0	0%	5	100%
Female	35	1	3%	34	97%	2	0	0%	2	100%
WORKERS										
Permanent										
Male	1,206	52	4%	1,154	96%	0	0	0%	0	0%
Female	4,786	382	8%	4,404	92%	0	0	0%	0	0%
Other than Permanent										
Male	5	0	0%	5	100%	0	0	0%	0	0%
Female	8	0	0%	8	100%	0	0	0%	0	0%

Note –

1) For FY 2023-24

- Minimum wages are calculated as per the respective laws of the country in which the employee is employed.
- In Bangladesh minimum wages is not applicable for employees classified as staff.
- In UAE there is no minimum wage prescribed by law.

2) For FY 2022-23

- Minimum wages was calculated as per the Minimum Wages Act as applicable in India for six entities, viz., PDS Limited, DBS Lifestyle India Private Limited, Digital Ecom Techno Private Limited, Norlanka Brands Private Limited, SOT Garments Private Ltd and Technocian Fashions Private Ltd.
- Companies in other jurisdictions, including our factories located in Bangladesh and Sri Lanka have been excluded from the table above, however all the companies across jurisdictions meet the local minimum wage requirements in respective regions.
- Due to the above the data for both years is not comparable.

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Gender	Male		Female	
	Number	Median Remuneration / Salary / Wages of respective category	Number	Median Remuneration / Salary / Wages of respective category
Board of Directors (BoD)	4	41,39,660	2	42,94,897
Key Managerial Personnel	3	1,74,00,000	-	-
Employees other than BoD and KMP	3,088	4,83,429	1,127	22,55,820
Workers	1,211	1,26,604	4,794	1,26,558

Note:

- The Board of Directors of PDS Ltd are also the Directors on the board of the subsidiaries and are being paid remuneration/sitting fees from such subsidiaries.
- Median remuneration in ₹.

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

	FY 2023-24	FY 2022-23
	(Current Financial Year)	(Previous Financial Year)
Gross wages paid to females as % of total wages	47%	39%

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 comprehensive process and grievance redressal mechanism for human rights outlined in its Human Rights Policy. Employees and workers can raise grievances using Ethics Global Hotline Platform, an independent tool provided by the company. Grievances submitted through Ethics Global Hotline Platform are reviewed by the Vigilance Officer/Ombudsman and then presented to the Board for disciplinary action.

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

Employees and workers can raise grievances through Ethics Global Hotline, a platform provided by the Company. All complaints undergo an initial review by the Vigilance Officer/Ombudsman and are then presented to the Board for disciplinary measures if necessary. The Company has a well-established system and process to investigate, take action, and resolve such issues while ensuring that the complainant is protected from any form of retaliation. Details of the channels available for employees and workers to register complaints include:

Ethics Global Hotline Platform- <https://pdsLtd.com/ethics-hotline/>

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

Benefits	FY 2023-2024 (Current Financial Year)			FY 2022-2023 (Previous Financial Year)		
	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	1	0	NA	0	0
Discrimination at workplace	1	0	4		0	
Child Labour	0	0	0		0	
Forced Labour/ Involuntary Labour	0	0	0		0	
Wages	1	0	0		0	
Other human rights related issues	1	0	0		0	

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
	(Current Financial Year)	(Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.02%	0%
Complaints on POSH upheld	0	0

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

The Company has a comprehensive Human Rights Policy that addresses the following areas:

- Equal opportunity and non-discrimination
- Healthy and safe working environment
- Harassment-free workplace
- Freedom of association
- Inclusive workplace
- Prohibition of child labor and forced labor
- Human rights assessments

Any complaints regarding discrimination and harassment from employees or workers will be diligently investigated and resolved, ensuring that the complainant is protected from any form of retaliation.

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

Yes, human rights requirements are integral components in PDS's business agreements and contracts with all vendors. PDS has established a Supplier's Code of Conduct rooted in values and standards derived from the declaration of core conventions. The Company maintains a zero-tolerance policy towards violations including:

- Child labor
- Forced labour
- Discrimination

- Workplace harassment and abuse
- Unauthorised subcontracting
- Denial of access to auditors for factory tours, worker interviews, or document reviews
- Sharing buildings with shops/markets, residences, or other owners, or buildings with hazardous processes
- Use of factory buildings not approved for industrial purposes.
- Any unethical practices, such as bribery, to facilitate processes.

Violations of these standards will result in strict action by the PDS Group.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child Labour	100%
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other human rights related issues	

Note: Above data pertains to our own manufacturing facilities.

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 upholds a Zero Tolerance towards violations and conducts assessments during the onboarding of any vendor facility. Additionally, the Company performs periodic assessments, at least twice annually. Any violations discovered prompt the implementation of a corrective action plan, while repeated serious violations may lead to termination.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints.

No business processes were needed to be modified or introduced as a result of addressing human rights grievances/complaints.

2. Details of the scope and coverage of any Human rights due-diligence conducted.

As a key element of our vendor onboarding process, we assess vendors for compliance with human rights issues and maintain a Zero Tolerance Policy towards any violations. Vendors are evaluated on practices such as bonded labor, fair pay without illegal deductions, child labor, discrimination and harassment, safe and clean working conditions, excessive working hours, and the freedom of association for workers.

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?

The Company has a limited number of employees who are differently abled. Since all of the Company's offices

in India are located in rented facilities, modifying office infrastructure for differently abled individuals presents challenges. However, the Company ensures that all necessary support is provided to its differently abled employees and visitors.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	95% of Value chain partners were assessed.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

There were no significant risks that necessitated major corrective actions. Nonetheless, the Company conducts planned or unannounced social compliance audits periodically to uphold legal and customer standards. The audit team identifies significant risks and formulates a corrective action plan for the facility. The facility must demonstrate progress according to this plan. In cases of repeated serious violations or failure to meet required standards, the facility is issued a warning letter initially, followed by a termination notice if no improvement is seen.



PRINCIPLE 6:

Businesses should respect and make efforts to protect and restore the environment

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
From renewable sources (GJ)		
Total electricity consumption (A)	1,805.43	2,926.91
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	1,805.43	2,926.91
From non-renewable sources		
Total electricity consumption (D)	33,916.23	19,164.12
Total fuel consumption (E)	12,057.40	14,943.81
Energy consumption through other sources (F)	39,841.19	36,963.59
Total energy consumed from renewable sources (D+E+F)	85,814.82	71,070.52
Total energy consumed (A+B+C+D+E+F)	87,620.25	73,996.43
Turnover (₹ in lakhs)	10,37,264.96	10,57,700.42

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ ₹)	0.00000084	0.00000070
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (GJ/ ₹ adjusted for PPP)	0.00001829	0.00001567

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, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the Business Responsibility and Sustainability Report (BRSR) for FY 2023-24.

Note: 1) FY2023-24

- i) The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- ii) Some of our offices are located in rented/leased premises where we pay a consolidated amount towards rent & utilities (Electricity), hence certain usage related data is not available. Currently, 79% of total head counts in office locations are covered in disclosure. However, the company actively in the process of implementing systems to track this data.
- iii) During the year all the solar energy produced by the Norlanka Manufacturing Colombo Limited unit was exported back to the grid, and a portion of solar energy generated by GoodEarth Apparels Limited was also exported back to the grid. Due to this the utilisation of renewable energy has decreased, as a significant proportion of the solar units generated were sent to the grid.

2) FY2022-23

- i) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set up in February 2023).

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.

The Company does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme established by the Government of India.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	37,347.00	42,931.00
(iii) Third party water	1,45,146.80	1,23,064.25
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,82,493.80	1,65,995.25
Total volume of water consumption (in kilolitres)*	1,56,673.86	1,65,995.25
Turnover (₹ in lakhs)	10,37,264.96	10,57,700.42
Water intensity per rupee of turnover (Total water consumption/ revenue from operations) (KL/ ₹)	0.00000151	0.00000157
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (KL/ ₹ adjusted to PPP)	0.00003383	0.00003515

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, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2023-24.

Note: 1) FY2023-24

- i) The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- ii) Water usage at office locations was for domestic purposes only.
- iii) Water withdrawal for office locations has been computed based on estimates derived from the location-wise head count and calculated on a per capita basis.
- iv) The domestic water consumption has been assumed to equal water withdrawn for domestic purposes across office locations (oversees), central cutting plant and Progress Apparels (Bangladesh) Ltd.
- v) Other than that, water consumption has been calculated as the difference between total water withdrawal and total water discharge, due to available water discharge-related data at Nor Lanka Manufacturing Colombo Limit, GoodEarth Apparels Limited and Progress Apparels (Bangladesh) Ltd.(industrial water). However, for the previous year, water consumption was assumed to equal water withdrawn across all facilities.

2) FY2022-23

- i) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set up in February 2023).

4. Provide the following details related to water discharged:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment (Secondary Treatment)	4,316.16	-
- With treatment (Tertiary Treatment)	10,281.60	-
(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	3,886.20	-
- With treatment (Secondary treatment)	7,336.00	-
(v) Others		
- No treatment	-	-
- With treatment – through soak pit	-	-
Total water discharged (in kilolitres)	25,819.96	-

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, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2023-24.

Note: 1) FY2023-24

- i) The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- ii) The domestic water discharge was assumed to equal water withdrawn for domestic purposes across office locations (oversees), central cutting plant and Progress Apparels (Bangladesh) Ltd and therefore domestic water discharge for these facilities is zero.

2) FY 2022-23

- i) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes set up in February 2023).

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

The Company has implemented treatment facilities across all the manufacturing sites to adhere to the treated effluent standards set by the Government Authority. At the primary manufacturing locations, PDS aim to maximise the recycling of treated effluent.

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 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Ton	8.13	0.68
SOx	Ton	0.52	0.24
Particulate matter (PM)	Ton	0.66	0.07
Persistent organic pollutants (POP)	Ton	-	-
Volatile organic compounds (VOC)	Ton	-	-
Hazardous air pollutants (HAP)	Ton	-	-
Others – please specify (CO)	Ton	4.19	0.17

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

Note: FY 2023-24

- i) The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- ii) Some of our offices are located in rented/leased premises where we pay a consolidated amount towards rent & utilities, hence certain diesel usage related data is not available. Currently, 86% of total head counts in office locations (offices employing DG sets) are covered in disclosure. However, the company actively in the process of implementing systems to track this data.
- iii) Please note that Air Emissions are assessed using the EPA methodology across all manufacturing entities and office locations, except for the PABL unit where actual emission data from a third party were utilized.

FY 2022-23

- i) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set up in February 2023).

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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)	Metric Tonnes of CO ₂ equivalent	4,749.48	1,119.37
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)	Metric Tonnes of CO ₂ equivalent	4,533.56	3,227.66
Turnover (₹ in lakhs)		10,37,264.96	10,57,700.42
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric Tonnes of CO ₂ equivalent / Revenue from operations (₹)	0.000000089	0.000000041
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric Tonnes of CO ₂ equivalent / ₹ Revenue from operations adjusted for PPP	0.000002005	0.000000921

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, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2023-24.

Note: 1) FY 2023-24

- i) The disclosure covers three manufacturing units along with the central cutting plant and PDS offices globally.
- ii) Some of our offices are located in rented/leased premises where we pay a consolidated amount towards rent & utilities (Electricity & Diesel), hence certain usage related data is not available. Currently, 79% of total head counts in office locations are covered in disclosure.
- iii) Fugitive emissions and mobile emissions from office locations have not been considered, however, the company is actively in the process of setting up processes for collecting the relevant data.

2) FY 2022-23

- i) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set up in February 2023).
- ii) Fuel (diesel) consumption in company-owned vehicles and grass cutter were excluded as they were not material.

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

The Company has taken proactive measures to contribute positively towards global efforts to mitigate climate change and global warming. Two of the Company's three manufacturing facilities, Norlanka Columbo Manufacturing Ltd in Sri Lanka and Good Earth Apparel Ltd in Bangladesh, are solar-powered, with capacities of 630 kWp and 1000 kWp respectively. In the past year, these solar panels generated a total of 764,555 kWh and 656,224 kWh of electricity.

The Company is in the pursuit of achieving its goal of being Carbon Neutral by 2025. The Company's subsidiary Norlanka Columbo Manufacturing Ltd has partnered with the University of Kelaniya on a mangrove restoration project. Mangroves play a crucial role in defending against erosion and storms, providing habitats for diverse species, and storing significantly more carbon per hectare than tropical rainforests. This collaboration aims to restore mangrove ecosystems along the Sri Lankan coast and raise awareness about their importance through webinars conducted by the University.

Additionally, the Company has committed to Science Based Targets initiative (SBTi), aligning their sustainability efforts with global climate science. and will be soon submitting targets with SBTi for validation.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	28.85	19.05
E-waste (B)	0.45	0.61
Bio-medical waste (C)	0.02	0.21
Construction and demolition waste (D)	-	-
Battery waste (E)	1.90	1.51

Parameter	FY 2023-24	FY 2022-23
	(Current Financial Year)	(Previous Financial Year)
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.05	0.87
- Machine Oil	0.31	0.46
- Chemical Drums	0.38	0.41
- ETP Sludge	0.36	-
Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	1002.15	910.77
- Food Waste	43.71	40.12
- Jute/Fabric	683.36	719.15
- Cardboard/Paper/Carton	181.54	123.97
- Mixed waste including empty thread cones, iron & Tin and broken needle	93.32	27.53
Total (A + B + C + D + E + F + G + H)	1034.42	933.04
Turnover (₹ in lakhs)	10,37,264.96	10,57,700.42
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/₹)	0.000000010	0.000000009
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/ ₹ adjusted to PPP)	0.000000223	0.000000198
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	163.205	5.70
(ii) Re-used	27.46	159.60
(iii) Other recovery operations	-	-
Total	190.67	165.30
Recycled, re-used, recovered waste intensity (Waste recycled, re-used, recovered /Total waste generated)	0.1843	0.1772
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste		
(i) Incineration	250.78	368.69
(ii) Landfilling	19.00	41.11
(iii) Other disposal operations	573.88	357.95
Total	843.75	767.75
Incinerated, landfill, disposed waste intensity (Waste incinerated, landfill, disposed /Total waste generated)	0.8157	0.8228

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, Grant Thornton Bharat LLP has carried out an independent assurance of the selected non-financial disclosures presented in the BRSR for FY 2023-24.

Note: 1) FY 2023-24

- i) The disclosure covers three manufacturing units along with the central cutting plant.
- ii) For current disclosures, it is assumed that total waste generated is equal to total waste disposed.
- iii) Head office of Nor Lanka Manufacturing Colombo Limited was relocated to new location during start of Q3 hence, waste disposal is assumed as zero for Q3 and Q4 because of non-availability of data.

2) FY 2022-23

- i) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set up in February 2023).

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 waste produced at the Company's three manufacturing facilities is managed in compliance with local waste management regulations. Each facility has a documented waste management standard operating procedure (SOP) that governs their practices. This SOP details the procedures for handling, storing, and disposing/recycling various types of waste. PDS has also established a 'Waste to Energy' facility at one of our Bangladesh plants. This facility utilises jute waste from the plant to generate energy through the boiler.

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.
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The Company does not have any operations/offices in/around ecologically sensitive areas.

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
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There are no projects undertaken by the Company in the FY 2023-24 that attract Environmental Impact Assessments.

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	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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Yes, the Company is compliant with all applicable environmental law/ regulations/ guidelines in India as well as the respective countries of the manufacturing facility.

Leadership Indicators

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

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area Nil
(ii) Nature of operations Nil
(iii) Water withdrawal, consumption and discharge in the following format:

There is no water withdrawal, consumption and discharge in areas of water stress.

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

The Company is in the process of initiating data collection to calculate Scope 3 emissions.

3. **With respect to the ecologically sensitive areas reported at Question 11 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.**

The Company does not have any operations/offices in/around ecologically sensitive areas.

4. **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, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Launch of solar power plant at GoodEarth Apparels Limited, Bangladesh	Installation of solar plant with capacity of One megawatt (MWh) of renewable green energy generation	This project will potentially mitigate over 10,000 tonnes/kWh of carbon emission in its lifetime
2.	Nor lanka Roof top Solar Project (630 KW) at Sri Lanka	Installation of 630 KW Solar Power panels on rooftops	This project will potentially reduce overall GHG Emissions.
3.	Rainwater Harvesting System at the manufacturing unit in Sri Lanka	Implementation of Rainwater harvesting systems to capture rainwater and direct it into the ground to recharge aquifers and replenish groundwater levels.	Rainwater harvesting systems will increase the groundwater levels as well as quality.

Sr. No.	Initiative Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4	Mangrove Restoration project at Sri Lanka	A mangrove Restoration was initiated with the University of Kelaniya.	The main objective of the program was supporting the community and biodiversity.
5	EGB Boiler /Incineration Boiler at Bangladesh	Progress Apparels (Bangladesh) Ltd has an internal biomass/incineration boiler that is being used to generate steam. This boiler is using approximately 95% of the solid waste generated by the facility as fuel to generate steam.	Using solid waste as fuel in a biomass/incineration boiler can offer several benefits, including: reduction of waste, thus reducing the impact on the environment.
6	Servo Type Sewing Machine at Bangladesh	Progress Apparels (Bangladesh) Ltd has used servo type motor instead of traditional clutch motor in all sewing machine.	These are more energy efficient, and quitter compared to traditional clutch motors.

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

The Company has established comprehensive protocols for Business Continuity and Disaster Recovery, addressing specific aspects within its IT and Risk Management Policies. Under the IT Policy, Business Continuity and Disaster Recovery for Information Security are detailed, with annual testing of the Business Continuity plan incorporating information security requirements.

The Risk Management Policy encompasses a broader spectrum of risks, including financial, operational, sectoral, sustainability, information, and cyber security risks. The Company employs methodologies, processes, and systems to effectively identify, monitor, evaluate, and mitigate these risks. Furthermore, the Company has implemented a dedicated disaster recovery plan tailored specifically for its SAP Production infrastructure, ensuring resilience in critical business operations.

6. 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.

The Company assesses its value chain partners for different environmental and social parameters. The manufacturing facilities in Bangladesh and Sri Lanka conduct annual audits of suppliers for these factors. There have been no significant adverse environmental impacts identified from the value chain partners.

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

95% value chain partner were assessed for environmental impacts.



PRINCIPLE 7:

Businesses should respect and make efforts to protect and restore the environment

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

The Company is affiliated to 3 industry chambers/associations we are mentioning 3 below.

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.	Sustainable Apparel Coalition	International
2.	UN Global Compact	International
3.	American Apparel & Footwear Association	International

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of Authority	Brief of the Case	Corrective Action Taken
NA	-	-

There were no adverse orders from regulatory authorities related to anti-competitive conduct by the entity.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
-	NA	-	-	-	-

The Company is actively involved in promoting sustainability and ethical business practices through its memberships. PDS is a member of the Sustainable Apparel Coalition, an industry-wide group focused on reducing the environmental and social impacts of apparel and footwear products globally. Additionally, PDS participates in the UN Global Compact, a voluntary initiative where CEOs commit to implementing universal sustainability principles and supporting UN goals. These memberships reflect PDS's commitment to sustainability and corporate responsibility.

Furthermore, PDS was the fashion sponsor for BHARAT TEX 2024, a global textile mega event organized by a consortium of 11 Textile Export Promotion Councils and supported by the Ministry of Textiles. BHARAT TEX 2024 promoted the growth and development of the Indian textile industry, highlighting innovations, sustainable practices, and the global competitiveness of Indian textiles.



PRINCIPLE 8:

Businesses should promote inclusive growth and equitable development.

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name & Brief Details of Project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA	-	-	-	-	-

During the FY 2023-24, the Company did not undertake any projects in India that necessitated Social Impact Assessments.

2. Provide information on project (s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
-	NA	-	-	-	-	-

The Company has not engaged in any Rehabilitation and Resettlement (R&R) activities, as none of its activities directly or indirectly required such measures.

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

PDS has a Vigil Mechanism Policy and Grievance Redressal Policy that outlines a mechanism for addressing grievances from all stakeholders. Stakeholders can raise grievances through the independent Ethics Global Hotline Platform. These grievances are then forwarded directly to a Reviewing Authority appointed by the PDS board. The Authority follows an established system and process to investigate, take action, and resolve issues, ensuring protection for the complainant against any form of retaliation.

Stakeholders can register complaints through the following channels:

Ethics Hotline- <https://pdsLtd.com/ethics-hotline/> / and whistleblower@pdsLtd.com

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	1.39%	1.87%
Directly from within India	5.84%	9.15%

4. 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
	(Current Financial Year)	(Previous Financial Year)
Rural	-	-
Semi-Urban	-	-
Urban	1%	2%
Metropolitan	8%	9%

Note:

- Places are categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan
- Numbers mentioned above are specific to India locations.
- Classification is based on the RBI Guidelines and Census 2011.

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):

Details of negative social impact identified	Corrective action taken
NA	-

During the FY 2023-24, there were no projects undertaken by PDS in India that required Social Impact Assessments.

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)
-	-	-	-

The Company does not have any CSR projects in the designated aspirational districts identified by government bodies. However, the Company has undertaken CSR projects in Mallapur, Hyderabad (India), and Dhaka (Bangladesh).

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)

No, the Company does not have a preferential procurement policy that prioritises purchasing from suppliers consisting of marginalised or vulnerable groups.

- (b) From which marginalised / vulnerable groups do you procure?

NA

- (c) What percentage of total procurement (by value) does it constitute?

NA

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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
-	NA	-	-	-

The Company has not owned or acquired any intellectual property rights based on traditional knowledge in the current financial year.

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.

Name of Authority	Brief of the case	Corrective Action Taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of education for underprivileged and orphaned children, and vocational training to their parents. Soham For Kids Education Society, Mallapur, Hyderabad, India	211	100%
2.	Promotion of education for underprivileged and orphaned children and vocational training in English, IT, sewing. Soham For All, Centre of HOPE Foundatio, Dhaka, Bangladesh	370	100%

Soham for Kids, Mallapur, Hyderabad is a part of PDS's CSR initiative under section 135 of the Companies Act, 2013. The Company has in addition to this contributed to other CSR initiatives through its subsidiaries, refer to the community section in the Annual

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PRINCIPLE 9:

Businesses should engage with and provide value to their consumers in a responsible manner

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

As a global business-to-business company, the Company has implemented comprehensive processes and grievance redressal mechanisms for each vertical. Each business unit has a country-specific escalation mechanism in place. Customers can reach out to business heads or designated points of contact for grievance resolution. Additionally, stakeholders, including consumers, can raise grievances through the Ethics Global Hotline platform. The Company has implemented a Grievance Redressal Policy for all stakeholders.

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	-
Safe and responsible usage	100%
Recycling and/or safe disposal	-

All the output from our manufacturing entities have information regarding the safe usage of the products. PDS also provides sourcing solutions for global brands and retailers who provide specifications for information to be printed on the labels & packaging of the products and this differs from customer to customer. However, it ensured the all applicable statutory parameters specially regarding safe usage is printed.

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

	FY 2023-2024 (Current Financial Year)		Remarks	FY 2022-2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	1	0	NA	0	0	No complaints have been reported for FY 2022-23
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	5	1		0	0	

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

	Number	Reasons for Recall
Voluntary Recalls	0	NA
Forced Recalls	0	NA

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

The Company has a comprehensive policy that addresses Information Security and Cyber Security. This Policy is designed to safeguard sensitive information, ensure compliance with regulations, and protect customer data. It aims to minimise risks from cyber-attacks and includes a Business Continuity and Disaster Recovery Policy. Further, the Company has established a disaster recovery plan for its SAP production environment. There are defined processes for managing Personal Data, Data Breaches, and Security Incidents, including a dedicated Incident Response Process.

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 is not involved in the delivery of essential services. There have been no product recalls or penalties imposed by regulatory authorities regarding the safety of PDS's products or services.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: NA

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information about The Company's products can be found on the Company's website <https://pdsLtd.com/>. The "Contact Us" section on the website also provides links to some of our key group companies.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

All products are sourced or manufactured according to the specifications of the brands/retailers and comply with all relevant statutory parameters.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The Company does not deal with the delivery of essential services.

4. 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)

All products are sourced or manufactured according to the specifications provided by the brands/retailers and comply with all relevant statutory requirements.



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Independent Practitioner's assurance report on Identified Sustainability Information in PDS Limited's Business Responsibility and Sustainability Report (BRSR) for FY 2023 – 2024

To

The Board of Directors

PDS Limited

Mumbai, Maharashtra, India

1. We have been engaged to perform assurance engagement for PDS Limited (the 'Company') vide our engagement letter dated 31 May 2024 to provide reasonable assurance on non-financial information pertaining to core attributes of Business Responsibility and Sustainability Report ("BRSR Core Information) and limited assurance on non-financial information pertaining to identified attributes other than core attributes ("Other selected indicators of BRSR other than BRSR Core Information") contained in the Company's BRSR for the financial year ended 31 March 2024 ('collectively referred as "Identified Sustainability Information") prepared by management in accordance with the Criteria stated below. The Identified Sustainability Information is included in the Business Responsibility and Sustainability Report (BRSR) of the Company for the year ended 31 March 2024

Identified Sustainability Information

2. The BRSR Core Information for the year ended 31 March 2024, is summarised as below:



Attribute	Principle	Key Performance Indicator
Energy footprint	Principle 6 – 1	<ul style="list-style-type: none"> Total energy consumption (in Joules or multiples) and energy intensity % of energy consumed from renewable sources Energy intensity
Water footprint	Principle 6 – 2	<ul style="list-style-type: none"> Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment
Greenhouse (GHG) footprint	Principle 6 – 7	<ul style="list-style-type: none"> Greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity
Embracing circularity - details related to waste management by the entity	Principle 6 – 9	<ul style="list-style-type: none"> Details related to waste generated by the entity (category wise) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations. For each category of waste generated, total waste disposed by nature of disposal method
Enhancing Employee Wellbeing and Safety	Principle 3 – 1(c)	<ul style="list-style-type: none"> Spending on measures towards well-being of employees and workers (including permanent and other than permanent)
	Principle 3 – 11	Safety related incidents: <ul style="list-style-type: none"> Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) Total recordable work-related injuries No. of fatalities High consequence work-related injury or ill-health (excluding fatalities)
Enabling Gender Diversity in Business	Principle 5 – 3(b)	Gross wages paid to females as % of total wages paid by the entity
	Principle 5 – 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Enabling Inclusive Development	Principle 8 – 4	Percentage of input material (inputs to total inputs by value) sourced from suppliers
	Principle 8 – 5	Job creation in smaller towns – Wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the locations, as % of total wage cost
Fairness in Engaging with Customers and Suppliers	Principle 1 – 8	Number of days of accounts payables
	Principle 9 – 7	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events



Attribute	Principle	Key Performance Indicator
Open-ness of business	Principle 1 – 9	Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties

3. The other selected indicators of BRSR other than BRSR Core Information for the year ended 31 March 2024, is summarised as below:

Section	Principle	Key Performance Indicator
C	Principle 2 Essential Indicator 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.
	Principle 3 Essential Indicator 1(a) and 1(b)	<ul style="list-style-type: none"> • Details of measures for the well-being of employees • Details of measures for the well-being of workers
	Principle 3 Essential Indicator 2	Details of retirement benefits
	Principle 3 Essential Indicator 9	Details of performance and career development reviews of employees and worker
	Principle 5 Essential Indicator 2	Details of minimum wages paid to employees and workers
	Principle 5 Essential Indicator 3 (a)	Median remuneration / wages of respective category <ul style="list-style-type: none"> • Board of Directors (BoD) • Key Managerial Personnel • Employees other than BoD and KMP • Workers
	Principle 5 Essential Indicator 6	Number of Complaints on the following made by employees and workers, on: <ul style="list-style-type: none"> • Sexual Harassment • Discrimination at workplace • Child labour • Forced labour / Involuntary labour. • Wages • Other human rights related issues.
	Principle 8 Leadership Indicator 6	Details of beneficiaries of CSR Projects



4. Boundary of the report covers the Group entities as on 31 March 2024, covering its 127 subsidiaries, 5 joint ventures and 5 associates located in India and overseas.
5. Our assurance engagement is with respect to the financial year ended 31 March 2024 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and therefore, do not express any opinion/conclusion thereon.

Criteria

6. The criteria used by the Company to prepare the Identified Sustainability Information for the financial year ended 31 March 2024 is summarised below ('BRSR Framework'):
 - Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015, as amended;
 - Business Responsibility and Sustainability Reporting Requirements for listed entities as per Master Circular No. SEBI/HO/CFD/PoD2/ CIR/P/2023/120 dated 11 July 2023; and
 - SEBI Circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023 and clarifications thereto issued by SEBI.

Management's Responsibilities

7. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

8. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Auditor's Independence and Quality Control

9. We are independent of the Company and have fulfilled our other ethical responsibilities in accordance with the requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants' ('IESBA') and have the required competencies and experience to conduct this assurance engagement.
10. Our firm applies International Standard on Quality Management (ISQM) 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's Responsibility

11. Our responsibility is to express a reasonable assurance in the form of an opinion on BRSR Core Information and express a limited assurance in the form of a conclusion on other selected indicators of BRSR other than BRSR Core Information, based on the procedures we have performed and evidence we have obtained. We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information" ('ISAE 3000 (Revised)') issued by the International Auditing and Assurance Standards Board ('IAASB'). This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the BRSR Core



Information is prepared, in all material respects, in accordance with the Criteria and limited assurance about whether the other selected indicators of BRSR other than BRSR Core Information is free from material misstatement.

12. A reasonable assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the BRSR Core Information, assessing the risks of material misstatement of the BRSR Core Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the BRSR Core Information.
13. A limited assurance engagement involves assessing the suitability in the circumstances of the Company's use of the Criteria as the basis for the preparation of the other selected indicators of BRSR other than BRSR Core Information, identifying areas where material misstatement is likely to arise in the other selected indicators of BRSR other than BRSR Core Information whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances and evaluating the overall presentation of the other selected indicators of BRSR other than Core Information.
14. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.
15. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.
16. Given the circumstances of the engagement, in performing the procedures listed above, we:
 - Conducted virtual site visits at the manufacturing facilities of Progress Apparels (Bangladesh) Limited and Norlanka Progress (Private) Limited, for data and document verification.
 - Carried out discussions at the corporate office and manufacturing facilities for data and document verification;
 - Interviewed senior executives to understand the reporting process, governance, systems and controls in place during the reporting period.
 - Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Company to support relevant performance disclosures within our scope.
 - Evaluated the suitability and application of Criteria and that the Criteria have been applied appropriately to the Identified Sustainability Information.
 - Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
 - Re-performed calculations to check accuracy of claims,
 - Reviewed data from independent sources, wherever available,
 - Reviewed data, information about sustainability performance indicators and statements in the report.
 - Reviewed and verified information/ data as per the BRSR framework;



- Reviewed accuracy, transparency and completeness of the information/ data provided;

17. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the other selected indicators of BRSR other than BRSR Core Information have been prepared, in all material respects, in accordance with the Criteria.

Exclusions:

18. Our assurance engagement scope excludes the following and therefore we do not express an opinion on the same:
- Any disclosure other than those mentioned in the Identified Sustainability Information section above
 - Data and information outside the defined reporting period
 - Data related to Company's financial performance, strategy and other related linkages expressed in the Report.
 - The Company's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
 - Mapping of the Report with reporting frameworks other than those mentioned in Criteria above.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Opinion

19. Based on the procedures we have performed and the evidence we have obtained, the BRSR Core Information included in the BRSR for the year ended 31 March 2024 is prepared in all material respects, in accordance with the Criteria.

Conclusion

20. Based on the procedures we have performed and the evidences we have obtained, nothing has come to our attention that causes us to believe that other selected indicators of BRSR other than BRSR Core Information included in the BRSR for the financial year ended 31 March 2024, is not prepared, in all material respects in accordance with the Criteria.

Restriction on use

21. The BRSR is prepared by the Company's management solely for the purpose of inclusion in Annual Report of the Company for the year ended 2023-24 as per the requirement of BRSR Framework. The Assurance statement issued by us shall be prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on the Company's sustainability performance and activities. Accordingly, the Assurance Statement may not be suitable for any other purpose and should not be used by any other party other than Board of Directors of the Company. Further, we do not accept or assume any duty of care or liability for any other purpose or to



any other party to whom the assurance statement is shown or into whose hands it may come without our prior consent in writing.

A handwritten signature in blue ink, appearing to read "Abhishek Tripathi", with a horizontal line underneath.

Grant Thornton Bharat LLP

Abhishek Tripathi

Partner

Dated: 03 July 2024

Place: Grant Thornton Bharat LLP

Plot No. 19A, 2nd Floor, Sector – 16A,

Noida - 201301,

Uttar Pradesh, India