



SEC/48/2023-2024

July 19, 2023

1. National Stock Exchange of India Ltd. Exchange Plaza Plot No. C/1, G Block Bandra -Kurla Complex Bandra (E), Mumbai 400 051 Symbol: KALYANKJIL	2. BSE Limited Corporate Relationship Dept. Phiroze Jeejeebhoy Towers, Dalal Street Mumbai 400001 Maharashtra, India Scrip Code: 543278
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, Please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2022-23 which forms part of the Annual Report for FY 2022-23.

Thanking You
For Kalyan Jewellers India Limited

Retnavilasam
Gopinathan Nair
Jishnu
Digitally signed by
Retnavilasam Gopinathan Nair
Jishnu
Date: 2023.07.19 10:14:40
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Jishnu RG
Company Secretary & Compliance Officer

Kalyan Jewellers India Limited

Corporate Office -TC-32/204/2, Sitaram Mill Road, Punkunnam, Thrissur, Kerala – 680 002

CIN - L36911KL2009PLC024641

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Annexure - 8

Business Responsibility & Sustainability Report**SECTION A: GENERAL DISCLOSURES****I. Details of the listed entity**

1. Corporate Identity Number (CIN) of the Listed Entity	L36911KL2009PLC024641
2. Name of the Listed Entity	Kalyan Jewellers India Limited
3. Year of incorporation	29/01/2009
4. Registered office address	Corporate Office, Tc-32/204/2 Sitaram Mill Road/Premji Road, Punnamm Thrissur KI 680 002, India
5. Corporate address	Corporate Office Tc-32/204/2 Sitaram Mill Road/Premji Road, Punnamm Thrissur KI 680 002 India
6. E-mail	compliance@kalyanjewellers.net
7. Telephone	0487 2437100
8. Website	http://www.kalyanjewellers.net
9. Financial year for which reporting is being done	01/04/2022 to 31/03/2023
10. Name of the Stock Exchange(s) where shares are listed	BSE & NSE
11. Paid-up Capital	₹10,300.53 million
12. Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR report	Jishnu R. G. Company Secretary and Compliance Officer compliance@kalyanjewellers.net
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

II. Products/services**14. Details of business activities (accounting for 90% of the turnover)**

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and sale of jewellery goods*	Manufacturing and sale of jewellery metals, bullion gold, ornaments, silver, diamonds, coins, metals, precious stones etc	100%

*Company operates on a job-work model of manufacturing.

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Gold, Silver, pearls, gems, diamonds, industrial diamonds and all kinds of precious and semi-precious stones. Also all kinds of diamonds and powered paste and all kinds jewellery and ornaments containing or having diamonds and all or any precious and semi-precious stones.	3211	100%

III. Operations**16. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of plants	Number of offices	Total
National	0	1,151*	1,151
International	0	0	0

*For the previous year's BRR disclosures, we only reported the retail showrooms. This year we have expanded the scope to include the MyKalyan stores in the report. The breakup of locations is as under:

- 990 MyKalyan Stores
- 1 Corporate Office
- 147 Retail Showrooms (Including franchised showrooms)
- 13 Procurement Centres

17. Markets served by the entity:**a) Number of locations**

Locations	Number
National (No. of States/Union Territories)	22
International (No. of Countries)	0

b) What is the contribution of exports as a percentage of the total turnover of the entity? 0%

c) A brief on types of customers Kalyan Jewellers attracts discerning retail customers seeking exquisite craftsmanship, timeless designs, and exceptional quality that reflects their unique style.

IV. Employees**18. Details as at the end of Financial Year:****a) Employees and workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	9,478	7,952	83.90%	1,526	16.10%
2.	Other than Permanent (E)	0	0	0.00%	0	0.00%
3.	Total employees (D + E)	9,478	7,952	83.90%	1,526	16.10%
WORKERS*						
4.	Permanent (F)					
5.	Other than Permanent (G)			NIL		
6.	Total workers (F + G)					

*Owing to the nature of our business model, we do not have worker category staff. We ensure that our job workers comply with all mandatory laws and regulations as applicable.

b) Differently abled employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)					
2.	Other than Permanent (E)			NIL		
3.	Total differently abled employees (D + E)					
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)			NIL		
6.	Total differently abled workers (F + G)					

19. Participation/ Inclusion/ Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	1	10%
Key Management Personnel	3	0	0%

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

	FY22-23 (Turnover rate in current FY)			FY21-22 (Turnover rate in previous FY)			FY20-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.01%	28.77%	23.11%	20.73%	49.20%	24.53%	22.10%	21.11%	22.02%
Permanent Workers						NIL			

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****21. (a) Names of holding/ subsidiary/ associate companies/ joint ventures**

Sl. No.	Name of the holding /subsidiary/ associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Kalyan Jewellers FZE, UAE	Subsidiary	100%	No
2	Kalyan Jewellers LLC, UAE	Subsidiary	100%	No
3	Kalyan Jewellers For Golden Jewelry Company, W.L.L.	Subsidiary	100%	No
4	Kalyan Jewellers LLC, Qatar	Subsidiary	100%	No
5	Kalyan Jewellers LLC, Oman	Subsidiary	100%	No
6	Kenouz Al Sharq Gold Ind. LLC, UAE	Subsidiary	100%	No
7	Kalyan Jewelers, Inc., USA	Subsidiary	100%	No
8	Kalyan Jewellers Bahrain W.L.L.	Subsidiary	100%	No
9	Enovate Lifestyles Private Limited	Subsidiary	85%	No

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in INR)	115,840.24 Million
(iii) Net worth (in INR)	36,666.22 Million

VII. Transparency and Disclosures Compliances**23. 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)	FY22-23 Current Financial Year			FY21-22 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
Communities	Yes ^{1*}	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes ^{2*}	0	0	NA	0	0	NA
Shareholders	Yes ^{3*}	2	0	NA	49	0	NA
Employees and workers	Yes ^{4*}	0	0	NA	0	0	NA
Customers	Yes ^{5*}	0	0	NA	0	0	NA
Value Chain Partners	Yes ^{6*}	0	0	NA	0	0	NA
Other (please specify)	NA	0	0	NA	0	0	NA

1*<https://www.kalyanjewellers.net/investors/investors-contact/company-secretary-and-RTA.php>

2*<https://www.kalyanjewellers.net/images/investors-new/pdf/shareholder-information/Other%20Documents/Contact%20details%20of%20-Material%20Events%20Disclosure%20Authorised%20Personnel-2023-Jan.pdf>

3*<https://www.kalyanjewellers.net/images/investors-new/pdf/shareholder-information/Other%20Documents/Address%20for%20Investor%20Complaints.pdf>

4*<https://www.kalyanjewellers.net/investors/investors-contact/company-secretary-and-RTA.php>

5*<https://www.kalyanjewellers.net/contact-us.php>

6*<https://www.kalyanjewellers.net/contact-us.php>

24. 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

Sl. 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	Innovation and Technology	Opportunity	Innovation and technology are essential for a jewellery company to stay competitive and relevant in today's market. They can improve the efficiency of production, enhance product design and quality, increase customer engagement, and provide new channels for sales and marketing. Failing to embrace innovation and technology may lead to a loss of customers and market share.	NA	Positive
2	Data Security and Privacy	Risk	Companies are assessed based on the amount of personal data they collect, their exposure to evolving or increasing privacy regulations, their vulnerability to potential data breaches, and their data protection systems.	At The Company, we are proactively exploring avenues for enhanced data management and software capabilities. Our focus lies in leveraging cloud-based data storage solutions and upgrading our software services. By embracing these possibilities, we aim to optimise efficiency, scalability, and overall performance to meet the evolving needs of our valued stakeholders.	Negative
3	Customer Satisfaction	Risk	Ensuring consumer satisfaction is of paramount importance for the jewellery industry. An unsatisfactory consumer experience may pose a risk to business continuity, while a positive customer experience can ensure enhanced profits and brand reputation.	We conduct surveys and provide comprehensive after-sale customer services to ensure customer satisfaction. Our proactive approach allows us to gather valuable feedback, identify areas for improvement, and deliver exceptional support, fostering strong relationships with our clientele.	Negative
4	Product Design, quality and safety	Opportunity	Product design is crucial for a jewellery company as it plays a significant role in attracting customers and setting the brand apart from competitors. Ensuring product safety is equally important to maintain customer trust and avoid any potential harm, especially in the Indian market with strict regulations regarding jewellery quality and purity.	NA	Positive
5	Product Transparency and Disclosure	Risk	Product transparency and disclosure are crucial for a jewellery company to build trust with customers. Clear and accurate information on materials, sourcing, and production practices help consumers make informed decisions and align with their values. This fosters a positive reputation and loyal customer base, ultimately leading to increased sales and profitability.	We diligently ensure compliance with all requirements by promptly updating BIS and HUID Marks, as well as disclosing pertinent information. Our commitment to adhering to new laws underscores our dedication to regulatory compliance and transparent business practices. By proactively implementing these measures, we maintain our reputation as a responsible and trustworthy organisation, providing our stakeholders with peace of mind.	Negative

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and 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	Yes
b) Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c) Web Link of the Policies, if available	https://www.kalyanjewellers.net/investors/corporate-governance/policies.php								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Our Company has incorporated the Bureau of Indian Standards (BIS) across its entire range of jewellery products, thereby guaranteeing the quality and dependability of its offerings.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As an organisation, we recognise the importance of setting targets to measure progress towards achieving all principles of the NGRBC. As we are in our first year of ESG adoption, we plan to define our objectives and targets in the upcoming reporting period. We understand the need to align our ESG efforts with our business objectives and are committed to implementing a robust ESG strategy that ensures sustainability and delivers long-term value to all stakeholders.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								
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)	<p>At Kalyan Jewellers, we understand that conducting business responsibly is not just a duty, but a necessity. As a sustainably conscious organisation, we strive to minimise our environmental impact and prioritise the well-being of our stakeholders. Our primary focus lies in creating a positive impact with the stakeholders we operate with.</p> <p>Through our extensive Corporate Social Responsibility (CSR) programmes, we have made significant contributions to critical areas such as healthcare, education, and infrastructure development. Notably, our flagship project, Bhoomigeetham, has successfully provided housing to individuals as part of the Government of Kerala's initiative. We have also extended support during times of natural calamities and offered home loans to unemployed widows across multiple states. Furthermore, we have sponsored tuition fees for underprivileged students in several states. In the healthcare sector, we have equipped local hospitals with essential medical equipment, including ventilators, and supported medical treatments for the underprivileged in Kerala.</p> <p>We place importance on the well-being of all our employees and their families. Our Company's culture is deeply rooted in professionalism, honesty, integrity, and innovation across every aspect of our operations. This year we have conducted the materiality assessment to identify our critical focus areas. Moving forward, we remain committed to prioritising environmental, social, and governance (ESG) practices, as well as upholding our dedication to good governance and creating value for all stakeholders.</p> <p>Thank you for your continued trust and support.</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. T. S. Kalyanaraman – Managing Director								
9. Does the entity have a specified Committee of the Board/Director responsible for decision-making on sustainability related issues? (Yes/No). If yes, provide details.	<p>Yes</p> <p>The ESG Committee is responsible for overseeing the implementation and integration of Environmental, Social and Governance (ESG) factors into our corporate strategy and decision-making. The committee ensures our business practices align with ethical and sustainable values, promoting transparency and accountability to our stakeholders.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Director									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	No	No	No	No	No	No	No	No	No

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)					NA				
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)					NA				
The entity does not have the financial or/human and technical resources available for the task (Yes/No)					NA				
It is planned to be done in the next financial year (Yes/No)					NA				
Any other reason (please specify)					NA				

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE**PRINCIPLE 1:****BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE****Essential Indicators****1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarisation Programme, Training under PITS Regulation	100%
Key Managerial Personnel	1	Training under PITS Regulation	100%
Employees other than BoD and KMPs	4	- Induction/Orientation - On Job Training - Level 1 Training - Advance Level Training	43.50%
Workers	NA	NA	NA



2. Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine			NIL		
Settlement			NIL		
Compounding fee			NIL		
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				NIL	
Punishment				NIL	

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	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.

Yes, Kalyan values are essential for our success. Transparency is one of our core values wherein we are upfront, visible, and consistent in our actions. We treat everyone equally and are guided by the intent of doing what is right. The Company aims to conduct its business in accordance with the highest ethical standards and in compliance with both the letter and spirit of all applicable laws. "Corruption is recognised to be one of the world's greatest challenges. It is a major hindrance to sustainable development, with a disproportionate impact on poor communities and is corrosive on the very fabric of society." (United Nations Global Compact). Corruption is a crime in many countries, and the Company and its employees can be prosecuted for violating the law whether or not the corrupt practice took place within the governing jurisdiction. In India, any corrupt practices can be penalised under the Indian Penal Code, 1860 and the Prevention of Corruption Act, 1988. Company expects strict adherence to the code of conduct, the Anti Bribery Policy and the relevant laws Weblink: <https://www.kalyanjewellers.net/investors/corporate-governance/policies.php>

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY22-23 (Current Financial Year)	FY21-22 (Previous Financial Year)
Directors		
KMPs		
Employees		NIL
Workers		

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

	FY2022-23 (Current Financial Year)		FY2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors			NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs			NIL	

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

NA

PRINCIPLE 2:**BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****Essential Indicators**

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	NA
Capex	0	0	NA

2. a)	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No
b)	If yes, what percentage of inputs were sourced sustainably?	0%
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.	NA*
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

* As a company specialising in the production and sale of fine jewellery, product reclaim does not apply to our goods. We take great pride in the craftsmanship and quality of our products and are confident that they meet the highest industry standards.

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	7,952	7,952	100%	0	0	0	0%	0	0%	0	0%
Female	1,526	1,526	100%	0	0	1,526	100%	0	0%	0	0%
Total	9,478	9,478	100%	0	0	1,526	16%	0	0%	0	0%
Other than Permanent employees											
Male											
Female											
Total											

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male											
Female											
Total											
Other than Permanent workers											
Male											
Female											
Total											



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

Benefits	FY2022-23 Current Financial Year			FY2021-22 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/ NA)	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/ NA)
PF	100%	NIL	Yes	100%	NIL	Yes
Gratuity	100%		NA	100%		NA
ESI	52%		Yes	52%		Yes
Others - Please Specify	0		0	0		0

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.

No

We are currently engaged in active deliberations regarding the implementation of a ramp that caters to the needs of individuals with disabilities at our corporate premises.

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.

No

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0%	0%	0%	0%
Female	92.30%	0%	0%	0%
Total	92.30%	0%	0%	0%

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,
Other than Permanent Workers	Alongside our HR employee outreach process, we have developed an extensive Whistle-blower Policy to facilitate open communication of concerns regarding illegal or unethical practices. This policy empowers stakeholders, including Directors and individual employees, to report genuine concerns to the Audit Committee. The mechanism ensures protection of the complainant. For detailed information, please visit our corporate website at: https://www.kalyanjewellers.net/images/investors-new/pdf/corporate-governance/policies/Whistle%20Blower%20Policy.pdf .
Permanent Employees	
Other than Permanent Employees	

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

Category	FY2022-23 (Current Financial Year)			FY2021-22 (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)	% (B / A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	9,478	0	0%	7,274	0	0%
-Male	7952	0	0%	6,314	0	0%
-Female	1,526	0	0%	960	0	0%
Total Permanent Workers	0	0	0%	0	0	0%
-Male	0	0	0%	0	0	0%
-Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers:

Category	FY2022-23 Current Financial Year					FY2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	7,952	7,952	100.00%	2,077	26.13%	6,314	6,314	100.00%	1,785	28.27%
Female	1,526	1,526	100.00%	545	35.71%	960	960	100.00%	263	27.40%
Total	9,478	9,478	100.00%	2,622	27.67%	7,274	7,274	100.00%	2,048	28.16%
Workers										
Male										
Female										
Total										

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

Category	FY2022-23 Current Financial Year			FY2021-22 Current Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	7,952	7,952	100.00%	6,314	6,314	100.00%
Female	1,526	1,526	100.00%	960	960	100.00%
Total	9,478	9,478	100.00%	7,274	7,274	100.00%
Workers						
Male						
Female						
Total						

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?
The Company's employees are given safety trainings and are covered under safety and occupational health training. Additionally, the Company organise timely evacuation drills and mock drills to ensure preparedness in emergency situations.
- b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
We have store-level processes and checklists in place.
- c) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)
NA This is not applicable for the Company as there are no worker category staff.
- d) Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)
Yes

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

Safety Incident/Number	Category	FY2022-23 Current Financial Year	FY2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees		NIL
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

*We would like to clarify that the aforementioned disclosures are not applicable to our organisation as our nature of business is such that probability of injuries are less. We remain committed to maintaining transparency and adhering to all relevant regulations and guidelines.

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

At our Company, we prioritise the health and safety of our customers and employees in all aspects of our business operations, including our jewellery retail showrooms. To this end, we strictly adhere to the recommended health and safety practices set forth by local and national authorities in India. We also maintain a clean and sanitised showroom space with adequate ventilation and follow strict guidelines for handling and displaying our jewellery products. To this end we maintain store-level checklists and procedures.

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

	FY2022-23 (Current Financial Year)			FY2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions			NIL			
Health & Safety			NIL			

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	0%
Working Conditions	0%

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.

NA

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.**

As a responsible and forward-thinking company, we prioritise stakeholder identification to ensure mutually beneficial relationships. Our methods include analysing revenue generation sources, investment liquidity, and financial facility provision. Additionally, we engage in audit and assurance processes, monitor gold supply, and focus on sales and revenue generation. By identifying and understanding our stakeholders, we can better serve their needs while achieving our business objectives.

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 & Marginalised 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
Customers	No	Events, Mails, SMS, Brochures, Website	On periodical basis	To understand customer preferences, feedback and resolve their grievances.
Shareholders & Investors	No	Shareholder Meets, Email, Stock Exchange (SE) intimations investor/ analysts meet, Conference calls, Media releases, Annual reports	Quarterly, Half yearly and annually	Meeting related communications
Bankers	No	Press Releases, Events	Quarterly	Consortium meetings
Media	No	Meetings	On periodical basis	To create awareness about products and services
Suppliers	No	Meetings, calls, training, workshop and webinar, Website, social media	On periodical basis	Queries/suggestions/ assurance/ complaints etc.
Employees	No	Counselling sessions, Interactive meetings, Internal management development programmes etc.	Daily	To keep employees updated and address their concerns

PRINCIPLE 5**BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS****Essential Indicators**

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

Category	FY2022-23 Current Financial Year			FY2021-22 Previous Financial Year		
	Total (A)	No. employees workers covered (B)		Total (C)	No. employees workers covered (D)	
		% (B / A)			% (D / C)	
Employees						
Permanent	9,478	9,478	100%	7,274	7,274	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	9,478	9,478	100%	7,274	7,274	100%
Workers						
Permanent						
Other than permanent						
Total Workers						

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

Category	FY2022-23 Current Financial Year					FY2021-22 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	9,478	9,478	100%	0	0%	7,274	7,274	100%	0	0%
Male	7,952	7,952	100%	0	0%	6,314	6,314	100%	0	0%
Female	1,526	1,526	100%	0	0%	960	960	100%	0	0%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent										
Male										
Female										
Other than permanent										
Male										
Female										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	₹10,00,000	1	₹10,00,000
Key Managerial Personnel	6	₹3,83,05,000	0	0
Employees other than BoD and KMP	7,946	₹3,35,316.78	1,526	₹1,83,009.54
Workers		NIL		

Note - The details of Non Executive Directors are shown under Board of Directors and the the Executive Directors were shown under Key Managerial Category.

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

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

We have formed an internal committee in every location. In case of any grievances, employees can report to the committee via e-mail and mobile numbers published on the notice board.

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

	FY2022-23 Current Financial Year			FY2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment						
Discrimination at workplace						
Child Labour						
Forced Labour/Involuntary Labour			NIL			
Wages						
Other human rights related issues						

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

Ethics committee contact details are displayed in all showrooms and employees may also raise grievances through the employee mobile application. We have developed an extensive Whistle-blower Policy to facilitate open communication of concerns regarding illegal or unethical practices. This policy empowers stakeholders, including Directors and individual employees, to report genuine concerns to the Audit Committee. The mechanism ensures protection of the complainant. For detailed information, please visit our corporate website at: <https://www.kalyanjewellers.net/images/investors-new/pdf/corporate-governance/policies/Whistle%20Blower%20Policy.pdf>.

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

No

9. Assessments for the year:

	%age of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others - please specify	0%

*We conduct assessments based on a random selection of stores.

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

No

PRINCIPLE 6:**BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT****Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Total electricity consumption (A)	1,04,686.00 (GJ)	81,861.81 (GJ)
Total fuel consumption (B)	24,266.47 (GJ)	28,873.45 (GJ)
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	1,28,952.47 (GJ)	1,10,735.26 (GJ)
Energy intensity per rupee of turnover (Total energy consumption/million turnover in rupees)	1.11	0.95
Energy intensity (optional) - the relevant metric may be selected by the entity	NA	NA
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.	9,478	No

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	14,430	12,900
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	14,430	12,900
Total volume of water consumption* (in kilolitres)	14,430	12,900
Water intensity per rupee of turnover (Water consumed/million turnover)	0.124	0.110
Water intensity (optional) - the relevant metric may be selected by the entity	NA	NA
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	No

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

Our Company operates in the retail sector, does not generate any wastewater as part of its business operations. The primary use of water in our company is for non- industrial purpose such as sanitation, cleaning, and other similar activities, resulting in minimal wastewater production. As a result, we do not generate wastewater in quantities that necessitate the implementation of a Zero Liquid Discharge System

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

Parameter	Please specify unit	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Nox			
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)		NIL*	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others- please specify			
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

*As we do not have any manufacturing plants, the same is not material to us.

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

Parameter	Unit	FY2022-23 (Current Financial Year)	FY2021-22 (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 CO2 equivalent	1,527.00	1,816.90
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 CO2 equivalent	23,554.35	18,418.91
Total Scope 1 and Scope 2 emissions per million rupee of turnover	NA	0.21	0.174
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant metric may be selected by the entity	NA	NA	NA
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



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

No

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

Parameter	FY2022-23 (Current Financial Year)	FY2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)*	0	0
E-waste (B) **	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	0	0
For each category of waste generated, total waste recovered through recycling, reusing or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0
(ii) Reused	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.		No

*We don't use plastic in packaging, hence our plastic waste is negligible and hence not being quantified.

** The Company generates a negligible amount of e-waste and is taking necessary measures to ensure that it is disposed of in an environmentally sound manner whenever required.

9. 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.

We prioritise the safe and responsible disposal of waste through the utilisation of incineration and collaboration with reputable external agencies for waste collection. We also recognise the importance of sustainable practices and continuously seek eco-friendly alternatives, such as paper and glass materials, to minimise our environmental impact. Our commitment to these initiatives reflects our dedication to environmental stewardship and our responsibility as a corporate entity to protect our planet for future generations.

10. 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:

Sl. 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.
	NA		

11. 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
NA					

12. 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: Yes

Sl. No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
0		0	0	NA

PRINCIPLE 7

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

Essential Indicators

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

2

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.

Sl. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	The Gem & Jewellery Export Promotion Council (GJEPC)	National
2	Federation of Indian Chambers of Commerce & Industry (FICCI)	National

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

Name of authority	Brief of the case	Corrective action taken
Nil		

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and 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
NIL					

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

Sl. 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)
Nil						

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

Our team comprises five professionals who are committed to resolving grievances promptly and effectively. Available through both phone and e-mail, our team is well-equipped to provide comprehensive support and address any concerns you may have. We remain steadfast in our commitment to exceptional customer service.

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

	FY2022-23 Current Financial Year	FY2021-22 Previous Financial Year
Directly sourced from MSMEs/small producers	0	0
Sourced directly from within the district and neighbouring districts	100%	100%

PRINCIPLE 9**BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER****Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

We offer multiple channels for providing feedback and registering complaints to our valued customers. They may choose to contact us via e-mail or phone. Our dedicated team of professionals is available to assist them with any concerns or queries that they may have. Customer feedback is highly valued, and we strive to continuously improve our services to better serve you. For more information please visit: <https://www.kalyanjewellers.net/contact-us.php>

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	0
Safe and responsible usage	100% (Bureau of International Standards)
Recycling and/or safe disposal	0

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

	FY2022-23 (Current Financial Year)		Remarks	FY2021-22 (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	0	0	NA			
Advertising	0	0	NA			
Cyber-security	0	0	NA			
Delivery of essential services	0	0	NA		NIL	
Restrictive Trade Practices	0	0	NA			
Unfair Trade Practices	0	0	NIL			
Other	0	0	NA			

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

	Number	Reasons for recall
Voluntary recalls	0	
Forced recalls	0	

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, as per Policy on Risk Management <https://www.kalyanjewellers.net/investors/corporate-governance/policies.php>

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.

NA