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PDSL/SE/2023-24/265

July 8, 2023

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 2022-23

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, if any, please find attached Business Sustainability and Responsibility Report which forms part of the Company's Annual Report for the Financial Year 2022-23.

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**

(*Erstwhile PDS Multinational Fashions Limited*)

ABHISHEKH KANOI Digitally signed by
ABHISHEKH KANOI
Date: 2023.07.08
22:10:17 +05'30'

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

Encl.: As Above

PDS Limited

(*Erstwhile PDS Multinational Fashions 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 & Sustainability Report

SECTION A

GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L18101MH2011PLC388088
2.	Name of the Entity	PDS Limited ["PDS"] (Formerly PDS Multinational Fashions Limited)
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.	Email	investors@pdsLtd.com
7.	Telephone	+91-22- 41441100
8.	Website	www.pdsLtd.com
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	₹ 2,618.55 Lakhs
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 investors@pdsLtd.com +91-22- 41441100
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).	This Report is made on a consolidated basis and it includes PDS's facilities & offices located in India and overseas. For more details, please refer Section V(8)(a).

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity (FY 2022-23)
1.	Sourcing	PDS provides in-house product development, design, sampling, and manufacturing through third party factories along with quality assurance, compliance and supply chain management to brands and retailers.	96

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

S. No.	Product/Service	NIC Code	% of Turnover of the Entity (FY 2022-23)
1.	Wholesale trade, except of motor vehicles and motorcycles	NIC Code: 46	96

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	5	5
International	4	61	65

PDS is a global business to business (“B2B”) fashion infrastructure Company providing customized solutions across the fashion value chain. Over the years, PDS has spread its footprint to over 22 countries catering to markets like UK, Europe, USA, Vietnam and Australia, amongst others. PDS along with its subsidiaries operates 4 (four) manufacturing facilities with 2 (two) manufacturing facilities in Bangladesh, and 1 (one) manufacturing unit and 1 (one) cutting plant in Sri Lanka. PDS along with its subsidiaries has 65 offices which include corporate offices and design studios across geographies.

4. Markets served by the entity:

a. Number of locations

Locations	Number
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 2022-23, 85% of PDS's standalone turnover was from exports out of India.

c. A brief on types of customers

PDS mainly operates on a global B2B business model. PDS provides customized solutions including manufacturing, design-led sourcing, sourcing as a service, and brand management, to retailers and brands across the globe.

PDS has a well-diversified base of over 200 marquee customers across geographies including UK, Europe, North America, Asia and Middle East.

IV. Employees

5. 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)	3,917	3,022	77%	895	23%
	Senior Management	199	159	80%	40	20%
	Middle Management	379	302	80%	77	20%
	Junior Management	3,339	2,561	77%	778	23%
2.	Other than Permanent (E)	65	30	46%	35	54%
	Senior Management	10	6	60%	4	40%
	Middle Management	8	8	100%	0	-
	Junior Management	47	16	34%	31	66%
3.	Total Employees (D + E)	3,982	3,052	77%	930	23%
WORKERS						
1.	Permanent (D)	6,146	1,233	20%	4,913	80%
2.	Other than Permanent (E)	5	5	100%	0	-
3.	Total Workers (D + E)	6,151	1,238	20%	4,913	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)	3,917	0	-	3	0.1%
2.	Other than Permanent (E)	65	0	-	0	-
3.	Total differently abled employees (D + E)	3,982	0	-	3	0.1%
DIFFERENTLY ABLED WORKERS						
1.	Permanent (F)	6,146	4	0.1%	3	0.1%
2.	Other than Permanent (G)	5	0	-	0	-
3.	Total differently abled employees (F + G)	6,151	4	0.1%	3	0.1%

6. Participation/Inclusion/Representation of women

Category	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22%
Key Management Personnel (KMP)	3	0	-

7. Turnover rate for permanent employees and workers

Category	FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total
Permanent Employees	27%	25%	26%	27%	21%	26%
Permanent Workers	57%	56%	56%	53%	58%	57%

Note: The above data is calculated for PDS's offices and manufacturing units.

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

8. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of Entity	Relationship	% of ownership	does the entity participate in the BR initiatives of the listed entity*
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	100%	Yes
5	Brand Collective Limited (formerly PDS H2GO Glove Manufacturing Limited)	Subsidiary	55%	No
6	Casa Collective Limited	Subsidiary	75%	Yes
7	Casa Collective Sourcing Limited	Subsidiary	75%	No
8	Casa Forma Limited	Subsidiary	100%	No
9	Clover Collections FZCO	Subsidiary	75%	Yes
10	Clover Collections Limited	Subsidiary	100%	Yes
11	Collaborative Sourcing Services FZCO	Subsidiary	100%	Yes
12	DBS Lifestyle India Private Limited	Subsidiary	51%	Yes
13	Design Arc Asia Limited	Subsidiary	100%	Yes
14	Design Arc Brands Limited	Subsidiary	85%	No
15	Design Arc Europe Limited	Subsidiary	70%	No
16	Design Arc Europe SPA	Subsidiary	70%	No
17	Design Arc FZCO	Subsidiary	75%	No
18	Design Arc UK Limited	Subsidiary	85%	Yes
19	DIZBI Private Limited	Subsidiary	100%	No
20	Fareast Vogue Limited	Subsidiary	60%	Yes
21	F. X. Import Company Limited	Subsidiary	100%	No

S. No.	Name of Entity	Relationship	% of ownership	does the entity participate in the BR initiatives of the listed entity*
22	Green Apparel Industries Limited	Subsidiary	75%	No
23	Green Smart Shirts Limited	Subsidiary	75%	Yes
24	Grupo Sourcing Limited, Hong Kong	Subsidiary	51%	No
25	Grupo Sourcing Limited, Bangladesh	Subsidiary	51%	Yes
26	Jcraft Array Limited	Subsidiary	85%	No
27	JJ Star Industrial Limited	Subsidiary	57.50%	No
28	Kindred Brands Limited	Subsidiary	57.50%	No
29	Kindred Fashion Limited	Subsidiary	100%	No
30	Kleider Sourcing Limited, Bangladesh	Subsidiary	51%	Yes
31	Kleider Sourcing FZCO	Subsidiary	41%	Yes
32	Kleider Sourcing Hong Kong Limited	Subsidiary	51%	Yes
33	Krayons Sourcing Limited	Subsidiary	75%	Yes
34	LillyandSid Ltd	Subsidiary	55%	Yes
35	Lily and Lionel London Limited	Subsidiary	85%	No
36	Infinity Fashion FZCO	Subsidiary	75%	No
37	Multinational OSG Services Bangladesh Limited	Subsidiary	99.97%	Yes
38	Multinational Textile Group Limited	Subsidiary	100%	No
39	Nor Lanka Manufacturing Colombo Limited	Subsidiary	100%	Yes
40	Nor Lanka Manufacturing Limited	Subsidiary	90%	Yes
41	Norlanka Brands Private Limited	Subsidiary	100%	Yes
42	Norlanka Progress (Private) Ltd	Subsidiary	100%	No
43	Norwest Industries Limited	Subsidiary	100%	Yes
44	Pacific Logistics Limited	Subsidiary	100%	No
45	PDS Far-east Limited	Subsidiary	100%	Yes
46	PDS Asia Star Corporation Limited	Subsidiary	60%	Yes
47	PDS Brands Manufacturing Limited (formerly known as 6Degree Manufacturing Limited)	Subsidiary	100%	Yes
48	PDS Brands Manufacturing FZCO	Subsidiary	100%	No
49	PDS Brands Private Limited	Subsidiary	100%	No
50	PDS Design Services Limited	Subsidiary	100%	No
51	PDS Far East USA, Inc.	Subsidiary	100%	Yes
52	PDS Fashion USA Limited (formerly known as Pro Trusted Med Tech Limited)	Subsidiary	100%	Yes
53	PDS Fashions Hong Kong Limited	Subsidiary	100%	No
54	PDS Fashions Limited	Subsidiary	100%	Yes
55	PDS Global Investments Limited	Subsidiary	100%	No
56	PDS Global Procurement Service FZCO	Subsidiary	100%	No
57	PDS Lifestyle Limited	Subsidiary	100%	No
58	PDS Logistics FZCO	Subsidiary	51%	No
59	PDS Manufacturing Limited	Subsidiary	100%	No
60	PDS Multinational FZCO	Subsidiary	100%	Yes
61	PDS Smart Fabric Tech Limited (formerly known as Funky Brands Company Limited)	Subsidiary	100%	No
62	PDS Smart Fabric Tech (UK) Limited	Subsidiary	100%	No
63	PDS Sourcing FZCO	Subsidiary	100%	No
64	PDS Sourcing Hong Kong Limited	Subsidiary	100%	No
65	PDS Sourcing Limited	Subsidiary	100%	No
66	PDS Tailoring Limited	Subsidiary	70%	No
67	PDS Trading (Shanghai) Company Limited	Subsidiary	60%	Yes
68	PDS Ventures Limited (formerly Smart Notch Industrial Limited)	Subsidiary	100%	No
69	PDS Ventures Limited	Subsidiary	100%	No
70	PG Capital F.Z.E.	Subsidiary	100%	No
71	PG Group Limited	Subsidiary	51%	Yes
72	PG Group SPA	Subsidiary	51%	No
73	PG Home Group Limited	Subsidiary	45.90%	Yes



S. No.	Name of Entity	Relationship	% of ownership	does the entity participate in the BR initiatives of the listed entity*
74	PG Home Group SPA	Subsidiary	45.90%	No
75	PG Shanghai Manufacturer Co. Limited	Subsidiary	51%	Yes
76	Poetic Brands Limited	Subsidiary	60%	Yes
77	Poetic Knitwear Limited	Subsidiary	100%	No
78	Poeticgem International FZCO	Subsidiary	65%	No
79	Poeticgem International Limited	Subsidiary	100%	Yes
80	Poeticgem Limited	Subsidiary	100%	Yes
81	Progress Apparels (Bangladesh) Limited	Subsidiary	100%	Yes
82	Progress Manufacturing Group Limited	Subsidiary	100%	No
83	Recovered Clothing Limited	Subsidiary	60%	Yes
84	Rising Asia Star Hong Kong Co., Limited	Subsidiary	100%	Yes
85	S.O.T Garments India Pvt Limited	Subsidiary	99.99%	Yes
86	s.Oliver Fashion India Private Limited	Subsidiary	99.99%	No
87	Simple Approach (Canada) Limited	Subsidiary	85%	No
88	Simple Approach Bangladesh Private Limited	Subsidiary	85%	No
89	Simple Approach Limited	Subsidiary	85%	Yes
90	SKOPE Apparels FZCO	Subsidiary	75%	No
91	Smart Notch Limited, Shanghai	Subsidiary	100%	Yes
92	Sourcing Solutions Limited	Subsidiary	100%	Yes
93	Spring Design London Limited	Subsidiary	100%	No
94	Spring Near East FZCO	Subsidiary	55%	Yes
95	Spring Near East Manufacturing Company Limited	Subsidiary	65%	Yes
96	Styleberry Limited	Subsidiary	100%	Yes
97	Sunny Up Limited	Subsidiary	60%	Yes
98	Suri Overseas Private Limited	Subsidiary	51%	No
99	Techno Design GmbH	Subsidiary	55%	Yes
100	Techno Design HK Limited	Subsidiary	55%	Yes
101	Techno Design USA LLC	Subsidiary	55%	No
102	Techno Sourcing BD Limited	Subsidiary	49%	Yes
103	Technocian Fashions Private Limited	Subsidiary	55%	Yes
104	Twins Asia FZCO	Subsidiary	75%	Yes
105	Twins Asia Limited	Subsidiary	100%	Yes
106	Upcycle Labs Limited	Subsidiary	61%	Yes
107	Zamira Fashion Limited	Subsidiary	67%	Yes
108	Zamira Fashion Limited, Zhongshan	Subsidiary	67%	No
109	Redwood Internet Ventures Limited	Joint ventures	50%	No
110	Digital Internet Technologies Limited	Joint ventures	50%	No
111	Digital Ecom Techno Private Limited	Joint ventures	42.14%	Yes
112	Yellow Octopus EU Sp. z.oo (Company)	Joint ventures	50%	Yes
113	Yellow Octopus EU spółka z ograniczoną odpowiedzialnością spółka komandytowa (LLP)	Joint ventures	50%	No
114	One Stop Shop Solutions EU Sp. z.oo (Company)	Joint ventures	50%	No
115	Yellow Octopus Ventures FZCO	Joint ventures	50%	No
116	One Stop Shop Solutions spółka z ograniczoną odpowiedzialnością spółka komandytowa (LLP)	Joint ventures	50%	No
117	Yellow Octopus-UK Limited (formerly Yellow Octopus Fashion Ltd)	Joint ventures	50%	No
118	GWD Enterprises Limited	Associates	25%	No
119	Loop Digital Wardrobe Limited	Associates	34%	No
120	Reflaunt Pte Limited	Associates	26%	No
121	Sourcing Solutions Europe BVBA	Associates	50%	Yes
122	PDS Multinational Fashions ESOP Trust	Controlled trust	100%	No

*The reporting boundary for the disclosures in the BRSR are these entities, exceptions if any have been disclosed as a note under respective questions under BRSR

VI. CSR Details

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

Yes, CSR is applicable to PDS Limited. in line with the statutory requirement, i.e., 2% of the average net profits of the last three years. As a part of CSR initiative, PDS has paid, ₹15.15 lakhs, to Soham for Kids Education Society, a trust registered under Societies Registration Act of 1860, based in Hyderabad which takes a holistic approach in helping children by providing them with healthcare, nutrition (two balanced meals a day), and education. It also empowers the parents of the children by providing them with vocational training to help them build a livelihood.

(ii) Turnover (in ₹) : **46,285.75 lakhs**

(iii) Net worth (in ₹) : **21,617.77 lakhs**

VII. Transparency and Disclosures Compliances

10. 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)	FY 2022-23			FY 2021-22		
		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	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0		0	0	
Shareholders	Yes	1	0		0	0	
Employees/Workers	Yes	59	0		51	0	
Customers	Yes	0	0		0	0	
Value Chain Partners	Yes	0	0		0	0	
Other (please specify)	NA	0	0		0	0	

PDS has a well-established Grievance Redressal Policy. The Policy aims to ensure that all the Stakeholders are treated fairly, equally, and without any biases. All Stakeholders can raise grievances through the NAVEX global platform which is an independent tool. The complaints so raised are addressed by the Disciplinary Committee, promptly and within the allotted time frames.

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 Chairperson of the Audit Committee.

Reporting Mechanisms

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

Email whistleblower@pdsLtd.com
auditcommittee@pdsLtd.com

**11. 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	Green House Gases (GHG) Emissions	Risk	Emissions including greenhouse gas emissions pose significant environmental and health hazards. Damage to the ecosystem and biodiversity can have a grave impact on the reputation of PDS resulting in financial implications through fines, penalties, increased costs, loss of market opportunities, and negative media coverage.	<p>PDS is committed towards its sustainability goals and has put policies and practises in place to reduce the negative impact on the environment including GHG emissions.</p> <p>PDS has started monitoring its Scope 1 and Scope 2 emissions and has implemented a plan to monitor Scope 3 emissions as well.</p> <p>PDS has undertaken several initiatives to reduce emissions and its carbon footprint like installation of solar power at Nor Lanka Manufacturing Colombo Limited (Norlanka), Sri Lanka based subsidiary. PDS has recently completed the installation of solar power in Green Smart Shirts Limited, subsidiary in Bangladesh, and has also installed an in-house wash plant at Progress Apparels (Bangladesh) Limited (Progress), subsidiary in Bangladesh</p>	Negative
2	Energy Management	Risk	Energy management is critical as the operations of PDS are highly dependent on a continuous flow of energy. Given the limited natural resources, the need of the hour is to find alternative sources of energy and move from non-renewable to renewable sources, which are not only cleaner but also cost effective.	<p>The solar power plants installed by PDS at its factories locations is a step towards clean and sustainable energy consumption.</p> <p>Other than the recently set up cutting plant, all 3 manufacturing units have been recognised and awarded the LEED Gold Certification for its excellence in energy leadership and environmental design.</p>	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)
3	Water Management	Risk and Opportunity	<p>Water being a scarce resource needs to be used consciously.</p> <p>Water is a crucial input in our manufacturing plants as well as offices. Misuse of water and wrong full practises of discharging water can have a bearing on the ecosystem and operations of PDS.</p>	<p>PDS has set practices to monitor the amount of water used in its operations and taken steps for better water management.</p> <p>These initiatives include rainwater harvesting, installations of auto-stop taps, and condenser reserve tank to reuse water from boilers, water pressure reduction valves introduced to reduce water usage.</p> <p>Apart from this various trainings were conducted for employees and workers to reduce water wastage and awareness</p> <p>PDS is a member of the Sustainable Apparel Coalition (SAC) and is committed to achieve Zero Discharge of Hazardous Chemicals and to significantly reduce water consumption in the supply chain.</p>	Positive
4	Community Relations	Opportunity	Engaging with the community provides companies with an opportunity to understand their needs and also provides an avenue to build trust and gain community support. Positive community relations can attract local talent, customers, and investors, creating additional market opportunities.	<p>PDS undertakes various community programmes and outreach activities as a part of their commitment to being a socially conscious company. We have contributed towards providing quality education to underprivileged and orphaned children, through Soham Kids Education Society, Hyderabad and Soham for All, Bangladesh.</p> <p>We also reach out and provide support to communities in times of crisis, like the economic crisis in Sri Lanka and natural calamity in Turkey.</p>	Positive
5	Occupational Health & Safety	Risk	Providing a safe and healthy workplace to all employees and workers is a prerequisite for productivity and organisational growth.	<p>PDS ensures that adequate Health and Safety measures are provided to all employees and factory associates.</p> <p>PDS ensures that their operations are conducted keeping in mind the safety and well being of their employees.</p>	Positive
6	Product Quality and Safety	Risk and Opportunity	Better quality products that are safe to use enhance customer satisfaction and also safeguards the Company for quality and safety claims.	All products are designed, tested and produced as per customers' specifications. The in-house quality inspection ensures that all the products delivered are of the highest quality.	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)
7	Supply Chain Management	Risk and Opportunity	It is crucial for companies to work with suppliers that not only help to improve operational efficiencies and resource consumption, but also limit pollution while following good business practises.	<p>PDS has put in place a policy towards Sustainable Supply Chain.</p> <p>PDS also has a detailed Supplier Code of Conduct.</p> <p>PDS conducts internal audits on all suppliers to ensure they comply with the Code of Conduct. They are assessed for issues such as forced labour, bonded labour, harassment, fair wages, working hours, compensation and benefits, freedom of association and collective bargaining, and health and environmental safety.</p>	Negative
8	Circular Economy	Opportunity	Circular economy aims at extending the life cycle of a product through reuse and recycling . It is important for companies to extend the life cycle of products to reduce wastage and its also helps the industry match demand and supply which is undergoing resource constraints.	PDS through its joint venture Yellow Octopus, provides sustainability solutions in the fashion industry by promoting circularity business models. Yellow Octopus has implemented successful take back programs in UK and Europe. Through these programs fashion waste have been diverted from landfills. Through its investment in Upcycle Labs , PDS provides upcycling solutions to the fashion industry. Further, PDS has invested in early stage start up companies that are focused on circularity solutions in the fashion value chain.	Positive
9	Human Rights	Opportunity	<p>Human Rights can be an opportunity for PDS to increase its brand reputation and gain both internal employees support.</p> <p>Human Rights procedures and policies will help create a positive environment to work.</p>	<p>PDS follows Zero Tolerance towards forced or compulsory labour including bonded labour, slavery, and human trafficking which is embedded in our Human Rights Policy.</p> <p>Further, PDS's Employee Code of Conduct, Policy on Prevention of Sexual Harassment at the Workplace, Human Rights Policy, Supplier Code of Conduct and HR practices cover various aspects of human rights protection across the PDS value chain engagement.</p>	Positive
10	Industry Collaborations	Opportunity	Sharing of industry best practises help companies keep upto date and provide a benchmark for performance against other peer companies sectors.	PDS is a signatory member of UN Global Compact and is a member of the Sustainable Apparel Coalition (SAC). Through these associations PDS collaborates with industry players in the apparel value chain.	Positive

SECTION B

MANAGEMENT AND PROCESS DISCLOSURES

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

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 Conduct for Regulating and Monitoring Trading by Insider Code of Conduct for Board Members & Senior Management Personnel Anti-Bribery and Anti-Corruption Policy Vigil Mechanism Policy Diversity of the Board Policy Business Responsibility Policy Policy on Related Party Transactions Communications Policy PDS 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
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"> Stakeholder Engagement Policy Grievance 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 Policy on Preservation of Documents Grievance Redressal Policy Stakeholder 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



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								
b. Has the policy been approved by the Board? (Yes/No)	Yes								
c. Web Link of the Policies, if available	https://pdsLtd.com/investors/corporate_governance/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>Yes, the below mentioned policies extend to our value chain partners</p> <ol style="list-style-type: none"> Supplier Code of Conduct 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) mapped to each principle.	<p>Name of Certification</p>								
Principle 1	<ol style="list-style-type: none"> Wrap Certification – Gold certificate of compliance: 3 Owned Manufacturing Facilities (excludes Cutting Plant in Sri Lanka) ISO 9001: 2015 - Green Smart Shirts Limited GSCS International - Global Organic Textile Standard - All 4 owned manufacturing units 								
Principle 2	<ol style="list-style-type: none"> OEKO TEX: 3 Owned Manufacturing Facilities (excludes Cutting Plant in Sri Lanka) 								
Principle 3	<ol style="list-style-type: none"> ACCORD on Fire Building Safety - Green Smart Shirts Ltd BSCI certification - 3 Owned Manufacturing Facilities (excludes Cutting Plant in Sri Lanka) 								
Principle 4	NA								
Principle 5	NA								
Principle 6	<p>The following certifications are for 3 Owned Manufacturing Facilities (excludes Cutting Plant in Sri Lanka):</p> <ol style="list-style-type: none"> Higg Index – Environmental Module/ FSLM GSCS International - Organic Content Standard GSCS International - Global Recycled Standard LEED -Gold Global Organic Textile Standard EUROPEAN FLAX® Standard SMETA Audit Verified BCI Certification OCS Certification 								
Principle 7	NA								
Principle 8	NA								
Principle 9	NA								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>PDS has set out goals and targets for its sourcing businesses and manufacturing businesses. The various initiatives undertaken by PDS are focused on four key pillars: Reduced emissions, Respect Water & the Environment, Think Circular, Build Communities. PDS has set a road map with measurable targets for 2023-2030 and plans to achieve a Net Zero organization by 2050.</p> <p>Targets</p> <ul style="list-style-type: none"> 2023 – Join UN Global Compact 2024- Define Scope 1,2 and 3 Emissions 2025- SBTi approved emission reduction targets 2026 – 1000 Children from Vulnerable communities in free primary and secondary education 2027 – MMCF 2030 – Reduce Water consumption by 20% 								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>PDS has implemented energy use reduction initiatives in both its own manufacturing plants as well as in its partner factories. PDS is investing in clean energy alternatives such as solar power for its manufacturing plants.</p> <p>Rainwater harvesting system was installed in NorLanka (Sri Lanka based manufacturing facility). Rainwater is collected from the roof tops and is used to recharge the groundwater.</p> <p>PDS has become a signatory to UN Global Compact in 2023. Through this, PDS will align its strategies and initiatives with the ten principles related to human rights, labour, environment, and anti-corruption. In line with this outlook, PDS has started monitoring its Scope 1 and 2 emissions for 2022 and 2023.</p>								

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):

PDS believes that integrating environmental, social, and governance (ESG) principles in our business activities enables companies to mitigate risks, meet consumer expectations, comply with regulations, and enhance its reputation, ultimately contributing to a more sustainable and responsible future for the industry. Environmental issues are a massive challenge for our industry, and PDS believes that a transition from short-term ‘trend’ based decisions to long-term solutions with a real measurable impact is needed. As a global platform company, with a strong focus on sustainability, PDS is aware of the environmental and social impact of its operations and are committed to finding solutions to address these issues.

PDS targets to be the driving force in bringing perennial change to the fashion industry and be the industry’s “first choice” supply-chain partner with the most ethical, sustainable and eco-efficient strategies. At the center of the PDS’s Sustainability Agenda are the four pillars of: Reduced Emissions, Respect Water & the Environment, Think Circular, Build Communities. PDS has set a road map with measurable targets for 2023-2030 and plan to achieve a Net Zero organization by 2050.

PDS’s manufacturing facilities are Gold LEED certified and aim to get a Platinum Certification soon. PDS is in the process of installing solar power at Green Smart Shirts Limited, one of PDS’s manufacturing facilities in Bangladesh. Progress Apparels, Bangladesh installation of a state-of-the-art wash plant with funding from the Netherlands-based Good Fashion Fund. With this facility,

Progress Apparels can now manage a majority of the current wash requirement in-house, translating into savings in transportation costs and production turnaround time resulting in operating efficiencies. The facility will also stand to benefit from the expertise of the Good Fashion Fund in technical, environmental, and social matters for sustainable production.

PDS has an investment arm PDS Ventures that invests in start-ups focused on innovation in the fashion value chain and sustainable solutions, from concept to delivery. PDS commitment is to be part of the solution, not the problem. For example, one of its portfolio company Upcycle Labs Limited is using the waste from products like perfume bottles, cosmetics, footwear, and clothing to create home décor products; fire-resistant bricks, and store fixtures amongst other.

PDS recognize that its ESG journey is ongoing, and will remain committed to continuous improvement. PDS will continue to identify and address emerging ESG challenges, set ambitious targets, and drive positive change within the organization and beyond.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies

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)								
	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 the 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. The periodicity of these reviews is 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 have been observed during the reporting period.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	Internal auditors review the policies on a periodic basis and evaluate working of the same and assess the adequacy and effectiveness in terms of best practices followed by other organizations of repute. Audit Committee reviews the adherence to the said policies in the Company. PDS 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:

Not Applicable

SECTION C

PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this Report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Human Rights: 5 training programs	100%
KMP	5	Skill Development: 4 training programs Human Rights: 1 training program	40%
Employees other than BoD and KMPs	103	Health and Safety: 3 training programs Human Rights: 72 training programs Skill Development: 28 training programs	54%
Workers	75	Health and Safety -27 training programs Human Rights - 44 training programs	67%

The above table captures all PDS Group entities where trainings were conducted, and appropriate training records were maintained.

- 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	NA	0	0	0	No
Settlement	NA	0	0	0	No
Compounding fee	NA	0	0	0	No

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ Enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA	0	0	No
Punishment	NA	0	0	No

There are no fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings with regulators/law enforcement agencies/ judicial institutions, in the financial year 2022-23.

- 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.**

There are no cases where monetary or non-monetary action has been appealed in the financial year 2022-23.

- 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.**

PDS has a policy covering Anti-Bribery and Anti-Corruption. The Policy applies to all levels and grades, including directors, employees (permanent, fixed-term or temporary), consultants, contractors, sponsors, vendors or any other person associated with us, including our subsidiaries and their employees. The Policy defines responsibilities, potential risk scenarios, responsible persons, and channels to report any form of bribe or corruption ([Link](#))

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

Category	FY 2022-23	FY 2021-22
Directors	0	0
KMPs	0	0
Employees	0	0

There have been no instances of disciplinary action being taken by any law enforcement agency on any of our Directors/KMP/ employees/workers for charges of bribery or corruption.

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

Details of complaints with regard to conflict of interest	FY 2022-23		FY 2021-22	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No Complaints have been reported for FY 2022-23.	0	No Complaints have been reported for FY 2021-22.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	No Complaints have been reported for FY 2022-23.	0	No Complaints have been reported for FY 2021-22.

During the financial year 2022-2023, there have been no complaints of conflict of interest in relation to Directors or 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, in cases of corruption and conflicts of interest.

There have been no issues or complaints related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. PDS has in place detailed mechanisms to follow for any issues related to cases of corruption through its Anti-Bribery and Anti-Corruption Policy. PDS has also laid down procedures to follow for any conflict-of-interest cases via its Employee Code of Conduct.

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

PDS conducts various programs and sessions for its value chain partners throughout the year. These programs are targeted at Health and Safety awareness, Human Rights, ESG and the Supplier Code of Conduct followed by PDS.

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.

Yes, PDS has a Code of Conduct for the board members and senior management of PDS. The Code of Conduct captures the potential areas where a conflict of interest can arise and the reporting mechanism for the same. The board members and senior management submit an annual declaration to the secretarial team stating that they have duly complied with 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 product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	NIL	NIL	
Capex	74%	17%	<p>Financial Year 2022-2023 : During the year, PDS invested in a state-of-the-art wash plant in Progress Apparels (Bangladesh) Ltd. This was done in collaboration with Good Fashion Fund. The new wash plant has the capacity to wash 6 million garments per annum enabling PDS to cater a majority of the current wash requirement in-house, thus limiting transportation from PDS to other wash plants outside the industrial zones.</p> <p>PDS is in the process of building a solar power plant at Green Smart Shirts Ltd in Bangladesh. PDS has also invested in a 3 ton Jhute Boiler for the production of steam at the same unit.</p> <p>Financial Year 2021-2022: In the previous year, the PDS incurred capex for the installation of the solar power plant of 630 KW capacity and also implemented the rainwater harvesting system in Norlanka, its Sri Lanka based subsidiary.</p>

Note: The above table represents the capital expenditure incurred by the three owned manufacturing entities, viz., Norlanka Manufacturing Colombo Ltd, Progress Apparels (Bangladesh) Ltd and Green Smart Shirts Ltd of PDS.

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

Yes. PDS is driven by its commitment to ethical and sustainable sourcing, safe-to-wear products and complete supply chain transparency. PDS has implemented a Sustainable Supply Chain and Responsible Sourcing (SSCRS) policy. Through this policy PDS ensures the principles of sustainability are followed by Suppliers and also assist Suppliers in identifying, mitigating, and managing their sustainability risks.

PDS periodically conducts internal audits to ensure that the value chain partners comply with the SSCRS and the Suppliers Code of Conduct. Many of the value chain partners also use fabrics which are certified by Oeko-tex® STeP which ensure they meet internationally recognized sustainability and environmental standards. The Oeko-tex® Made in Green Label is issued for products that are tested for harmful substances, produced in environmentally friendly facilities, and manufactured in safe and responsible workplaces.

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 global fashion infrastructure company that provides global brands and retailers customized solutions across the value chain offering services including designed sourcing, sourcing as a service, manufacturing and brand management.

All products manufactured at PDS's owned manufacturing facilities are as per customer specifications and the respective brand guidelines. Given PDS operates in a B2B segment, the reclamation of above mentioned waste is mainly carried out by the brands, retailers or end customers.

However, PDS through its venture capital arm PDS Ventures has invested in companies that promote circular economy, like Upcycle Labs, Evernu, Loop and Style Theory amongst others. Upcycle Labs provides upcycling services for brands & retailers to convert unwanted inventory into high-quality décor products, store fittings, etc. Evernu uses a revolutionary, new technology to recycle cotton garment waste to create premium, renewable textile. LOOP and Style Theory are online platforms to resell, swap, donate, rent clothing. Through these investments PDS helps contribute towards reclaiming products for reusing and recycling.

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. PDS does not manufacture any products with plastic packaging 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?

At present PDS does not track Product Life Cycle assessments, however some of the supply chain partners are HIGG members. Through this membership the supply chain partners need to submit data for their respective facilities which helps to track their impact on energy, waste, water 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.

In the apparel and textile industry, GHG emissions are embedded across the value chain. PDS works closely with customers and factories to ensure that it shares industry best practices and processes. PDS is taking a science and data driven approach to baseline its total GHG emission and thus build a strategy in line with the UNFCCC commitment of net zero by 2050.



Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/ A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/ A)	Number (F)	% (F/ A)
Permanent employees											
Male	3,022	2,802	93%	2,556	85%	0	-	400	13%	912	30%
Female	895	629	70%	526	58%	895	100%	0	-	102	11%
Total	3,917	3,431	88%	3,082	79%	895	23%	400	10%	1,014	26%
Other than Permanent employees											
Male	30	8	27%	9	30%	0	-	9	30%	0	-
Female	35	1	3%	6	17%	35	100%	0	-	0	-
Total	65	9	14%	15	23%	35	54%	9	14%	0	-
Workers											
Male	1,233	14	1%	1,218	99%	0	-	56	5%	1,177	95%
Female	4,913	10	0.2%	4,900	100%	4,913	100%	0	-	4,880	99%
Total	6,146	24	0.4%	6,118	100%	4,913	80%	56	1%	6,057	99%
Other than Permanent Workers											
Male	5	0	-	0	-	0	-	5	100%	0	-
Female	0	0	-	0	-	0	-	0	-	0	-
Total	5	0	-	0	-	0	-	5	100%	0	-

2. Details of retirement benefits for current and previous financial year:

Benefits	FY 2022-23			FY 2021-22		
	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%	-	Y	8%	-	Y
Gratuity	10%	-	Y	8%	-	Y
ESI	1%	-	Y	0.03%	-	Y
Others	80%	100%	Y	27%	100%	Y

Note:

- 1) PF, Gratuity and ESIC data shown in the table above pertains to all Indian entities in PDS Group.
- 2) 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 number of differently abled employees and workers across PDS's plants and offices is very low. PDS is taking steps towards make its manufacturing facilities and offices more accessible to differently abled employees and workers.

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, PDS has an Equal Opportunity Policy. The objective of this Policy is to ensure that there is no discrimination against any person basis their gender, sexual preference, religion, race, color or disability. Through this Policy, all supervisors and managers are responsible to ensure that equal opportunities are applied at all times and that all procedures & practices are free of discrimination. ([Link](#))

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	92%	67%	-	-
Female	91%	64%	97%	59%
Total	91%	65%	97%	59%

Note: The above table represents PDS'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 workers? If yes, give details of the mechanism in brief.

Permanent Workers	Yes. PDS has established a Grievance Redressal Policy, which provides a framework to ensure all Employees and Workers are treated fairly, equally, and without any biases. All complaints are treated promptly and dealt within the allotted time frames. Employees and Workers can raise grievances through the Ethics Hotline Platform. Every complaint received is reviewed by the Vigilance Officer/Ombudsman and is sent to the members of the Board for disciplinary action.
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

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

PDS does not have a list of recognized associations or Unions. PDS does not place any restrictions and the employees or workers are free to join any associations or unions.

8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	On Health and Safety Measures			On Skill Upgradation		On Health and Safety Measures			On Skill Upgradation	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,052	380	12%	979	32%	2,755	215	8%	244	9%
Female	930	123	13%	396	43%	851	60	7%	129	15%
Total	3,982	503	13%	1,375	35%	3,606	275	8%	373	10%
Workers										
Male	1,238	1,238	100%	298	24%	1,260	1,260	100%	175	14%
Female	4,913	4,913	100%	1,825	37%	4,384	4,384	100%	1,540	35%
Total	6,151	6,151	100%	2,123	35%	5,644	5,644	100%	1,715	30%

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,052	2,590	85%	2,755	1,911	69%
Female	930	794	85%	851	441	52%
Total	3,982	3,384	85%	3,606	2,352	65%
Workers						
Male	1,238	857	69%	1,262	859	68%
Female	4,913	4,137	84%	4,384	3,781	86%
Total	6,151	4,994	81%	5,646	4,640	82%

**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, what is the coverage of such a system?**

No. However, PDS has a Policy on Occupational Health and Safety that enables the Compliance team to evaluate their value chain partners. PDS only engages with factories that provide their workers with a safe and healthy work environment. PDS's Compliance teams work with our factories and partner factories to develop and maintain high standards of Health and Safety in the industry.

- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

PDS follows a systematic approach to identify work-related hazards that typically includes the following steps:

Hazard Identification: The first step is to identify hazards that exist in the workplace. This is done through methods, like workplace inspections, job hazard analysis, and review of incident reports.

Risk Assessment: Once hazards are identified, the next step is to assess the risks associated with each hazard. This involves evaluating the likelihood and severity of potential harm or injury.

Controls: The next step is to develop and implement controls to eliminate or minimize the risk. PDS reviews the existing controls and its efficiency, in addition to this controls are devised to mitigate the risks and hazards identified these include engineering controls, administrative controls, or use personal protective equipment (PPE).

Monitoring and Review: Regular monitoring and review of the hazard controls are necessary to ensure they remain effective and to identify any new hazards that may arise. This is done 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.**

Yes, PDS has enabled and trained their employees and workers to use the below mediums of communication to report work related hazards.

Reporting to designated person: PDS's owned manufacturing facilities are assigned a safety officer, a supervisor or a manager, who is responsible for identifying and mitigating potential hazards. Workers can report work-related hazards to such designated persons.

Reporting to HR or production team: Workers can also report work-related hazards to the human resources department or the production team. These teams can coordinate with the designated person to address the hazard.

Whistleblowing Hotline: PDS has Ethics Hotline <https://pdsLtd.com/ethics-hotline/> in anonymous complaints can be raised. Some of the partner factories have an industry hot line number that workers can use to report work-related hazards.

Grievance box : Workers can also submit a grievance to their employer if they feel that their work-related hazard has not been addressed properly. This could include submitting a written grievance or using a grievance box.

- d. **Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?**

PDS manufacturing facilities have an on-site medical officer and medical center where employees and workers can avail non-occupational medical and healthcare services. These manufacturing facilities provide services like routine checkups, preventive care, and treatment for illnesses or injuries that are not work-related.

Most of the employees are covered under the group medical insurance policy which is driven by the respective entities across the PDS Group.

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	7.33	0
	Workers	8.48	5.04
Total recordable work-related injuries	Employees	5	0
	Workers	134	81
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

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

Measures taken by the Company to ensure a safe and healthy workplace are:

- Conduct regular safety and health training
- Implement safety protocols and policies
- Conduct regular inspections and audits
- Provide adequate PPE
- Ensure proper ventilation at all manufacturing units

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

	FY 2022-23			FY 2021-22		
	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	13	0		15	0	
Health & Safety	36	0		31	0	

14. Assessments for the year:

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

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.

PDS reviews the safety procedures for its manufacturing units on a regular basis. Any issues found are immediately addressed with the help of the safety personnel on site.

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).**

Employees – Yes. Life insurance is provided to most of the employees.

Workers – 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.

There are no measures undertaken by PDS to ensure that statutory dues have been deducted and deposited by the 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 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 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	0	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)

Currently PDS does not provide 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 and safety practices	100%
Working Conditions	100%

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.

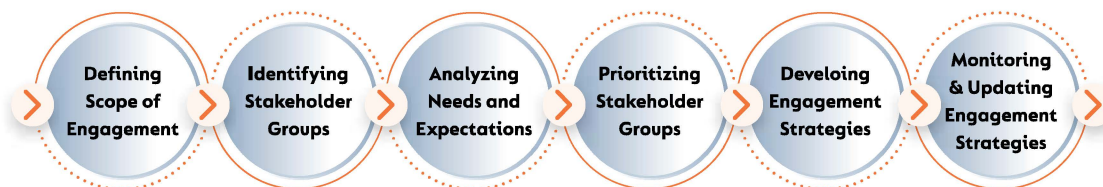
PDS conducts planned or unannounced social compliance audits on a periodic basis to ensure legal and customer standards are maintained. The team will identify significant risks and capture the same as a corrective action plan for the said facility. The facility will need to show progress as per the defined plan. In the event of repetitive serious violations / failure to comply with required standards, the facility is issued firstly with a warning letter followed by a termination notice if no progress is witnessed.

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.

Our stakeholders play an important role as partners in our value-creation journey. Any individual, group of individuals, institutions that impacted by our business are identified as a key 'stakeholder'. Stakeholder engagements not only provide us with an opportunity to communicate our vision and purpose but also helps us understand our stakeholder's concerns and incorporate them in our decision-making process. We follow a structured approach to identifying individuals, groups, or organizations that impact or are 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 	Ongoing-throughout the year	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> a. Regulatory Compliance b. Advocacy of policies that support sustainability <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> a. Compliance monitoring and reporting b. Policies c. Regulations related to Product Safety and Quality d. Regulations related to Labour e. Environmental, Social, and Governance (ESG) issues related to the apparel industry

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
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 	Ongoing-throughout the year	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> a. Collaboration b. Employee Well being c. Improving Operational Efficiency <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> a. Organizational Strategy, Vision, Policies, and Procedures b. Compensation and Benefits c. Work-life balance d. Career development opportunities e. Training programs f. Employee programs g. Diversity, Equality, and Inclusion initiatives h. Workplace Health and Safety i. Organizational 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 Survey Email Communication 	Ongoing-throughout the year	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> a. Understanding customer needs, preferences, and expectations b. Customer feedback c. Impact of products and services <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> a. Product pricing b. Innovative Products and solutions c. Product delivery options d. Sustainable practices and initiatives
Suppliers	No	<ul style="list-style-type: none"> Visits and Personal/ Telephonic Interactions Supplier Onboarding Sessions Trainings Email Communication 	Ongoing-throughout the year	<p>Purpose and scope of engagement</p> <ul style="list-style-type: none"> a. Quality of products provided by suppliers b. Supplier's pricing structure c. Supplier's capacity and delivery capabilities d. Contingency plans in case of delays or disruptions e. Supplier assessments <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> a. Supplier's quality control procedures b. Product delivery timeframe c. Compliance with laws and regulations d. Supplier assessments of environmental and ethical standards
Investors & 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"> a. Respond to their concerns and inquiries b. Company's financial performance c. Corporate strategy and governance d. Sustainability practices <p>Key topics raised during the engagement</p> <ul style="list-style-type: none"> a. Company's financial results, Year on Year performance b. Corporate strategy updates c. Innovation and key investments d. Governance including board composition e. 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.**

PDS is represented by the heads of various departments and business vertical heads, who actively engage with stakeholders. PDS also has an established Stakeholders' Relationship Committee who is at the forefront for all stakeholder related communications. Apart from the board committees, PDS also has a dedicated team of industry experts, that directly interacts with the board for the management of compliance, environmental, and social topics. All discussions and feedback from the Stakeholders are reviewed and discussed with the respective committees internally and then 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.**

Yes, Stakeholder consultation is done for the identification and management of environmental and social topics. PDS through its stakeholder engagement activities identifies areas that are material from an environmental and social impact perspective. The outcome of the engagement activities is discussed with the senior leadership and the board, which is then incorporated in ESG strategy of PDS.

PDS's sustainability and community initiatives are driven by our interactions with our stakeholders, details of all its initiatives is available on PDS's website.

Link - [Sustainability – PDS Limited \(pdsltd.com\)](https://www.pdsltd.com)

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

Vulnerable/ marginalized stakeholder groups are people who, due to factors outside their control, do not have the opportunities as other, more fortunate groups in society. PDS has identified these groups and undertaken various initiatives to address their concerns. These initiatives are around under privileged children and women in less developed regions.

Through its Soham For Kids, initiative in Mallapur, Hyderabad, PDS promotes education of underprivileged and orphaned children. Soham for Kids helps children by providing them access to quality education, nutritious meals, educational material, health check ups, etc. The school has approx. 200+ students enrolled from the nearby villages. PDS also provides the parents of children with skills training.

PDS also supports Soham For All, Centre of HOPE, in Dhaka, Bangladesh that has been running a primary school for children and a vocational training centre for garment factory worker in Savar (Dhaka, Bangladesh) since 2015. Through this school children are educated or tutored in Bangla medium with emphasis on English language. The school also looks to develop other skills and 'intelligences' through mind enrichment programs that include activities in art, craft, self-expression etc. Students of higher grades also get trained on computer skills and industrial sewing skills.

PDS's subsidiary, Poeticgem International Limited has undertaken a project in Dhaka for an all girls school through Abinta Kabir Foundation. The project aims to provide holistic education through a uniquely designed curriculum. As a part of FY 2022-23, Poeticgem allocated a total of 99,991 BDT for stationeries requirements. This covered 107 students for a full academic year. Poeticgem ensures all the needs for the school are met in consultation with Abinta Kabir Foundation.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
	Employees					
Permanent	3,793	1,042	28%	3,548	36	1%
Other than permanent	189	0	-	58	0	-
Total Employees	3,982	1,042	26%	3,606	36	1.00%

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Workers						
Permanent	6,146	2,362	39%	5,640	58	1%
Other than permanent	5	0	-	4	0	-
Total Workers	6,151	2,362	39%	5,644	58	1%

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

Category	FY 2022-23					FY 2021-22				
	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	400	0	-	400	100%	318	0	-	318	100%
Male	299	0	-	299	100%	232	0	-	232	100%
Female	101	0	-	101	100%	86	0	-	86	100%
Other than permanent	7	0	-	7	100%	0	0	-	5	100%
Male	5	0	-	5	100%	0	0	-	2	100%
Female	2	0	-	2	100%	0	0	-	3	100%
Workers										
Permanent										
Male										
Female										
Other than permanent										
Male										
Female										

Note:

- The above table provides details of minimum wages 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.

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)	7	40.17	2	52.98
Key Managerial Personnel	3	136.37	-	-
Employees other than BoD and KMP	3,048	4.52	930	12.43
Workers	1,238	0.97	4,913	0.95

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 of KMP's has been calculated on a proportionate basis considering the salary paid during the year.
- The median calculation excludes the remuneration of one overseas employee of a joint venture company whose appointment terms restrict salary disclosures.

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. PDS has a detailed process and grievance redressal mechanism for human rights given in their Human Rights Policy. All employees and workers can raise grievances through the NAVEX GLOBAL[®] which is an independent tool. All complaints received through NAVEX GLOBAL[®] is reviewed by the Vigilance Officer / Ombudsman and is sent to the members of the Board for the disciplinary action.

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

All employees and workers can raise grievances through the NAVEX GLOBAL[®]. All complaints are reviewed by the Vigilance Officer/Ombudsman and then sent to the members of the Board for the disciplinary action.

PDS has an established system and process in place to appropriately investigate, initiate action, and bring closure to such issues while ensuring the complainant does not face any form of retaliation. Details of channels through which employees and workers can register their complaints are:

Navex Platform- <https://pdsLtd.com/ethics-hotline/>

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

	FY 2022-23			FY 2021-22		
	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	0	0		1	0	One complaint was received from an employee of the subsidiary Company regarding Sexual Harassment at workplace. This has been duly disposed off and no complaint was pending at the end of the year.
Discrimination at workplace	4	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

PDS has laid down a detailed Human Rights Policy that covers:

- Equal Opportunity and non-discrimination
- Healthy and safe working environment
- Harassment free workplace
- Freedom of Association
- Inclusive Workplace
- Prohibits Child Labor and Forced Labor
- Human Rights Assessments

Any complaints from employees or workers with respect to discrimination and harassment will be appropriately investigated and brought to closure while ensuring the complainant does not face any form of retaliation.

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

Yes, human rights requirements form part of PDS's business agreements and contracts for all vendors. PDS's has established a Supplier's Code of Conduct that is derived from values and standards set by the declaration of Human Rights and International Labor Organization's core conventions. PDS has also setup standards for Zero Tolerance Violation for :

- Child labour
- Forced labour
- Discrimination in any form.
- Harassment and Abuse at workplace.
- Unauthorized Subcontracting
- Access denied to auditor for conducting factory tour, worker interviews or document review or any other mode of denial that will hamper audit process
- Shared building with Shops/Market, Residence, different owner or with hazardous process (which may impact employees/product safety)

- Factory building not approved for industrial purpose
- Any unethical practice, such as bribery in the form of cash or kind to facilitate any process

Any violations of these standards will attract strict action by the PDS Group.

9. Assessments of the year

PDS follows a Zero Tolerance Violations policy and undertakes these assessments during onboarding any vendor facility. Apart from this PDS also conducts periodic assessments, atleast twice per annum.

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

PDS has a Zero Tolerance Violation policy in place and undertakes assessments during on-boarding any vendor facility. PDS also conducts periodic assessments, atleast twice per annum. Corrective action plan is put in place for any violations and repetitive serious violations translate into termination.

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

There are no business processes that required to be modified / 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 an integral part of our vendor onboarding process, we evaluate vendors for compliance with Human rights issues and have a ZTV for any violations. Vendors are evaluated for issues like bonded labour, fair pay without illegal deductions, child labour, discrimination and harassment, safe and clean working conditions, excessive working hours, freedom of association of workers, etc

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?

PDS has a low number of employees who are differently abled. All of PDS's offices present in India are located in rented facilities. In this case PDS will not be able to provide modifications in office infrastructure for differently abled persons. PDS does ensure all support is provided to its differently abled employees and visitors

4. Details on assessment of value chain partners:

PDS conducts assessment of its value chain partners. For all its manufacturing facilities PDS ensures they comply with the Suppliers Code of Conduct and are assessed for forced labor, bonded labor, harassment, fair wages, working hours, compensation and benefits, freedom of association and collective bargaining, and health and environmental safety.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labour Forced Labour/Involuntary Labour	100%
Wages	100%
Others – please specify	100%

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 which required any major corrective actions. However, PDS conduct planned or unannounced social compliance audits on a periodic basis to ensure legal and customer standards are maintained. The team will identify significant risks and capture the same as a corrective action plan for the said facility. The facility will need to show progress as per the defined plan. In the event of repetitive serious violations / failure to comply with required standards, the facility is issued firstly with a warning letter followed by a termination notice if no progress is witnessed.

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:

Parameter	FY 2022-23 (Unit-Giga Joule)	FY 2021-22 (Unit-Giga Joule)
Total electricity consumption (A)	19,164.12	17,971.55
Total fuel consumption (B)	14,942.81	11,611.94
Energy consumption through other sources (C)	39,889.50	5,079.06
Total energy consumption (A+B+C)	73,996.43	34,662.55
Energy intensity per rupee of turnover (Total energy consumption in GJ/ turnover in rupees in Crores)	96.85	60.49

Notes:

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

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, The above data has been assured by Deloitte Haskins & Sells LLP (DHSLLP).

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.

PDS does not have any sites/ facilities that are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

**3. Provide details of the following disclosures related to water**

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	42,931.00	43,322.00
(iii) Third party water (Municipal water supplies)	1,23,064.25	95,273.90
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,65,995.25	1,38,595.90
Total volume of water consumption (in kilolitres)	1,65,995.25	1,38,955.90
Water intensity per Cr. rupee of turnover (Water consumed / turnover)	217.27	241.88

Notes:

- 1) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set up in February 2023).
- 2) PDS is in the process of implementing a system to track water discharge from its premises. For current disclosure, it is assumed that water withdrawn is equal to water consumption across all facilities.

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 ,the above data has been assured by Deloitte Haskins & Sells LLP (DHSLLP).

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

Yes, PDS has implemented Effluent Treatment Plants (ETP) in two of its manufacturing facilities in Sri Lanka and Bangladesh respectively.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOx	tonnes/annum	0.68	0.52
Sox	tonnes/annum	0.24	0.22
Particulate matter (PM)	tonnes/annum	0.07	0.05
Persistent organic pollutants (POP)	tonnes/annum	0.00	0.00
Volatile organic compounds (VOC)	tonnes/annum	0.00	0.00
Hazardous air pollutants (HAP)	tonnes/annum	0.00	0.00
Others – (CO)	tonnes/annum	0.17	0.13
SPM	tonnes/annum	0.00	0.00
PM10	tonnes/annum	0.00	0.00
PM2.5	tonnes/annum	0.00	0.00
TOC (asCH4)	tonnes/annum	0.00	0.00

Notes :

- 1) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set-up in February 2023).
- 2) Emissions from company-owned vehicles and grass cutter are excluded as they are not material.
- 3) Emissions are calculated based on the EPA methodology.

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 ,the above data has been assured by Deloitte Haskins & Sells LLP (DHSLLP).

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
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	1,119.37	811.76
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	3,227.66	3026.39
Total Scope 1 and Scope 2 emissions per Cr. rupee of turnover	Per Cr. rupee of turnover	5.69	6.70

Notes :

- 1) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set-up in February 2023).
- 2) Emissions from company-owned vehicles, grass cutter and fugitive emissions are excluded as they are not material.
- 3) Emissions are calculated based on the GHG protocol and IPCC 2006 methodology.

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, the above data has been assured by Deloitte Haskins & Sells LLP (DHSLLP).

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

Initiative undertaken	Details of the initiative	Outcome of the initiative
Norlanka Roof top Solar Project (630 KW) at Sri Lanka	PDS's Sri Lanka based subsidiary, NorLanka Manufacturing Colombo Ltd (Norlanka), has installed Solar Power panels on the rooftops of the unit.	This project shall reduce the dependency on non-renewable sources and enable use of clean energy, thus help in reducing overall GHG Emissions.
Yagirala Rainforest reforestation project at Sri Lanka - 2022	Norlanka has completed a reforestation project in the Yagirala rainforest. A total of 200 trees were planted.	This project will help increasing the forest cover & carbon sequestration.
One Tree matters campaign 2021 at Sri Lanka	Norlanka has Initiated a tree plantation program called One Tree Matters in 2021 and 2022. More than 400 + saplings were planted in 2021 and 6000+ saplings were planted in 2022.	The main objective of the program was supporting the community and biodiversity.
Mangrove Restoration project	A mangrove Restoration was initiated with the University of Kelaniya. Around 650 mangroves were planted.	The main objective of the program was supporting the community and biodiversity.

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

Parameter	FY 2022-23	FY 2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	19.05	22.78
E-waste (B)	0.61	0.37
Bio-medical waste (C)	0.21	0.19
Construction and demolition waste (D)	-	-
Battery waste (E)	1.51	1.15
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.87	0.49
- Machine Oil	0.46	0.34
- Chemical drums	0.41	0.15
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	910.77	710.07
- Food Waste	40.12	64.69
- Jhute/Fabric	719.15	511.02
- Cardboard/Paper/Carton	123.97	104.37
- Mixed waste including empty thread cones	27.53	30.00
Total (A+B + C + D + E + F + G + H)	933.04	735.05

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category	FY 2022-23	FY 2021-22
(i) Recycled	5.70	1.62
(ii) Re-used	159.60	138.87
(iii) Other recovery operations	-	-
Total	165.30	140.49
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration (Energy Production)	368.69	228.58
(ii) Landfilling	41.11	71.18
(iii) Other disposal operations (Safe Disposal)	357.95	294.80
Total	767.75	594.56

Note:

- 1) Reporting boundary is limited to the three manufacturing facilities located in Sri Lanka and Bangladesh (excludes cutting plant set-up in February 2023).
- 2) Iron and tin waste from GSSL has been excluded from current disclosures as they are not material.
- 3) For current disclosures, it is assumed that total waste generated is equal to total waste disposed.



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, the above data has been assured by Deloitte Haskins & Sells LLP (DHSLLP).

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.

All the waste generated at PDS's three own manufacturing entities is managed as per the local waste management regulations. Each entity has a documented waste management procedure (SOP) which is followed by them. The SOP states the procedures for handling each category of waste, its storage and disposal/recycling mechanism.

For hazardous/chemical wastes PDS has set up ETP plants at its manufacturing facilities in Sri Lanka and Bangladesh. All water discharged from these units if first treated in ETP and then released for alternate uses like water gardens, farm lands, etc.

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

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

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

There are no projects undertaken by PDS in the financial year 2022-23 that attract Environmental Impact Assessments.

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, PDS is compliant with all applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022-23	FY 2021-22
From renewable sources		
Total electricity consumption (A) Solar Energy	2,925.91	401.52
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	2,925.91	401.52

Parameter	FY 2022-23	FY 2021-22
From non-renewable sources		
Total electricity consumption (D)	19,164.12	17,971.55
Total fuel consumption (E)	14,942.81	11,611.94
Energy consumption through other sources (F)	36,963.59	4,677.55
Total energy consumed from non-renewable sources (D+E+F)	71,070.51	34,261.04

Note

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

2) Fuel (diesel) consumption in company-owned vehicles and grass cutter are excluded as they are not material.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency

Yes, the above data has been assured by Deloitte Haskins & Sells LLP (DHSLLP).

2. 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

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

PDS 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:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Nor lanka Roof top Solar Project (630 KW) at Sri Lanka	Installation of Solar Power panels on rooftops	This project will reduce overall GHG Emissions.
Rainwater Harvesting System at the manufacturing unit in Sri Lanka	Implementation of Rainwater harvesting systems.	Rainwater harvesting systems will increase the groundwater quality
Yagirala Rainforest reforestation project – 2022 at Sri Lanka	Norlanka has completed a reforestation project in the Yagirala rainforest. A total of 200 trees were planted.	This project will help increasing the forest cover & carbon sequestration
One Tree matters campaign 2021 at Sri Lanka	Norlanka has Initiated a tree plantation program called One Tree Matters in 2021 and 2022. More than 400 + saplings were planted in 2021 and 6000+ saplings were planted in 2022.	The main objective of the program was supporting the community and biodiversity.
Mangrove Restoration project at Sri Lanka	A mangrove Restoration was initiated with the University of Kelaniya. Around 650 mangroves were planted.	The main objective of the program was supporting the community and biodiversity.
Tree Plantation at Bangladesh	The Progress Apparels facility in Bangladesh had initiated Tree Plantation program 2021 organized by the HR, Admin & Compliance Team. In 2022, a total of 2200 trees planted.	The theme of tree plantation day was Plant for the Planet & the purpose was to encourage people to protect our planet with low carbon.
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
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.

Business Continuity and Disaster Recovery with respect to Information Security is covered by [PDS's IT Policy](#) and for other risks it is covered in the [Risk Management Policy](#).

IT related risks - The Business Continuity plan that considers information security requirements that shall be implemented and tested at least once per calendar year.

Other risks - PDS has also developed a Risk Management Policy which identifies the framework for risks faced by the entity, including financial, operational, sectoral, sustainability, information, cyber security risks or any other risks. PDS will ensure that the appropriate methodology, processes, and systems are in place to monitor, evaluate and mitigate these risks.

PDS has also developed a disaster recovery plan for its SAP Production infrastructure.

**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?**

PDS assesses its value chain partners for different environmental and social parameters. The manufacturing facilities in Bangladesh and Sri Lanka conduct audits of suppliers for environmental and social parameters on a yearly basis. There has not been any significant adverse impact to the environment from its value chain partners.

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.**

PDS is affiliated to 2 industry chambers/associations.

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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

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.

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 the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
-					

There are no public policies advocated by the entity however, PDS is a member of the Sustainable Apparel Coalition and UN Global Compact.

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.**

In the financial year 2022-23, there were no projects undertaken by PDS in India that required 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:

PDS has not undertaken any Rehabilitation and Resettlement (R&R) as none of its activities directly or indirectly required R&R.

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

PDS has a Grievance Redressal Policy which details grievance redressal mechanism for all stakeholders. Various Stakeholders including members of communities can raise grievances through the NAVEX global platform which is an independent tool. The

grievances received directly go to a Disciplinary Committee appointed by the PDS board. The Committee has an established system and process in place to appropriately investigate, initiate action, and bring closure to such issues while ensuring the complainant does not face any form of retaliation.

Details of channels through which Stakeholders can register their complaints are :

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 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	1.87%	0.06%
Sourced directly from within the district and neighboring districts	-	-

Given PDS's global presence with operations across countries, the input materials are sourced domestically and globally based on customer requirement and specifications. The data in the above table represents purchase of input material from medium, small, micro enterprises registered in India.

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):

In the financial year 2022-23, 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:

PDS does not have any CSR projects in designated aspirational districts identified by government bodies. PDS has undertaken CSR projects at 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, PDS does not have any preferential procurement policy giving preference to purchase from suppliers comprising marginalized/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:

There has been no intellectual properties rights owned or acquired by PDS in the current financial year, based on traditional knowledge

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.

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 group
1	Promotion of education for underprivileged and orphaned children, and vocational training to their parents. Soham For Kids, 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, Dhaka, Bangladesh	365	100%

Soham for Kids, Mallapur, Hyderabad is a part of PDS Ltd'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 Report, page 46.

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.**

Given that PDS is a global business to business company, each vertical has a detailed processes and grievance redressal mechanism. All businesses have in place the required escalation mechanism in their specific country. Customers can reach out to the business heads/points of contact for any grievances. Apart from this, various Stakeholders including consumers can also raise grievances through the NAVEX global platform. PDS has in place 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:

Category	Turnover with respect to Category (A)	Total turnover (B)	As a percentage to total turnover (A/B*100)
Environmental and social parameters relevant to the product	-	-	-
Safe and responsible usage	-	-	-
Recycling and/or safe disposal	-	-	-

All products are sourced or manufactured as per the specifications of the brands/retailers and will include all applicable statutory parameters.

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	No complaints have been reported for FY 2022-23.	0	0	No complaints have been reported for FY 2021-22.
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	0	0	0	0		

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

There have been no instances of product recall on account of safety issues.

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, PDS has a detailed policy covering Information Security and [Cyber Security](#). This policy focuses on protection of sensitive information, compliance with regulations, maintaining and protecting customer data, reduce and mitigate risks from cyber-attacks and Business Continuity and Disaster Recovery Policy. PDS also ensures necessary processes are in place for Personal Data, Data Breaches, and Security Incidents, by establishing a dedicated Incident Response Process. PDS has also implemented a disaster recovery plan for its SAP production environment.

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.

PDS does not deal with delivery of essential services. There have been no instances of product recalls or penalty/action taken by regulatory authorities on safety of products/ services.

Leadership Indicators

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

Information on PDS's products is available on website ([Link](#)). The Contact Us Link on the Company website provides the weblink 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 sourced or manufactured as per the specifications of the brands/retailers and will include all applicable statutory parameters.

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

PDS does not deal with 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.

All products sourced or manufactured as per the specifications of the brands/retailers and will include all applicable statutory parameters.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact

No incidents of data breaches have happened in the financial year 2022-2023.

b. Percentage of data breaches involving personally identifiable information of customers

No incidents of data breaches involving personal information of customers has happened in the financial year 2022-2023.

An Independent Limited Assurance Report on Identified Sustainability Indicators which has been assured by Deloitte Haskins & Sells LLP is available on page 311.



ASSURANCE STATEMENT

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Independent Limited Assurance Report on Identified Sustainability Indicators presented in the Business Responsibility and Sustainability Report (BRSR) of PDS Limited for the FY 2022-23

To the Board of Directors of PDS Limited

We Deloitte Haskins & Sells LLP have been engaged by the management of PDS Limited (the "Company") to provide independent limited assurance on the Identified Sustainability Indicators described below and presented in the Business Responsibility and Sustainability Report (the "BRSR", the "Report") of the Company in accordance with the criteria stated in paragraph 2. This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and environmental experts.

1. Identified Sustainability Indicators

Our scope of limited assurance covers the review and verification of Identified Sustainability Indicators in the BRSR as per the criteria described below within the Reporting Boundary of the Report. The Identified Sustainability Indicators are the Essential / Leadership indicators in BRSR as mentioned in Annexure I below.

Our limited assurance engagement was with respect to the year ended 31 March 2023 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 conclusion thereon.

2. Criteria

The criteria used by the Company to prepare the BRSR is the Guidance note for Business Responsibility & Sustainability Reporting Format as issued by Securities and Exchange Board of India (SEBI) (referred to as the Criteria).

3. Responsibility of the Management

The Company's management is responsible for identification, selection of companies/ locations/ offices considered as the Reporting Boundary of the Report and reporting information accurately per the selected Reporting boundary. It is responsible for selecting suitable criteria for preparing the BRSR, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Indicators, Identification of Key aspects, engagement with stakeholders, content, preparation and presentation of the BRSR 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 Indicators, which is free from material misstatement, whether due to fraud or error.

4. Inherent limitations

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.



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5. Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and have the required competencies and experience to conduct this assurance engagement.

Our firm applies Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and 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.

6. Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Identified Sustainability Indicators, as disclosed in the Report, as per the Criteria, based on the procedures we have performed and evidence we have obtained. We conducted our limited assurance in accordance with Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India effective from financial year ended March 31, 2023. This standard requires that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Indicators are free from material misstatement.

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 Identified Sustainability Indicators, assessing the risks of material misstatement of the Identified Sustainability Indicators whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Indicators.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

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.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Interviewed key personnel of the Company to understand the systems and processes in place for capturing the Identified Sustainability Indicators during the reporting period;
- Tested data, reviewed records and relevant documentation submitted by the Company on sample basis for sample locations;
- Analysed and reviewed key data reports, processes, procedures relating to collation, aggregation, validation and reporting of the Identified Sustainability Indicators on sample basis; and





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- Reviewed the reasonableness of various assumptions, estimates and materiality thresholds used in preparation of Identified Sustainability Indicators .

We have relied on the information, documents, records, and explanations provided by the Company for the purpose of our review.

The procedures performed in a limited assurance engagement vary in nature from, and are less in extent than for, a reasonable assurance engagement. As a result, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Indicators have been presented, in all material respects, in accordance with the Criteria.

Exclusions

Our limited assurance scope excludes the following and therefore we do not express a conclusion on the same:

- Locations of the Company other than those mentioned in the Identified Sustainability Indicators paragraph.
- Testing the operating effectiveness of management systems and controls.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Indicators.
- Data and information outside the defined reporting period i.e., for the year ended March 31, 2023.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company in the Report.

7. Our Conclusion

Based on the procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Indicators for the year ended March 31, 2023, are not prepared, in all material respects, in accordance with Criteria.



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Haskins & Sells LLP**

B. Restriction on use and distribution

Our limited assurance report has been 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 in the BRSR. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. We neither accept nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For **DELOITTE HASKINS & SELLS LLP**
Chartered Accountants
(Firm's Registration No. 117366W / W-100019)



Pratik Shah
Partner

Membership No. 111850
UDIN: 23111850BHMMKT7005

Place: Mumbai
Date: July 7, 2023



**Deloitte
Haskins & Sells LLP**

Annexure I

Sr no.	BRSR indicator reference ('E' indicates Essential Indicator & 'L' indicates Leadership Indicator)	Description of indicator	Companies /Locations covered in the Report on sample basis as applicable
1	Section C - Principle 6 - E1	Details of total energy consumption (in Joules or multiples) and energy intensity.	<ul style="list-style-type: none"> • NorLanka, Manufacturing Colombo Limited (factory at Colombo, Sri Lanka). • Green Smart Shirts Limited (factory at Dhaka, Bangladesh). • Progress Apparels Limited (factory at Dhaka, Bangladesh). • Nor Lanka Manufacturing Colombo Limited • Green Smart Shirts Limited • Progress Apparels Limited • Collaborative Sourcing Services FZCO • Green Smart Shirts Limited • Nor Lanka Manufacturing Limited • POS Far East Limited • POS Limited • Progress Apparels (Bangladesh) Limited • DBS Lifestyle India Private Limited
2	Section C - Principle 6 - E3	Details of the disclosures related to water - i. water withdrawal by source ii. total volume of water consumption iii. water intensity per rupee of turnover	
3	Section C - Principle 6 - E5	Details of air emissions (other than GHG emissions) by the entity.	
4	Section C - Principle 6 - E6	Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity.	
5	Section C - Principle 6 - E8	Details of the disclosures related to waste management by the entity - i. total waste generated ii. total waste recovered through recycling, re-using or other recovery operations iii. total waste disposed by nature of disposal method	
6	Section C - Principle 6 - L1	Break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources.	
7	Section C - Principle 2 - E1	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.	
8	Section C - Principle 3 - E1	Details of measures for the well-being of employees and workers in the following categories listed below: i. Health Insurance ii. Accident Insurance iii. Parental Benefits iv. Maternity Benefits v. Day care facilities	
9	Section C - Principle 3 - E2	Number of employees and workers covered under retirement benefits during the year 2022-23	
10	Section C - Principle 3 - E9	Number of employees and workers covered in performance and career development reviews during the year 2022-23	
11	Section C - Principle 5 - E2	Details of minimum wages paid to employees and workers during the year 2022-23	



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			<ul style="list-style-type: none"> • Digital Ecom Techno Private Limited • Norlanka Brands Pvt. Limited • PDS Limited • SOT Garments Private Limited • Technocean Fashions Private Limited
12	Section C – Principle 5 – E3	<p>Disclosure of details of remuneration/salary/wages under each category -</p> <ol style="list-style-type: none"> Board of Directors (BoD) Key Managerial Personnel (KMP) Employees other than BoD and KMP Workers 	<ul style="list-style-type: none"> • Collaborative Sourcing Services FZCO • Green Smart Shirts Limited • Nor Lanka Manufacturing Limited • PDS Far East Limited • PDS Limited • Progress Apparels (Bangladesh) Limited
13	Section C – Principle 5 – E6	<p>Number of Complaints on the following made by employees and workers</p> <ol style="list-style-type: none"> 1. Sexual Harassment 2. Discrimination at workplace 3. Child Labour 4. Forced Labour/Involuntary Labour 5. Wages 6. Other human rights related issues 	<ul style="list-style-type: none"> • PDS Limited
14	Section C – Principle 8 – E4	<p>Percentage of input material (inputs to total inputs by value) sourced from suppliers:</p> <ol style="list-style-type: none"> 1. Directly sourced from MSMEs/ small producers 2. Sourced directly from within the district and neighbouring districts 	<ul style="list-style-type: none"> • Krayons Sourcing Limited • Nor Lanka Manufacturing Limited • Norlanka Brands Private Limited • PDS As a Star Corporation Limited • Poetigem Limited
15	Section C – Principle 8 – L6	Number of beneficiaries of CSR Projects	<ul style="list-style-type: none"> • PDS Limited

