



GO FASHION (INDIA) LIMITED

CIN: L17291TN2010PLC077303

August 14, 2023

BSE Limited Scrip Code: 543401	National Stock Exchange of India Ltd. Trading Symbol: GOCOLORS
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Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2022-23

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith a copy of our Business Responsibility and Sustainability Report for the financial year 2022-23

The above said report is also published on our website at https://cdn.shopify.com/s/files/1/0598/8158/6848/files/BRSR_REPORT_FY22-23.pdf?v=1691993137.

This is for your information and record.

Thanking You,
For **Go Fashion (India) Limited**

Gayathri Venkatesan
Company Secretary & Compliance Officer

Go Fashion (India) Limited

(Formerly Known as Go Fashion (India) Private Limited)

Sathak Center, No.4, 5th Floor, Nungambakkam High Road, Chennai – 600 034 TEL: 4211 1777, E MAIL : mail1@gocolors.com
www.gocolors.co.in

Annexure - A**Business Responsibility and Sustainability Reporting by listed entities**

SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated 10/05/2021

SECTION A : GENERAL DISCLOSURES**I. Details of the listed entity**

Sl. No	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L17291TN2010PLC077303
2	Name of the Listed Entity	Go Fashion (India) Limited
3	Year of incorporation	2010
4	Registered office address	No.4, 5th Floor, Sathak Center, Nungambakkam High Road, Chennai - 600034
5	Corporate address	No.4, 5th Floor Sathak Center, Nungambakkam High Road, Chennai - 600034
6	E-mail	actsmain@gocolors.com
7	Telephone	044-42111777
8	Website	www.gocolors.com
9	Financial year for which reporting is being done	2022-23
10	Name of the Stock Exchange(s) where shares are listed	NSE (National Stock Exchange) and BSE (Bombay Stock Exchange)
11	Paid-up Capital	₹54,00,89,840
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name : V.Gayathri Telephone: 7358799393 Email: csecretary@gocolors.com
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).	On a standalone basis

II. Products / Services

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

Sl. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Trade	Retail Trading	100

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

Sl. No	Product / Service	NIC Code	% of total Turnover contributed
1	Retail sale of readymade garments, hosiery goods, other articles of clothing and clothing accessories	F47711	100

III. Operations

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

Location	Number of plants (Warehouses)	Number of offices	Total
National	2	2	4
International	0	0	0

17 Market Served by the entity:

a.	Number of locations	
	Locations	Number
	National (No. of States)	20 states and 3 union territories
	International (No. of Countries)	0
b.	What is the contribution of exports as a percentage of the total turnover of the entity?	0
c.	A brief on type of customers	We offer a wide range of bottom wear in terms of colors and styles to go with any top, all available under the same roof. Our bottom-wear products, including churidars, leggings, harem pants, patiala, palazzos, culottes, pants, trousers and jeggings, are sold across multiple categories such as ethnic wear, western wear, fusion wear, activewear and denims. We design and cater to women & girls of all age groups and size thereby, making our portfolio 'universal' and for every occasion and body type.

IV. Employees

18 Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.C	% (C/A)
Employees						
1	Permanent (D)	4318	2148	49.71%	2170	50.29%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total employees (D+E)	4318	2148	49.71%	2170	50.29%
Workers						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	Total workers (F+G)	0	0	0.00%	0	0.00%

b. Differently abled Employees and workers:

Sl. No	Particulars	Total (A)	Male		Female	
			No.(B)	% (B/A)	No.C	% (C/A)
Differently Abled Employees						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total differently abled employees (D+E)	0	0	0.00%	0	0.00%
Differently Abled Workers						
4	Permanent (F)	0	0	0.00%	0	0.00%
5	Other than Permanent (G)	0	0	0.00%	0	0.00%
6	Total differently abled workers (F+G)	0	0	0.00%	0	0.00%

19 Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	1	14.29%
Key Management Personnel	2	1	50.00%

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

	FY 2022-23 (Turnover rate in current FY)			FY 2021- 22 (Turnover rate in previous FY)			FY 2020 - 21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	61	76	68	47	59	52	44	53	48
Permanent Workers	0	0	0	0	0	0	0	0	0

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

21 (a) Name of holding / subsidiary / associate companies / joint ventures

Sl. No	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
NIL				

VI. CSR Details

22 (i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹ Cr)	665
(iii)	Net worth (in ₹ Cr)	520

VII. Transparency and Disclosure Compliances

23 Compliments/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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
The list of the stakeholders							
Communities	Yes, the complaints of the communities are redressed on a one-to-one basis through in-person meetings	0	0	NIL	0	0	NIL
Investors (other than shareholders)*	Yes, the complaints are received by mail and forwarded to the respective departments meant to solve and the solutions are directed via the same channel.	0	0	NIL	0	0	NIL
Shareholders*	Yes, complaints are either received from Registrar and Transfer Agents (RTA) or through the SCORES portal and the actions are uploaded in the portal to be viewed by the shareholder https://scores.gov.in/scores/Welcome.html	71	0	NIL	267	0	NIL
Employees and workers	Yes, the grievance of the employees and workers are redressed through emails or open forum meetings. https://cdn.shopify.com/s/files/1/0598/8158/6848/files/GRIEVANCE_REDRESSAL_POLICY.pdf?v=1689669368	0	0	NIL	0	0	NIL

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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
Customers	Yes https://gocolors.com/pages/grievance-redressal	4270	2	Resolved subsequently	1369	0	NIL
Value Chain Partners	Yes, the complaints pertaining to the value chain partners are redressed through one-on-one interaction https://cdn.shopify.com/s/files/1/0598/8158/6848/files/SUPPLIER_CODE_OF_CONDUCT.pdf?v=1689669382	0	0	NIL	0	0	NIL
Other (please specify)#	-	0	0	NIL	174	0	NIL

* Details of Investors (including Bond Holders) /Shareholder are covered) # Others - 174 complaints have been received from other stakeholders comprising of career queries, product

pitch and marketing placements of which all complaints have been resolved as on March 31, 2022.

Weblink of Policies not mentioned elsewhere in this report:

Sustainability Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/SUSTAINABILITY_POLICY.pdf?v=1689669388

Stakeholder Engagement policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/STAKEHOLDER_ENGAGEMENT_POLICY.pdf?v=1689669378

Health and Safety Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/HEALTH_AND_SAFETY_POLICY.pdf?v=1689669373

Whistle Blower Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/VIGIL_MECHANISM_POLICY_430ba70d-4385-4e86-b407-aa16b8610e2b.pdf?v=1657891554

CSR Policy - https://cdn.shopify.com/s/files/1/0598/8158/6848/files/CORPORATE_SOCIAL_RESPONSIBILITY_POLICY_f1347889-b54d-4ea7-aedc-21483bc44f6e.pdf?v=1657891554

24 Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Waste management	Risk and Opportunity	<p>Risk- Proactively identifying the risks associated with waste management and to reduce their consumption is a critical part of the company's pathway towards sustainability. Lack of waste management measures will lead to increased cost, reduced resource efficiencies and potentially regulatory/compliance related costs.</p> <p>Opportunity- Explicit plans to combat the risks can improve the company's resource productivity, reduce the costs and can foster competitiveness.</p>	We use a significant amount of plastic to package our products. A reduction in the amount of plastic that we use, the use of recycled plastic and an increase in the recyclability of our packaging are critical to our future success. We want to change the way we use plastic by treating waste as a valuable resource. We are actively involved towards reducing the environmental impact. We are working on innovative solutions for alternative packaging in order to reduce usage of plastic.	<p>Positive- The Company's focus on strengthening climate and ESG-specific initiatives bolsters long-term value-creation and enables the company to effectively respond to rising stakeholder demands.</p> <p>Negative: Lack of robust initiatives and action plans to contribute to ESG awareness and climate change could adversely impact ESG profile of the company. It could also adversely impact company's sustainable growth and expansion into new markets, eventually leading to loss of market share to better aligned ESG companies</p>

Sl. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Supply Chain Management	Risk and Opportunity	<p>Risk- Well-structured and efficient supply chain management mitigates the risks associated with procurement, production, strikes and labor disputes as well as costs which could have a negative impact on the business activities.</p> <p>Opportunities- With a transparent and unambiguous value chain engagement, the company can optimize efforts, create a circular economy and enhance profitability. Efficacious supply chain management leads to better collaboration, improved quality control, improved risk mitigation, eco-friendly initiatives and a transparent product procurement</p>	The company has implemented a Supplier Code of Conduct. Regular engagement with suppliers is conducted and their feedback is taken into consideration in the company's strategic decision-making.	<p>Positive- Efficient supply chain management ensures that the company delivers maximum business value with the least possible cost. This in turn results from reduced environmental impact and long-term value to the company's sustainability-led endeavours.</p> <p>Negative- A mismanaged supply chain leads to ineffective utilization of resources, hampers natural procurement of materials and elimination of waste throughout the product lifecycle.</p>
3	Health & Safety	Risk	<p>Risk- The risks involves hazards caused in the working environment in the form of non-compliance with safety measures by employees, non-awareness of a safe and secure environment and non-compliance of COVID-19 safety measures leading to injuries, accidents, illness and fatalities. These risks lead to interruptions in workplace operations and higher attrition rate.</p>	The company has a Health & Safety policy in place. The Company implemented work safety measures including general guidelines for health and safety at its offices and warehouses, accident reporting, wearing safety equipment while maintaining clean and orderly work locations.	<p>Negative- Weak mechanisms to promote health and safety in the workplace lead to higher absenteeism, employee turnover rates impacting the overall productivity. The reputation of the company is hampered and leads to loss of confidence amongst stakeholders. It could also lead to losses due to legal actions and claims affecting the top-line of the organization.</p>
4	Regulatory & Legal Compliances	Risk and Opportunity	<p>Risk- Risk of non-compliance exposes the organization to legal penalties and financial losses resulting from failure to comply with the industry laws and regulations. Failure to adhere to the laws would directly affect the bank's revenue, valuations and could lead to loss of reputation and business opportunities. More compliant companies tend to have improved performances and better process efficiency. Compliance gives assurance and provides a broader insight to the investors. Opportunities: Our reputation is an invaluable asset, and how we operate, engage and contribute to society is always scrutinised. Acting ethically is essential to protect our reputation.</p>	The company has a code of conduct and an insider trading policy in place. There are internal audit systems devised to ensure compliance with the provisions of all applicable laws were adequate and operating effectively. The Company strives to ensure compliance with the various Corporate Governance Requirements under the Securities and Exchange Board of India.	<p>Positive: We are committed to doing business with integrity and play a positive role in building relationships with customers, suppliers and other third parties. Good governance and ethics not only help increase trust among consumers, investors, and other stakeholders, but also help avoid fines, penalties, and other legal implications.</p> <p>Negative- Non-compliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have better ability to manage risks and builds a better sense of fairness and loyalty among employees</p>

SECTION B : MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	https://gocolors.com/investor-relations								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The company complies with all the National Guidelines on Responsible Business Conduct principles.								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We are dedicated to achieve sustainable growth and is committed to setting targets and implementing initiatives to foster sustainable business practices. It places importance on enhancing the skills of its workforce for their overall development and to align with evolving business landscapes. Additionally, we are actively working to reduce energy consumption in order to minimize its carbon footprint. These endeavours are aimed at promoting sustainability and mitigating the environmental impact of the company's operations. We commit to investing the CSR funds for the upliftment of people who are vulnerable and marginalised. We pledge to engage with the stakeholders responsibly and adhere to Go Colors' Code of Conduct throughout our interactions.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>The Company is continuously implementing process improvements to reduce emissions and wastages. In line with the Company's commitment towards conservation of energy, all its units continue with their efforts to reduce wastage, optimise consumption and also to improve energy efficiency through innovative</p> <ul style="list-style-type: none"> • The company has improved its diversity by 4.4% over previous year measures. • Their energy intensity has reduced by 29% over FY22 • Achieved 37.6% lower GHG emission intensity than last fiscal • The company has reduced their water intensity by 37% <p>Their commitment to reduce energy consumption is achieved through installation of energy efficient fixtures, and power factor optimization initiatives among others. Sustainable development is at the core of the Company's operations which is also outlined in the Environment, Health and Safety Practices.</p>								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership and oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>At Go Colors, we firmly believe that prioritizing sustainability and embracing responsible business practices are critical to our long-term success and our ability to create positive impacts on the environment and society. We recognize the urgency and importance of addressing the pressing challenges posed by climate change, social inequality, and ethical governance. We understand that sustainable business practices are not only beneficial for the planet and society but also instrumental in driving innovation, enhancing competitiveness, and safeguarding our reputation. To that end, we have implemented a comprehensive range of sustainability initiatives that encompass all aspects of our operations, from supply chain management to energy efficiency, employee well-being, community engagement, and responsible</p> <p>In the past year, we have significantly reduced our greenhouse gas emissions, implemented innovative waste management practices, increased the diversity and inclusivity of our workforce, and strengthened our governance mechanisms to ensure responsible decision-making at all levels. governance.</p> <p>We are also committed to ongoing monitoring, measurement, and reporting of our ESG performance. Looking ahead, we remain steadfast in our commitment to sustainability and ESG excellence. We will continue to embed sustainable practices throughout our value chain, embrace emerging technologies and best practices, collaborate with strategic partners, and adapt to evolving societal expectations and environmental challenges.</p>								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr.Gautam Saraogi, Executive Director & Chief Executive Officer, DIN:03209296								
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.	The Board, its Risk Management Committee and the senior management team are responsible for integration of sustainability into the business operations.								

10 Details of Review of NGRBCs by the Company:

Subject of Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors									Annually								

11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes. CareEdge Advisory, Research and Training Limited has mapped the existing policies and procedures against the requirements of BRSR and accordingly suggested the improvements to bridge it with the BRSR requirements.								

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

a.	The entity does not consider the Principles material to its business (Yes/No)	-
b.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-
c.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-
d.	It is planned to be done in the next financial year (Yes/No)	-
e.	Any other reason (please specify)	-

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. 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 programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	4	Topics covered include: 1) Corporate Governance 2) Companies Act 3) SEBI Listing Requirements 4) Environmental & Safety matters	100.00
Key Managerial Personnel	4		100.00
Employees	1	Fire Drill Safety measures and product training	80.00
Workers	0	0	0.00

- 2 Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

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

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

- 4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.
- Yes. The Company continues to stay committed to conducting its business in accordance with applicable laws, rules and regulations and the highest standards of honesty, integrity, governance, ethical and transparency in all its businesses.
- https://cdn.shopify.com/s/files/1/0598/8158/6848/files/ANTI-BRIBERY_POLICY.pdf?v=1689669354

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

	FY 2022-23 (Current Financial Year)	FY 2021 - 22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2022-23 (Current Financial Year)		FY 2021 - 22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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

NA

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
---	--	---

We continuously engage with our value chain partners through various mediums and have extended our company's responsible practices through our Supplier Code of Conduct which guides them on the broader topics of labour and human rights, EHS, business integrity, reporting of unethical practices, etc. The Supplier Code of Conduct can be accessed at https://cdn.shopify.com/s/files/1/0598/8158/6848/files/SUPPLIER_CODE_OF_CONDUCT.pdf?v=1689669382

- 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. The Company has formulated "Code of Conduct for Board of Directors and Senior Management" which specifies the role and function of the Board and Senior Management and they must act within the authority conferred upon them and in the best interests of the Company. The Code enumerates that the Directors and Senior Management shall always act in good faith responsibly with due care, competence and diligence, without allowing their independent judgement to be subordinated. Additionally, every Director of the Company discloses his concern or interest, directly or indirectly, in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, in such manner as prescribed. The details of the aforesaid transactions are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the board for noting.
- https://cdn.shopify.com/s/files/1/0598/8158/6848/files/Code_of_Conduct_for_Directors_and_Senior_Management.pdf?v=1645782530

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	The company's research and development efforts enhance operational efficiency and promote sustainable practices. We have implemented energy-efficient systems within our facilities and adopted effective water management. We are assessing the environmental and social impacts of our technological advancements and innovations.		
Capex			

2	a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	We view sustainability as a pathway to attain leadership in the realm of sustainable fashion and create enduring value for our stakeholders. Our commitment lies in integrating sustainability into every business decision throughout our value chain. Additionally, we actively collaborate with various stakeholders to strengthen our sustainable sourcing strategies.	
	b.	If yes, what percentage of inputs were sourced sustainably?		
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)	We are using only paper bags for customer sales. Plastics used for packaging are disposed to corporations for recycling. For E-waste, the disposals are done through authorised recyclers to ensure safe disposal with minimal environmental impact.	
	(b)	E-waste		
	(c)	Hazardous waste	The company does not produce any hazardous waste	
	(d)	other waste.		
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

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
No such assessments have been undertaken this financial year					

2 If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
NA		

3 Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2022-23 (Current Financial Year)	FY 2021 - 22 (Previous Financial Year)
NIL		

4 Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2022-23 (Current Financial Year)			FY 2021 - 22 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NIL	NIL	300	NIL	NIL	250
E-waste	NIL	NIL	NIL	NIL	NIL	NIL
Hazardous waste	NIL	NIL	NIL	NIL	NIL	NIL
Other waste	NIL	NIL	NIL	NIL	NIL	NIL

5 Reclaimed products and their packaging materials (as percentage of products sold) for each product category

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

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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	2148	2148	100.00%	2148	100.00%	Not Applicable	0	0.00%	0	0.00%	
Female	2170	2170	100.00%	2170	100.00%	2170	100.00%	Not Applicable	0	0.00%	
Total	4318	4318	100.00%	4318	100.00%	2170	100.00%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	0	0	0.00%	0	0.00%	Not Applicable	0	0.00%	0	0.00%	
Female	0	0	0.00%	0	0.00%	0	0.00%	Not Applicable	0	0.00%	
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

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

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 workers											
Male	0	0	0.00%	0	0.00%	Not Applicable	0	0.00%	0	0.00%	
Female	0	0	0.00%	0	0.00%	0	0.00%	Not Applicable	0	0.00%	
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	0	0	0.00%	0	0.00%	Not Applicable	0	0.00%	0	0.00%	
Female	0	0	0.00%	0	0.00%	0	0.00%	Not Applicable	0	0.00%	
Total	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

2 Details of retirement benefits, for Current FY 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	64.54%	0.00%	Y	65.99%	0.00%	Y
Gratuity	100.00%	0.00%	NA	100.00%	0.00%	NA
ESI	83.11%	0.00%	Y	84.67%	0.00%	Y
Others - Please specify	0.00%	0.00%	NA	0.00%	0.00%	NA

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	Yes
--	-----

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. https://cdn.shopify.com/s/files/1/0598/8158/6848/files/CODE_OF_CONDUCT_POLICY.pdf?v=1689669358

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	The company does not provide paternal benefits	NA	NA	
Female	59%	29%	NA	NA
Total	59%	29%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes. Staff welfare committee, sexual harassment committee, complaint box, whistle blower policy and mechanism present
Other than Permanent Employees	NA

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

	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees	Recycled	Safely Disposed
Total Permanent Employees						
Male						
Female						
Total Permanent Workers						
Male						
Female						

NIL

8 Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Male	2148	308	14.36%	1363	63.54%	1640	255	15.55%	1052	64.15%
Female	2170	134	6.18%	1082	49.86%	1524	118	7.74%	777	50.98%
Total	4318	442	10.24%	2445	56.66%	3164	373	11.79%	1829	57.81%
Workers										
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No.(B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	2148	1690	78.79%	1640	1295	78.96%
Female	2170	1593	73.41%	1524	1094	71.78%
Total	4318	3283	76.08%	3164	2389	75.51%
Workers						
Male	0	0	0.00%	0	0	0.00%
Female	0	0	0.00%	0	0	0.00%
Total	0	0	0.00%	0	0	0.00%

10 Health and safety management system:

a.	Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	The Company aims to comply with applicable health and safety regulations and other requirements in our operations. It adopted an environment, energy, occupational health and safety policy aimed at complying with legislative requirements, requirements of licenses, approvals, certifications and ensuring employee safety. The Company implemented work safety measures including general guidelines for health and safety at its offices and warehouses, accident reporting, wearing safety equipment while maintaining clean and orderly work locations. Fire extinguishers are present at office, stores and warehouses as a safety measure.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has a detailed system for Internal & External Safety Audits - Internal Audit: Quarterly Audits are conducted, and reports are issued to management. Concerned departments take measures to address the same. - External Audit: The Company has initiated with a Third Party fire safety audit of warehouse locations and head office during this financial year and the reports are shared with relevant teams.
c.	Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)	Yes. Employees are trained to report unsafe conditions. Periodic mock drills are conducted to ensure that all employees are aware of evacuation procedure in case of emergency.
d.	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021 - 22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

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

Safety Induction & Trainings: The Company provides a Health & Safety induction to all new employees which is incorporated in their general induction training. Mock Drills: Mock Drills are conducted at specified intervals in the Company. These drills involve all employees, security team and visitors/customers who are within the premises.

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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

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	75%
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. Fire safety audit was undertaken and action plans have been defined.

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). Yes, through gratuity policy with LIC
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. We are periodically reconciling with vendor accounts and related statutory returns filed details with confirmation
- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 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) No

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	For all job worker units, our internal merchandising team visits the factory and confirms that general working conditions and safety practices are maintained. 25% of our value chain partners were assessed.
Working Conditions	

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. There are no significant risks / concerns arising from these assessments.

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity Stakeholders are critical to our business and their interests are key enablers for our strategy. The company identifies internal and external stakeholders based on whether they are impacted by the company or create an impact on value creation process. Based on this, the company has identified employees as internal stakeholder and shareholders, customers, value chain partners & investors as external stakeholders. Methods of stakeholder engagement includes surveys (such as supplier, customer, employee surveys), regular interactions with the CSR teams, periodic updates, investors meetings & calls and interactions with team members.
- 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
1	Consumers	No	Dedicated help desk, e-mail, social media, website, TV commercials, newspaper ads and pamphlets are in the local language, where applicable	Ongoing	Meeting evolving consumer needs, delivering quality products and expanding our consumer base
2	Employees	No	E-mails, notice board, One-on-one performance reviews, Various learning and development initiatives	Ongoing	Employees ideas are key driving forces in moving the company forward
3	Communities	Yes	Promoting special education Promoting gender equality and empowering women and adolescent girls, Supporting Children in Rural areas	Ongoing	Improved access to basics, including water, sanitation and hygiene, promoting education
4	Investors	No	Annual General Meeting <ul style="list-style-type: none"> Quarterly Earnings presentation and call Institutional investor meetings Annual report and stock exchange announcements Shareholder information on website Timely response to shareholder queries 	Ongoing	The support of our shareholders is crucial for making progress and reaching our objectives
5	Supply Chain Partners	No	Supplier reviews, <ul style="list-style-type: none"> Quality checks and adherence to policies Supplier reviews, Quality checks and adherence to policies 	Ongoing	Maintaining our relationships with farmers and suppliers of raw materials and indirect services are key to uninterrupted operations and delivery to our discerning consumers
6	Regulators/ Govt Ministries	No	Meetings with local/state/ national regulators/government ministries and seminars, media releases, conferences, membership in industry bodies	Ongoing	Compliance, Industry concerns

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.	<p>The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance.</p> <p>A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders.</p> <p>The Board is kept abreast on various developments and feedback on the same is sought from the Directors.</p>
2	<p>Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No).</p> <p>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.</p>	<p>Yes. The company continuously engages with internal and external stakeholders on various aspects of ESG. The engagement takes place through various channels as part of an ongoing process. The Company is engaging with ESG rating agencies to understand areas of improvement and enhance disclosure on ESG. The Company is engaged on various evolving aspects of ESG and hence stakeholder interactions are important.</p>
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.	<p>The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. CSR activities are mentioned separately in the Annual report.</p>

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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	4318	430	9.97%	3164	310	9.80%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Employees	4318	430	9.97%	3164	310	9.80%
Workers						
Permanent	0	0	0.00%	0	0	0.00%
Other than permanent	0	0	0.00%	0	0	0.00%
Total Workers	0	0	0.00%	0	0	0.00%

- 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	4318	337	7.81%	3978	92.19%	3164	234	7.40%	2930	92.60%
Male	2148	89	4.15%	2056	95.85%	1640	71	4.33%	1569	95.67%
Female	2170	248	11.43%	1922	88.57%	1524	163	10.70%	1361	89.30%
Other than permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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)
Workers										
Permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than permanent	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Male	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

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

Gender	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	4,50,000	1	50,000
Key Managerial Personnel	1	12,85,000	1	1,87,167
Employees other than BoD and KMP	2145	16,800	2169	14,500
Workers	0	0	0	0

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

Yes. The Staff Welfare committee and POSH Committee addresses the human rights impacts and issues.

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

The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company has a framework that focuses on good governance, our commitment to abiding by each law,

ensuring timely payment of employee salaries, and providing equal opportunities without exception.

Any grievances are routed to Human Resource function and necessary action is taken in line with underlying policies and regulations applicable to the workplace. The closure is intimated to the aggrieved person. The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention,

Prohibition and Redressal of sexual harassment at workplace. The Company has formulated a Vigil Mechanism Policy intending to provide a mechanism for employees to report violations. The company also has an internal employee grievance redressal and a staff welfare committee for efficient employee engagement and welfare.

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

Category	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	NA	0	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other Human rights related issues	0	0	NA	0	0	NA

7	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases	(a) Internal Committee (IC) is formed as per Sexual Harassment at Workplace Act 2013. (b) Whistle Blower complaints, if any, are anonymized and shared with the Audit Committee of the Board at quarterly reviews.
8	Do human rights requirements form part of your business agreements and contracts? (Yes/No)	Yes, necessary due diligence is undertaken before any agreement/contract is entered into to ensure that there are no violations of the Human Rights policy of the Company.
9	Assessments for the year:	
		% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
	Child labour	Internal Assessment - 100%
	Forced/involuntary labour	Internal Assessment - 100%
	Sexual harassment	Internal Assessment - 100%
	Discrimination at workplace	Internal Assessment - 100%
	Wages	Internal Assessment - 100%
	Others – please specify	NIL
10	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.	Not Applicable

Leadership Indicators

1	Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.	During the reporting period, no business processes
2	Details of the scope and coverage of any Human rights due-diligence conducted.	No external due-diligence has been conducted on human rights
3	Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?	Yes
4	Details on assessment of value chain partners:	
		% of value chain partners (by value of business done with such partners) that were assessed
	Sexual Harassment	NIL
	Discrimination at workplace	NIL
	Child Labour	NIL
	Forced Labour/Involuntary Labour	NIL
	Wages	NIL
	Others – please specify	NIL
5	Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.	Not Applicable

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****Essential Indicators**

- 1 Details of total energy consumption (in Giga Joules) and energy intensity, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	19285.23	16392.45
Total fuel consumption (B)	0.40	0.40
Energy consumption through other sources (C)	0.00	0.00
Total energy consumption (A+B+C)	19285.63	16392.85
Energy intensity per rupee (lakhs) of turnover (Total energy consumption/ turnover in rupees lakhs)	0.29	0.41
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

- 2 Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.
- The company/units does not fall into a category of energy-intensive industries. Hence, PAT scheme is not applicable.

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

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	11316.47	11100.96
(iii) Third party water (tanker)	0	0
(iv) Seawater / desalinated water	0	0
(v) Water from municipal corporation	0	0
(vi) Others (water can)	1979.97	1610.43
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13296.44	12711.39
Total volume of water consumption (in kilolitres)	13296.44	12711.39
Water intensity per rupee (lakhs) of turnover (Water consumed / turnover)	0.20	0.32
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No

- 4 Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
- No

- 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			
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

The company has not tracked air emissions this year; however, plans to work on it in the next financial year.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

Parameter	Unit	FY 2022-23	FY 2021 - 22
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes of CO2	12156.37	12156.37
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes of CO2	4232.04	3597.23
Total Scope 1 and Scope 2 emissions per rupee (lakhs) of turnover	Tonnes of CO2	0.83	1.33
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

7 Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. We have implemented energy-efficient systems within the facilities.

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)	300	250
E-waste (B)	-	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil) . Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	300	250

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

Category of waste

(i) Recycled	NIL
(ii) Re-used	NIL
(iii) Other recovery operations	NIL
Total	NIL

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste

(i) Incineration	NIL
(ii) Landfilling	NIL
(iii) Other disposal operations (Disposal through corporation, which in turn sent to cement plants for co-incineration)	300
Total	300

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

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 The Company is not a manufacturing organisation and does not generate waste or products or by products generally associated with manufacturing. The waste generated out of the process is reusable and hence sold in the market. The waste generation is less than 1%.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
1			
2		NIL	

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No assessments have been undertaken this year					

- 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:

Sl. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1				
2		The company complies with all the regulatory environmental laws		

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)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From Non-renewable sources		
Total electricity consumption (D)	19285.23	16392.45
Total fuel consumption (E)	0.40	0.40
Energy consumption through other sources (F)	0.00	0.00
Total energy consumed from non renewable sources (D+E+F)	19285.63	16392.85

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

- 2 Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
(i) To Surface Water	0	0
--- No treatment	0	0
--- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
--- No treatment	0	0
--- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
--- No treatment	0	0
--- With treatment – please specify level of treatment	0	0

Parameter	FY 2022-23	FY 2021-22
(iv) Sent to third-parties	0	0
--- No treatment	0	0
--- With treatment – please specify level of treatment	0	0
(v) Others	0	0
--- No treatment	13296.44	12711.39
--- With treatment – please specify level of treatment	0	0
Total Water discharged (in kilolitres)	13296.44	12711.39

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

3 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	NA
(ii) Nature of operations	NA

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-23	FY 2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee (lakhs) of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)	-	-
(i) Into Surface water		
--- No treatment	-	-
--- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
--- No treatment	-	-
--- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
--- No treatment	-	-
--- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
--- No treatment	-	-
--- With treatment – please specify level of treatment	-	-
(v) Others		
--- No treatment	-	-
--- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

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

Parameter	Unit	FY 2022-23	FY 2021 - 22
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) equivalent	Metric tonnes of CO ₂		The company has not tracked scope 3 emissions; however, endeavours to monitor the emissions in the forthcoming years.
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency- No

5 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.

Not Applicable

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

Sl. NO	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1			
2		NIL	

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

Yes. The Company has a BCP (Business Continuity Plan) and Disaster management Plan, duly documented. The Company got a no-objection certificate from the fire safety department coupled with periodic team training on emergency management. The norms were periodically reviewed by the senior management, reported to the Board and communicated within the organisation with a clarity on responsibility allocation.

https://cdn.shopify.com/s/files/1/0598/8158/6848/files/RISK_MANAGEMENT_POLICY_d32dc83b-a4f9-422e-a4f8-46973ad67d81.pdf?v=1657891554.

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

The Company is engaged in retailing garments. In this process, it evaluates environmental impact in stages of design, manufacture (through external vendors), management of inventory and disposal. The Company intends to achieve minimal environmental impact at each of these stages to ensure a sustainable product life cycle.

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

NIL

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

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	Apparel Export Promotion Council	National
2	Federation of Indian Export Organisations	National
2	Retailers' Association of India	National

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

Name of authority	Brief of the case	Corrective action taken
NA		

Leadership Indicators

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

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

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	NA				
2					

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

Sl. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	NA					
2						

- 3 Describe the mechanisms to receive and redress grievances of the community.
- The mechanisms available to consumers above are also available to the community. The company actively participates in community engagement through its CSR projects.

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

Parameter	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	10.76%	6.01%
Sourced directly from within the district and neighbouring districts	65.46%	77.46%

Leadership Indicators

- 1 Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
NA	

- 2 Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sl. No	State	Aspirational District	Amount spent (In INR)
1	Current CSR Projects do not cover any designated aspirational districts		
2			

3	(a)	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)	No
	(b)	From which marginalized /vulnerable groups do you procure?	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:

Sl. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1				
2		NIL		

5 Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

6 Details of beneficiaries of CSR Projects:

Sl. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Vipassana Meditation Centre, Chennai - Promotion of Education	2339	20%
2	Rotary Magnum Trust, Chennai - Promotion of Education	1100	100%
3	Swabhimaan Trust, Chennai - Promotion of Education	100	100%
4	Madras Chinmaya Seva Trust, Chennai- Promotion of Education	100	100%

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1	Describe the mechanisms in place to receive and respond to consumer complaints and feedback.	The Company has a customer care number and designated e-mail ID to enable customers to log any complaints or feedbacks. Customer can also provide feedback through social media, which gets picked up by our staff for necessary action and tracked on ongoing basis. The Company's grievance redressal policy can be accessed at https://gocolors.com/pages/grievance-redressal
2	Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:	As a percentage to total turnover
	Environmental and social parameters relevant to the product	NIL
	Safe and responsible usage	Our product tags contain the information on the safe and responsible usage of the products such as wash care, drying and ironing instruction. We mention these instructions on 100% of our apparel products.
	Recycling and/or safe disposal	We are mainly dealing in apparel products which are not hazardous.

3 Number of consumer complaints in respect of the following:

Category	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of Products	651	1	Resolved subsequently	67	0	NIL
Quality of Products	565	0	NIL	403	0	NIL
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other (Return request, Exchange Request, Cancellation Request, Staff Behaviour Issues, Invoice Not Received Issues)	3055	1	Resolved subsequently	5217	0	NIL

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

	Number	Reasons for recall
Voluntary recalls	NIL	Not Applicable
Forced recalls	NIL	Not Applicable

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. https://gocolors.com/pages/privacy-policy
6 Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services	The Company currently has a privacy policy to address the concerns of Data privacy of customers. No penalties/regulatory action has been levied or taken on the above-mentioned parameters.

Leadership Indicators

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