



Ref. No. CS/S/L-597/2022-23

16th August, 2022

<p>To: The Listing Department NATIONAL STOCK EXCHANGE OF INDIA LIMITED "Exchange Plaza" Bandra-Kurla Complex Bandra (E), Mumbai – 400 051 Scrip Code: VMART Fax: 022-26598120 Email: cmlist@nse.co.in</p>	<p>To: The Corporate Relationship Department THE BSE LTD Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 Scrip Code: 534976 Fax: 022-22723121 Email: corp.relations@bseindia.com</p>
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Sub: Business Responsibility and Sustainability Report - Annual Report FY 2021-2022

Dear Sir/Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, please find enclosed the extract of the Business Responsibility and Sustainability Report (BRSR) which forms part of the Annual Report FY 2021-2022.

The aforesaid document along with the Annual Report and Notice of 20th AGM are available on the website of the Company at www.vmartretail.com.

We request you to kindly take the above information on record.

Thanking you,

**Your Truly
For V-Mart Retail Limited**

MEGHA TANDON Digitally signed by
MEGHA TANDON
Date: 2022.08.16
18:48:12 +05'30'

**Megha Tandon
Company Secretary & Compliance Officer**

Encl: As above

V-MART RETAIL LTD.

CIN- L51909DL2002PLC163727

Corporate Office : Plot No. 862, Udyog Vihar, Industrial Area Phase V, Gurgaon - 122 016 (Haryana)
Tel. : 0124-4640030, Fax No. : 0124-4640046 Email : info@vmart.co.in Website : www.vmart.co.in
Registered Office : 610-611, Guru Ram Dass Nagar, Main Market, Opp. SBI Bank, Laxmi Nagar, New Delhi - 110092

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

[pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Second Amendment Regulation, 2021]

SECTION A: GENERAL DISCLOSURES

I. Detail of Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L51909DL2002PLC163727
2	Name of Listed Entity	V-MART RETAIL LIMITED
3	Year of Incorporation	2002
4	Registered Office Address	610-611, Guru Ram Dass Nagar, Main Market, Opp. SBI Bank, Laxmi Nagar, East Delhi, New Delhi -110092, India
5	Corporate Address	Plot No.-862, Udyog Vihar, Industrial Area, Phase-V Gurugram -122016, Haryana, India
6	E-Mail	cs@vmart.co.in
7	Telephone	+ 0124 4640030; +91-124-4640030
8	Website	www.vmartretail.com
9	Financial year for which reporting is being done	Financial Year 2021-22 (April 01, 2021 to March 31, 2022)
10	Name of the Stock Exchange(s) where shares are listed	NSE (National Stock Exchange of India Limited) and BSE (formerly Bombay Stock Exchange)
11	Paid-up Capital	₹19,74,94,540/- (Nineteen Crores Seventy-Four Lakhs Ninety-Four Thousand Five Hundred and Forty Rupees Only)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Megha Tandon, Company Secretary and Compliance Officer E-mail: cs@vmart.co.in, Phone No.: + 0124-4640030, + 0124-4640046
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a Standalone Basis and pertains only to V-Mart Retail Limited.

II. Products/ Services

14 Details of Business Activities (accounting for 90% of the Turnover)

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Trading of Fashion Retail	Apparels	81%
		Non-Apparel	11%
2	Groceries	Retail Trading of Groceries	8%

Further details are provided in the Management Discussion and Analysis section of this Integrated Annual Report.

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

Sr. No.	Product/Service	NIC Code	% Of total Turnover Contributed
1.	Apparel	47711	81%
2.	Non-Apparel	47711	11%
3.	FMCG	47110	8%

III. Operation

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

Location	Number of Plants	Stores and Cities covered	Number of Offices	Total
National	NA*	380 locations (240 Cities)	8	388
International***		NA		

*The Company operates retail outlets and does not undertake any manufacturing activity.

*** The Company does not have any international office

17 Markets served by the Entity:

a. Number of Locations

Locations	Number
National (No. of States)	25 States*
International (No. of Countries)	N.A.

*25 States including the Union Territories

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

Not Applicable, as the Company is not involved in International Activities.

c. A brief on types of customers

Led by the concept of 'Value Retailing', the Company caters to the needs of the value and fashion-conscious consumers living in majorly Tier II, III & IV cities across India.

Our business model is attuned to the evolving aspirations of the rapidly expanding middle class families and young adults for affordable, high-quality fashion.

IV. Employees

18 Details at the end of the 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)	8,167	6,404	78%	1,763	22%
2	Other than Permanent (E)	493	338	69%	155	31%
3	Total Employees (D+E)	8,660	6,742	78%	1,918	22%
Workers						
4	Permanent (F)					
5	Other than Permanent (G)			NA		
6	Total Employees (F+G)					

Notes: - The permanent employee includes Executive Directors & KMPs.

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)	24	20	83%	4	17%
2	Other than Permanent (E)	8	7	88%	1	13%
3	Total differently abled employees (D+E)	32	27	84%	5	16%
Differently abled Workers						
4	Permanent (F)					
5	Other than Permanent (G)			NA		
6	Total differently abled workers (F+G)					

19 Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	16.66%
Key Managerial Personnel (inclusive of BODs)	4*	1	25%

*Key Management Personnel (KMP) are Managing Director (MD), Whole Time Director, Chief Financial Officer (CFO), and Company Secretary (CS).

20 Turnover rate for permanent employees and workers

(Disclose trends of the past 3 years)

	FY- 2021-22			FY- 2020-21			FY- 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	44.4%	41.2%	43.7%	41.5%	39.2%	41%	70.9%	60.4%	68.7%
Permanent Workers						NA			

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

21 a. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate Whether Holding/ Subsidiary/ Associate/ Joint Venture	No. of Shares held by Listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of Listed Entity? (Yes/ No)
-	NA	NA	NA	NA

Note: - As of 31.03.2022, the Company does not have any Holding, Subsidiary, Associate, and/or Joint Venture.

VI. CSR Details

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(i)	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii)	Turnover (in ₹)	₹ 1,66,618 (Lakhs)
(iii)	Net Worth (in ₹)	₹ 84,962 (Lakhs)

VII. Transparency and Disclosure Compliances

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

Stakeholders group from whom the complaint is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes, then provide the web link for grievance redressal policy)	FY- 2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
		Number of Complaints filed during the Year	Number of Complaints pending resolution at the close of the year	Remarks	Number of Complaints filed during the Year	Number of Complaints pending resolution at the close of the year	Remarks
Communities	No	-	-	-	-	-	-
Investors (other than Shareholders)				NA			
Shareholders	Yes, Investor_grievance_redressal_Policy_(2)_(1).pdf (vmart.co.in); and V_mart_-_stakeholder_engagement.pdf (vmart.co.in)	Nil	Nil	No complaints received	5	Nil	The Company had resolved all the Complaints within time.
Employees	Yes, V_mart_-_stakeholder_engagement.pdf (vmart.co.in)	19	Nil	Related to Inappropriate behavior, Misconduct, and Workplace harassment.	-	-	*
Customers**	Yes, V_mart_-_stakeholder_engagement.pdf (vmart.co.in) and https://www.vmartretail.com/contact-us.html	89,362	Nil	The Company had resolved all the complaints within time.	40,573	Nil	The Company had resolved all the Complaints within time.
Value chain partners	Yes, V_mart_-_stakeholder_engagement.pdf (vmart.co.in)	Nil	Nil	No Complaint received	Nil	Nil	No Complaint received
Other (please specify)	-	-	-	-	-	-	-

*Complaints for FY-2020-21, not tracked owing to Pandemic

**Customer service-related complaints (Billing, Return and Exchange, staff service, online, coupons, and gifts vouchers). Also, in FY-2021-22, The Complaints/ Queries increased in the context of significantly enlarging the scale of online business.

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

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, and approach to adapt or mitigate the risk along with its financial implications as per the following format:

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Employee Engagement - Changing expectations of the workforce & work environment	0	Opportunity: Facilitating best-in-class employee experience and being recognized among the best employers in our key operating regions will help us attract, hire, and retain talent. We are creating a diverse workforce to attract best-in-class talent and improve productivity.	We have amplified the reach and effectiveness of our wellness initiatives and supported our employees to navigate the pandemic seamlessly through measures such as Work from home, vaccination centers, hospital support, COVID care centers, increased insurance coverage, and more.	Positive: Improved employee experience & work-life balance yield better results
2	Community Development and CSR	0	Led by the philosophy of making a meaningful contribution to the society and the environment through long-term and sustained initiatives, over the years, the company engaged in several Environmental & Social activities with the mission to create value and make the ecosystem proud. Thus, returning to society has been ingrained in the Corporation's philosophy. Key areas of CSR activities are as follows :	Kindly refer to the Annual Report 2021-22 –Report on Corporate Social Responsibility Activities for further details.	Positive: The Company recognises the importance of being socially responsible and playing a part in helping to uplift the less fortunate.

1. COVID-19/ Disaster relief
2. Medical
3. Social Empowerment
4. Entrepreneurship & skill development
5. Education
6. Environment
7. Grant/ Funding

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
3	Cyber & Information Security	R	Rising instances of cyber-attacks and social engineering put the Company's and the customer's data at risk. Failure to prevent, detect, and remediate security threats may lead to loss of information and pose a reputation risk.	Implemented multiple controls to ensure data security and privacy, including user awareness training programs, etc. Proactive monitoring and analysis of any new vulnerabilities and threats Contractual covenants in agreements with third parties for non-disclosure, data protection measures and procedures.	Negative: Possibility of loss of critical information may lead to loss, fines/penalties Positive: Improves people experience that, direct impacts Company's and customer satisfaction
4	People Retention, Development and Succession Planning	O & R	The Company's people are the key contributors to value creation. Recruiting qualified members to fill the relevant positions and training them adequately is key to serve the requirements of our customers and driving future growth. Loss of key & performing employees due to attrition may inhibit our ability to grow with intended goals.	We hire, retain, and upskill our employees with a focused strategy to nurture the future human resources. Multiple learning and development programs to upskill and reskill people Robust system for acquiring and retaining the right talent	Negative: Increased cost of on boarding and nurturing human capital Positive: Improves people experience that, direct impacts Company's and customer satisfaction
5	Growing in channels of the future	O	With the advent of technology-enabled distribution models, channels have been fragmented. The accelerated growth of e-Commerce has brought about a huge opportunity to tap into these channels and drive business growth. Covid-19 has caused rapid digitisation of purchase behaviors which requires us to accelerate the development of our e-Commerce capabilities.	Covid-19 has accelerated the shift of consumers to online with the trend of e-everything becoming highly discernible. The Company is working on a rapid proliferation of technology enabled distribution models to engage key customers and consumers strategically. Several new initiatives have been piloted which include digitisation of general trade through our mobile shopping app, online website, and e-Marketplace, leveraging opportunities in Omni channel, B2C and e-Commerce.	Positive: Strategically designed and flawlessly executed Omni Channels would open up a huge opportunity to tap into the new age channels and drive business growth.

S. No.	Material issues identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
6	Innovation and Digitalization	O	Digital Transformation Opportunities arising from rapidly emerging digital technologies, analytics and big data present a chance to make meaningful interventions and develop capabilities across the value chain, redefining how we do business. The ability to keep our operations future-fit through building digital capabilities in systems, workforce, and business models will help us stay agile and respond quickly to evolving stakeholder requirements.	Pre-empting the imminent disruption, we have established a sharp digitalisation agenda in each function. These include those around our core ERP platform using Cloud, Artificial Intelligence Machine Learning, and other digital technologies. Each day we are building new capabilities in Systems, Workforce, and Business Models with a strong focus on external orientation and partnerships across large IT Companies/Industry Bodies. We have endeavored that our talent pool is digitally enabled and future-fit to ride the digital transformation wave.	Positive: Help to keep our operations future-fit and build efficiencies

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.

Sr. No.	Core Element	Principles	Policy/ Process/ Structure
P1	Ethics & Transparency	Businesses should conduct and govern themselves with integrity in an ethical, transparent, and accountable manner.	V-Mart Ethical Policy, V-Mart Whistle Blower Policy, Code of Conduct for Director and Senior Management, V-Mart Fraud Prevention and Reporting Policy V-Mart Code of Conduct.
P2	Product Responsibility	Businesses should provide goods and services that are sustainable and safe.	Environmental, Health and Safety Policy, Policy on Sustainable Sourcing. V-Mart Code of Conduct.
P3	Human Resources	Businesses should respect and promote the well-being of all employees, including those in their value chains.	V-Mart- Environmental, Health and Safety Policy, V-Mart Human Right Policy, Prevention of Sexual Harassment Policy. V-Mart Code of Conduct.
P4	Responsiveness to the Stakeholders	Businesses should respect the interests of and be responsive to all their stakeholders.	V-Mart CSR Policy, V-mart Stakeholders Engagement, V-Mart Delivering value to Customers, V-Mart Code of Conduct.
P5	Respect for Human Rights	Businesses should respect and promote human rights	V-Mart Human Right Policy. V-Mart Code of Conduct.

Sr. No.	Core Element	Principles	Policy/ Process/ Structure
P6	Respect & Protect Environment	Businesses should respect & make efforts to protect and restore the environment.	V-Mart- Environmental, Health, and Safety Policy V-Mart Code of Conduct.
P7	Public Policy advocacy	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	V-Mart Public Influencing & Regulatory Policy. V-Mart Code of Conduct.
P8	Inclusive Growth	Businesses should promote inclusive growth and equitable development	V-Mart Stakeholders Engagements. V-Mart CSR Policy. V-Mart Code of Conduct.
P9	Customer Engagement	Businesses should engage with and provide value to their consumers in a responsible manner.	V-Mart Delivering value to Customers.

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	Y	Y	Y	Y	Y	Y	Y	Y	Y
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, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NA	NA	NA	NA	NA	NA	NA	NA	NA
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

Website Links of the Policies which are covering each principle and its core elements of the NGRBCs

- (a) V-Mart Ethical Policy
- http://www.vmart.co.in/nimda/product_image/invester/V_Mart_Ethics_Policy.pdf
- (b) V-Mart Whistle Blower Policy
- [whistleblowerpolicy1.pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/whistleblowerpolicy1.pdf)
- (c) Code of Conduct for Director and Senior Management
- [Code-of-Conduct-For-Directors-And-Senior-Management-Personnel-V-Mart \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/Code-of-Conduct-For-Directors-And-Senior-Management-Personnel-V-Mart.pdf)
- (d) V-Mart- Environmental, Health, and Safety Policy
- [Environmental,_Health_Safety_Policy_\(1\).pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/Environmental,_Health_Safety_Policy_(1).pdf)
- (e) V-Mart Human Right Policy
- [Human_rights_Policy.pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/Human_rights_Policy.pdf)

- (f) Prevention of Sexual Harassment Policy
- http://www.vmart.co.in/nimda/product_image/invester/Prevention%20of%20Sexual%20Harassment%20Policy-1.pdf
- (g) V-Mart CSR Policy
- [CSR Policy.pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/CSR_Policy.pdf)
- (h) V-mart Stakeholders Engagement
- [V_mart_-_stakeholder_engagement.pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/V_mart_-_stakeholder_engagement.pdf)
- (i) V-Mart Delivering value to Customers
- [V_mart_-_Delivering_value_to_customers.pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/V_mart_-_Delivering_value_to_customers.pdf)
- (j) V-Mart Public Influencing & Regulatory Policy
- [Public_Influencing_Regulatory_Policy.pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/Public_Influencing_Regulatory_Policy.pdf)
- (k) V-Mart Policy on Sustainable Sourcing
- [Sustainable_Sourcing.pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/Sustainable_Sourcing.pdf)
- (l) V-Mart Policy on investor grievance redressal Policy
- [Investor_grievance_redressal_Policy_\(2\)_\(1\).pdf \(vmart.co.in\)](http://www.vmart.co.in/nimda/product_image/invester/Investor_grievance_redressal_Policy_(2)_(1).pdf)

Governance, leadership and oversight

7 Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):

The Company has been undertaking measures for conservation of energy & invested in initiatives towards carbon footprint reduction. We are focusing on the areas such as energy & waste management, supply chain efficiency, and product stewardship and encourage adoption of processes and practices that promote sustainability. The Company would further identify the key areas for laying out the ESG Goals of the Company and developing an ESG Structure.

We remain committed in making prudent and efficient use of natural resources to minimize the environmental impact of our business and doing business in an environmentally sustainable manner to sustain our business activity in the long term while protecting the ecosystem for future generations.

8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):

Sr. No.	Particulars	Detail
1	DIN Number, if applicable	00900900
2	Name	Mr. Lalit M Agarwal
3	Designation	Managing Director
4	Telephone No.	0124-4640030
5	E-Mail id.	cs@vmart.co.in

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 Directors and Senior Leadership Team of the Company monitors various aspects of Social, Environmental & Governance responsibilities of the Company on a continuous basis.

The Business Responsibility performance of the Company is assessed by Corporate Social Responsibility Committee of the Board.

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/Half yearly/ Quarterly/ any other-Please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	As a practice, the business responsibility policies of the Company are reviewed by the Board of Directors. During this assessment, the efficacy of the policies is reviewed, and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Legal consultant of the Company provides a Statutory Compliance Certificate on the applicable laws. Further, the same is furnished to the Board of Directors of the Company every Quarter.								

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Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carrying out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The Internal Auditors, KPMG, review relevant processes and policies as per the Internal Audit plan approved by the Audit Committee. The Company is also carrying out Internal assessments through its Internal Control Team. The Team undertakes assessment/evaluation of policies at regular intervals and ensures that all the policies are in conformity with NGRBC. Further, these policies were benchmarked by 'MGC Global Risk Advisory LLP'.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	The policies cover all the principles.								
The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT, AND ACCOUNTABLE.

Essential Indicators

1 Percentage coverage by training and awareness programme on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under training and their impact	% of person in respective category covered by the awareness programme
Board of Directors	Nil	-	-
Key Managerial Personnels	3	All the principles laid down in BRSR are covered by the V-Mart Code of Conduct and various other policies of the Company, which are adhered to by all the employees of the Company, including BODs and KMPs. During the period, the Company conducted various training and awareness programs to encourage the Personnel to understand the NGRBC Principles and focus on implementing them in their practice.	100%
Employees other than KMPs	3		100%
Workers	NA		

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred (Yes/No)
Penalty/Fine	NIL	NIL	NIL	NIL	NIL
Settlement	NIL	NIL	NIL	NIL	NIL
Compounding Fee	NIL	NIL	NIL	NIL	NIL
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred (Yes/No)
Imprisonment	NIL	NIL	NIL	NIL	NIL
Punishment	NIL	NIL	NIL	NIL	NIL

No penalties/compounding fees paid by the Company which is considered material as per Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015 and Policy on Materiality made thereunder by the Company/ No Material fines were paid in FY 2021-22.

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 Detail	Name of regulatory/ enforcement agency/ judicial institution
NA	NA
NA	NA

The Company has filed no appeal/revision against any of the instances disclosed in Q2 above.

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 V-Mart Code of Conduct and V-Mart Ethics Policy contains guidelines on anti-corruption and anti-bribery. V-Mart is committed to complying with all the laws and regulations which govern our operations in every location in which we operate. We are committed to upholding the highest moral and ethical standards and have a zero-tolerance attitude towards corruption and bribery.

Further, we provide regular communication mailers on adherence to the Code of Conduct, Anti-Corruption, Anti Bribery and gift policies. The web link of the policies disseminated on the website is as follows:

V-Mart's Ethics Policy:

(http://www.vmart.co.in/nimda/product_image/investor/V_Mart_Ethics_Policy.pdf).

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

	FY-2021-22		FY-2020-21	
	Current Financial Year		Previous Financial Year	
Director		NIL		NIL
KMP		NIL		NIL
Employees		NIL		NIL
Workers		NIL		NIL

No disciplinary action was taken against any Directors/ KMPs/ employees/ workers by any law enforcement agency for charges of bribery/corruption.

6 Details of complaints with regard to conflict of interest:

	FY-2021-22		FY-2020-21	
	Current Financial Year		Previous Financial Year	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of interest of the KMPs.	NIL	NIL	NIL	NIL

No Complaints were received in relation to the issue of Conflict of Interest of Directors/KMPs in either FY 2021 or FY 2022.

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.

There were no cases of corruption or conflicts of interest which required action by regulators/ law enforcement agencies/ judicial institutions.

Leadership Indicators

1 Awareness programme conducted for value chain partners on any of the principles during the financial year:

Total numbers of awareness programmes held	Topic/Principle covered under the training	% of value chain partners covered (by the value of Business done with such Partner) under the awareness programme
-	The Company has planned to conduct various training and awareness programs for the betterment of its value chain partners.	-

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, every director of the Company discloses their concern or interest 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, as provided in Section 184 of the Companies Act, 2013 read with Rules made thereunder.

Further, every Director of the Company who is in any way, whether directly or indirectly, concerned or interested in a contract or arrangement entered or to be entered –

- (a) With a body corporate in which such Director or such Director in association with any other Director, holds more than two percent. Shareholding of that body corporate or is a Promoter, Manager, Chief Executive Officer of that body corporate or
- (b) With a firm or other entity in which such Director is a Partner, Owner, or Member discloses the nature of his concern or interest at the meeting of the board in which the contract or arrangement is discussed and does not participate in such discussions

The details of the transactions above are also entered into a register prescribed for the purpose under the Companies Act, 2013 and placed before the Board for noting.

Further, the Company has framed the different parameters to be considered while determining Conflict of Interest in its code of conduct. The process to avoid or manage the conflict of interest is placed in V-Mart's Ethic Policy as put on the Website of the Company.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in Environmental and Social impacts
R&D	Nil	Nil	Nil
Capex	Nil	Nil	Nil

The Company is not into any manufacturing activity and doesn't incur any R&D expenditures.

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

Yes, V-Mart Retail Limited believes in providing a positive impact and reducing the negative environmental and social impact of its products and services and recognises that Product Stewardship is a key to minimizing the products' health, safety, and ecological effects. Its vision is to create value and make the ecosystem proud. The Company is committed to integrating sustainability into the entire value chain. It aims to become the leading sustainable brand and deliver sustainable products to the customers by taking an inclusive approach toward revolutionizing the value chain.

Further, to align with its vision to become a leading sustainable brand and deliver the sustainable products to its customer, the Company sources sustainable products like Denim Jeans and Knitted apparel from Value Chain Partners, who are GRS Certified and have certification of BCI, SEDEX, Organic Blended Content Standards, Zero Discharge of Hazardous Chemicals and so on.

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

1.9% of the total procurement of the identified category of the Spring Summer Season (2022) is acquired from Sustainable Sources.

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.

The Company recognises that over-consumption results in unsustainable exploitation of our planet's resources. It promotes sustainable consumption, including recycling resources and environmentally friendly disposal at the end of the lifecycle of its products.

Further, the Company endeavors to reuse its cartons and transport its products from the warehouse to its stores and vice-versa. Due to operations, a significant amount of scrap metal material is received from our stores and generated at our warehouse. We have arranged for our teams to use this scrap to create warehouse storage space, such as conveyors, racks, and tables.

To ensure more effective and safe management of the scrap, we segregate all our scrap waste and sell it to vendors who, in turn, sell it to manufacturing plants for reuse, especially for plastic and paper waste.

Cognizant of the contribution of plastic shopping bags and single-use plastics to the increasing pollution, we have eliminated their use from our stores and office environment. Not only has this reduced our plastic usage, but it has also helped us set a positive example for our stakeholders.

We have also initiated a programme to encourage our suppliers to reuse and recycle the fabric waste generated for V-Mart production through applications outside our industry or by recycling offcuts into polyester or cotton yarns.

4 Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Since the Company is engaged in the Retail Industry, the Extended Producer Responsibility does not apply to the Company.

Leadership Indicators

1 Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for the manufacturing industry) or for its services (for the 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 an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the web-link
NA	NA	NA	NA	NA	NA

The Company is not into manufacturing. Hence no LCA was conducted. However, the Company is conscious of the limited carbon footprint that it may be creating by virtue of using electricity and air conditioners at its stores and working on various initiatives.

2 If there are any significant social or environmental concerns and/or risks arising from the 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 Risk/concern	Action Taken
Electricity use	Carbon emissions	Implementation of IOT and HVAC efficiency, Solar panels, etc.
Fuel Consumption	Carbon emissions	Expanding the use of CNG Vehicles, promoting public transport vehicles, Car or vehicle pooling by the employees.
Scrap Disposal	Landfill of wastes	Scrap is being sold/recycled
Scrap Metal	Landfill of wastes	Scrap is being sold/recycled
Plastic Shopping bags	Air Pollution and Soil Pollution	Completely eliminated and started using paper bags.

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 reused input material to total material	
	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
-	-	-

The Company is in the retail business and trading of goods; there is no hazardous waste generation and minimal scrap waste which is 100 % recyclable.

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

	FY-2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
	Re-used	Re-cycled	Safely Disposal	Re-used	Re-cycled	Safely Disposal
Plastic (including packaging)	NA	291 MT	-	NA	143 MT	-
E-Waste	NA	NA	-	NA	NA	-
Hazardous Waste	NA	NA	NA	NA	1218 MT	NA
Other Waste #Cartons	851 MT	2274 MT	-	NA	NA	-

Safety disposal of the waste will be tracked going forward.

We were re-using the shipping cartons at the company level, 61% cartons re-used at the company level.

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

Indicate the Product Category	Reclaimed products and their packaging material as % of total products sold by respective category
-	-
-	-

Refer to Principle 2 Q3 of Essential Indicators (The Company engages with agencies who recycle scrap material and evaluate evolving technology to recycle materials on an ongoing basis.)

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	Total (A)	% of Employees Covered									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	6,404	6,404	100%	6,404	100%	-	-	2,054	31%	-	-
Female	1,763	1,763	100%	1,763	100%	346	20%	-	-	-	-
Total	8,167	8,167	100%	8,167	100%	346	4%	2,054	25%	-	-
Other than Permanent Employees											
Male	338	-	-	-	-	-	-	-	-	-	-
Female	155	-	-	-	-	-	-	-	-	-	-
Total	493	-	-	-	-	-	-	-	-	-	-

Notes:

- The Company provides work from home facility to its employees as a Paternity Benefit.
- The Company does not provide any insurance to other than permanent Employees.
- All the Permanent employees of the Company are insured either in Medical Insurance Policy or under ESIC

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

Category	% of Workers Covered										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
	Number (B)	% (B/A)	Number (c)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)	
Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Not Applicable because of no manufacturing facility.

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

Benefits	FY-2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	90%	-	Y	94%	-	Y
Others-please specify	-	-	-	-	-	-

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, some of our premises/offices and stores are accessible to differently abled employees and workers. Stores located in malls have elevators and infrastructure for differently abled individuals. V-Mart is intended to empower the employee's/workers with disabilities and enhance their engagement with the organization. It also provides the necessary safeguards to differently abled employees in the form of the amenities and facilities at the workplace, defines roles and tasks designated explicitly for them, and provisions assistive devices and grievance redressal mechanisms.

The Equal opportunity policy is consistently applied throughout the employment of the individual, from the recruitment process to superannuation.

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.

The Company has in place a Code of Conduct for the workplace culture, which talks about equal opportunities in the following manner: -

- The Company believes in equal opportunity for all its employees.
- The Company strictly follows no discrimination on any ground, including caste, religion, marital status, gender, sexual orientation, age, disability, or any other category protected by applicable law.
- When recruiting, coaching, and promoting employees, decisions should be based solely on performance, merit, competence, and potential.

The web link for the same is:

http://www.vmart.co.in/nimda/product_image/investor/V_Mart_Ethics_Policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	-	-	-	-
Female	86%	43%	-	-
Total	-	-	-	-

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.

	Yes/No (if yes, give detail of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	
Permanent Employees	Yes, details of the mechanism are given below
Other than Permanent Employees	

The Company has established an Ethics Committee, which is responsible for aligning workplace practices with the Code of Conduct. Employees may register their grievances anonymously or otherwise by getting in touch with Ethics Committee members or through mail at speakup@vmart.co.in.

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

Category	FY-2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)
Total Permanent Employees	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers	-	-	-	-	-	-
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-

The Company doesn't have any employees/workers associations. However, we are always open to Workers' and Employees' rights to Freedom of association and collective negotiation as and when required.

8 Details of training given to employees and workers:

Category	FY-2021-22 Current Financial Year				FY-2020-21 Previous Financial Year				
	Total (A)		On Health & Safety measures		Total (D)		Details of training given to employees and workers		
	No. (B)	% (B/A)	No. (c)	% (C/A)	No. (E)	% (E/D)	No. (F)	% (F/D)	
Employees									
Male	6,742	6,742	100%	6,404	95%	-	-	-	-
Female	1,918	1,918	100%	1,763	92%	-	-	-	-
Total	8,660	8,660	100%	8,167	94%	-	-	-	-
Workers									
Male									
Female									NA
Total									

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

Category	FY-2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	6,742	5,194	77%	5,598	4,610	82%
Female	1,918	1,479	77%	1,600	1,328	83%
Total	8,660	6,673	77%	7,198	5,938	82%
Workers						
Male						NA
Female						
Total						

10 Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such a system?

V-Mart is in the business of retail trading; due to its nature of work, no critical occupational health and safety risks are involved. The Company has a well-defined policy supporting processes to ensure the safety and wellbeing of its employees. Safety lead and lag indicators are measured by the Admin Team in support of the Internal control team and reported to the management on a case-to-case basis.

During the financial year, the Company has conducted various training and awareness programmes on a PAN India basis on basic and advanced fire safety, including evacuation and mock drills.

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

Admin Team, in support with the Internal control team of the company, has provided a structured approach throughout the organization to identify work-related hazards and assess risk with limited purview.

Fire mock drills are conducted regularly to ensure that all the employees are aware on how to evacuate themselves. Further, Routine Store audits and Mystery audits are conducted to assess the work-related hazards at stores.

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

Not Applicable, because of no manufacturing facility.

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

All the employees have access to non-occupational medical and healthcare services. Further, the Company has tie-ups with a leading Medical Pan-India online network, which provides free virtual consultation and medical tests & medicines at a discount to all the employees of the Company.

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

Safety Incidents/Numbers	Category	FY-2021-22	FY-2020-21
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hour worked)	Employee	Nil	Nil
	Worker	NA	NA
Total recordable work-related injuries	Employee	Nil	Nil
	Worker	NA	NA
No. of Fatalities	Employee	Nil	Nil
	Worker	NA	NA
High consequences of work-related injury or ill-health (excluding fatalities)	Employee	Nil	Nil
	Worker	NA	NA

There were no lost time injuries and fatalities during the periods mentioned above.

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

V-Mart recognises that the health & safety and overall physical & mental well-being of its employees is an integral part of its success and growth aspirations which is spelt out in the Environment, Health & Safety Policy. V-Mart is committed in providing a safe workplace, focusing on preventing injuries and illness and continuously striving to eliminate hazards and reduce risk.

The Company has provided the mitigation measures to prevent or mitigate significant occupational health & safety impacts, including,

- Arranging/providing medical assistance for personnel
- Availability of First Aid Boxes in every store/premises of the Company.
- Provision and maintenance of fire detection, alarm, and suppression systems.
- Regular mock drills for fire as well as medical emergencies.
- Employee engagement campaigns on health & safety topics such as fire safety, road safety, and emergency evacuation.
- Training employees & contractors on workplace hazards, associated risks, and arrangements to mitigate them.

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

	FY-2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	-	-	-	-	-	-
Health and Safety	-	-	-	-	-	-

Note: No complaints received regarding working conditions and Health and Safety, and kindly refer to Grievance Mechanism details mentioned

14 Assessments for the year:

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

*Though we are not into the manufacturing business, 100 % of locations are reviewed periodically for process gaps.

#Though we are not a manufacturing business, we are complying with the general laws & regulations pertaining to the working conditions.

- 15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/ concerns arising from assessments of health & safety practices and working conditions.
- V-Mart has imparted comprehensive training to Retail Store Staff, Managerial and leadership staff in areas of functional expertise, leadership, and safety norms to maintain business continuity.
 - The Company has placed SOPs at the retail outlets to ensure the safety of the employee and customers.

Leadership Indicators

- 1 Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N) ?
Yes, the employees are covered under ESI, Group Life Insurance, or Ex-gratia Staff Benevolent Fund.

- 2 Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
The Company's financial processes/systems are designed to release payments to third-party manpower service providers, like the Security & Housekeeping agencies, only after the proof of payments/dues of deposition with the ESIC, PF authorities are provided on a month-on-month basis for their staff deployed at your Company's location.

The Company also encourage its value chain partners to make the payment of statutory dues and regularly validate GST credit & TDS deducted by 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 and workers		No. of employees and workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Employees	-	-	-	-
Workers	-	-	-	-

No incidents were reported during F.Y. 2021-22 & 2020-21 related to employees/ workers suffering high consequence work-related injuries/ ill health/ fatalities.

- 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)
Skilling upgradation of all employees remains a continuous activity during the employee's lifecycle with the company, which helps in getting employment opportunities even after separation from the Company.

- 5 Details on assessment of value chain partners:

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

While the company requires its value chain partners to comply with the Supplier conduct principles, the Company will formulate the methodology for assessing the value chain partners.

- 6 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.
The company requires its value chain partners to comply with the Supplier conduct principles and will formulate the methodology to assess compliance with Health and Safety practices and working conditions of the value chain partners.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

- 1 Describe the processes for identifying key stakeholder groups of the entity.
The Company assesses and categorizes the relevant stakeholders on the fundamentals of inclusivity, materiality, responsiveness, impact, interests, expertise on material issues, level of influence, integrity, willingness, and expectations. Our stakeholder groups are directly or indirectly impacted by the company or can affect the value creation in the short, medium, or long term.

The Company has identified its stakeholders and ensures periodic and effective communication with them. Key categories of internal and external stakeholders comprise customers, vendors and suppliers, employees, shareholders, investors, government and regulatory authorities and communities at large.

The Company has well-established, adequate grievance redressal systems for customers, employees, and shareholders. The Company takes special initiatives to engage with the marginalized stakeholders, as part of the Company's CSR initiatives.

- 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	Channels of Communication (E-Mail, SMS, Newspaper, Pamphlets, Advertisements, Community meetings, Notice Board, Website, Others)	Frequency of engagement (Annually/ Half Yearly/ Quarterly/ Others-please specify)
EMPLOYEES	No	Meetings, E-mail, People Strong mobile app	Continuous: V-Mart website; Grievance redressal, Corporate Corner, Notice Board
SHAREHOLDERS	No	Meetings, Notices, Annual Reports, E-mail	Quarterly: Financial Statements, Press Release, exchange notifications, Continuous: Investors page on the website of the Company Annually: Annual General Meeting; Annual Report
INVESTORS	No	Meetings, Notices, Annual Reports, E-mail	Continuous: Investors page on the website of the Company, Conference calls
CUSTOMERS	No	E-mail, SMS, Website, Whatsapp, Social media, Advertisement, Call Center, feedback form, QR Code	Continuous: V-Mart website; social media (LinkedIn, Twitter, Facebook) Quarterly: Customer satisfaction survey
COMMUNITIES	Yes	E-mail, SMS, Website, social media, Advertisements	As needed: Transactional meetings; periodic reviews; surveys.
VENDORS	No	Meetings, E-mail, Phone, Whatsapp, Portal	Regular Basis
REGULATORS	No	Meetings, E-mail	As needed: Conferences; summits
GOVERNMENT AGENCIES	No	Meetings, E-mail	Continuous: V-Mart Website and Statutory Submissions
MEDIA	No	Interviews, Press Release, E-mail	Continuous: V-Mart Website
EMPLOYEES	No	Meetings, E-mail	Continuous: V-Mart website; Grievance redressal, Corporate Corner, Notice Board

STAKEHOLDER GROUP	PURPOSE OF ENGAGEMENT
EMPLOYEES	<ul style="list-style-type: none"> To provide staff with strategic direction and keep them informed about Company activities. To ensure that we remain an employer of choice that provides a safe, positive, and inspiring working environment. To understand and respond to the needs and concerns of staff members. Career Management and Growth Prospects.
SHAREHOLDERS	<ul style="list-style-type: none"> To provide current and future stakeholders with relevant information. To manage shareholder expectations and reputational risk. To maintain strong relationships, keep abreast of market developments and inform our shareholder targeting strategy. To ensure good governance and deepen the trust placed in us and our brand
INVESTORS	<ul style="list-style-type: none"> To provide current and future stakeholders with relevant information. To manage shareholder expectations and reputational risk. To maintain strong relationships, keep abreast of market developments and inform our shareholder targeting strategy. To ensure good governance and deepen the trust placed in us and our brand
CUSTOMERS	<ul style="list-style-type: none"> To understand the client, industry, and business challenges. To identify the opportunities to improve V-Mart Services and Products. Deciding on investments and capabilities required to fulfil demand. To enhance their livelihood.
COMMUNITIES	<ul style="list-style-type: none"> To identify the opportunities to improve V-Mart Services and Products. To provide appropriate advice, proactive financial solutions, and value-adding services. To ensure that the Company maintains high service levels that they expect and deserve. To enhance their livelihood.
VENDORS	<ul style="list-style-type: none"> For the performance of contracts and agreements. To obtain suggestions/feedback for the improvisation of their services which leads to the Company's growth. To maintain an ideal and timeous supply of goods and services for operations. To encourage responsible practices across our supply chain, local procurement, supplier conduct, and environmental considerations.
REGULATORS	<ul style="list-style-type: none"> To maintain open, honest, and transparent relationships and ensure compliance with all legal and regulatory requirements. To retain our various operating licenses and minimize operational risk
GOVERNMENT AGENCIES	<ul style="list-style-type: none"> To build and strengthen relationships with the government as a partner in the country's development and as a critical client. To provide input into legislative development processes that will affect the economy and our activities and operations. To continue learning through interaction with the industry and cross-sectorial organizations To use business associations as a forum through which we can promote our viewpoints on crucial industry issues. To influence and promote common agendas
MEDIA	<ul style="list-style-type: none"> To leverage the reach and influence of media channels to share our business and citizenship story with stakeholders. To communicate with relevant stakeholders and the broader public to positively influence behavior that will lead to desired business results. To protect and manage our reputation.

Leadership Indicators

1 Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company respects the interest of and is responsive to all stakeholders. The Company maintains regular and authentic communication with them via its website and has a well established, adequate grievance redressal system for stakeholders.

The Company has always maintained transparency between stakeholders and the Board on the feedback received from the stakeholders on economic and social topics. The senior management team informs the BOD in quarterly meetings of the feedback received from various stakeholders and the proposed and planned initiatives to be considered by your Company

External Stakeholders – We use various media to communicate with external stakeholders. These include face-to-face meetings and events and sharing marketing materials such as brochures. We operate a proactive communications programme with the media and ensure we provide timely, accurate information about our achievements, performance and successes on our websites and social media channels.

Internal Stakeholders – We communicate with our colleagues through informal and formal communication channels, ensuring the mechanisms are in place to promote open and active dialogue between colleagues. These communication channels include intranet sites, official mobile apps, staff notices and townhall to ensure colleagues understand Company's aims and objectives and know where they fit in to help achieve these. This also provides a mechanism for knowledge exchange throughout the Company.

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.

The Company seeks opinions from its stakeholders and overhauls its policies when required. Further, the Company perceives that it is still in the 'learning phase' on various evolving aspects of ESG and considers the stakeholder interactions essential.

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

The Company has taken various initiatives in its CSR activities to address the concerns of the vulnerable and marginalized segment of society.

- Ujjwal Bhavishya Scholarship - Scholarship awarded to school children belonging to the household income below INR Two Lacs per annum.
- Plaksha University - Scholarships and other support for higher education
- Ekal Vidyalaya - Education for children in rural/ tribal areas and livelihood opportunity to village youths by providing them teaching opportunity
- Covid 19 Relief Initiatives
- Community Initiatives
- Koshish - Sports training for talented children who are financially less privileged.
- Community Free School - Education and nutritious food to the street and rural children

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-2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	8,167	3,400	42%	-	-	-
Other than Permanent	493	470	95%	-	-	-
Total Employees	8,660	3,870	45%	-	-	-
Workers						
Permanent						
Other than Permanent						NA
Total Workers						

**All the new Joiners are being trained on Human Rights Issues and Policies as part of their induction program.
**Due to lockdown (COVID-19), employee training was not tracked in the last FY.

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

Category	FY-2021-22 Current Financial Year				FY-2020-21 Previous Financial Year					
	Total (A)		Equal to 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)	No. (G)	% (G/D)
Employees										
Permanent										
Male	6,404	3,183	50%	3,221	50%	5,262	2,162	41%	3,100	59%
Female	1,763	1,031	58%	732	42%	1,496	659	44%	837	56%
Other than Permanent										
Male	338	323	96%	15	4%	336	297	88%	39	12%
Female	155	145	93%	10	7%	104	87	84%	17	16%
Workers										
Permanent										
Male										
Female										NA
Other than Permanent										
Male										
Female										NA

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	5	₹ 8.6 Lakhs	1	₹ 7.4 Lakhs
KMPs	3	₹ 175.7 Lakhs	1	₹ 19.2 Lakhs
Employees other than BODs and KMPs	6,739	₹ 1.1 Lakhs	1,917	₹ 1.1 Lakhs
Workers				NA

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 Human Resources Department oversees the human resource function and is responsible for the administration, monitoring, and updating of the policy.

The Head of the HR department is responsible for addressing any human rights issues caused or contributed by the business.

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

The Company, regards respect for human rights as one of its fundamental and core values and strives to support, protect, and promote human rights to ensure that fair and ethical business and employment practices are followed. Further, the Company is committed to preventing any human rights violation and ensuring the enforcement of our human rights policy such as the prevention of Child labour and empowering women. All stakeholders (Internal/External) have 24*7 access to raise their grievances and report anonymously any breach with respect to the Human Rights Policy or whistleblower matters at vigilance.officer@vmartretail.com. In case of ambiguity, the employee can raise their concerns to speakup@vmart.co.in also.

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

	FY-2021-22 Current Financial Year			FY-2020-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	2	Nil	Complaints resolved	-	-	-
Discrimination at Workplace	-	-	-	-	-	-
Child Labor	-	-	-	-	-	-
Forced Labor/ Involuntary Labor	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human rights related issues	17	Nil	Complaints resolved	-	-	-

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

Our whistle-blower policy has laid the guidelines to prevent retaliation against a complainant. A complainant has the right to complete anonymity unless required by law enforcement agencies.

The organization prohibits retaliation against a complainant, such as job loss, punitive work assignments, threats of physical harm, or impact on salary or wages. A complainant feeling retaliated against may file a written complaint with the chairman of the Audit Committee.

Independent Internal Committee (IC) drawn for cross-functional leadership pool, take independent decisions and actions as per the Sexual Harassment at workplace Act, 2013.

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

Yes, the Company has sound policies and effective procedures to monitor and manage human rights concerns. We are progressively looking to encourage our suppliers and vendors to establish sustainable practices in their value chain. We have included human rights clauses in our business agreement with the vendors.

9 Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labor	
Forced Labor/ Involuntary Labor	
Sexual Harassment	The Company complies with all the applicable laws, and assessed 100% of stores, offices and workplaces.
Discrimination at Workplace	
Wages	
Other-specify	

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

We needed to increase the awareness about the laws regarding the workers, contractors, and subcontractors among value chain partners. In FY 2023, we intend to roll out awareness sessions for suppliers on relevant topics.

Leadership Indicator

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

- The Company adheres to the human rights principles and complies with applicable laws, regulations, policies & procedures.
- The Company respects and promotes human rights in accordance with the Guiding Principles on business and human rights.
- The Company periodically reviews its business processes to identify any issues which may give rise to the human rights grievance.

No specific business process can be identified as being modified/influenced as a result of addressing human rights grievances.

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

The Company conducts due diligence through internal assessments. Further, the company had achieved certification from 'Great Place to Work', which included a multi-dimensional review of People practices and taking independent employee feedback on the related aspects.

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, some of the stores and offices have made accessible for the differently abled visitors.

4 Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	No assessment was conducted. However, the Sexual Harassment Policy of your Company extends to the brand staff stationed at your Company's store.
Forced Labor/ Involuntary Labor	The vendors are contractually bound to comply with the aforesaid requirement. Further, your Company conducts periodic checks in respect of the brand staff to ensure compliance.
Child Labor	
Discrimination at Workplace	
Wages	
Other-specify	

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.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Total Electricity Consumption (A)	3,71,64,486.4 (kwh)/ 1,33,792.2 GJ	2,25,95,043.4 (kwh)/ 81,342.2 GJ
Total Fuel Consumption (B)	11,57,735.7 (Liters)/ 39,594.6 GJ	8,44,771.1 (Liters)/ 28,891.2 GJ
Energy Consumption through other sources (C)	NA	NA
Total Energy Consumption (A+B+C)	1,73,386.7 GJ	1,10,233.3 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupee)	1.05 GJ/Lakh (₹)	7.56 GJ/Lakhs (₹).
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

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

Not Applicable, as we do not fall under the ambit of the PAT Scheme of the Government of India.

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

Parameter	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Water withdrawal by source (in kiloliters)		
(i) Surface water	Nil	Nil
(ii) Groundwater	4,551.89 (KL)	5,010.43 (KL)
(iii) Third-party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	4,551.89 (KL)	5,010.43 (KL)
The total volume of water consumption (in kiloliters)	4,551.89 (KL)	5,010.43 (KL)
Water intensity per rupee of turnover (Water consumed / turnover)	0.0273 KL/Lakhs ₹	0.0301 KL/Lakhs ₹
Water intensity (optional) – the relevant metric may be selected by the entity.	NA	NA

The Company has utilized Supply/Groundwater to fulfill their requirements, and its usage is primarily restricted to human consumption only. The Company has been continuously trying to use water prudently in its offices and stores. There is no withdrawal or consumption of surface water, third-party water, sea water or other water sources.

The data mentioned above is based on estimated water consumption by an individual in a day.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

4 **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**
The company is not in the business of manufacturing products. Moreover, it is impractical to introduce STPs at retail outlets. Notwithstanding, we intend to introduce STP in large projects, if any in future, to limit fluid release and optimize the water utilization through conservation, sewage treatment and reuse.

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

Parameter	Please specify Units	FY-2021-22		FY-2020-21	
		Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
NOx	Tones	231	-	-	-
Sox	Tones	390	-	-	-
Particulate Matter (PM)	Tones	16	-	-	-
Persistent Organic Pollutants (POP)	-	-	-	-	-
Volatile Organic Compound (VOC)	-	-	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-	-	-
Others- Please Specify*	Tones	402	-	-	-

*Carbon and its compounds: - Methane, Carbon Dioxide, Carbon Monoxide, etc.

Since the Company is not into the manufacturing business and air emissions are only on account of the usage of Generator Set as power backups at stores, offices and warehouses. The air emissions are reported as per best estimates.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

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

Parameter	Units	FY-2021-22		FY-2020-21	
		Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	402MT*	-	-	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	-	-	-	-
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.0024126 MT/Lakhs (₹)	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA	NA	NA

*We have this consolidated figure for CO2 Equivalent; we don't have a breakup into other gasses like CH4, N2O etc.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

7 **Does the entity have any project related to reducing GreenHouse Gas emissions? If yes, then provide details.**

At present, we have no such project. Nonetheless, at our impending warehouse, we are planning to install a solar power plant of 1000 KVA limit at their stores and work on the projects like installing motion sensors to reduce power utilization.

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

Parameter	FY-2021-22		FY-2020-21	
	Current Financial Year	Previous Financial Year	Current Financial Year	Previous Financial Year
Total Waste Generated (in metric tons)				
Plastic Waste (A)	291	143		
E-Waste (B)	NA	NA		
Bio-medical Waste (C)	NA	NA		
Construction and Demolition waste (D)	NA	NA		
Battery Waste (E)	NA	NA		
Radioactive Waste (F)	NA	NA		
Other Hazardous Waste, please specify, if any (G)	NA	NA		
Other Non-Hazardous Waste generated (H), Please specify if any. (Break up by composition, i.e., by material relevant to the sector)	2365 (Carton, Bag, Hanger etc.)	1292 (Carton, Bag, Hanger etc.)		
Total (A+B+C+D+E+F+G+H)	2656	1435		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)				
Category of Waste				
(i) Recycled	2656	1435		
(ii) Reused	NA	NA		
(iii) Other recovery operations	NA	NA		
Total	2656	1435		
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tons)				
(i) Incineration	NA	NA		
(ii) Landfilling	NA	NA		
(iii) Other Disposal Operations	NA	NA		
Total	NA	NA		

The Company is not into manufacturing business & does not manufacture products, aforesaid laws are not directly applicable. However, at the store level & Warehouse level, the company is compliant with all the applicable environmental laws for waste disposal.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

9 **Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company has been following waste management practices and focuses on waste prevention, reduction, reuse, removal, and disposal of waste. The Company is on the path of avoiding/ minimizing the generation of waste material as far as practicable. The Company is visually inspecting all waste storage collection and storage areas for evidence of accidental releases and verifying that the waste is appropriately labeled and disposed of. The Company is in the retail business and procuring readymade garments from its vendors/value chain partners. So, there is no usage of hazardous and toxic chemicals in products.

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:

Sr. 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 is taken, if any.
-	-	-	-

Not Applicable.

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

Name and brief detail of the project	EIA Notification No. Date	Whether conducted by an Independent external agency (Yes/ No)	Results communicated in Public Domain	Relevant Web Link
-	-	-	-	-

Not Applicable, as the entity has undertaken no such project.

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:

Sr. No.	Specify the law/ regulation/ guideline which was not complied with	Provide detail of non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control board or by courts	Corrective actions are taken, if any.
-	-	-	-	-

Not Applicable

Yes, the Company complies with the applicable environmental regulations for waste disposal.

Leadership Indicators

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

Parameter	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
From renewable sources		
Total Electricity Consumption (A)	NA	NA
Total Fuel Consumption (B)	NA	NA
Energy Consumption through other Sources (C)	NA	NA
Total energy consumed from renewable sources (A+B+C)	NA	NA
From non-renewable Source		
Total Electricity Consumption (D)	3,71,64,486.4 (kwh)/ 1,33,792.2 GJ	2,25,95,043.4 (kwh)/ 81,342.2 GJ
Total Fuel Consumption (E)	11,57,735.7 (Liters)/ 39,594.6 GJ	8,44,771.1(Liters)/ 28,891.2 GJ
Energy Consumption through other Sources (F)	Nil	Nil
Total energy consumed from non-renewable sources (D+E+F)	1,73,386.7 GJ	1,10,233.3 GJ

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

2 Provide the following details related to water discharged:

Parameter	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) To surface Water	NA	NA
- No Treatment	-	-
- With Treatment-please, specify the level of treatment	-	-
(ii) To Groundwater	NA	NA
- No Treatment	-	-
- With Treatment-please, specify the level of treatment	-	-
(iii) To Seawater	NA	NA
- No Treatment	-	-
- With Treatment-please, specify the level of treatment	-	-
(iv) Sent to Third Party	NA	NA
- No Treatment	-	-
- With Treatment-please, specify the level of treatment	-	-
(v) Others	NA	NA
- No Treatment	-	-
- With Treatment-please, specify the level of treatment	-	-
Total Water discharge (in Kiloliters)	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

3 Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

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

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

Parameter	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Water Withdrawal by Source (in kiloliters)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third -party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters)	-	-
Total volume of water consumption (in kiloliters)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional)- the relevant metric may be selected by the entity	-	-

Parameter	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface Water	NA	NA
- No Treatment	-	-
- With Treatment-specify the level of Treatment	-	-
(ii) Into Ground water	NA	NA
- No Treatment	-	-
- With Treatment-specify the level of Treatment	-	-
(iii) Into Sea water	NA	NA
- No Treatment	-	-
- With Treatment-specify the level of Treatment	-	-
(iv) Sent to Third Parties	NA	NA
- No Treatment	-	-
- With Treatment-specify the level of Treatment	-	-
(v) Others	NA	NA
- No Treatment	-	-
- With Treatment-specify the level of Treatment	-	-
Total Water Discharge (in Kiloliters)	-	-

Note: Indicate, if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

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

Parameter	Units	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	NA	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

The Company is actively tracking the scope-1 emissions.

Note: Indicate, if any independent assessment/ evaluation/assurance has been carried out by the external agency? (Y/N). If yes, the name of the external agency.

The Company has not undergone any assessment/evaluation/assured by any external agency.

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

Not Applicable, as provided in Question 10 of Essential Indicators above.

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:

Sr. No.	Initiatives undertaken	Details of Initiatives (Web link, if any, may be provided along with Summary)	Outcomes of Initiatives
1.	Energy Efficient	Solar rooftop planned for an upcoming warehouse for electricity generation	This helps in the reduction of carbon footprints and cost savings.
2.	Waste Recycling	Recycled, Revamped & Reused store fixtures and lighting from closed down store to another store Used environmentally friendly alternatives wherever possible in line with best-in-class store planning and maintenance practices	Reduced waste which resulted in economizing of costs to a large extent

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

The Company has a BCP plan, which covers People, Facilities and Critical IT related infrastructure across organizations. There are DR sites to ensure business continuity. These are periodically tested, and outcomes are reviewed for appropriate action.

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 fashion garments. This cycle assesses ecological effect in phases of design, manufacture (through external vendors), inventory management, and disposal. The Company expects to accomplish insignificant ecological results at each stage to ensure a sustainable product life cycle.

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

None

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

Essential Indicators

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

The Company is a member of 2 (Two) Associations

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:

Sr. No.	Name of trade and industry chamber/ associations	Reach of trade and industry Chambers/ associations (State/ National)
1.	Retailers Association of India (RAI)	National
2.	Confederation of Indian Industry (CII)	National

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

Name of the authority	Brief of the Case	Corrective Action Taken
-	-	-
-	-	-

Not Applicable, as regulatory authorities have not passed any adverse orders against the Company.

Leadership Indicators

1 Details of public policy positions advocated by the entity:

Sr. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in Public Domain	Frequency of Review by Board (Annually/ Half Yearly/ Quarterly/ Others-please specify)	Web Link, if available
1	RETAILERS ASSOCIATION OF INDIA (RAI)	Active participation in various seminars, conferences and other forums on issues and policy matters that impact the interest of its stakeholders	Yes	Whenever Conducted by the associations	-
2	CONFEDERATION OF INDIAN INDUSTRIES (CII)	Active participation in various seminars, conferences and other forums on issues and policy matters that impact the interest of its stakeholders	Yes	Whenever Conducted by the associations	-

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 detail of the Project	SIA Notification No.	Date of Notification	Whether conducted by Independent External Agency (Yes/No)	Results communicated in Public Domain	Relevant Web link
-	-	-	-	-	-

Not Applicable, since the Company has not undertaken any such project which requires Social Impact Assessment.

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

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

Not Applicable, as there is no ongoing project wherein Rehabilitation and Resettlement (R&R) is being undertaken.

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

V-Mart has multiple modes of communication where a community can raise their concerns and present their needs and requirements and address their concerns through respective grievance redressal mechanisms of the Company.

Any person can approach V-Mart to register any concerns and register any complaint by way of the following means:

- By phone on Customer Care
- By Email- (customercare@vmart.co.in & speakup@vmart.co.in), Channels under Whistle Blower Policy
- By social media- (fb/vmartretail.com, Twitter/vmartretail.com)
- By Feedback Form (Available at stores)

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

Parameter	FY-2021-22 Current Financial Year	FY-2020-21 Previous Financial Year
Directly sourced from MSME/ Small producers	-	-
Sourced directly from within the district and neighbouring Districts	-	-

Not Applicable, as the company does not carry out any manufacturing activity. It buys readymade products from the vendors.

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):

Detail of negative social impact identified	Corrective Action Taken
-	-

Not Applicable, since the Company has not undertaken any Social Impact Assessment.

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

Sr. No.	State	Aspirational District	Amount Spent (in INR)
1.	Odisha	Dhenkanal	6.42 Lakhs
2	West Bengal	Nadia	

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

The Company believes in working together and growing together.

Our Company operates in the Fashion centric industry where we strive to provide equal opportunities to vendors irrespective of any caste, creed, gender, or size of vendor, who is capable to cater the needs of the Fashion oriented market. V-mart assists the small vendors who are deprived of business platforms and provides them opportunities to demonstrate their products at our stores and business premises.

The Company regularly takes initiatives to promote suppliers comprising marginalized/vulnerable groups by procuring finished products from them or allowing them to display their products at our stores or office premises.

b From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

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:

Sr. No.	Intellectual Property based on Traditional Knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating Benefit Share
NA	NA	NA	NA	NA

Not Applicable, as the Company has not derived or shared any benefit from the intellectual properties.

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 Case	Corrective Action Taken
-	-	-

Not Applicable, as such, no adverse orders passed by any regulatory authorities against the Company related to Intellectual property-related disputes.

6 Details of beneficiaries of CSR Projects:

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	UJJWAL BHAVISHYA SCHOLARSHIP	146	100%
2.	PLAKSHA UNIVERSITY- REIMAGINING HIGHER EDUCATION	94	-
3.	EKAL VIDYALAYA	5,921	100%
4.	COVID-19 RELIEF INITIATIVES	5,500	-
5.	COMMUNITY INITIATIVES	400	100%
6.	KOSHISH	30	100%
7.	COMMUNITY FREE SCHOOL	416	100%

Vulnerable and marginalized groups:

- Ujjwal Bhavishya Scholarship (146): - scholarship awarded to children belonging to the Household income group below ₹ 2,00,000 per annum.
- Ekal Vidyalaya (5921): - Education for children in rural/tribal areas and livelihood opportunities to village youth by providing them teaching opportunities.
- Community initiatives (400): - Distribution of sweets and blankets to urban slum children on Diwali and to less privileged people in winters respectively.
- Koshish (30): - Sports teaching to talented Children who are financially less privileged
- Community Free School (416): - Education and nutritious food to street and rural children

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.

V-Mart fosters a 'Customer First' culture in the organization. To ensure customers' reachability, the Company has established multiple lines of communication such as telephonic service requests, WhatsApp support, social media, and email-id. We also monitor and receive real-time customer feedback through social media platforms like Facebook and Twitter.

We have established a structured data management system and SLA to ensure every query is responded to within a specified period. In case of escalation, a nominated grievance officer takes up the case and communicates with the customer regarding the closure of the complaint.

The Company ensures that all grievances or complaints received from customers are addressed by the Customer Care Department of the Company and resolved the same on time.

The Customer can raise their complaints/queries regarding any activities such as a complaint against the products, replacements, schemes, customer loyalty points, billing issues, staff behavior & hygiene issues or any HR and corporate-related queries, etc., through respective grievance redressal mechanisms of the company. The same is addressed, resolved, and redressal actions are promptly and equitably.

A customer can approach V-Mart to register any Query, request, or complaint by way of the following means: -

By phone on Customer Care

By email- (customercare@vmart.co.in & speakup@vmart.co.in)

By social media- (fb/vmartretail.com, Twitter/vmartretail.com)

By feedback form (Available at stores)

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

	As a percentage of Total Turnover
Environmental and Social parameters relevant to the product	Less than 1%***
Safe and responsible usage	8%*
Recycling and/or safe disposal	81%**

*Our product portfolio includes FMCG & staples meant for safe human consumption.

** We are mainly dealing in apparel products which are not hazardous.

Any non-usable/waste yielded during operations is recycled by value chain partners across the business.

***It pertains to the V-Green products forming part of our entire product range.

3 Number of consumer complaints in respect of the following:

	FY-2021-22 Current Financial Year		Remarks	FY-2020-21 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	Nil	Nil	-	Nil	Nil	-
Advertising	257	Nil	-	90	Nil	-
Cyber Security	Nil	Nil	-	Nil	Nil	-
Delivery of Essential Service	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Others	85,381*	Nil	-	37,819	Nil	-

*These complaints are out of the total 3 crore customers served during the year and includes feedback and clarifications.

The Company has not received any complaints about data privacy and cyber security, restrictive trade practices and unfair trade practices in FY-2022 and FY-2021. Our products and services do not fall under delivery of essential services. Most of the Complaints are product performance-related queries.

For more details, please refer to Question 23 of Section A.

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

There has been no instance of a product recall on account of safety issues. Our products undergo rigorous testing and quality assurance from a safe usage and handling perspective. In addition, our product information, such as manual, leaflet and product packaging, carry safe usage instructions.

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.

We have a policy on cyber security and risks related to data privacy. We have established a SOD (Segregation of Duties) Policy that clearly defines appropriate authority and responsibilities to manage information security within the organization. The information security organization has been designed to ensure structured coordination of IS-related activities.

In addition, our risk management policy identifies cybersecurity and information risks and details the mechanism to place and monitor the implications of the risk. We also have a privacy policy to educate consumers on the data we collect or retain.

<https://www.vmartretail.com/policies.html>

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 the safety of products / services.

Not Applicable, since there have been no material issues arising relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls during the Financial Year 2021-22 and neither any penalty/ action taken by regulatory authorities of Product and Services.

Leadership Indicators

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

Information related to products is available on Company's Website (<https://www.vmartretail.com/>).

Further, the Company disseminates information related to its products on various social media platforms and E-Commerce websites such as Amazon and Myntra.

In addition, the Company also displays its products in its physical stores in various parts of the Country.

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

We have mentioned all the safety instructions on the labels of each product. For education purposes, we have provided instructions for washing, drying, cleaning, non-usage of bleaching products, ironing, etc.

Further, the Company disseminates all the information regarding size, pattern, color, type of fabric etc., on all the channels and platforms where the products of the Company are accessible to the consumers.

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

The Company engages with its customers and disseminates information regarding disruption/discontinuation of essential services by sharing SMSs to the Contact Numbers and E-Mail addresses as available to the Company.

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 information on the product as per the applicable laws (such as Legal Metrology).

Yes, customer surveys, customer data analytics and other customer research were carried out during the year based on the business need. The Company conducts surveys through its customer's feedback received via online rating and by filling up questionnaires as provided by Company.

5 Provide the following information relating to data breaches:

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

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

In Financial Year 2021-22, no issues were raised by any third party related to data breaches in the entity.