

2nd September 2024

To,

BSE Limited Corporate Relationship Department 1st Floor, New Trading Ring, Rotunda Building, P. J. Towers, Dalal Street, Mumbai – 400 001 SCRIP CODE: 543523	National Stock Exchange of India Ltd. Exchange Plaza, C-1, Block G, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051 SYMBOL: CAMPUS
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Subject: Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2023-24

Dear Sir,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the **BRSR** for the Financial Year 2023-24.

The **BRSR** forms part of the Annual Report for the Financial Year 2023-24, submitted to the stock exchange dated September 2, 2024 and has been also made available on the website of the Company at www.campusactivewear.com.

This is for your information and record purpose.

Thanking you

For **CAMPUS ACTIVEWEAR LIMITED**

Archana Maini
General Counsel & Company Secretary
Membership No. A16092

Encl: As above

Business Responsibility and Sustainability Reporting by listed entities

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

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sl. No.	Required Information	
1	Corporate Identity Number (CIN) of the Listed Entity	L74120DL2008PLC183629
2	Name of the Listed Entity	Campus Activewear Limited
3	Year of incorporation	2008
4	Registered office address	D1-Udyog Nagar, Main Rohtak Road, New Delhi- 110041
5	Corporate address	DLF Cyber Park, Block B, First Floor, Sector-20, Udyog Vihar, Phase III, Gurugram-122016
6	E-mail	investors@campusshoes.com
7	Telephone	011-43272500
8	Website	www.campusactivewear.com
9	Financial year for which reporting is being done	FY 2023-24
10	Name of the Stock Exchange(s) where shares are listed	a) National Stock Exchange of India Limited b) BSE Limited
11	Paid-up Capital	1,526,278,855/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Archana Maini Telephone No.: 011-43272500 E-mail ID: investors@campusshoes.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures are made on a standalone basis since the Company does not have any subsidiary/associate Company.
14	Name of Assurance Provider	No Assurance conducted
15	Type of Assurance obtained	No Assurance conducted

II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and Sale of Footwear	Manufacturing and Sale of Footwear	97.88%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Footwear (Manufactured & Traded)	1520	99.14%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6*	2	8
International	-	-	-

*Operative 5 only

19. Market served by the entity:

a. Number of locations	
Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	4
b. What is the contribution of exports as a percentage of the total turnover of the entity?	0.18%
c. A brief on type of customers.	The company is involved in manufacturing, marketing & sales of sports and athleisure footwear which are sold to end users via e-commerce websites, distributors and retailers in PAN India. Company stores (Exclusive brand outlets) and traditional stores (Multi brand outlets) are present across Tier 1, Tier 2 and Tier 3 cities. The brand caters to complete footwear requirements for men, women and kids i.e. Sports footwear for general purpose (Fitness, exercising, walking & light sports activity etc.), Casual shoes, Sandals, Slippers etc. to fulfil customers day to day needs.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	951	891	94%	60	6%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D+E)	951	891	94%	60	6%
Workers						
4	Permanent (F)	429	407	95%	22	5%
5	Other than Permanent (G)	6,144	5,201	85%	943	15%
6	Total workers (F+G)	6,573	5,608	85%	965	15%

b. Differently abled employees and workers:

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

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14%
Key Management Personnel	2	1	50%

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.37%	1.72%	21.77%	22.4%	1.8%	24.2%	24.50%	2.3%	27.4%
Permanent Workers	20.1%	33.3%	24.2%	14.0%	27.0%	14.0%	14.0%	27.0%	14.4%

V. Holding, Subsidiary and Associate Companies (including joint ventures)**23. (a) Name of holding/subsidiary/associate companies/joint ventures**

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

VI. CSR Details

24.	(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in ₹)	14,482,983,654.57
	(iii) Net worth (in ₹)	6,516,624,210.20

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
The list of the stakeholders Communities	Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://www.campusactivewear.com/shareholders-corner	0	0	-	0	0	-
Shareholders	Yes https://www.campusactivewear.com/shareholders-corner	5	0	Complaints were related to the IPO application money and Annual report of Company	678	1*	Complaints received were related to the IPO Application Money Blocked issues
Employees and workers	Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf https://www.campusactivewear.com/sites/default/files/2023-08/Sexual%20Harassment%20Policy.pdf	0	0	-	0	0	-
Customers	Yes https://www.campusshoes.com/pages/contact	1	1	Matter under adjudication	1	0	-
Value Chain Partners	Yes https://www.campusactivewear.com/sites/default/files/2024-07/WhistleBlowerPolicy.pdf	0	0	-	0	0	-
Other (Total)	Yes https://www.campusshoes.com/pages/contact	11,375	0	Pertaining to product and service	-	-	-

*resolved within timelines.

26. Overview of the entity's material responsible business conduct issues:

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Human Capital & Labour Management	Risk and Opportunity	<p>Risk: Ineffective human capital and Labour management practices can lead to significant risks, such as high turnover rates, Labour disputes, decreased productivity, etc. These issues can increase recruitment and training costs, cause operational disruptions, and damage the Company's reputation, ultimately resulting in substantial financial losses. Additionally, non-compliance with Labour laws can result in legal penalties.</p> <p>Opportunity: Content and well-trained human capital would boost productivity and operational performance, while excellent Labour practices would attract high-quality talent, providing a competitive edge. Engaged and satisfied employees also drive innovation and contribute significantly to business growth.</p>	<p>At Campus, we are highly focused on supporting and developing our employees Here's a summary of our initiatives:</p> <ol style="list-style-type: none"> Training Programs: Offering training programs to enhance skills and knowledge among employees. Job Evaluations: Conducting job evaluations to ensure roles and responsibilities are aligned with employee strengths and company needs. Career Development for High-Potential Managers: Focusing on career development to help managers reach their potential and prepare for future leadership roles. ESOP Plans: Implementing Employee Stock Ownership Plans to give employees a stake in the company's success and motivate them. <p>These initiatives are designed to not only engage and retain employees but also to motivate and reward them for their contributions.</p>	<p>Positive: Optimal investment in human capital and Labour management enhances efficiency by aligning employees with roles that maximize their performance, leading to increased productivity, reduced turnover costs, and better financial performance.</p> <p>Negative: Challenges such as decreased productivity, increased turnover costs, and frequent operational disruptions can negatively affect financial performance, raise recruitment and training expenses, and ultimately lower the overall profitability of the Company.</p>

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	CSR Activities	Opportunity	Investing in CSR activities and consistently executing them offers numerous advantages, including enhanced brand recognition, a positive Company reputation, accelerated growth, and a competitive edge over peers.	In FY24, the Company's CSR initiatives were dedicated to supporting underprivileged communities through a variety of impactful activities. These included providing medical relief to cancer patients, organizing medical camps to offer essential health services, contributing to educational programs to enhance learning opportunities, distributing food items to children in need, and organizing sports events.	Positive: Funding and implementing CSR activities boost the Company's brand value and drive positive social development in underprivileged communities through health, education, and other initiatives. This commitment can lead to increased customer loyalty, attract socially conscious investors, and improve employee morale, ultimately resulting in a stronger financial performance and long-term profitability.
3	ESG oversight	Risk and Opportunity	<p>Risk: Neglecting ESG parameters can result in shareholder dissatisfaction, potential litigation, reputational damage, and regulatory scrutiny.</p> <p>Opportunity: Incorporating ESG strategies into business operations helps a Company gain investor confidence, earn customer loyalty, reduce operating costs, and enhance both asset management and financial performance.</p>	The company has integrated various Environmental, Social, and Governance (ESG) principles into its daily operations, with a strong focus on key ESG areas such as CSR activities, energy, water, and waste management, as well as policy development and implementation. The Company's BRSR report, demonstrate its ongoing commitment to ESG issues and outlining its goals for a sustainable future. Effluent treatment plant for cleaning of coloring ink infused wastewater in its plants. The Company has also done innovation on material transport by gravity sliders.	<p>Positive: Leadership oversight on ESG performance and strategy boosts the Company's environmental and community impact. It also strengthens monitoring mechanisms across ESG initiatives and business practices, which can lead to improved operational efficiencies, reduced risks, and enhanced financial performance.</p> <p>Negative: Insufficient ESG oversight can lead to poor sustainability implementation, resulting in increased operational inefficiencies, higher compliance costs, and potential legal penalties. This may damage the Company's reputation, erode investor confidence and negatively impact financial performance.</p>

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Sustainable Supply Chain	Risk and Opportunity	<p>Risk: The key challenges in a sustainable supply chain include potential disruptions from unreliable suppliers, increased costs due to the need for ethical sourcing practices, and compliance challenges with environmental regulations.</p> <p>Unfair Labour practices and working conditions in all tiers of the supply chain are challenging due to widespread informal Labour and varying standards of Labour rights enforcement. Slow adaptation of technology and innovation leads to high cost and resistance to change.</p> <p>Opportunity: An effective and sustainable supply chain presents opportunities to build a robust economy, ensure flawless manufacturing processes, enhance quality management, reduce environmental impact, increase brand credibility, and foster improved collaboration with stakeholders.</p>	Ongoing and continuous collaboration with our trusted vendors, regulators, manufacturers, financiers, and logistics teams have enabled us to establish an efficient supply chain. We have implemented a thorough due diligence process to carefully evaluate and onboard new vendors and suppliers. Collaboration with compliant 3PL partners for Labour services. New technology and ERP platforms are being implemented to keep up to the pace of technological change/ standard practices in domain.	<p>Positive: A sustainable supply chain enhances financial performance by ensuring maximum business efficiency, reducing environmental impact, and adding long-term value to the Company's sustainability initiatives. This leads to cost savings, improved operational performance, and a stronger market position.</p> <p>Negative: Inefficient supply chains can result in increased costs due to unforeseen demand and limited logistics capacity. Mismanagement leads to ineffective resource utilization, higher expenses in material procurement, and greater waste throughout the product lifecycle.</p>
5	Regulatory and Legal Compliances	Risk	One of the most significant risks is the imposition of penalties, fines, or legal actions by regulatory bodies for non-compliance.	All risks related to compliance, regulations, contracts, non-contractual obligations, disputes, reputation, and other factors are considered by the Company before making any decisions	Negative: Non-compliance can damage a Company's reputation and negatively impact its business activities, it may also result in monetary fines to more severe measures, such as operational restrictions or legal proceedings.

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Health & Safety	Risk and Opportunity	<p>Risk: Workplace hazards pose significant risks to business operations, leading to reduced productivity, lower sales, decreased staff morale, and potential damage to the Company's reputation. Effective health and safety measures are essential to mitigate these risks and maintain a stable and positive work environment.</p> <p>Opportunity: Effective Health and Safety practices boost employee morale, increase productivity, and promote corporate responsibility. These practices not only enhance the well-being of employees but also strengthen the Company's reputation and operational efficiency.</p>	<p>The company has conducted awareness sessions and training on quarterly basis like Mock fire drill, safety committee meetings, training of workers on how to use different type of fire extinguishers, marking assembly point in factories, display of fire exit plan at each floor of manufacturing unit etc. Independent third-party safety audits were conducted on yearly basis Programs on POSH, Health & Safety, Fire Safety, 5S, Quality Management, and Workers' Rights & Responsibilities to foster a culture of safety.</p>	<p>Positive: Incorporating health and safety in manufacturing leads to greater work participation, increased social inclusion, and higher performance. It also results in fewer workplace injuries and workers' compensation claims, enhancing brand value and reputation in the market.</p> <p>Negative: The most significant consequence of a poor safety culture is an increase in employee injuries and fatalities. Other detrimental effects include higher costs, increased employee absences, elevated healthcare expenses, workers' compensation payments, low productivity, and low business disruptions.</p>
7	Human Rights	Risk and Opportunity	<p>Risk: Forced Labour can lead to severe physical and mental abuse, resulting in significant health problems for employees. Ignoring human rights issues may result in losing valuable talent, forcing the Company to invest heavily in rehiring and training, which adversely impacts overall business performance.</p> <p>Opportunity: Parameters on human rights such as fair working environment, equal opportunities, remuneration and freedom of association without ethnic discrimination will positively impact the performance of the Company on the social front from the employee's perspective.</p>	<p>Campus is committed to upholding human rights and ethical practices. Summary of initiatives taken are as follows:</p> <ol style="list-style-type: none"> Human Rights Training and Awareness Programs: Regularly conducting training sessions to educate all employees and workers about human rights, ensuring all employees are aware of their rights and responsibilities. Human Rights Clauses in Contracts: Including human rights clauses in all agreements & contracts to ensure all business operations align with ethical standards. 	<p>Negative: Loss of knowledge and highly experienced and skilled staff, high costs of recruitment and training and loss of productivity in workplaces are some of the ill effects of ignored human rights in a Company.</p> <p>Positive: Ensuring equal opportunities and a harassment-free workplace significantly boosts employee morale and prevents industrial relations issues. This commitment not only fosters a positive work environment but also enhances overall productivity and operational efficiency.</p>

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				<p>3. Prohibition of Child Labour: Strictly prohibiting child Labour in all operations, demonstrating a commitment to ethical practices and the welfare of children.</p> <p>4. Collaboration with Ethical Vendors: Ensuring partnerships and collaborations are only with vendors who uphold and respect human rights standards.</p>	
8	Waste Management	Risk and Opportunity	<p>Risk: Waste handling mechanisms involve risks such as regulatory non-compliance, which can result in fines and legal consequences, and environmental harm from improper disposal, potentially harming the Company's reputation. Furthermore, inefficient waste handling can drive up operational costs and disrupt production processes.</p> <p>Opportunity: Effective waste management practices can enhance operational efficiency, reduce costs, and improve environmental sustainability. They also strengthen the Company's reputation and potentially generate cost savings through resource recovery and reduced disposal fees.</p>	<p>The company is registered as an Importer under Plastic waste Management Rules, 2016 and plastic waste is disposed through registered recyclers. In addition, company ensures all waste is segregated at the source, with hazardous waste sent to authorized vendors to comply with the Hazardous & Other Wastes (Management and Transboundary Movement) Rules, 2016. Company was granted Consent to Operate (CTO) from State Pollution Control Board. Additionally, hazardous and electronic waste is disposed of in accordance with the Environment Protection Act and other relevant regulations like E-waste Management Rules, Battery Waste Management Rules etc.</p>	<p>Positive: Enhances regulatory compliance, and boost the Company's reputation, potentially attracting environmentally conscious customers and investors. Significant financial benefits such as reduced disposal and operational costs through optimized recycling.</p> <p>Negative: Increased disposal costs, fines for regulatory non-compliance, higher operational expenses due to inefficient processes, environmental damage, and reputational harm, potentially causing loss of customer trust and decreased sales.</p>

26. Overview of the entity's material responsible business conduct issues (Contd.)

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Energy Management & GHG Emissions	Risk and Opportunity	<p>Risk: Inefficient energy management can drive up energy costs and GHG-related expenses. The primary challenge associated with energy conservation initiatives is the initial expense involved in upgrading obsolete systems, equipment, or facilities to more energy-efficient models. Poor energy practices and high emissions can harm the Company's reputation as well as reduce customer trust and investor confidence.</p> <p>Opportunity: Implementing efficient energy management can lower consumption and operational costs, leading to long-term savings. Adopting energy-efficient technologies not only qualifies the Company for various benefits but also drives innovation, enhances operational efficiency, and offers a competitive market edge.</p>	<p>Campus has implemented energy-efficient initiatives such as usage of Inverter air conditioners & LED lights to optimize power consumption. The company has a Solar Plant installed at their Ganaur plant. The company is actively working to implement energy-efficient initiatives aimed at reducing GHG emissions. By adopting advanced technologies and optimizing energy use, the company is committed to minimizing its environmental impact and enhancing overall sustainability. The company has also installed wet scrubber unit for VOC treatment on EVA machines at Ganaur Plant.</p>	<p>Positive: Efficient energy management lowers operational costs and leads to long-term savings. Adopting energy-efficient technologies can also qualify the Company for regulatory incentives and enhance its reputation, attracting environmentally conscious customers and investors.</p> <p>Negative: Implementing energy-efficient technologies can involve high initial costs and regulatory compliance expenses, which may strain financial resources. Additionally, transitioning to new systems can cause temporary operational disruptions.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c.	Web Link of the Policies, if available	The policies which are mandatorily required to be uploaded on the website of the Company have been uploaded on https://www.campusactivewear.com/ under the Tab Investor Relations> Codes and Policies and is available at https://www.campusactivewear.com/investor-relations-corporate#icg							
2		Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3		Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Effective corporate governance structures enable us to streamline our processes, enhance decision-making, and ensure that our operations are aligned with best practices.							
			<ul style="list-style-type: none"> Whistle-blower Policy applies to everyone connected with our organization, from directors to interns, as well as investors, business associates, clients, suppliers, service providers, and vendors. Sexual Harassment Policy is gender-neutral and covers all employees, including full-time, part-time, daily wage workers, agents, contractors, contract workers, trainees, and probationers. 							
4		Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The highest standards of sustainability and governance remain the main objective of our organization and in pursuance of the same several initiatives have been taken. The organization obtained applicable licenses of BIS (Bureau of Indian Standards) from the Government of India for three manufacturing plants. In addition to the same, we have achieved Quality Management Systems certification that is in conformance with the International Quality System Standard (ISO 9001:2015 from American Systems Registrar, LLC (accredited by the ANSI National Accreditation Board). One of our plant location has obtained a license of SA 8000:2014 Social Accountability System (accredited by Directorate of Accreditation for Assessment Services)							

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5 Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>Environment:</p> <ul style="list-style-type: none"> > Incorporating energy-efficient initiatives to save energy and water. > Ensuring an effective waste management system to reduce environmental impact of business operations. <p>Social:</p> <ul style="list-style-type: none"> > Commitment towards employees and workers' well-being and security. > Improving the lives of the people in the underprivileged community through CSR activities. <p>Governance:</p> <ul style="list-style-type: none"> > Committed to employing good governance as a core operational approach along with merely meeting legal and regulatory requirements. > Committed to maintaining an ethical workplace. > Concentrating the Company's efforts and resources to protect and promote the interests of other stakeholders while maximizing shareholder wealth. 								
6 Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>Environment:</p> <ul style="list-style-type: none"> > Reduction in energy intensity by 9.2% compared to the previous year. > Reduction in scope 1 & scope 2 emissions intensity by 9.7% compared to the previous year. > Reduction in waste generation intensity by 13.6% compared to the previous year. <p>Social:</p> <ul style="list-style-type: none"> > Reduction in employee turnover compared to the previous year. > Undertaken safety initiatives like increased mock drills, internal & external safety audits, training on safety measures, etc. > POSH awareness training, skill-upgradation training, performance & career development evaluation to enhance human capital. > CSR initiatives of the Company also includes initiatives to support underprivileged communities. <p>Governance:</p> <ul style="list-style-type: none"> > There is a dedicated Stakeholders' relationship committee to resolve stakeholders grievances. 								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9									
Governance, leadership and oversight																			
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	Our business operations are centered around sustainability. In addition to advancing our sustainability strategy, we are a leading force behind real, positive change in the footwear manufacturing sector. We strike a balance between using all available resources efficiently and conducting business in an ethical manner in order to complete all of our commercial operations. We aspire to be acknowledged and appreciated by our stakeholders for our efforts in the fields of corporate ethics and sustainability. We believe that our dedication to sustainability will strengthen our leadership in terms of quality, agility, and innovation while generating value for all stakeholders. Our sustainability efficacy is being extended across our growing portfolio of products with the backing of pertinent policies and commitments. Our sustainability program is built on fundamental concerns including community development, sustainable supply chains, climate change, circular economies, responsible resource use, and product accountability. We strive to achieve long-term stakeholder value while adhering to high ethical standards and being socially and environmentally responsible. We ensure that all workers and employees are safe in the workplace and that the business operates fairly and transparently with all stakeholders. We identified a range of risks and opportunities and prioritize performance improvement in our action plan by integrating the ESG framework into our business plan. Our objective is to win over stakeholders' admiration for moral conduct, environmentally friendly business practices, and corporate culture.																	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors of the Company is the highest authority, responsible for implementation and oversight of the Business Responsibility policies.																	
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	No, the Board of Directors of the Company is the highest authority, responsible for implementation and oversight of the Business Responsibility policies.																	
10	Details of Review of NGRBCs by the Company:																		
	Subject of Review	Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Performance against above policies and follow up action	Board/Committee of the Board/ Other Committees									Compliances and performance are reviewed on quarterly/half yearly/ annually/any other								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board/Committee of the Board/ Other Committees									Compliances and performance are reviewed on quarterly/half yearly/ annually/any other								

11	Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, Care Analytics and Advisory Private Limited has carried out independent assessment/ evaluation of the working of the policies.								
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
	a. The entity does not consider the Principles material to its business (Yes/No)	-----N.A.-----								
	b. The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-----N.A.-----								
	c. The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-----N.A.-----								
	d. It is planned to be done in the next financial year (Yes/No)	-----N.A.-----								
	e. Any other reason (please specify)	-----N.A.-----								

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership".

While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	Awareness about sales trends, Updation about the sales return journey of the Company, online channels, returns and their status	100%
Key Managerial Personnel	20	POSH Critical Conversations Managerial Skills Empathy	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employees	20	POSH Critical Conversations Financial Literacy for Women Managerial Skills Empathy	58%
Workers	338	POSH/Technical & Safety Training	100%

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		
Settlement		NIL		
Compounding fee		NIL		

Non-Monetary

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

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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 policy is available on the company's intranet.

Our company is firmly committed to maintaining the highest standards of integrity and ethical conduct. To uphold this commitment, we have implemented a comprehensive Anti-Bribery and Anti-Corruption policy designed to ensure global compliance with all relevant legislation. We operate with a zero-tolerance approach, meaning any form of bribery or corrupt practice is strictly prohibited.

This policy extends to all individuals and entities associated with our company. These include employees, consultants, contractors, trainees, interns, casual workers and agency staff, agents, and third-party associates. The Compliance Officer is available to address any questions or issues related to anti-bribery and anti-corruption matters.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	N.A.	0	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	N.A.	0	N.A.

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:

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payable	116	88

9. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	7.41%	9.59%
	b. Number of trading houses where purchases are made from	8	11
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	7.41%	9.59%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	52.51%	54.25%
	b. Number of dealers/distributors to whom sales are made	353	414
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	8.91%	8.70%

9. Open-ness of business (Contd.)

Parameter	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Shares of RPTs in	a. Purchases (Purchases with related parties/ total purchases)	NIL	NIL
	b. Sales (Sales to related parties/total sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties/total loans and advances)	NIL	NIL
	d. Investments (Investments in related parties/ total investments made)	NIL	NIL

Leadership Indicators

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

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

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same:

Yes, the company has a "Code of Conduct for Directors and Senior Management" in compliance with SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, which contains the mechanism for disclosure of Conflict of Interest by Directors. All Board Members and Senior Management must adhere to the said Code upon their appointment and are required to confirm their ongoing adherence throughout their tenure.

Further, the Board Members and KMPs shall not enter into any material, financial and commercial transactions, where they have personal interests that may have a potential conflict with the interest of the company at large. The Directors do not participate in agenda items at the Board/Committee Meetings in which they are interested or deemed to be an interested party. If a conflict of interest still arises, relevant facts are disclosed in writing to the Board of Directors for Directors, and to Managers and above for Senior Management Personnel, explaining the circumstances and seeking further guidance.

<https://www.campusactivewear.com/sites/default/files/2022-06/Code%20of%20Conduct%20for%20Directors%20and%20Senior%20Management.pdf>

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 and Capex	3.09%	29.4%	<p>a) Busbars imported from Turkey for plant electrical utility.</p> <p>b) Expenditure in machines such as new product development, process specific inefficiencies reduction and technology and quality improvement.</p>
2.			
a.	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	Yes, the company is dedicated to integrating sustainability practices into its daily operations, which includes responsible sourcing of raw materials. Company sources its raw materials indigenously. Company is proactively exploring more options to further strengthen its environmental initiatives and minimize its ecological footprint.	
b.	If yes, what percentage of inputs were sourced sustainably?	Company is in the process of mapping sustainable procured materials.	
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)	The company is registered as an Importer under Plastic waste Management Rules, 2016 and ensures that plastic waste is disposed to registered recyclers only. In compliance of PCB guidelines, the Company has formulated a waste disposal plan.	
(b)	E-waste	Electronic waste is disposed of in accordance with the Environment Protection Act and other relevant regulations like E-waste Management Rules, Battery Waste Management Rules etc. Waste is disposed to government-approved recyclers.	
(c)	Hazardous waste	Hazardous waste is disposed off as per provisions of Consent to Operate (CTO) received from SPCB to all the manufacturing units. It is disposed off to registered recyclers.	
(d)	Other waste	-	
4.	Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.	Yes, the Company has Extended Producer Responsibility (EPR). Company is registered with the Central Pollution Control Board (CPCB) and has developed a comprehensive waste collection plan that complies with CPCB regulations. This plan ensures that our waste management practices are in line with environmental standards and supports our commitment to sustainability.	

Leadership Indicators

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

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

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Process Scrap Material*	0.51%	0.41%

*Recycled

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled (MT)	Safely Disposed
Plastics (including packaging)	NIL	NIL	21,744.61 Kg	NIL	NIL	
E-waste	NIL	NIL	805.15 Kg	NIL	NIL	
Hazardous waste	NIL	NIL	2,790.15 Litres of Oil Waste and 6,599 Numbers of empty Chemical Drums	NIL	NIL	
Other waste	NIL	NIL	3,776,512.23 Kg	NIL	NIL	

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

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

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	891	891	100%	891	100%	-	-	891	100%	0	0%
Female	60	60	100%	60	100%	60	100%	-	-	0	0%
Total	951	951	100%	951	100%	60	100%	891	100%	0	0%
Other than Permanent Employees											
Male	0	0	0%	0	0%	-	-	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	-	-	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	407	407	100%	407	100%	-	-	0	0%	0	0%
Female	22	22	100%	22	100%	22	100%	-	-	22	100%
Total	429	429	100%	429	100%	22	100%	0	0%	22	100%
Other than Permanent Workers											
Male	5,201	5,201	100%	5,201	100%	-	-	0	0%	0	0%
Female	943	943	100%	943	100%	943	100%	-	-	0	0%
Total	6,144	6,144	100%	6,144	100%	943	100%	0	0%	0	0%

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	6.57%	4.29%

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

Benefits	FY 2023-24			FY 2022-23		
	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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	9%	100%	Y	14%	100%	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:

The company does not currently employ any differently-abled staff. However, the Company's premises/offices are disabled friendly and are accessible to differently-abled employees and workers by means of lifts, staff assistance and other necessary human assistance.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

Yes, the company has implemented Equal Opportunity Policy which is available on the company's intranet.

We are dedicated to fostering an inclusive work culture and ensuring an environment free from any form of discrimination. We do not treat any of our employees and workers differently based on their race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other protected category as per applicable law.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	92%	80%
Female	100%	100%	64%	67%
Total	100%	100%	90%	76%

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes, workers have direct access to Plant HR and, if necessary, can escalate concerns to Corporate HR. All records are maintained with strict confidentiality to protect the privacy of those involved. Essential contact details for both Plant HR and Corporate HR are prominently displayed at all plant locations for easy reference. Additionally, suggestion and complaint boxes are available across all plant locations, allowing workers to share feedback or concerns discreetly.</p> <p>The Whistle-blower mechanism further empowers workers by providing a secure platform to report any unethical behavior or practices. Matters of concern can be brought to the attention of the Ethics Committee through personal discussions or by submitting a report via email to myvoice@campusshoes.com. This system ensures that all ethical issues are addressed promptly and appropriately.</p>
Other than Permanent Workers	
Permanent Employees	<p>Yes, the employees can reach out to Corporate HR in case of any grievances. The Whistle-blower mechanism empowers employees to report unethical behavior securely, ensuring that all concerns are addressed promptly and appropriately by mailing the concerns to myvoice@campusshoes.com.</p>
Other than Permanent Employees	N.A.

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

Category	FY 2023-24			FY 2022-23		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	NIL			NIL		
Male						
Female						
Total Permanent Workers	NIL			NIL		
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Male	891	891	100%	891	100%	793	793	100%	650	82%
Female	60	60	100%	60	100%	46	46	100%	38	83%
Total	951	951	100%	951	100%	839	839	100%	688	82%
Workers										
Male	5,608	5,608	100%	3,200	57%	5,456	5,456	100%	2,991	55%
Female	965	965	100%	316	33%	565	565	100%	340	60%
Total	6,573	6,573	100%	3,516	53%	6,021	6,021	100%	3,331	55%

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	891	891	100%	793	793	100%
Female	60	60	100%	46	46	100%
Total	951	951	100%	839	839	100%
Workers						
Male	407	362	88.94%	204	185	90.69%
Female	22	18	81.82%	11	9	81.82%
Total	429	380	88.58%	215	194	90.23%

Note: The performance and career development reviews of workers are only conducted for the permanent workers of Campus Activewear.

10. Health and safety management system:

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

Yes, a Health and Safety Committee is established in all units, where it implements a Health and Safety Policy. This reflects the company's commitment to maintain a safe and secure working environment for all employees and workers. The company has organized quarterly awareness sessions and training programs, including increased mock fire drills, safety committee meetings, and training on the use of various types of fire extinguishers.

We have implemented measures such as marking assembly points in factories and displaying fire exit plans on each manufacturing floor. We also conduct annual independent third-party safety and risk audits aimed at promoting a strong safety culture. Additionally, work-related safety kits are provided to all workers to enhance workplace safety.

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

Internal safety audits are routinely performed by Internal Auditors.

The workforce participates in periodic training and awareness sessions to effectively identify and report work-related hazards to the Safety Committee. Additionally, Company carries out annual independent third-party safety and other audits covering areas such as Health & Safety, Fire Safety, 5S, Quality Management, and Workers' Rights & Responsibilities. Regular workplace inspections are also conducted across all manufacturing units to identify potential work-related hazards.

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

Yes, Safety Committees are formed and regular Safety Committee meetings are convened to proactively identify and address workplace hazards. Our workforce receives ongoing, comprehensive training and awareness sessions, equipping them with the knowledge and tools necessary to recognize and report any work-related hazards. In line with our safety policy, employees and workers are strongly encouraged to report, any potential hazards, to their immediate supervisor, manager, or members of the Health and Safety Committee. This collaborative approach ensures that all safety concerns are promptly addressed, fostering a safer work environment for everyone.

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

Yes, 100% of employees and workers are covered under health and accident insurance. The company regularly organizes medical camps, providing employees and workers with convenient access to doctors for comprehensive health check-ups and consultations. Beyond these services, every employee & workers and their designated dependents are fully covered under ESI (as applicable) or medical insurance, ensuring comprehensive healthcare support.

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

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

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

The Company has taken several structured proactive safety initiatives with the objective of making the workforce safe.

Following initiatives are being monitored at periodic intervals to ensure the same:

1. Mock drills
2. Safety training
3. Internal Safety Audits
4. POSH awareness training
5. Introduction of state-of-art new machines, new technologies and environment friendly processes

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	N.A.	0	0	N.A.
Health & Safety	0	0	N.A.	0	0	N.A.

14. Assessments for the year:

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

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

The following preventive actions are undertaken on a regular basis:

1. Fire hydrant System
2. Mock fire drills and training on regular basis
3. Separate areas for chemical storage
4. PPE kits are provided
5. Safety officer to address & check the operations for safety
6. Earthing of electrical equipment

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)**
- (A) Employees - Health & accident insurance provided to all the employees. In the event of death, all employees and workers are duly compensated under The Employees Compensation Act, 1923.
- (B) Workers - Through Contractors in case of any unfortunate event during the course of employment.

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

Plant HR and Corporate HR teams are responsible for ensuring payment of statutory dues.

3. Provide the number of employees/workers having suffered high consequence work related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No) **No**

5. Details on assessment of value chain partners:

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

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: **N.A.**

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 identifies internal and external stakeholders based on whether they are impacted by the company or have an impact on the value-creation process. Based on this, the Company has identified Employees as internal stakeholder and shareholders, customers, value chain partners and regulators as external stakeholders.

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

Sl. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Employees	No	<ol style="list-style-type: none"> Corporate Communication Structured and focussed training programmes Efficient grievance redressal mechanism Emails/Meetings 	Ongoing/ Frequent	Employee well-being, Grievance handling, career development, event intimation
2	Customers	No	<ol style="list-style-type: none"> Company Website One-to-One interactions at Retail Stores Communication through Social Media Emails/Meetings/ Website publication 	Ongoing/Need based	Complaints handling and new product development communication and feedback
3	Shareholders/ Investors	No	<ol style="list-style-type: none"> E-mail, through post/ courier or newspaper as and when required through stock exchanges communication and website publication Annual General Meeting Press Releases Newspaper Publication Quarterly Earnings Call 	Quarterly/ Annually/Event based	Disseminating and sharing of financial and non-financial performance update with the shareholders with a view to update and also to seek their approval, as required
4	Value chain partners	No	Emails/Meetings	Ongoing	Vendor relationship, product knowledge sharing
5	Regulators/ Govt. Ministries	No	Advocacy meetings with local/state/national regulators/government ministries and seminars, media releases, conferences, membership in industry bodies	Ongoing	Compliance, Industry concerns
6	Communities - CSR Programs	Yes	Meetings, emails, letters etc.	Ongoing	Addressing community grievances and engaging in community upliftment activities

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:

Campus Activewear's objective is to create value for all stakeholders, including employees, customers, partners, vendors, government bodies, and the community. The company engages with these groups to understand their perspectives and address their requirements effectively.

The stakeholder's engagement mechanism is a key driving force towards strengthening and broadening the stakeholder relationship, thereby aiding in the identification of key material issues impacting the Company's growth. These ongoing engagements help the company to identify and monitor key economic, environmental, and social trends that can be incorporated into our overall business strategy.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity:

Yes, stakeholder inclusiveness and feedbacks, if received, it will be incorporated into the company's activities and action plans.

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

Corporate Social Responsibility is just not a compliance to the company, in fact it is a mean of serving the underprivileged & marginalized group.

The company has taken initiatives in the field of Education, food and sports for vulnerable/marginalized groups.

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 2023-24 (Current Financial Year)			FY 2022-23 (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	951	951	100%	839	839	100%
Other than permanent	0	0	0%	0	0	0%
Total Employees	951	951	100%	839	839	100%
Workers						
Permanent	429	429	100%	215	215	100%
Other than permanent	6,144	2,981	49%	5,806	5,219	90%
Total Workers	6,573	3,410	52%	6,021	5,434	90%

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

Category	FY 2023-24 (Current Financial Year)					FY 2022-23 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	951	0	0%	951	100%	839	0	0%	839	100%
Male	891	0	0%	891	100%	793	0	0%	793	100%
Female	60	0	0%	60	100%	46	0	0%	46	100%
Other than permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	429	51	12%	378	88%	215	0	0%	215	100%
Male	407	44	11%	363	89%	204	0	0%	204	100%
Female	22	7	32%	15	68%	11	0	0%	11	100%
Other than permanent	6,144	4,107	67%	2,037	33%	5,806	3,472	60%	2,334	40%
Male	5,201	3,319	64%	1,882	36%	5,252	3,151	60%	2,101	40%
Female	943	788	84%	155	16%	554	321	58%	233	42%

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

a. Median remuneration/wages:

(In ₹)

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	2	4,65,18,089	0	N.A.
Key Managerial Personnel	1	2,78,76,518	1	72,30,712
Employees other than BoD and KMP	891	3,91,493	60	7,28,391
Workers	407	1,91,823	22	1,50,255

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wages	10%	9%

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. Our organization prioritizes addressing human rights issues and their related impacts. Provisions related to human rights are included in the Employee policy handbook and code of conduct. The Internal Complaints Committee, consisting of a Presiding Officer, two employee representatives, and one member from an NGO, is tasked with investigating complaints related to sexual harassment. Notably, at least half of the committee members are women, ensuring a balanced and sensitive approach to such matters. Additionally, the HR Department is responsible for overseeing and addressing any human rights issues within the company, ensuring a safe and respectful workplace for all.

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

The Company is dedicated to upholding human rights principles throughout the organization and among its business partners. We are committed to cultivating an inclusive work culture and maintaining an environment free from discrimination. We ensure that all employees and workers are treated equitably, regardless of race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other protected characteristic as defined by applicable law.

To support this commitment, the Company has established a comprehensive code of conduct and a whistleblower mechanism that enables employees and workers to report grievances confidentially. Our documented policies and procedures are designed to address human rights violations effectively. Additionally, we have implemented robust processes and policies to prevent sexual harassment and ensure timely and fair resolution of related issues.

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Withdrawn	0	0	N.A.
Discrimination at workplace	0	0	N.A.	0	0	N.A.
Child Labour	0	0	N.A.	0	0	N.A.
Forced Labour/ Involuntary Labour	0	0	N.A.	0	0	N.A.
Wages	0	0	N.A.	0	0	N.A.
Other Human rights related issues	0	0	N.A.	0	0	N.A.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees/workers	0.1%	0
Complaints on POSH upheld	Withdrawn	0

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

The company has established a robust mechanism to fully protect whistle-blowers from any unfair practices. We take proactive measures to minimize any challenges they may encounter. As per policy, if a whistle-blower is called to provide evidence in criminal or disciplinary proceedings, their identity is kept strictly confidential to ensure their safety and privacy.

As per policy, we have created a supportive environment to address sexual harassment concerns with the highest level of confidentiality and sensitivity. Our approach ensures complete confidentiality for complainants, offering robust protection throughout the resolution process. We also provide access to support resources and take proactive measures to prevent retaliation, thereby fostering a safe, respectful, and supportive workplace for all employees and workers.

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

Yes, our business agreements and contracts explicitly incorporate human rights requirements as part of our commitment to upholding the highest standards of ethical conduct. We enforce comprehensive policies that prohibit forced labor, child labor, and sexual harassment, while also ensuring the right against discrimination, just and humane conditions of work, social security, and protection of wages. These principles are consistently incorporated across all agreements and contracts with stakeholders, including employees, vendors, and third parties, to ensure that our operations align with fundamental human rights values.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% (Conducted internally)
Forced/involuntary labour	100% (Conducted internally)
Sexual harassment	100% (Conducted internally)
Discrimination at workplace	100% (Conducted internally)
Wages	100% (Conducted internally)
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above:**N.A.****Leadership Indicators****1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints:**

There have been no significant human rights-related concerns or grievances reported in the last financial year. If a complaint is received, the Company has Internal committees to investigate such matters and bring a fair redressal to any such complaints

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

The company conducts internal periodic audits to ensure compliance for all relevant human rights laws and policies.

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, the Company's premises/offices are accessible to differently abled visitors by means of lifts, staff assistance and other necessary human assistance.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	No assessment was conducted in the financial year.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

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 2023-24 (Current Financial Year) (Giga Joules)	FY 2022-23 (Previous Financial Year) (Giga Joules)
From renewable sources		
Total electricity consumption (A)	4433.35	4559.00
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	4433.35	4559.00
From non-renewable sources		
Total electricity consumption (D)	68409.82	67531.10
Total fuel consumption (E)*	7530.40	17697.00
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	75940.22	85228.10
Total energy consumed (A+B+C+D+E+F)	80373.57	89787.10
Energy intensity per rupee of turnover (₹ in Million) (Total energy consumed/revenue from operations)	5.55	6.11
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (₹ in Million) (Total energy consumed/Revenue from operations adjusted for PPP)	1.34	1.54
Energy intensity in terms of physical output (No. of units)	0.0038	0.0035
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

***Note:**

- (1) During FY 23, significant power outages occurred due to a main grid failure, resulting in one plant operating on a DG for the month of May and June 2022.
- (2) LPG is used for operating hot and cold moulding machines.

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

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

Not Applicable

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

Parameter	FY 2023-24	FY 2022-23
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	0
(ii) Groundwater*	96234.78	40543.81
(iii) Third party water (tanker)	-	0
(iv) Seawater/desalinated water	-	0
(v) Water from municipal corporation	363.60	286.00
(vi) Water Bottles/Aquaguard (Ltr X number of bottle) (KL)**	0.59	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	96598.97	40829.81
Total volume of water consumption (in kilolitres)***	96601.37	40831.97
Water intensity per rupee of turnover (₹ in Million) (Total water consumption/Revenue from operations)	6.67	2.78
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (₹ in Million) (Total water consumption/Revenue from operations adjusted for PPP)	1.62	0.70
Water intensity in terms of physical output (No. of units)	0.0045	0.0016
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

*Note 1: Groundwater withdrawal data of FY 24 is sourced from water monitoring meters.

**Note 2: Consumption through water bottles is available for the Dehradun plant.

***Note 3: The total water consumption data for FY 23 has been updated to include the quantity of recycled water.

4. Provide the following details related to water discharged:

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	14062	14437
No treatment	-	-
With treatment – through STP plant	-	-
(ii) To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-

4. Provide the following details related to water discharged: (Contd.)

Parameter	FY 23-24 (Current Financial Year)	FY 22-23 (Previous Financial Year)
(iii) To Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	14062	14437

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

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

The Company is keen on reducing its water usage, and re-using treated waste water within the premises, leading to a Zero liquid discharge.

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

Parameter	Please specify unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	Tonnes	0.40	1.31
Sox	Tonnes	BDL*	0.03
Particulate matter (PM)	Tonnes	0.28	0.21
Persistent organic pollutants (POP)	Tonnes	N.A.	N.A.
Volatile organic compounds (VOC)	Tonnes	N.A.	N.A.
Hazardous air pollutants (HAP)	Tonnes	N.A.	N.A.
Others – Carbon Monoxide	Tonnes	0.31	0.05

*BDL - Below Detectable Limit

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	523.95	1192.35
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)*	tCO ₂ e	13605.96	13431.19
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/ ₹ in Million	0.98	0.99
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/ ₹ in Million	0.24	0.25
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/ No. of units	0.0007	0.0006
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

***Note:** We have restated data for FY22-23 for scope 2 emissions by reclassifying fuel types under renewable & non-renewable source

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

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

The Company has implemented the following measures with the goal of reducing greenhouse gas emissions:

- Connection of guest house and plant emergency lights to knitting UPS for running during holidays and SEB shutdowns leading to diesel saving.
- Replacement of fluorescent lamps with LED lights on replacement and failures.
- 1MW Solar Plant was installed at our Ganaur plant and has been operational since Jan'22.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Waste generated		
Plastic waste (A)	21.74	0
E-waste (B)	0.80	0
Bio-medical waste (C)	0	0

(in tonnes)

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

(in tonnes)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Construction and demolition waste (D)	0	33.23
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste (Oil-soaked cotton waste, DG filters, paint cans, chemical cans, paint residue, oil sludge, DG chimney soot, coolant oil and used oil). Please specify, if any. (G)	132.35	30.65
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2556.38	3143.73
Total (A + B + C + D + E + F + G + H)	2711.27	3207.61
Waste intensity per rupee of turnover (₹ in Million) (Total waste generated/Revenue from operations)	0.19	0.22
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (₹ in Million) (Total waste generated/Revenue from operations adjusted for PPP)	0.04	0.05
Waste intensity in terms of physical output (No. of units)	0.0001	0.0001
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2645.31	3143.73
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	2645.31	3143.73
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

Note: The Company is in the process of monitoring waste generation and further having a robust disposal mechanism to minimise waste sent to landfill.

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

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

Campus Activewear Limited is registered with the Central Pollution Control Board (CPCB) and has developed a comprehensive waste disposal plan that complies with CPCB regulations. All waste at Campus Activewear Limited is segregated at the source. Hazardous waste is sent to authorized vendors, ensuring compliance with the Hazardous & Other Wastes (Management and Transboundary Movement) Rules, 2016. Additionally, hazardous and electronic waste is disposed off following the Environment Protection Act and other relevant laws. By adhering to these regulations, the company ensures responsible waste management, minimizing environmental impact, and promoting sustainability. Company's commitment to proper waste disposal reflects dedication to environmental protection and compliance with all applicable laws and standards.

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

Sl. No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any
None of the operations are under ecologically sensitive areas			

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

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

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators

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

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

(i)	Name of the area	NIL
(ii)	Nature of operations	NIL

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed/turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover		The Company is currently not tracking Scope 3 emissions.	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

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

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of Wet scrubber unit in Ganaur plant for VOC treatment on EVA machines.	The silicon infused air is sucked through ducts and passed through water curtain to wash the harmful chemicals and treated air released in atmosphere.	1. VOC reduction in ambient air. 2. Operator fatigue reduced by inflow of fresh air on machines.
2	Installation of Effluent treatment plant for cleaning of coloring ink infused wastewater.	The water released post washing of tooling needed in coloring of soles is treated through ETP and the filtered water is then released in the discharge drain system.	1. Harmful chemicals removal from wastewater. 2. Reuse of water is also done for outer area washing.
3	Innovation on material transport by gravity sliders.	Transportation of shoe upper bags is done through gravity sliders from stores to assembly conveyors directly without damages.	1. Reduction of process fatigue. 2. Energy conservation.
4	Reuse of chemical containers.	Empty containers are cleaned and reused for green plantation in the plant premises for greenery and aesthetics improvement.	1. Waste reduction & reuse. 2. Plant visualization improvement.

5	Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.	The company's business continuity and disaster management plan ensure operational resilience against unforeseen disruptions such as natural disasters, manmade events, cyber-attacks, supply chain disruptions, etc. This plan identifies vulnerabilities and recommends essential measures to prevent and/or minimize their impact on operations. In the event of a disaster, the company's response strategy focuses on immediate action, safe evacuation, and effective incident management. The recovery plan prioritizes damage assessment, business continuity, IT recovery, and supply chain management. Regular reviews and continuous training ensure ongoing improvement and readiness. This plan guarantees swift restoration of operations, safeguarding our employees, customers, and stakeholders.
6	Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.	NIL
7	Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.	NIL

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/associations: 2

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

Sl. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Footwear Industries (CIFI)	National
2	Confederation of Indian Industries (CII)	National

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

Name of authority	Brief of the case	Corrective action taken
No cases of anti-competitive behaviour are registered against Campus Activewear		

Leadership Indicators

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

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

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

At Campus, we are dedicated to respecting and addressing community concerns through open communication, proactive engagement, and responsive actions. We offer a dedicated platform on our website where all stakeholders can directly provide feedback and share their concerns. Additionally, we have established an internal framework to ensure the prompt resolution of issues, complaints, and grievances, enabling swift and effective action when necessary.

The same can be accessed by: <https://www.campusactivewear.com/contact-us>

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directly sourced from MSMEs/small producers	28%	27%
Directly sourced within India	94%	89%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost:

Location	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Rural	NIL	NIL
Semi-urban	35.28%	36.66%
Urban	26.86%	31.43%
Metropolitan	37.86%	31.91%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NIL	

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
1	Uttar Pradesh, Delhi/NCR and Sports organised for Olympics/Para Olympics at State or National level, Education for poor and needy.	There is no aspirational district as foundation is catering to underprivileged Section across many states and district.	2.69 Crores

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

(b) From which marginalized/vulnerable groups do you procure?: NIL

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

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

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

Name of authority	Brief of the Case	Corrective action taken
NIL		

6. Details of beneficiaries of CSR Projects:

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Vishwas - The foundation is working for the underprivileged section of the society poor and needy including education to Girls in Computers and free Eye care.	Many	100%
2	OGQ- The Foundation is working for promotion of Sports and Games through program named OGQ. It is committed to bridging the gap between the best athletes in India and the best athletes in the world with a mission to support the Indian athletes in winning Olympic and Paralympic Gold medals. Vision of the foundation is to scout for potential medal talent, to help identify areas of support, and to work with all stakeholders to aid deserving talent of the Foundation for 123 athletes and 59 Para athletes in 10 sports viz Shooting, Badminton, Judo, Archery, Boxing, Wrestling, Powerlifting, Weightlifting, Table tennis and Athletics.	Many	Cannot be quantified

6. Details of beneficiaries of CSR Projects: (Contd.)

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
3	CSF - It is a Non-profit organisation with the vision of ensuring quality school education for all children in India towards executing the "NIPUN Bharat Mission" in Uttar Pradesh. CSF's vision is to work with the Government of Uttar Pradesh education department to improve the capacity to deliver Foundational Literacy and Numeracy (FLN) outcomes to about 76 Lakh students across 1.1 Lakh primary government schools across all 75 districts in the State.	Many	Cannot be quantified
4	Sewa Bharti - The foundation is imparting quality education from 6 th to 12 th standard to underprivileged children in our country to inculcate intellectual, physical, spiritual, religious, and moral education into children	Many	Cannot be quantified
5	Apna Ghar - The foundation provides all facilities like treatment, food, clothing, personal care, and medical/surgical treatments are provided free of cost, with the support and generosity of the society. Foundation provides first aid, food, personal hygiene and bathing, clothing, etc. as per the necessity and pick up the helpless and abandoned children/elderly, needy people living on the streets.	Many	100%
6	Sportz Village - The foundation is imparting sports training to students and providing sportz kits to students for their skill enhancement and preparation of sports at the state and national level. This foundation helps children from public schools (rural & urban) benefit from sports and physical education programs for improved developmental outcomes.	Many	100%

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

Essential Indicators

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

To facilitate seamless communication with our customers, the company offers multiple channels, including online service requests through our website - www.campusshoes.com, support number - 9667706012, which operates all 7 days a week from 10 am to 7 pm, an email Id - customercare@campusshoes.com, on which consumer can write us anytime, immediate response is sent to them and then a personalized response is sent within 48 hours. Our website features a comprehensive Return & Claims Policy, outlining the procedures for returns, exchanges, and complaints.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100% All mandatory declarations as required under the Legal Metrology Act and the Rules made thereunder are duly displayed on the Principal Display Panel (PDP) of the products.
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NIL	NIL	NIL	NIL
Advertising	NIL	NIL	NIL	NIL	NIL	NIL
Cyber-security	NIL	NIL	NIL	NIL	NIL	NIL
Delivery of Products	NIL	NIL	NIL	NIL	NIL	NIL
Quality of Products	1*	1	Matter under adjudication	1	1	Matter under adjudication
Restrictive Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Unfair Trade Practices	NIL	NIL	NIL	NIL	NIL	NIL
Other	11375	NIL	Pertaining to product and services	NIL	NIL	NIL

*Case filed in District consumer forum for quality issue.

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

	Number	Reasons for recall
Voluntary recalls	NIL	N.A.
Forced recalls	NIL	N.A.

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

Yes

<https://www.campusactivewear.com/privacy-policy>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services:

N.A.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: 0

b. Percentage of data breaches involving personally identifiable information of customers: 0

c. Impact, if any, of the data breaches: NIL

Leadership Indicators

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

The information related to the products is available on the company's website

www.campusshoes.com

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

Care instruction is included in the product descriptions available on our website, ensuring customers have easy access to maintenance information.

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

NA as the product is not included in the essential service.

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)

No. Though we don't have a structured customer feedback satisfaction process in place at present, however we sought feedback from consumers through GMB pages of stores and from the e-commerce partners.

We have also tested the product delivery feedback for our online stores (www.campusshoes.com) through our delivery partner.