

Date-July 10, 2024

BSE Limited

Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai-400 001

Scrip Code: 540205

Sub: Submission of Business Responsibility and Sustainability Report for FY 2023-24

Dear Sir,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the "**Business Responsibility and Sustainability Report**" for the Financial Year 2023-24.

This is for your information and record.

Thanking You

For Aditya Vision Limited

AKANKSH Digitally signed by
AKANKSHA ARYA
A ARYA Date: 2024.07.10
10:22:41 +05'30'

Akanksha Arya
Company Secretary

Business Responsibility & Sustainability Reporting

BRSR OVERVIEW:

Principle 1: Integrity, ethics, transparency and accountability

- 24 Training and awareness programs were conducted across levels in FY24, including for Board of Directors, Key Managerial Personnel, employees and workers, covering a range of topics such as regulatory requirements, strategy update, Code of Conduct, product delivery, safety, among others.

Principle 2: Sustainable and safe provision of goods and services

- As a consumer electronics retail chain, the Company focuses on offering top-quality products and exceptional service. While it does not invest directly in R&D for environmental and social impacts, it prioritizes sourcing from manufacturers who emphasize sustainability and responsibility, continually improving processes to positively impact the community and environment.

Principle 3: Well-being of all employees, including those in value chains

- 100% employees (total 2029) were provided with benefits such health insurance, PF, gratuity and ESI.
- 100% employees were trained on health & safety.
- Aditya Vision's open-door policy allows all employees to freely discuss concerns with their superiors or HR.

Principle 4: Responsibility and accountability to stakeholders

- Aditya Vision engages with all its stakeholders—shareholders/investors, employees, customers, vendors/suppliers, communities—periodically through various channels such as annual reports, press releases, digital, social and print media.

Principle 5: Respect and promote human rights

- All permanent employees receive wages above the minimum requirements, maintaining the trend from last year. The Head of Human Resources is responsible for addressing human rights issues, supported by a comprehensive grievance redressal system.

Principle 6: Respect & protect the environment

- As a consumer electronics retail chain, many indicators including GHG emissions are not subject to assessment.

Principle 7: Responsibly engage and influence public and regulatory policy

- The Company did not face any issues related to anti-competitive conduct in the financial year.

Principle 8: Promote inclusive growth and equitable development

- Aditya Vision, in its efforts to become a responsible corporate citizen, contributes to community development efforts through collaborative efforts in the area of healthcare, skill development in remote rural areas, supporting specially-abled individuals, among others.

Principle 9: Engage with customers responsibly

- The Company has a policy in place for on cyber security and risks related to data privacy. There were no incidents of data breaches during the year.

SECTION A: GENERAL DISCLOSURES

I DETAILS OF THE LISTED ENTITY

| | |
|--|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity | L32109BR1999PLC008783 |
| 2. Name of the Listed Entity | ADITYA VISION LIMITED |
| 3. Year of Incorporation | 1999 |
| 4. Registered address | 1 st , 2 nd & 3 rd Floor, Aditya House, M-20, Road No. 26, S. K. Nagar, Patna-800001, Bihar |
| 5. Corporate address | 1 st , 2 nd & 3 rd Floor, Aditya House, M-20, Road No. 26, S. K. Nagar, Patna-800001, Bihar |
| 6. E-mail id | cs@adityavision.in |
| 7. Telephone | 0612-2520674 |
| 8. Website | www.adityavision.in |
| 9. Financial year for which reporting is being done | April 1, 2023 to March 31, 2024 |
| 10. Name of the Stock Exchange(s) where shares are listed: | BSE Limited |
| 11. Paid-up Capital (in ₹) | 12,81,89,050 |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Name: Akanksha Arya Designation: Company Secretary Email Id: cs@adityavision.in Telephone Number: 0612-2520674 |
| 13. Reporting boundaries are the disclosures under this Report made on a standalone basis (i.e., only for the Company) or on a consolidated basis (i.e., for the Company and all the entities which form a part of its consolidated financial statements, taken together): | The disclosures under this report are made on a Standalone basis. |
| 14. Name of assurance provider | NA |
| 15. Type of assurance obtained | NA |

II. PRODUCTS/SERVICES

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|--|-----------------------------|
| 1 | Retail Trade | Retail Business of electronic products such as consumer electronics, home appliances, mobility and IT products | 98.63% |

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

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|------------------------|----------|---------------------------------|
| 1 | Electronics appliances | 4759 | 98.63% |

III. OPERATIONS

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

| Location | Operations/Showrooms |
|---------------|-----------------------|
| Bihar | 104 |
| Jharkhand | 24 |
| Uttar Pradesh | 17 |
| Total | 145 |
| Bihar | Registered Office (1) |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--|
| National (No. of States) | 03 States (Bihar, Jharkhand and Uttar Pradesh) |
| International (No. of Countries) | 0 |

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

c. A brief on types of customers: B2B and B2C

IV. EMPLOYEES

20. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------------|-------------|-------------|--------------|-----------|-------------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 2029 | 1939 | 95.56 | 90 | 4.44 |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total employees (D + E) | 2029 | 1939 | 95.56 | 90 | 4.44 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 5. | Other than Permanent (G) | 0 | 0 | 0 | 0 | 0 |
| 6. | Total workers (F + G) | 0 | 0 | 0 | 0 | 0 |

- b. Differently abled employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--|-----------|-----------|-----------|----------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 14 | 12 | 86 | 2 | 14 |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total differently abled employees (D + E) | 14 | 12 | 86 | 2 | 14 |
| 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 | 9 | 3 | 33 |
| Key Management Personnel | 5 | 2 | 40 |

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

| | FY Apr 23 - Mar 24 (Turnover rate in current FY) | | | FY Apr 22-Mar 23 (Turnover rate in previous FY) | | | FY Apr 21-Mar 22 (Turnover rate in year prior to the previous FY) | | |
|---------------------|---|--------|--------|--|--------|-------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 14.20% | 3.25% | 17.45% | 14.48% | 3.73% | 18.21 | 13.74% | 3.30% | 17.04 |
| Permanent Workers | - | - | - | - | - | - | - | - | - |

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

| S. 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) |
|--------|--|--|-----------------------------------|--|
| - | - | - | - | - |

VI. CSR DETAILS

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

(ii) Turnover (in ₹)- 1,74,329.24 lakh

(iii) Net worth (in ₹)- 48,672.31 lakh

VII. TRANSPARENCY AND DISCLOSURES 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 |
| Communities | Yes | 0 | 0 | - | 0 | 0 | - |
| Investors (other than shareholders) | NA | - | - | - | - | - | - |
| Shareholders | Yes | 0 | 0 | - | 0 | 0 | - |
| Employees and workers | Yes | 0 | 0 | - | 0 | 0 | - |
| Customers | Yes | 12 | 0 | - | 7 | 0 | - |
| Other (please specify) | - | - | - | - | - | - | - |

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

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--|---|--|--|
| 1 | Customer Engagement and Satisfaction | Opportunity | Customer engagement is crucial to understand expectations of the customers and manage risks. By aligning with customer needs, the Company can aim to achieve positive outcomes and long-term success. | - | Positive |
| 2 | Market Presence, distribution Network & Channels | Opportunity | A larger market footprint increases brand visibility, enabling the Company to reach a broader customer base. Simultaneously, an effective distribution network ensures product availability and timely delivery, enhancing customer satisfaction. | - | Positive |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

| | |
|----|---|
| P1 | Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent, and accountable |
| P2 | Businesses should provide goods and services in a manner that is sustainable and safe |
| P3 | Businesses should respect and promote the well-being of all employees, including those in their value chains |
| P4 | Businesses should respect the interest of and be responsive towards all its stakeholders |
| P5 | Businesses should respect and promote human rights |
| P6 | Businesses should respect, protect and make efforts to restore the environment |
| P7 | Businesses when engaging in influencing public and regulatory policy should do so in a manner that is responsible and transparent |
| P8 | Businesses should promote inclusive growth and equitable development |
| P9 | Businesses should engage with and provide value to their consumers in a responsible manner |

| 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 | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Web Link of the Policies, if available | https://adityavision.in/investors/disclosures-under-regulation-46-lodr.html | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | ISO 9001:2015 | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | No | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | NA | | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure). | | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Name: Yashovardhan Sinha Designation: Managing Director DIN: 01636599 | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on Sustainability related issues? (Yes / No). If yes, provide details. | Yes Name: Yashovardhan Sinha Designation: Managing Director DIN: 01636599 | | | | | | | | |
| 10. Details of Review of NGRBCs by the Company: | | | | | | | | | |
| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) | | | |
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | Committees of the Board | | | | | Quarterly | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | There are no statutory violations/non-compliances with respect to each principle by the Company. | | | | | | | | |
| 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 |
| | No | No | No | No | No | No | No | No | No |

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

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

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

| Segment | Total number of training and awareness programs held | Topics/principles covered under the training and its impact | Percentage of persons in respective category covered by the awareness programs |
|-----------------------------------|--|--|--|
| Board of Directors | 5 | Update on regulatory requirements, strategy update, industry outlook and changes, Code of Conduct, business update | 100% |
| Key Managerial Personnel | 4 | Update on regulatory requirements, strategy update, Code of Conduct | 100% |
| Employees other than BoD and KMPs | 15 | Product delivery related trainings, leadership training, skill upgradation, safety trainings | 95% |
| Workers | 0 | - | - |

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

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

| Monetary | | | | | |
|-----------------|--|-----------------|-------------------|--|--|
| NGRBC Principle | Name of the regulatory/enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) | |
| Penalty/ Fine | NIL | 0 | - | NO | |
| Settlement | NIL | 0 | - | NO | |
| Compounding fee | NIL | 0 | - | NO | |
| Non-Monetary | | | | | |
| NGRBC Principle | Name of the regulatory/enforcement agencies/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) | |
| Imprisonment | | - | | | |
| Punishment | | - | | | |

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

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

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. No

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:

| Benefits | 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 | NA | 0 | NA |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | NA |

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

Leadership Indicators

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

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

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. - No

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.

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

2. a. Does the entity have procedures in place for sustainable sourcing? - No
 b. If yes, what percentage of inputs was sourced sustainably? - NA
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for
 (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste. - NA
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same. No

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. |
|----------|--------------------------|---------------------------------|--|---|---|
| NA | NA | NA | NA | NA | NA |

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 |
|---------------------------|-----------------------------------|--------------|
| Electricity use | NA | NA |
| Plastic Shopping bags | NA | NA |
| Scrap Disposal | NA | NA |

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

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|---|
| | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
| NA | NA | NA |

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 | Safely Disposed |
| Plastics (including packaging) | - | - | - | - | - | - |
| E-waste | - | - | - | - | - | - |
| Hazardous waste | - | - | - | - | - | - |
| Other waste | - | - | - | - | - | - |

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

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

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

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

| Category | Total (A) | Percentage of Employees Covered by | | | | | | | | | |
|---------------------------------------|-------------|------------------------------------|------------|-------------|------------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | | Health insurance | | Accident | | 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 | 1939 | 1939 | 100 | 1939 | 100 | NA | NA | NA | NA | NA | NA |
| Female | 90 | 90 | 100 | 90 | 100 | 90 | 100 | NA | NA | NA | NA |
| Total | 2029 | 2029 | 100 | 2029 | 100 | 90 | NA | NA | NA | NA | NA |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |

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

| Category | Total (A) | Percentage of Employees Covered by | | | | | | | | | |
|---------------------------------------|-----------|------------------------------------|---------|------------|---------|--------------------|---------|--------------------|---------|---------------------|---------|
| | | Health insurance | | Accident | | 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 | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | - | - | - | - | - | - | - | - |

- 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 | NA | 0 |

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

| Benefits | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
|-------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | - | Yes | 100% | - | Yes |
| Gratuity | 100% | - | Yes | 100% | - | Yes |
| ESI | 100% | - | Yes | 100% | - | Yes |
| 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. - NA

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. – NA
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% | - | - |
| Female | 100% | 100% | - | - |
| Total | 100% | 100% | - | - |

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

| Permanent Workers | Yes/No (If yes, then give details of the mechanism in brief) |
|--------------------------------|---|
| Other than Permanent Workers | Yes, the Company has implemented an open-door approach for every employee, regardless of their position to freely raise and discuss their concerns with their superiors or the HR department. |
| Permanent Employees | |
| Other than Permanent Employees | |

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

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

8. Details of training given to employees and workers:

| Category | FY 2023-24 (Current Financial Year) | | | | | FY 2022-23 (Previous Financial Year) | | | | |
|------------------|--|-------------------------------|------------|----------------------|------------|---|-------------------------------|-------------|----------------------|-------------|
| | Total (A) | On Health and safety measures | | On Skill upgradation | | Total (D) | On Health and safety measures | | On Skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 1939 | 1939 | 100 | 1939 | 100 | 1347 | 1347 | 100% | 1347 | 100% |
| Female | 90 | 90 | 100 | 90 | 100 | 65 | 65 | 100% | 65 | 100% |
| Total | 2029 | 2029 | 100 | 2029 | 100 | 1412 | 1412 | 100% | 1412 | 100% |
| Workers | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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

| Category | FY 2023-24 (Current Financial Year) | | | FY 2022-23 (Previous Financial Year) | | |
|------------------|--|-------------|-------------|---|-------------|-------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 1939 | 1939 | 100% | 1347 | 1347 | 100% |
| Female | 90 | 90 | 100% | 65 | 65 | 100% |
| Total | 2029 | 2029 | 100% | 1412 | 1412 | 100% |
| Workers | | | | | | |
| Male | - | - | - | - | - | - |
| Female | - | - | - | - | - | - |
| Total | - | - | - | - | - | - |

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system? – Yes, we have an occupational health and safety Management System in place at all our showrooms and offices including health insurance for all of our employees.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? - NA
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No) - No
- Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No) – Yes

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

| Safety Incident/Number | Category | FY 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 | - |
| | Workers | - | - |
| Total recordable work-related injuries | Employees | 0 | - |
| | Workers | - | - |
| No. of fatalities | Employees | 0 | - |
| | Workers | - | - |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | - |
| | Workers | - | - |

12. Describe the measures taken by the entity to ensure a safe and healthy work place. - The Company has implemented a comprehensive set of health and safety measures to priorities the well-being of its employees. This includes regular store sanitization to maintain a clean and hygienic environment. Strict adherence to all health and safety protocols is followed diligently to ensure a healthy and secure working environment for everyone. All showrooms are manned by security guards and are under strict surveillance.

13. 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 |
| Working Conditions | 0 | 0 | 0 | 0 | 0 | 0 |
| Health & Safety | 0 | 0 | 0 | 0 | 0 | 0 |

14. Assessments for the year:

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

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

Leadership Indicators

- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N). - Yes
- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners. NA
- 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 | 0 | 0 | 0 | 0 |
| Workers | - | - | - | - |

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 | 0 |
| Working Conditions | 0 |

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. - NA

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

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity. - The Company identifies its stakeholders, which includes customers, value chain partners, communities, regulatory/ industry bodies, investors, and employees. Efforts are made to continuously identify additional key stakeholders.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/ No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|--------------------------|--|--|--|---|
| Shareholders/ Investors | No | Annual reports, earnings calls, newspaper advertisement/ notices, Company's website, annual general meetings and press releases. | Quarterly, annual, event-based | To provide information and update on the Company's performance. |
| Employees | No | Code of conduct, trainings, appraisal, awards and recognition, emails. | Event-based, quarterly | To understand their needs, communicate performance of the Company and recognize them for their performance. |
| Customers | No | Face to face interactions, social media platforms, surveys, emails, SMS | Daily and Event Based | To receive inputs, comprehend customer requirements, and prioritize customer satisfaction. |
| Vendors/ Suppliers | No | Emails, calls, supplier meetings | Ongoing and event-based | Business update. |
| Communities | Yes | NGOs | event-based | To understand the needs of community and support the marginalized and vulnerable groups as per CSR Policy. |
| Regulatory Bodies | No | Statutes and regulations | event-based | Statutory and regulatory compliances. |

Leadership Indicators

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

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 | 2029 | 2029 | 100% | - | - | - |
| Other than permanent | 0 | 0 | 0% | - | - | - |
| Total Employees | 2029 | 2029 | 100% | - | - | - |
| Workers | | | | | | |
| Permanent | - | - | - | - | - | - |
| Other than permanent | - | - | - | - | - | - |
| Total Workers | - | - | - | - | - | - |

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 Minimum to Wage | | More than Minimum Wage | | Total (D) | Equal Minimum to Wage | | More than Minimum Wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent Employees | 1939 | 0 | 0 | 1939 | 100% | 1412 | - | - | 1412 | 100% |
| Male | 90 | 0 | 0 | 90 | 100% | 1347 | - | - | 1347 | 100% |
| Female | 2029 | 0 | 0 | 2029 | 100% | 65 | - | - | 65 | 100% |
| Other than permanent Employees | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Workers | | | | | | | | | | |
| Permanent Workers | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Other than permanent workers | - | - | - | - | - | - | - | - | - | - |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |

3. Details of remuneration/salary/wages:

- a. Median remuneration/wages: (₹ in lakhs)

| | Male | | Female | |
|-----------------------------------|--------|--|--------|--|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 6 | 360 | 3 | 240 |
| Key Managerial Personnel | 3 | 376.38 | 2 | 83.19 |
| Employees other than BoD and KMPs | 1936 | 3900.15 | 88 | 142.87 |
| Workers | 0 | 0 | 0 | 0 |

- 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 | 4.49 | 4.25 |

4. Do you have a focal point (individual/committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No) - Yes, the Company has assigned the responsibility of addressing human rights issues or impacts to the Head of the Human Resource department.
5. Describe the internal mechanisms in place to redress grievances related to human rights issues. – Yes, upon receipt, all grievances are promptly addressed by the respective Heads, Managers, and HR Department. Thorough investigations are conducted, and appropriate actions are taken to resolve issues and complaints effectively. In cases where necessary, disciplinary actions are initiated.
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 | - | - | - | - | - | - |
| Discrimination at workplace | - | - | - | - | - | - |
| Child Labor | - | - | - | - | - | - |
| Forced Labor/Involuntary Labor | - | - | - | - | - | - |
| Wages | - | - | - | - | - | - |
| Other human rights related issues | - | - | - | - | - | - |

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) | 0 | 0 |
| Complaints on POSH as a % of female employees / workers | 0 | 0 |
| Complaints on POSH upheld | 0 | 0 |

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases. - The Company believes in the conduct of the affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity and ethical behaviour. The Company is committed to developing a culture where it is safe for all employees to raise concerns about any event or misconduct. The entity has a robust Whistle Blower Policy and Internal Complaints Committee ("ICC") to safeguard confidentiality of the complainant thereby preventing adverse consequences to the complainant in discrimination and harassment cases.
9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) - Yes
10. Assessments for the year:

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

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

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. - No
2. Details of the scope and coverage of any human rights due-diligence conducted. - NA
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? - Yes
4. Details on assessment of value chain partners: NA

% of value chain partners (by value of business done with such partners) that were assessed

| |
|--------------------------------|
| Sexual Harassment |
| Discrimination at workplace |
| Child Labor |
| Forced Labor/Involuntary Labor |
| 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. - NA

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

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

| Parameter | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--|--|---|
| From renewable sources | | |
| Total electricity consumption (A) | 1,26,31,750 units | 90,40,875 units |
| Total fuel consumption (B) | 55,555.56 Litres | 40,000 Litres |
| Energy consumption sources through other (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | - | - |
| From non-renewable sources | | |
| Total electricity consumption (D) | - | - |
| Total fuel consumption (E) | - | - |
| Energy consumption through other sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | - | - |
| Total energy consumed (A+B+C+D+E+F) | - | - |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | - | - |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | - | - |
| Energy intensity in terms of physical output | - | - |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. - No, Performance Achieve Trade Scheme is not applicable for the Company.

3. Provide details of the following disclosures related to water, 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 | NA | NA |
| (ii) Groundwater | NA | NA |
| (iii) Third party water | NA | NA |
| (iv) Seawater / desalinated water | NA | NA |
| (v) Others | NA | NA |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | NA | NA |
| Total volume of water consumption (in kilolitres) | NA | NA |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | NA | NA |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | NA | NA |
| Water intensity in terms of physical output | NA | NA |
| Water intensity (optional) – the relevant metric may be selected by the entity | NA | NA |

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

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 | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| (ii) To Groundwater | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| (iii) To Seawater | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment (ETP having primary,secondary and tertiary treatment) | NA | NA |
| (iv) Sent to third-parties | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment (ETP having primary,secondary and tertiary treatment) | NA | NA |
| (v) Others | NA | NA |
| - No treatment | NA | NA |
| - With treatment – please specify level of treatment | NA | NA |
| Total water discharged (in kilolitres) | NA | NA |

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
- NA
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 | - | - | - |
| SOx | - | - | - |
| Particulate matter (PM) | - | - | - |
| Persistent organic pollutants (POP) | - | - | - |
| Volatile organic compounds (VOC) | - | - | - |
| Hazardous air pollutants (HAP) | - | - | - |
| Others – please specify | - | - | - |

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

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and 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) | Metric tonnes of CO ₂ equivalent | Not assessed | Not assessed |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | Not assessed | Not assessed |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tonnes of CO ₂ equivalent | Not assessed | Not assessed |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted | Metric tonnes of CO ₂ equivalent | Not assessed | Not assessed |

| Parameter | Unit | FY 2023 -24 (Current Financial Year) | FY 2022 -23 (Previous Financial Year) |
|---|------|---|--|
| for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | NA | NA | NA |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | NA | NA | NA |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | NA | NA | NA |

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

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.
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 (in metric tonnes) | | |
| Plastic waste (A) | - | - |
| E-waste (B) | - | - |
| Bio-medical waste (C) | - | - |
| Construction and demolition waste (D) | - | - |
| Battery waste (E) | - | - |
| Radioactive waste (F) | - | - |
| Other Hazardous waste. Please specify, if any. (G) | - | - |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | - | - |
| Total (A+B + C + D + E + F + G + H) | - | - |

| Parameter | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|---|--|---|
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | NA | NA |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | NA | NA |
| Waste intensity in terms of physical output | NA | NA |
| Waste intensity (optional) – the relevant metric may be selected by the entity | NA | NA |
| 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 | - | - |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| Total | - | - |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | - | - |
| (i) Incineration | - | - |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations | - | - |
| Total | - | - |

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.

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. - NA
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:

| S. 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. |
|-------|----------------------------------|--------------------|---|
| | | No | |

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 |
|-----------------------------------|----------------------|------|---|--|-------------------|
| | | | NA | | |

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:

| S. No | Specify the law / regulation/ guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / actions taken by regulatory agencies such as pollution control boards or by courts | Relevant Web link |
|-------|--|---------------------------------------|--|-------------------|
| | | | NA | |

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

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

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 CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) | Metric tonnes of CO2 equivalent | NA | NA |
| Total Scope 3 emissions per rupee of turnover | | NA | NA |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | NA | NA |

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct and indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities. - NA
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:

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|--------|-----------------------|--|---------------------------|
| | | NA | |

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. Yes, company has opted for insurance on inventory at all showrooms and warehouses and also of inventory in transit, showrooms and warehouses are covered by fire and theft insurance
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. - NA
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. - NA

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

Essential Indicators

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

| S. No | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|-------|---|---|
| - | - | - |

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

| Name of authority | Name of authority | Corrective action taken |
|-------------------|-------------------|-------------------------|
| | NA | |

Leadership Indicators

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

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

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 |
|-----------------------------------|---------------------|----------------------|---|---|-------------------|
| NA | | | | | |

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 INR) |
|--------|--|-------|----------|---|--------------------------|---|
| NA | | | | | | |

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

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

| | FY 2023-24 (Current Financial Year) | FY 2022-23 (Previous Financial Year) |
|--|--|---|
| Directly sourced from MSME/small producers | - | - |
| Directly from within India | 100% | - |

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 | - | - |
| Semi-urban | 8.94 | - |
| Urban | 38.12 | - |
| Metropolitan | 52.94 | - |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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 |
|--|-------------------------|
| - | - |

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

| S. No. | State | Aspirational District | Amount spent (In INR) |
|--------|-------|-----------------------|-----------------------|
| - | - | - | - |

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

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

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

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:

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

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 |
|-------------------|-------------------|-------------------------|
| - | - | - |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|-------------|---|--|
| - | - | - | - |

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. - The Company has 40 seats of customer call centres (Aditya Seva) to address the consumer complaints and feedback.
2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

| Details of negative social impact identified | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | 100 |
| 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) | | | FY 2022-23 (Previous Financial Year) | | |
|--------------------------------|--|-----------------------------------|---------|---|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | 0 | 0 | - | 0 | 0 | - |
| Advertising | 0 | 0 | - | 0 | 0 | - |
| Cyber-security | 0 | 0 | - | 0 | 0 | - |
| Delivery of essential services | 0 | 0 | - | 0 | 0 | - |
| Services | 0 | 0 | - | 0 | 0 | - |
| Restrictive trade practices | 0 | 0 | - | 0 | 0 | - |
| Unfair trade practices | 0 | 0 | - | 0 | 0 | - |
| Other | 12 | 0 | - | 7 | 0 | - |

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

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0 | NA |
| Forced recalls | 0 | NA |

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://adityavision.in/>
6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services: NA
7. Provide the following information relating to data breaches:
- Number of instances of data breaches - 0
 - Percentage of data breaches involving personally identifiable information of customers. - 0
 - Impact, if any, of the data breaches. - 0

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available). <https://adityavision.in/>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.
- Specific guidelines and brief given by the store employees to the customers at the time of purchase or installation. Further queries are addressed through Aditya Seva, our customer call centre
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services. – Optimized and active 24*7 availability of customer support for customers, Aditya Seva
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) - NA