

To,  
Listing Manager,  
The National Stock Exchange of India Ltd.,  
Exchange Plaza, Plot No: C/1, G Block,  
Bandra Kurla Complex- Bandra(E),  
Mumbai - 400051

The Secretary  
BSE Limited  
PJ Towers  
Dalal Streets  
Mumbai- 400001

**Symbol: EMIL**  
**Series: EQ**  
**ISIN: INE02YR01019**

**Scrip Code: 543626**

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

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Integrated Annual Report of the Company for the financial year 2022-23.

We request you to take this on record.

Thanking You,  
For and on behalf of **Electronics Mart India Limited**

**Rajiv Kumar**  
Company Secretary and Compliance Officer

Date: 28<sup>th</sup> July 2023  
Place: Hyderabad

## ANNEXURE 4

# Business Responsibility



# Sustainability Report



### SECTION A

#### GENERAL DISCLOSURES

##### I. Details of the listed entity

- |  |   |
|--|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity  | ▶ L52605TG2018PLC126593   |
| 2. Name of the Listed Entity   | ▶ Electronics Mart India Limited  |
| 3. Year of incorporation   | ▶ 2018  |
| 4. Registered office address   | ▶ 6-1-91, Shop No. 10, Ground Floor, Next to Telephone Bhawan, Secretariat Road, Saifabad, Hyderabad - 500004 |
| 5. Corporate address   | ▶ 6-3-666/A1 to 7, Opp. NIMS Hospital, Panjagutta Main Road, Hyderabad - 500082                               |
| 6. E-mail  | ▶ communications@bajajelectronics.in  |
| 7. Telephone   | ▶ 040-23230244  |
| 8. Website   | ▶ www.electronicmartindia.com   |
| 9. Financial year for which reporting is being done  | ▶ 2022-23   |
| 10. Name of the Stock Exchange(s) where shares are listed  | ▶ National Stock Exchange of India Limited<br>▶ BSE Limited   |
| 11. Paid-up Capital  | ▶ ₹3,84,74,87,620   |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report   | ▶ Rajiv Kumar,<br>▶ 040-23230244<br>▶ csrajivkumar@bajajelectronics.in  |
| 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). | ▶ Standalone  |

## II. Products/services

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

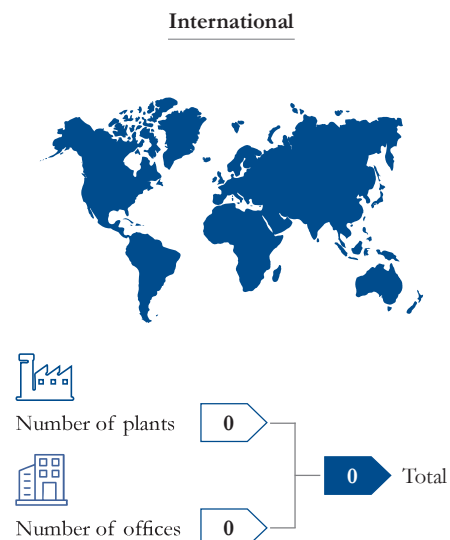
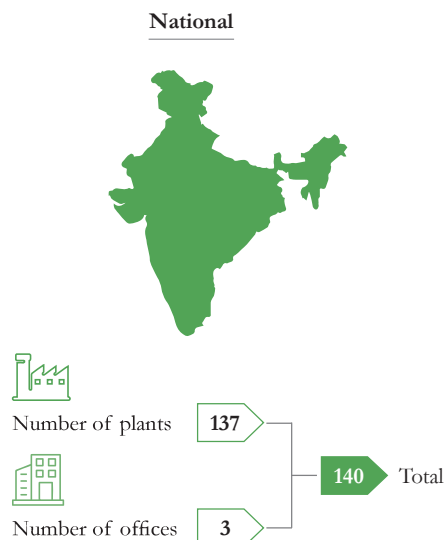
Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Trade	Retail	98.42%
Trade	Wholesale	1.11%
Trade	E-Commerce	0.47%

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

	Product/Service	NIC Code	% of total Turnover contributed
1	Retail sale of gas stoves, cooking/kitchen appliances.	47593	4.54
2	Retail sale of refrigerators, washing machines, and other electrical/electronic household goods.	47594	31.48
3	Retail sale of computers and computer peripherals.	47411	7.21
4	Retail sale of telecommunication equipment.	47414	36.60
5	Retail sale of audio and video equipment in specialised stores.	47420	17.85
6	Wholesale of radio, television and other consumer electronics including CD/DVD players and recorders	46522	1.11

## III. Operations

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



**17. Markets served by the entity:**

**a. Number of locations**

Locations	Number
National (No. of States)	8
International (No. of Countries)	0

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

0%



**c. A brief on types of customers**

Electronics Mart India Limited (EMIL) serves a diverse range of customers, primarily focusing on the B2C (Business-to-Consumer) segments within the consumer industry. By specializing in these customer categories, EMIL is able to effectively meet the needs and preferences of individual consumers.

**IV. Employees**



**18. 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)
 <b>Employees</b>						
1	Permanent (D)	2269	2148	94.67%	121	5.33%
2	Other than Permanent (E)	0	0	0%	0	0%
3	Total employees (D + E)	2269	2148	94.67%	121	5.33%
 <b>Workers*</b>						
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%

\* We do not have workers in our Company

**b. Differently abled Employees and workers:**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
 <b>Differently Abled Employees</b>						
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%
 <b>Differently Abled Workers</b>						
4	Permanent (F)	0	0	0%	0	0%
5	Other than permanent (G)	0	0	0%	0	0%
6	Total differently abled workers	0	0	0%	0	0%

### 19. Participation/Inclusion/Representation of women

	No. and percentage of Females		
	Total (A)	No. (B)	% (B / A)
 Board of Directors	6	2	33.33%
 Key Management Personnel	5	1	20.00 %

### 20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	2022-2023 (Turnover rate in current FY)			2021-2022 (Turnover rate in previous FY)			2020-2021 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	40.61%	64.08%	41.74%	40.04%	26.92%	39.50%	36.01%	55.07%	36.84%
Permanent Workers	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	0.27	N.A.

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

### 18. Details as at the end of Financial Year:

#### 21. (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 indicate at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Cloudnine Retail Private Limited	Subsidiary	100%	No
2	EMIL CSR Foundation	Subsidiary	100%	No

## VI. CSR Details

### 18. Details as at the end of Financial Year:

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

Yes

#### (ii) Turnover (in ₹ Million)







54,567.52

(iii) Net worth (in ₹ Million)

11,843.64

## VII. Transparency and Disclosures Compliances

### 23. 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)	2022-2023 Current Financial Year			2021-2022 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	No	-	-	-	-	-	-
 Investors (other than shareholders)	Yes <a href="#">Weblink</a>	5	0		0	0	
 Shareholders	Yes <a href="#">Weblink</a>	5	0		0	0	
 Employees and workers	Yes <a href="#">Weblink</a>	0	0		0	0	
 Customers*	Yes <a href="#">Weblink</a>	2,352	0		1,892	0	
 Value Chain Partners	No	-	-	-	-	-	-
 Other (please specify)	-	-	-	-	-	-	-

\*Include telephonic complaints and support provided.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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.	Supply chain management	Opportunity	Emphasizing sustainability within the supply chain can also cater to increasing consumer demand for environmentally responsible products, boosting the Company's reputation. Moreover, resilient supply chains can help the Company navigate disruptions, giving it a competitive edge in the dynamic retail market		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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.	Customer Relationship Management-	Opportunity	For an electronics retail chain company, effective customer relationship management (CRM) presents a significant opportunity. By nurturing customer relationships through personalised service, responsive support, and targeted marketing, the Company can enhance customer loyalty and increase repeat business. A robust CRM strategy can also provide valuable insights into customer preferences and behavior, enabling the Company to tailor its offerings and improve its product mix, ultimately driving sales growth and enhancing profitability.		Positive
3.	Privacy protection and data security	Risk	The handling of vast customer data, including sensitive personal and payment information, means that any data breach could have severe consequences, including financial loss, legal penalties, and damage to reputation. Furthermore, failure to uphold privacy standards can erode customer trust, leading to potential loss of business and affecting the Company's long-term viability.	Our approach to privacy protection and data security is multi-faceted. We've implemented a robust IT policy that covers all phases of the data lifecycle, including acquisition, use, storage, and disposal. This ensures data protection at each level. Our 'Defence in Depth' strategy adds multiple layers of security measures, creating a more robust protection system. We place great emphasis on personnel and customer data security, training employees about safe data handling practices and employing advanced encryption for customer data. Additionally, we comply with all local and international data privacy laws and regulations to maintain the highest level of data security.	Negative
4.	Community Development: - Empowering SMEs and Women Entrepreneurs for Employment Generation	Opportunity	By offering support and partnering with these entities, the Company can diversify its supply chain, foster innovation, and create more jobs.  This also aligns with growing consumer demand for responsible businesses. Furthermore, promoting women entrepreneurs can enhance the Company's reputation, attract a broader customer base, and contribute to local economies, positioning the Company as a positive force in the communities it serves.		Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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)
5.	Business ethics and anti-corruption	Risk	The key area relevant to business ethics is the management of issues such as fraud, executive misconduct, corrupt practices, money laundering, or anti-trust violations. Ethics violations can lead to police investigations, hefty fines, settlement costs, and damage to reputation.	To manage ethical and conduct risks in business, we've implemented a comprehensive ethics program and a transparent code of conduct. These guidelines are thoroughly ingrained in our business operations and communicated efficiently. Regular awareness initiatives via training and education programs fortify these practices. For compliance risk mitigation, we ensure a deep comprehension of applicable laws and regulations, execute frequent audits, and uphold strict internal policies. This is bolstered by continuous training for employees, fostering an environment that values and prioritises compliance.	Negative
6.	Corporate Governance	Risk	Businesses are assessed based on their performance across all key governance issues, which include ownership & control, Board pay, accounting, business ethics, and tax transparency. This topic examines the effect that a company's corporate governance and business ethics practices have on its shareholders and other investors.	The Company's foundation is built on key values like transparency, integrity, professionalism, and accountability. It relentlessly works to strengthen these aspects, employing innovative approaches for optimal resource utilisation and seizing opportunities for success. This is achieved through suitable empowerment and motivation. Additionally, it places a strategic emphasis on the continuous growth and development of its employees as a means to drive the Company's advancement.	Negative
7.	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. Leveraging various channels, including online platforms and physical stores, provides multiple touchpoints for customers, potentially driving higher sales and strengthening the Company's competitive position		Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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)
8.	Ethical Marketing	Opportunity	By adopting honest, transparent, and responsible marketing practices, the Company can enhance its brand reputation and gain customer trust. This approach can attract ethically-conscious consumers and differentiate the Company in a competitive market. Ethical marketing also reduces the risk of legal issues related to false advertising or deceptive practices, ultimately supporting long-term business sustainability and growth.		Positive

## SECTION B

### MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	No	Yes	No	Yes	No	No	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	No	Yes	No	Yes	No	No	Yes	No
c. Web Link of the Policies, if available	<a href="#">Link</a>	-	<a href="#">Link</a>	-	<a href="#">Link</a>	-	-	<a href="#">Link</a>	<a href="#">Link</a>
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	No	Yes	No	Yes	No	No	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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.	No	No	No	No	No	No	No	No	No
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No	No	No	No	No	No	No	No	No

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>As the director responsible for the Business Responsibility Report, I'm proud to share our progress on addressing ESG (Environmental, Social, Governance) issues. This year, we completed our inaugural BRSR, an important step that involved conducting a materiality assessment, identifying key stakeholders, and calculating our GHG emissions, water, and energy footprint.</p> <p>Addressing challenges such as privacy and data security, corporate governance, business ethics, and compliance, we've made significant strides. Our opportunities lie in areas, like supply chain management, community development, sustainable packaging, and customer satisfaction, and we're making consistent efforts in these directions.</p> <p>To reduce our environmental impact, we've set tangible targets. We've partnered with the Edge Group to install solar panels with Smart switches across our offices and retail outlets, significantly contributing to our renewable energy usage. We're also actively working towards reducing water consumption and single-use plastics. This is demonstrated by our initiative to install Reverse Osmosis systems in outlets to decrease reliance on bottled water.</p> <p>Furthermore, we're committed to offsetting our carbon footprint by developing a green belt initiative, which will not only beautify our surroundings but also mitigate GHG emissions.</p> <p>Our achievements in this journey are noteworthy. We've established an ESG committee to oversee and strategise our sustainability initiatives. We've successfully installed solar power plants at several outlets, reinforcing.</p> <p>In conclusion, these accomplishments are stepping stones in our commitment to ESG targets, but we understand the road ahead is long and we remain dedicated to making a positive impact.</p> <p><b>Mr Karan Bajaj</b> <b>Managing Director</b></p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	ESG Committee								
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, ESG Committee responsible for decision-making on Sustainability-related issues								

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	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	ESG Committee									Half Yearly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	ESG Committee									Half Yearly								

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.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	-	Yes	-	Yes	-	Yes	Yes	-	Yes
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	No	No	No	No	No	No	No	No	No
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	No	No	No	No	No	No	No	No	No
It is planned to be done in the next financial year (Yes/No)	-	Yes	-	Yes	-	Yes	Yes	-	Yes
Any other reason (please specify)									

## SECTION C



### PRINCIPLE-WISE PERFORMANCE DISCLOSURE

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

#### Essential Indicators

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




Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
 Board of Directors	4	Update on Business, KPI performance, Visit of new specialised stores.	100%
 Key Managerial Personnel	4	Update on Business, KPI performance, Visit of new specialised stores.	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 other than BoD and KMPs	60	Skill upgradation, Software training, product delivery related trainings, expenditure upgradation training	100%
 Workers	-	-	-



**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	-	-	-	-
 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	-	-	-	-
 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.

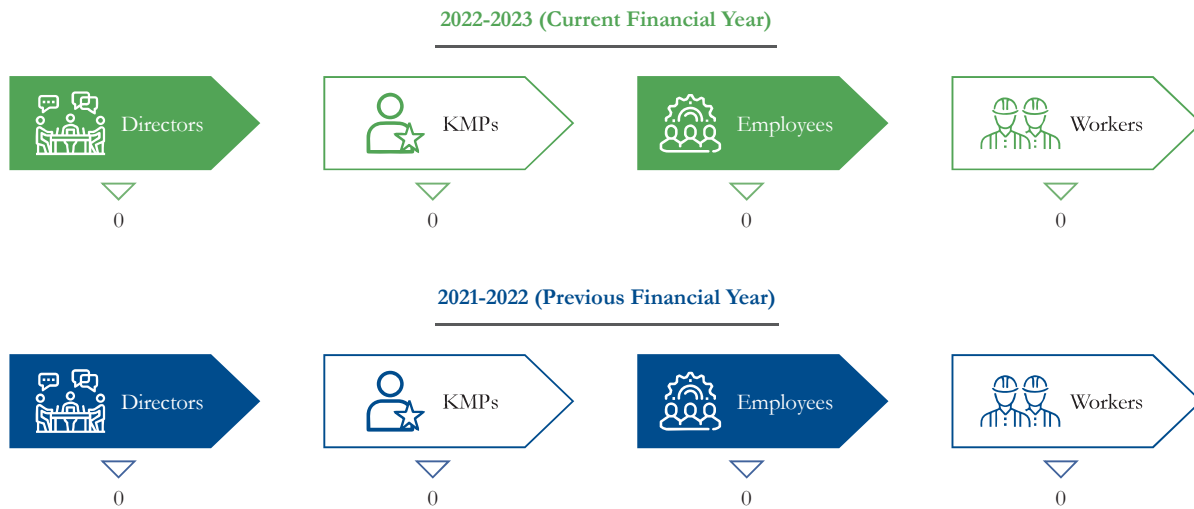
Name of the regulatory/ enforcement agencies/judicial institutions	▶ Not Applicable
Case Details	▶ Not Applicable

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, we have an anticorruption and anti-bribery policy.

[Link](#)

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



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

	2022-2023 (Current Financial Year)		2021-2022 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-



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.

No Corrective action required issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest

**2** PRINCIPLE | 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 2022-2023	Previous Financial Year 2021-2022	Details of improvements in environmental and social impacts
 R&D	0	0	N.A.
 Capex	0	0	N.A.

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

No, we do not have a sustainable sourcing policy. However, we procure sustainable input materials for our business

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

30 % of the input material such as recycled paper packaging etc, are sustainably sourced.

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.

No, as an e-commerce business operating in the retail sector, our role primarily involves facilitating transactions between buyers and various product manufacturers or suppliers. As such, we do not manufacture or own any of the products sold through our platform. This unique business model unfortunately does not permit us to reclaim products for reuse, recycling, or disposal at the end of their lifecycle.


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, Extended Producer Responsibility is not applicable to our company.

**3** PRINCIPLE | Businesses Should Respect and Promote The Well-Being Of All Employees, Including Those In Their Value Chains

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
 Permanent employees											
Male	2148	1235	57.50%	0	-	N.A.	-	0	-	0	-
Female	121	84	69.42%	0	-	121	100%	N.A.	-	0	-
Total	2269	1319	58.13%	0	-	121	100%	0	-	0	-

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)



Other than Permanent employees

Male	Not applicable									
Female										
Total										

**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	Not applicable									
Female										
Total										



Other than Permanent workers

Male	Not applicable									
Female										
Total										

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

Benefits	2022-2023 Current Financial Year			2021-2022 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%	N.A.	Yes	100%	N.A.	Yes
 Gratuity	100%	N.A.	Yes	100%	N.A.	Yes
 ESI	100%	N.A.	Yes	100%	N.A.	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.**

Yes, the premises/ offices are accessible to differently abled employees and workers requirements of the Rights of Persons with Disabilities Act, 2016.

**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, we have equal opportunity policy as the right of persons with disability act.

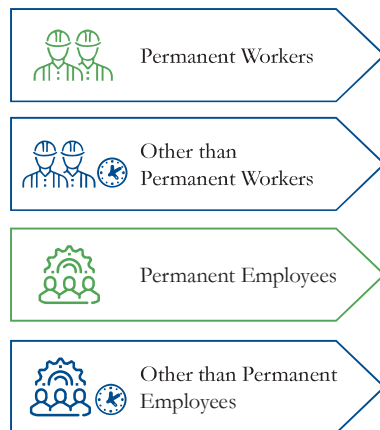
[Link](#)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	-	-
Female	0	0	-	-
Total	0	0	-	-

**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)



The Company fosters a culture of open communication, encouraging employees to freely raise and discuss their concerns with their superiors, relevant category heads, or the Human Resource Department. Grievances can be reported through various channels, including calls, WhatsApp, and emails to [hr@bajajelectronics.in](mailto:hr@bajajelectronics.in) and [hr.compliance@bajajelectronics.in](mailto:hr.compliance@bajajelectronics.in), ensuring accessible platforms for addressing employee issues.

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

Category	2022-2023 (Current Financial Year)			2021-2022 (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	2269	0	0 %	1995	0	0 %
- Male	2148	0	0 %	1910	0	0 %
- Female	121	0	0 %	85	0	0 %
Total Permanent Workers	0	0	0 %	0	0	0 %
- Male	0	0	0 %	0	0	0 %
- Female	0	0	0 %	0	0	0 %



### 8. Details of training given to employees and workers:

Category	2022-2023 Current Financial Year					2021-2022 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	2148	2148	100%	1809	84.22%	1910	1910	100%	1574	82.41%
Female	121	121	100%	121	100%	85	85	100%	85	100%
Total	2269	2269	100%	1930	85.06%	1995	1995	100%	1659	83.16%



#### 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 worker:

Category	2022-2023 Current Financial Year			2021-2022 Current Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)



#### Employees

Male	2148	552	25.70%	1910	1083	56.70%
Female	121	16	13.22%	85	48	56.47%
Total	2269	568	25.03%	1995	1131	56.69%



#### Workers

Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%
Total	0	0	0%	0	0	0%

### 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?

We have an Occupational Health and Safety Management System in place at all our company-owned offices and retail outlets.

To maintain the effectiveness of this system, we have an internal audit team that conducts regular assessments. These assessments, performed throughout the year, focus on fire safety and evaluating the working conditions at all our locations. This continuous evaluation helps us maintain a safe and healthy environment across all our premises.

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

We are committed to maintaining a safe and healthy work environment. We carry out a systematic approach that encompasses routine and non-routine assessments to identify potential hazards and assess associated risks. Our safety team conducts regular safety inspections throughout our workspaces, which include warehouses, administrative offices, and retail outlets. These inspections aim to proactively identify any potential hazards that could lead to work-related injuries or illnesses. One of the essential components of our risk management strategy is our proactive fire safety measures. We regularly conduct fire drills at our stores to ensure our employees are well-trained and prepared in case of fire emergencies. Our stores also undergo periodic inspections by the local fire department to ensure compliance with all fire safety regulations.

All identified hazards, potential risks, and subsequent mitigation strategies are duly reported to our Risk Management Committee. This allows for consistent oversight and effective decision-making on risk mitigation strategies.

Our ultimate goal is to anticipate, prevent, and manage any potential work-related hazards effectively, maintaining our commitment to the health and safety of our employees and customers.









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

Yes, we have processes for workers to report the work-related hazards and to remove themselves from such risks.

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

Yes, employees/workers of the entity have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	2022-2023 Current Financial Year	2021-2022 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 workplace.**

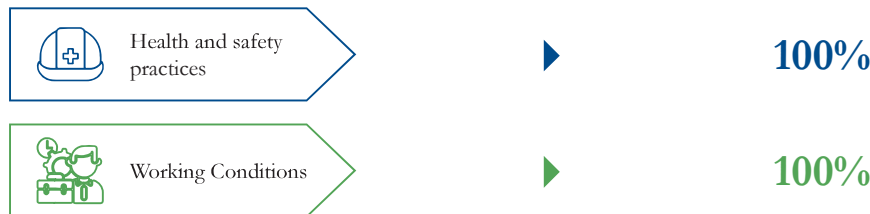
The Company has implemented a comprehensive set of health and safety measures to prioritise the well-being of its employees. This includes regular store sanitisation to maintain a clean and hygienic environment. Sanitisers have been made readily available throughout the workplace, promoting proper hand hygiene and reducing the risk of infection. Moreover, as a proactive step, all employees have been vaccinated, further enhancing the safety of the workforce. Strict adherence to all health and safety protocols is followed diligently to ensure a healthy and secure working environment for everyone. By adopting these measures, the Company upholds its commitment to the health and safety of its employees, fostering a culture of well-being and resilience.

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

	2022-2023 (Current Financial Year)			2021-2022 (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	-
 Health & Safety	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)



**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.**

Not applicable.

We prioritise the safety of our employees and facilities by consistently adhering to stringent fire safety protocols. Regular fire drills are conducted at frequent intervals to ensure that everyone is well prepared and familiar with emergency procedures.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of**

**(A) Employees (Y/N)**

Yes

**B) Workers (Y/N)**

Yes








**4 PRINCIPLE | 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 top management, along with board members and various departments, carried out the process of recognizing key stakeholders. Stakeholders are defined as groups that have the potential to affect or be affected by the Company. The identified stakeholders consist of both internal and external individuals and entities that are essential to the organisation. These primary stakeholders encompass our employees, investors, shareholders, government bodies, suppliers, customers, financial institutions, and the broader community. The Company values the contributions of all stakeholders towards achieving our strategies and objectives. We hold their perspectives in high regard and seek to cultivate strong relationships with them. Through continuous interaction and dialogue, we strive to meet the needs and aspirations of all our stakeholders.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised 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
 Community	No	Print and electronic media	Weekly	Awareness
 Shareholders	No	Emails, Newspapers, meetings	Quarterly	Business Updates
 Employees	No	Emails, Notices, meetings	Weekly	Training, Business updates
 Vendors/ suppliers	No	Emails, meetings	Regularly	Business updates
 Government; NGOs; media, Industry analyst, Society at large	No	Emails, Meetings	Yearly	Statutory updates
 Customers	No	Print, electronic, and social media	Weekly	Update, Business promotion, promotional offers
 Investors	No	Emails, meetings, and reporting to stock exchanges	Regularly	Providing information

5 PRINCIPLE | 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	2022-2023 Current Financial Year			2021-2022 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total(C)	No. employees workers covered (D)	%(D / C)



Employees

Permanent	2,269	2,269	100%	1,995	1,995	100%
Other than permanent	0	0	0	0	0	0
Total Employees	2,269	2,269	100%	1,995	1,995	100%

Category	2022-2023 Current Financial Year			2021-2022 Previous Financial Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total(C)	No. employees workers covered (D)	%(D / C)



Workers

Permanent	0	0	0%	0	0	0%
Other than permanent	0	0	0%	0	0	0%
Total Workers	0	0	0%	0	0	0%

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

Category	2022-2023 Current Financial Year					2021-2022 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	2,269	0	-	2,269	100%	1,995	0	-	1,995	100%
Male	2,148	0	-	2,148	100%	1,910	0	-	1,910	100%
Female	121	0	-	121	100%	85	0	-	85	100%
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-



Workers

Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

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

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	4	84,14,600	2	1,26,19,800
Executive Directors	2	2,30,41,454	1	2,40,39,600
Non- Executive Directors	2	16,25,000	1	12,00,000
Key Managerial Personnel	4	1,16,54,312	1	2,40,39,600
Employees other than BoD and KMP	2148	2,15,400	121	1,92,000
Workers	-	N.A.	-	N.A.







**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 POSH committee is the central authority for addressing human rights impacts, ensuring a safe and inclusive work environment.

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

Upon receipt, all grievances are promptly addressed by the respective Category 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:**

	2022-2023 Current Financial Year			2021-2022 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	3	0	-	0	0	-
 Discrimination at workplace	0	0	-	0	0	-
 Child Labour	0	0	-	0	0	-
 Forced Labour/ Involuntary Labour	0	0	-	0	0	-
 Wages	0	0	-	0	0	-
 Other human rights related issues	0	0	-	0	0	-

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

The POSH committee serves as the pivotal authority in addressing human rights impacts, proactively working towards cultivating a secure and inclusive work environment by actively addressing and preventing any instances of harassment.

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

No

**9. Assessments for the year:**

	%age of your plants and offices that were assessed (by the entity or statutory authorities or third parties)	
 Child labour	▶	0%
 Forced/involuntary labour	▶	0%
 Sexual harassment	▶	0%
 Discrimination at workplace	▶	0%
 Wages	▶	0%
 Others – please specify	▶	0%







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

Not Applicable

**6**  
**PRINCIPLE** | Businesses Should Respect and Make Efforts To Protect And Restore The Environment

**Essential Indicators**

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

Parameter		2022-2023 (Current Financial Year)	2021-2022 (Previous Financial Year)
Total electricity consumption (A) - in GigaJoules		1,35,566.11	97,378.21
Total fuel consumption (B) - in GigaJoules		14,476.74	12,187.81
Energy consumption through other sources (C)		-	-
Total energy consumption (A+B+C) - in GigaJoules		1,50,042.85	1,09,566.02
Energy intensity per rupee of turnover (Total energy consumption (GigaJoules)/turnover in rupees (in lakhs))		0.27	0.25
Energy intensity (optional) – the relevant metric may be selected by the entity			

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

No

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

No, Performance Achieve Trade Scheme is not applicable for our company.



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

Parameter	2022-2023 (Current Financial Year)	2021-2022 (Previous Financial Year)
Water withdrawal by source (in kilolitres)	-	-
(i) Surface water- in Kiloliters	-	-
(ii) Groundwater- in Kiloliters	-	-
(iii) Third party water- in Kiloliters	2,564.57	1,468.3
(iv) Seawater / desalinated water- in Kiloliters	-	-
(v) Others- in Kiloliters	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,564.57</b>	<b>1,468.3</b>
Total volume of water consumption (in kilolitres)	2,564.57	1,468.3
Water intensity per rupee of turnover (Water consumed / turnover (in Lacs))	0.0047	0.0034
Water intensity (optional) – the relevant metric may be selected by the entity		

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

No

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

No, Performance Achieve Trade Scheme is not applicable for our company.

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

Parameter	Please specify unit	2022-2023 (Current Financial Year)	2021-2022 (Previous Financial Year)
Nox	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others– please specify	-	-	-

\* Due to our nature of business the other emission are not material for business

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

No

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

Parameter	Unit	2022-2023 (Current Financial Year)	2021-2022 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	898.89	1,130.06
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	30,495.92	21,910.10
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent per rupees (in Lacs) of turnover	0.058	0.053
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity			

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

No

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

Indeed, we are actively engaged in a project to reduce our greenhouse gas (GHG) emissions. A key part of our initiative involves substituting traditional, energy-intensive lighting systems with more efficient LED lights. This transition has successfully curbed our energy usage, which in turn has decreased our carbon footprint by lessening emissions. Our commitment to energy conservation is a testament to our concerted efforts to mitigate our environmental impact and lower GHG emissions.

To further curb our reliance on non-renewable energy, we've installed solar panels with a capacity of 18 KW at our outlets. This has not only reduced the fuel consumption of our diesel generators, but also reinforced our commitment to renewable energy. Additionally, we have implemented smart meters to gain a comprehensive understanding of our electricity consumption, thereby enabling more effective energy management.

We've also forged a partnership with the Edge group, with the goal of increasing our use of renewable energy even more by fitting additional solar panels at our outlets. This is another significant stride in our ongoing efforts to embrace green energy and reduce our overall environmental impact.

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

Parameter	2022-2023 (Current Financial Year)	2021-2022 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.6	0.75
E-waste (B)	0.1	0.3
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	12	15
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)	-	-

Parameter	2022-2023 (Current Financial Year)	2021-2022 (Previous Financial Year)
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>12.7</b>	<b>16.05</b>

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	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

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	12.7	16.05
<b>Total</b>	<b>12.7</b>	<b>16.05</b>

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

No

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

At our establishment, we have implemented effective waste management practices. We ensure that the waste generated at our offices and shops is appropriately segregated and collected. This process enables us to separate different types of waste such as recyclables, organic waste, and non-recyclables. Once segregated, the waste is then sent to certified vendors and municipal authorities, who are responsible for disposing of it in an environmentally friendly manner. By adhering to these waste management procedures, we actively contribute to reducing the environmental impact associated with waste disposal and promote responsible waste management practices.

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

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.
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Not Applicable

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

Name and brief 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
⚡	⚡	⚡	⚡	⚡	⚡
Not Applicable					

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

Yes

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
⚡	⚡	⚡	⚡
We are compliant to all applicable environmental/laws/regulation guidelines in India.			

**Leadership Indicators**

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

Parameter	2022-2023 (Current Financial Year)	2021-2022 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	28.69	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	28.69	-
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1,35,537.42	97,378.21
Total fuel consumption (E)	14,476.74	12,187.81
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	1,50,014.16	1,09,566.02

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

No

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

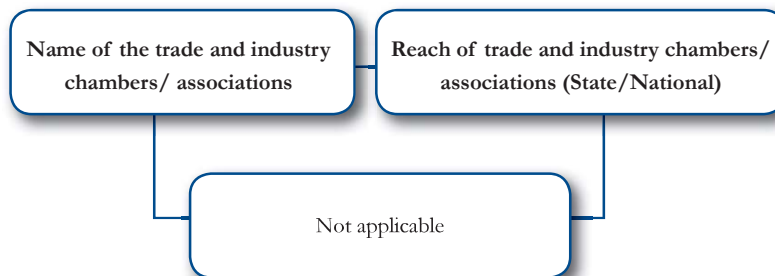
Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
Installation of rooftop solar panels	We have begun the process of installing solar panels at several of our retail outlets. The solar panels installed have a capacity of 18 kilowatts, enabling us to significantly offset our energy consumption with clean, renewable energy	This eco-friendly initiative is set to drastically reduce our energy consumption from non-renewable sources. In addition to decreasing our reliance on traditional electricity, the use of solar panels will also result in a significant reduction in the fuel consumed by our diesel generator sets.
Installing of RO plants	We have installed Reverse Osmosis (RO) systems at our retail outlets. This initiative is designed to substantially decrease our reliance on bottled water. The use of RO systems ensures the availability of safe, purified water at our locations, thereby reducing the need for bottled water consumption.	The implementation of Reverse Osmosis (RO) systems at our retail outlets, a measure set to significantly reduce waste generated from disposable plastic bottles. This decision directly supports our commitment to sustainability, as it drastically decreases the volume of plastic waste entering our ecosystems. Furthermore, by curtailing the need for bottled water, we will indirectly reduce greenhouse gas emissions associated with the transportation of these products.

7 PRINCIPLE | 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.	0
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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.



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	Brief of the case	Corrective action taken
Not Applicable		

**8 PRINCIPLE** | 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	<b>No Social Impact Assessment was undertaken by the entity</b>	Whether conducted by independent external agency (Yes /No)
SIA Notification No.		Results communicated in public domain (Yes / No)
Date of notification		Relevant Web link

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

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)
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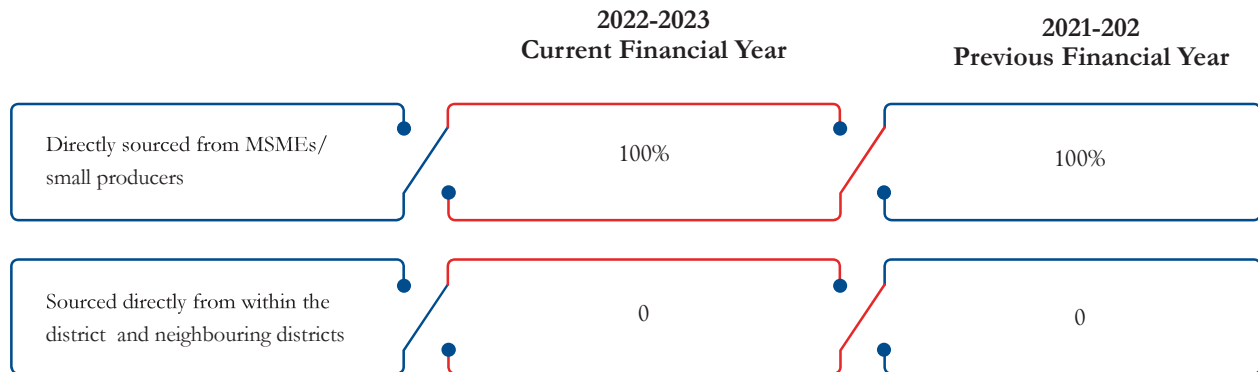


Not Applicable

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

The Company has established a comprehensive framework comprising various channels to receive and address grievances from the community. Grievances can be submitted through written letters, phone calls, and emails, with contact details prominently displayed on the organisation's websites and stores. The responsible department promptly takes appropriate actions based on the nature of the complaints and grievances to ensure effective resolution.

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



Leadership Indicators

3.

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

No, we do not have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups. However, we procure some input material from marginalised/vulnerable groups.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	TSCS (Thalassemia and Sickle Cell Society)	24	100%
2	Impact (Improving Access to care and Treatment)	4	100%
3	Teach for India	40	100%
4	Sikh Education Society	500	100%
5	Rainbow	3	100%
6	Heal a child	3	100%

9  
PRINCIPLE | 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.

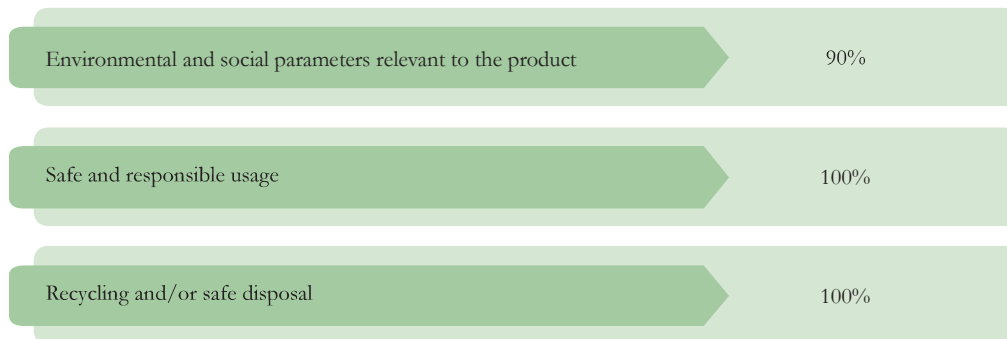
We have implemented a dedicated customer service desk at all our stores to efficiently handle and resolve consumer complaints. This desk serves as a designated point of contact for customers to register their complaints and seek assistance.

Our trained staff at the customer service desk not only listen attentively to customers' concerns but also provide support in registering complaints with the brand owner, if necessary. We understand the importance of timely resolution and customer satisfaction, so we facilitate and expedite the complaint resolution process.

By offering this service, we aim to demonstrate our commitment to customer care and ensure that consumers have a seamless experience when it comes to addressing their concerns. We value feedback from our customers and strive to improve our products and services based on their input continuously.

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



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

	2022-2023 (Current Financial Year)		Remarks	2021-2022 (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	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other, Customer grievances	2,352	0	-	1,892	0	-



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

	Number	Reasons for recall
Voluntary recalls	0	N.A.
Forced recalls	0	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, we do have policy on cyber security and risk related to data security.

\* The Cyber security policy is not hosted on company website.

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.

No corrective action were required 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.