



Ref. No. CS/S/L-696/2023-24

17th August, 2023

To: The Listing Department NATIONAL STOCK EXCHANGE OF INDIA LIMITED "Exchange Plaza" Bandra-Kurla Complex Bandra (E), Mumbai – 400 051 Scrip Code: VMART Fax: 022-26598120 Email: cmlist@nse.co.in	To: The Corporate Relationship Department THE BSE LTD Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 Scrip Code: 534976 Fax: 022-22723121 Email: corp.relations@bseindia.com
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Sub: Business Responsibility and Sustainability Report - Annual Report FY 2022-23

Dear Sir/Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, please find enclosed the extract of the Business Responsibility and Sustainability Report (BRSR) which forms part of the Annual Report for FY 2022- 23.

The aforesaid document along with the Annual Report and Notice of 21st Annual General Meeting are available on the website of the Company at www.vmart.co.in

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

Request you to kindly take the same on record.

Thanking You,

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

Megha Tandon
Company Secretary and Compliance Officer

Encl: as above

V-MART RETAIL LTD.

CIN- L51909DL2002PLC163727

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

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[under Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements)

Second Amendment Regulation, 2021]

SECTION A: GENERAL DISCLOSURES

I. Detail Of Listed Entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L51909DL2002PLC163727
2	Name of Listed Entity	V-MART RETAIL LIMITED
3	Year of Incorporation	2002
4	Registered Office Address	610-611, Guru Ram Dass Nagar, Main Market, Opp. SBI Bank, Laxmi Nagar, East Delhi, New Delhi -110092, India
5	Corporate Address	Plot No.-862, Udyog Vihar, Industrial Area, Phase-V Gurugram -122016, Haryana, India
6	E-Mail	cs@vmart.co.in
7	Telephone	+ 0124 4640030
8	Website	www.vmart.co.in
9	Financial year for which reporting is being done	Financial Year 2022-23 (01 st April 2022 to 31 st March 2023)
10	Name of the Stock Exchange(S) where shares are listed	NSE (National Stock Exchange of India Limited) and BSE Limited
11	Paid-up Capital	₹19,77,24,630 (Nineteen Crores Seventy-Seven Lakhs Twenty-Four Thousand Six Hundred and Thirty Rupees Only)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms. Megha Tandon, Company Secretary and Compliance Officer E-mail: cs@vmart.co.in, Phone No.: + 0124-4640030, + 0124-4640046
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Disclosures made in this report are on a Standalone Basis and pertain only to V-Mart Retail Limited.

II. Products/ Services

14 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	Trading of Fashion Retail	Apparel	79
		Non-Apparel	11
2	FMCG	Retail Trading of FMCG	10

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

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

S. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Apparel	47711	79
2.	Non-Apparel	47711	11
3.	Retail Trading of FMCG	47110	10

III. Operations

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

Location	Number of Plants	Stores covered	Number of Offices and Warehouses	Total
National	Na*	423 locations (273 Cities)	9	432
International**	-	-	-	-

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

** The Company does not have any international office.

17 Markets served by the Entity:

a. Number of Locations

Locations	Number
National (No. of States)	26 States*
International (No. of Countries)	-

*26 States, including the Union Territories

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

Not Applicable, as the Company is not involved in international activities.

c. A brief on types of customers: -

Our company embraces a "Value Retailing" approach, catering to the discerning needs of budget-conscious and style-aware consumers by offering seamless shopping experiences through both our user-friendly online platform and our well-established network of physical stores who are living in Tier II, III, and IV cities across India.

Our business model is strategically designed to match the rising aspirations of the rapidly expanding middle-class families and young adults, providing them with access to affordable yet high-quality fashion choices.

IV. Employees

18 Detail at the end of the Financial Year: 2022-23

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)	9333	7082	76	2251	24
2	Other than permanent (E)	590	381	65	209	35
Total employees (D+E)		9923	7463	75	2460	25
Workers						
1	Permanent (F)					
2	Other than permanent (G)			NA		
Total employees (F+G)						

Notes: - The permanent employee includes the company's headcounts, such as Directors or KMPs.

b. Differently abled Employees and Workers:

S. No.	Particulars	Total		Male		Female	
		(A)	No. (B)	% (B/A)	NO. (C)	% (C/A)	
Differently Abled Employees							
1	Permanent (D)	121	97	80	24	20	
2	Other than Permanent (E)	23	16	70	7	30	
Total Differently Abled Employees (D + E)		144	113	78	31	22	
Differently Abled Workers							
1	Permanent (F)						
2	Other than Permanent (G)			NA			
Total Differently Abled Workers (F + G)							

19 Participation/Inclusion/Representation of Women

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

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

20 Turnover Rate for Permanent Employees and Workers

(Disclose trends of the past 3 years)

	FY- 2022-23			FY- 2021-22			FY- 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	67%	62%	66%	44%	41%	44%	42%	39%	41%
Permanent Workers	NA			NA			NA		

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

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	No. Of shares held by Listed Entity	Does the entity indicate in the column A participant in the Business Responsibility Initiatives of the Listed Entity? (Yes/ No)
-	NA			

Note: - As of 31.03.2023, the Company does not have any Holding, Subsidiary, Associate, and/or Joint Venture.

VI. CSR Details

22 (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013.	Yes
(ii) Turnover (in Rs.)	2,46,484 (Lakhs)
(iii) Net Worth (in Rs.)	84,900 (Lakhs)

VII. Transparency and disclosure compliances

23 Complaints/grievances on any of the principles (principles 1 to 9) under the national guidelines on responsible business conduct (NGRBC):

Stakeholders group from whom complaint is received	Grievance redressal mechanism in place (yes/ no) (If yes, then provide the web link for grievance redressal policy)	FY- 2022-23 Current Financial Year		FY-2021-22 Previous Financial Year		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	
Communities	-	-	-	-	-	-
Investors (other than shareholders)	NA		NA		NA	
Shareholders	Yes, https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf , and https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf	NIL	No complaints received	NIL	NIL	No complaints received
Employees	Yes, https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf	98	NIL	19	NIL	Related to Inappropriate behaviour, Misconduct, and Workplace harassment.
Customers	Yes, https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf and https://vmart.co.in/contact/	1,34,359	843	89,362	NIL	The Company had resolved all the complaints within time.
Value chain partners	Yes, https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf	Nil	No complaints received	NIL	NIL	No complaints received
Other (please specify)	-	-	-	-	-	-

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

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

S. No.	Material issues identified	Indicate whether risk or opportunity (r/o)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
1	Empowering Workforce: Engaging and Developing Talent	O&R	<p>Opportunities: Prioritizing employee engagement and talent management opens doors for the company and building a diverse workforce boosts talent attraction and productivity. Training programs, including vocational and soft skills development, as well as talent succession planning and sabbaticals, empower employees and enhance performance. Initiatives to promote employment and empower women entrepreneurs generate social impact and access new talent pools. Seizing these opportunities while addressing risks ensures success, top talent attraction, and sustainable growth.</p> <p>Risk: Inadequate employee engagement and a lack of focus on talent management may threaten the company's growth and competitiveness. High attrition rates among key and high-performing employees can impede progress and hinder the company's ability to reach its objectives</p>	<p>Our focus on creating a positive work environment, supporting employee well-being, and offering development opportunities results in a highly satisfied and motivated workforce. We build a strong employer brand, attract and retain top talent who align with our values and goals. Our talent management programs identify high-potential employees, provide them with tailored development plans and ensure a smooth transition during succession planning. By fostering a culture of continuous learning and promoting communication and collaboration, we unlock our employees' full potential and harness their diverse perspectives for innovative problem-solving. Additionally, our performance management system recognizes and rewards the exceptional contributions of our high-performing employees</p>	<p>Positive: By investing in enhancing employee experience and work-life balance, we can drive superior outcomes that directly impact the satisfaction of our team members and customers. A positive and engaging work environment will foster higher productivity, collaboration, and overall job satisfaction, leading to improved customer experiences and loyalty.</p> <p>Negative: It is important to acknowledge that there may be an associated increase in costs for onboarding and nurturing our human capital. However, the long-term benefits of attracting and retaining top talent, reducing turnover, and cultivating a high-performing workforce outweigh these initial costs. The investment in our employees' growth and well-being will ultimately yield greater returns and contribute to the overall success of our company.</p>

S. No.	Material issues identified	Indicate whether risk or opportunity (r/o)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
2	Community Development and CSR	O	<p>Our company actively engages in various Environmental & Social activities, driven by a commitment to positively impact society and the environment through enduring and impactful initiatives. Our mission is to create value and generate a sense of pride within the ecosystem. Giving back to society is deeply rooted in our corporate philosophy. Key areas of CSR activities are as follows :</p> <ul style="list-style-type: none"> • Social Empowerment • Entrepreneurship & skill development • Education • Environment • Grant/ Funding 	<p>Kindly refer to the Annual Report 2021-22 –Report on Corporate Social Responsibility Activities for further details.</p>	<p>Positive: The Company strongly emphasizes social responsibility and acknowledges the significance of contributing to the betterment of disadvantaged individuals and communities. We understand our role in uplifting those in need and are committed to making a positive impact through our initiatives.</p>
3	Cyber & Information Security	R	<p>The increasing prevalence of cyber-attacks and sophisticated social engineering techniques poses a significant risk to the security of both the Company's and our customer's data. Failing to effectively prevent, detect, and respond to security threats could result in losing valuable information and exposing us to potential reputational damage.</p>	<p>We implement key data security and privacy controls, including user awareness training, proactive monitoring of vulnerabilities, and contractual covenants with third parties. Our comprehensive measures ensure non-disclosure, data protection, and compliance with privacy regulations, safeguarding sensitive information from cyber threats and potential reputational risks.</p>	<p>Negative: The potential for loss of critical information presents a significant risk, which could result in financial losses, regulatory fines, and penalties.</p>

S. No.	Material issues identified	Indicate whether risk or opportunity (r/o)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
4	Reducing Waste and Conserving Resources	0	At our head office and warehouse, we are implementing solutions to monitor and control temperatures, leading to electricity savings. To promote environmental sustainability, we actively reduce and reuse plastic by adopting 100% biodegradable corn bags for packaging and implementing plastic recycling initiatives. These efforts not only contribute to cost savings but also conserve natural resources. Moreover, we prioritize waste recycling to minimize our environmental impact further and support conserving valuable resources.	We encourage & promote sustainable and responsible sourcing practices. Furthermore, we strive to conserve energy by leveraging technology and implementing efficient HVAC systems. These initiatives help us minimize our environmental footprint and contribute to a more sustainable future.	Positive: Cost savings initiatives in material procurement and energy expenses by reducing waste, we can maximize the utilization of resources. Energy conservation measures can also reduce utility bills, resulting in long-term cost savings.
5	Innovation and Digitalization	0	The rapid emergence of digital technologies, analytics, and big data offers exciting opportunities for transformative change. These advancements present a chance to make meaningful interventions and enhance capabilities throughout our value chain, reshaping how we conduct business. By building digital capabilities in our systems, workforce, and business models, we can ensure the future readiness of our operations and adapt swiftly to evolving stakeholder demands. Embracing digital transformation empowers us to innovate, foster agility, and effectively meet the ever-changing needs of our stakeholders.	To pre-empt disruption, we have established a robust digitalization agenda. This includes leveraging Cloud, AI, ML, and other technologies for our core ERP platform. We focus on building systems, workforce, and business model capabilities, emphasizing external partnerships with IT companies and industry bodies. Our digitally enabled talent pool is a future fit for riding the wave of digital transformation. By embracing digitalization, we stay agile, enhance skills, and forge innovative collaborations to seize opportunities in the evolving landscape.	Positive: Positive: We actively pursue strategies to ensure our operations remain future-fit and drive efficiencies throughout the organization. By embracing digital transformation and leveraging emerging technologies, we enhance our ability to adapt, optimize processes, and improve efficiency. This proactive approach enables us to stay agile in a rapidly evolving business landscape while building capabilities to meet future challenges.

S. No.	Material issues identified	Indicate whether risk or opportunity (r/o)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (indicate positive or negative implications)
6	Ethics and Compliance	O&R	<p>Opportunities: Prioritizing ethics and compliance presents valuable opportunities for the retail company. Demonstrating a steadfast commitment to ethical conduct and regulatory compliance enhances the company's reputation and fosters trust among stakeholders. Implementing robust internal controls and ethical guidelines helps mitigate risks and prevent costly incidents. By nurturing a culture of integrity and compliance, the company can attract and retain customers, employees, and investors who value ethical practices. Seizing these opportunities ensures a sustainable success, a positive brand image, and unwavering stakeholder loyalty.</p> <p>Risk: Insufficient adherence to ethics and compliance standards poses a significant risk to the retail company. Non-compliance with regulations and ethical misconduct can result in severe consequences, including legal penalties, reputational harm, and erosion of stakeholder trust. Failure to address these risks adequately may lead to financial losses and jeopardize the company's long-term viability.</p>	We have established clear policies and guidelines, provide comprehensive training, and implement internal controls. Encourage reporting of concerns and maintain a culture that supports whistleblowing. Conduct regular audits, hold individuals accountable for non-compliance, and seek guidance from external experts. Foster open communication and continuously improve compliance programs based on industry trends. The company can proactively manage risks, uphold ethical standards, and ensure legal compliance by adopting these measures. This approach creates a culture of integrity, protects the company's reputation, and sustains long-term success in the retail industry.	<p>Positive: It ensures adherence to laws and regulations, bolstering the company's reputation as a responsible and trustworthy organization. This, in turn, can lead to increased customer loyalty, positive brand perception, and improved business opportunities. Internal controls and monitoring mechanisms enhance operational efficiency, enabling effective resource allocation and streamlined operations.</p> <p>Negative: Failure to effectively mitigate ethics and compliance risks in a retail company can have negative consequences. Non-compliance with regulations may result in legal penalties, fines, and litigation, causing financial strain and reputational damage. Negative incidents, such as unethical behavior or compliance breaches, can tarnish the company's reputation, leading to decreased customer trust and difficulties in attracting and retaining top talent. Inadequate risk mitigation can disrupt operations, causing inefficiencies and increased costs, impacting the company's ability to meet customer demands and maintain competitiveness.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

S.NO.	CORE ELEMENT	PRINCIPLES	POLICY/ PROCESS/ STRUCTURE
P1	Ethics & Transparency	Businesses should conduct and govern themselves with integrity in an ethical, transparent, and accountable manner.	V-Mart Ethics Framework, V-Mart Whistle Blower Policy, Code of Conduct for Director and Senior Management, V-Mart Fraud Prevention and Reporting Policy V-Mart Code of Conduct.
P2	Product Responsibility	Businesses should provide goods and services that are sustainable and safe.	Environmental, Health and Safety Policy, Policy on Sustainable Sourcing, V-Mart Code of Conduct.
P3	Human Resources	Businesses should respect and promote the well-being of all employees, including those in their value chains.	V-Mart- Environmental, Health and Safety Policy, V-Mart Human Right Policy, Prevention of Sexual Harassment Policy. V-Mart Code of Conduct.
P4	Responsiveness To The Stakeholders	Businesses should respect the interests of and be responsive to all their stakeholders.	V-Mart CSR Policy, V-mart Stakeholders Engagement, V-Mart Delivering value to Customers, V-Mart Code of Conduct.
P5	Respect For Human Rights	Businesses should respect and promote human rights	V-Mart Human Right Policy. V-Mart Code of Conduct.
P6	Respect & Protect Environment	Businesses should respect & make efforts to protect and restore the environment.	V-Mart- Environmental, Health, and Safety Policy V-Mart Code of Conduct.
P7	Public Policy Advocacy	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	V-Mart Public Influencing & Regulatory Policy. V-Mart Code of Conduct.
P8	Inclusive Growth	Businesses should promote inclusive growth and equitable development	V-Mart Stakeholders Engagements. V-Mart CSR Policy. V-Mart Code of Conduct.
P9	Customer Engagement	Businesses should engage with and provide value to their consumers in a responsible manner.	V-Mart Delivering value to Customers.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1(A) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCS. (YES/NO)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(B) Has the policy been approved by the Board?? (YES/NO)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(C) *Web link of the policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
2 Whether the entity has translated the policy into procedures. (YES / NO)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3 Do the enlisted policies extend to your value chain partners? (YES/NO)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4 Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	NA	NA	NA	NA	NA	NA	NA	NA	NA
5 Specific commitments, goals, and targets are set by the entity with defined timelines if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6 Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

- (a) V-Mart Ethics Framework
- <https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>
- (b) V-Mart Whistler Blower Policy
- <http://vmart.co.in/wp-content/uploads/2023/07/Whistle-Blower-Policy.pdf>
- (c) Code of Conduct for Director and Senior Management
- <http://vmart.co.in/wp-content/uploads/2022/09/Code-of-Conduct-KMP.pdf>
- (d) V-Mart- Environmental, Health and Safety Policy
- http://vmart.co.in/wp-content/uploads/2022/09/Environmental_Health_Safety_Policy_1.pdf
- (e) V-Mart Human Right Policy
- http://vmart.co.in/wp-content/uploads/2022/09/Human_rights_Policy.pdf
- (f) Prevention of Sexual Harassment Policy
- <http://vmart.co.in/wp-content/uploads/2023/07/Prevention-of-Sexual-Harassment-Policy.pdf>
- (g) V-Mart CSR Policy
- <http://vmart.co.in/wp-content/uploads/2022/09/CSR-Policy.pdf>
- (h) V-mart Stakeholders Engagement
- http://vmart.co.in/wp-content/uploads/2022/09/V_mart_-_stakeholder_engagement.pdf
- (i) V-Mart Delivering value to Customers
- http://vmart.co.in/wp-content/uploads/2022/09/V_mart_-_Delivering_value_to_customers.pdf
- (j) V-Mart Public Influencing & Regulatory Policy
- <https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Public-Influencing-Regulatory-Policy.pdf>
- (k) V-Mart Policy on Sustainable Sourcing
- http://vmart.co.in/wp-content/uploads/2022/09/Sustainable_Sourcing.pdf
- (l) V-Mart Policy on investor grievance redressal Policy
- http://vmart.co.in/wp-content/uploads/2022/09/Investor_grievance_redressal_Policy_2_1.pdf

Governance, Leadership, and Oversight

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

Our Company prioritises ethics, responsibility, and sustainability in all operations. We strive to exceed societal and governmental expectations while putting stakeholders first. Despite lacking manufacturing facilities, we work diligently to positively impact the environment. Energy conservation, waste management, efficient supply chains, and eco-friendly practices are key focuses. Setting clear ESG Goals guides our sustainable business structure. We prudently use natural resources to minimize environmental impact, securing our long-term viability while preserving the ecosystem for future generations. By integrating sustainability into our core values, we lead by example and contribute to a more sustainable world.

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

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

9 Does the entity have a specified committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / no). If yes, provide details:

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

The Business Responsibility performance of the Company is assessed by the Stakeholders Relationship Committee of the Board.

10 Details of review of NGRBCs by the company: -

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

11 Questions P1 P2 P3 P4 P5 P6 P7 P8 P9

Has the entity carrying out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	The Internal Auditors, KPMG, review relevant processes and policies as per the Internal Audit plan approved by the Audit Committee. The Company is also carrying out Internal assessments through its Internal Control Team. The Team undertakes assessment/evaluation of policies at regular intervals and ensures that all the policies are in conformity with NGRBC. Further, these policies were benchmarked by 'MGC Global Risk Advisory LLP'.								
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12 If the 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 able to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

The policies cover all the principles.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/Principles covered under training and their impact	% of person in respective category covered by the awareness programme
Board of directors Key managerial personnel		During the year, the Board of Directors and Key Managerial Personnels of the Company invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy & environmental, social and governance parameters.	
Employees other than bod and kmpts	3	Code of Conduct Company Values POSH	100
Workers			NA

2 Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / kmpts) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (note: the entity shall make disclosures based on 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 rs.)	Brief of the case	Has an appeal been preferred (yes/no)	
Pen/ fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in rs.)	Brief of the case	Has an appeal been preferred (yes/no)	
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case detail	Name of regulatory/ enforcement agency/ judicial institution
	NA

4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy.

Yes, the V-Mart Code of Conduct and V-Mart Ethics Policy contain guidelines on anti-corruption and anti-bribery. V-Mart is committed to complying with all the laws and regulations which govern our operations in every location in which we operate.

We are committed to upholding the highest moral and ethical standards and have a zero-tolerance attitude towards corruption and bribery. Further, we provide regular communication mailers on adherence to the Code of Conduct, Anti-Corruption, Anti-Bribery and gift policies.

The web link of the policies disseminated on the website is as follows:

V-Mart's Ethics Framework: (<https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>).

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

	FY-2022-23 Current Financial Year		FY-2021-22 Previous Financial Year	
	Number	Remark	Number	Remark
Director	NIL		NIL	
Kmp	NIL		NIL	
Employees	NIL		NIL	
Workers	NIL		NIL	

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

6 Details of complaints about conflict of interest:

	FY-2022-23 Current Financial Year		FY-2021-22 Previous Financial Year	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of conflict of interest of the directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of conflict of interest of the kmps.	NIL	NIL	NIL	NIL

No Complaints were received in relation to the issue of Conflict of Interest of Directors/KMPs in either FY 2022 or FY 2023.

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

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

LEADERSHIP INDICATORS

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

Total numbers of awareness programmes held	Topic/Principle covered under the training	% of value chain partners covered (by value of business done with such partner) under the awareness programme
3*	- Maintain Harmonious Vendor Relationship - Solicitation, Bribery and Corruption - Providing and receiving gifts and entertainment - Employee conduct - Work ethics	100

*During the year the company has conducted the awareness programmes for value chain partners on Code of Conduct, Company's Values and Prevention of Sexual Harassment

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.

1) Yes. every Director of the Company discloses their concern or interest in any Company or Companies or bodies corporate, firms, or other association of individuals and any change therein, from time to time, which includes the shareholding, in such manner as prescribed.

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

(a) with a body corporate in which such Director or such Director in association with any other Director, holds more than two percent shareholding of that body corporate or is a Promoter, Manager, Chief Executive Officer of that body corporate, or

(b) with a firm or other entity in which, such a Director is a Partner, Owner or Member, as the case may be, discloses the nature of his concern or interest at the meeting of the board in which the contract or arrangement is discussed and does not participate in such meetings.

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

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

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

ESSENTIAL INDICATORS

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

	Current Financial Year	Previous Financial Year	Details of improvements in Environmental and Social Impacts
R&D	NIL	NIL	NA
CAPEX	Nil	Nil	NA

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

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

Our company is deeply committed to sustainability, aiming to become a leader in sustainable fashion and generate value for all stakeholders. We prioritise sustainability in every aspect of our business decisions throughout the entire ecosystem. Our focus includes sustainable sourcing, eco-friendly operations, responsible product packaging, optimised poly bags, and eco-friendly dying processes. Notably, we have taken steps to reduce water consumption during denim production. All our products adhere to at least one sustainable attribute as per our company's code of conduct. Our unwavering dedication to sustainability underscores our efforts to make a positive impact on the environment and society, contributing to a greener and more sustainable future.

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

46%

3 Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste and (d) other waste.

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

Further, the Company endeavours to reuse its cartons and transport its products from the warehouse to its stores and vice-versa. Due to operations, a significant amount of scrap metal material is received from our stores and generated at our warehouse.

We have arranged for our teams to use this scrap to create warehouse storage space, such as conveyors, racks, and tables. To ensure more effective and safe management of the scrap, we segregate all our scrap waste and sell it to vendors who, in turn, sell it to manufacturing plants for reuse, especially for plastic and paper waste. Cognizant of the contribution of plastic shopping bags and single-use plastics to the increasing pollution, we have eliminated their use from our stores and office environment. Not only has this reduced our plastic usage, but it has also helped us set a positive example for our stakeholders.

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

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

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

LEADERSHIP INDICATORS

1 Has the entity conducted life cycle perspective / assessments (lca) for any of its products (for the manufacturing industry) or its services (for the service industry)? If yes, provide details in the following format?

Nic code	Name of product/ service	% of total Turnover Contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by an independent external agency (Yes/no)	Results communicated in the public domain (yes/no) If yes, provide the web-link
NA					

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

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

Name of Product/ Service	Description of Risk/ Concern	Action Taken
Electricity use	Carbon emissions	Implementation of IOT and HVAC efficiency, Solar panels, etc.
Fuel Consumption	Carbon emissions	Expanding the use of CNG Vehicles, promoting public transport vehicles, Car or vehicle pooling by the employees.
Scrap Disposal	Landfill of wastes	Scrap is being sold/recycled
Scrap Metal	Landfill of wastes	Scrap is being sold/recycled
Plastic Shopping bags	Air Pollution and Soil Pollution	Completely eliminated and started using paper bags.

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

Indicate input material	Recycled or reused input material to total material	
	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
-	-	-

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

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

	FY-2022-23 Current Financial Year			FY-2021-22 Previous Financial Year		
	Re-Used	Re-Cycled	Safely Disposal	Re-Used	Re-Cycled	Safely Disposal
*Plastic (Including Packaging)	NA	15 MT	2.29 MT	NA	291 MT	-
**E-Waste	NA	NA	-	NA	NA	-
Hazardous Waste	NA	NA	NA	NA	NA	NA
Other Waste	#Cartons	288000 Boxes	75 MT	851 MT	2274 MT	-
	Bopp	-	-	-	-	-

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

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

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

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

ESSENTIAL INDICATORS

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

Category	Total (A)	% Of employees covered									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits*		Daycare Facilities*	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	7082	7082	100	7081	100	-	0	2768	39	NA	NA
Female	2251	2251	100	2251	100	2251	100	-	0	NA	NA
Total	9333	9333	100	9333	100	2251	100	2768	39	NA	NA
Other Than Permanent Employees											
Male	381	-	0	-	0	-	0	-	0	NA	NA
Female	209	-	0	-	0	-	0	-	0	NA	NA
Total	590	-	0	-	0	-	0	-	0	NA	NA

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

Category	Total (A)	% Of Workers Covered									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male											
Female											NA
Total											
Other Than Permanent Workers											
Male											
Female											NA
Total											

Not Applicable because of no manufacturing facility.

2 Details of retirement benefits for current financial year and previous financial year.

Benefits	FY-2022-23 Current Financial Year			FY-2021-22 Previous Financial Year		
	No. Of employees covered as A % of total employees	No. Of employees 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 employees covered as A % of total workers	Deducted And Deposited With The Authority (Y/N/N.A.)
PF	100	NA	Yes	100	NA	Yes
Gratuity	100	NA	Yes	100	NA	Yes
ESI	85	NA	Yes	90	NA	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.

Few stores are accessible for easy movement of differently abled people. Malls located in south zone elevators and infrastructure for differently abled people.

4 Does the entity have an equal opportunity policy as per the rights of persons with disabilities act, 2016? If so, provide a web link to the policy.

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

- The Company believes in equal opportunity for all its employees.
- The Company strictly follows no discrimination on any ground, including caste, religion, marital status, gender, sexual orientation, age, disability, or any other category protected by applicable law.
- When recruiting, coaching, and promoting employees, decisions should be based solely on performance, merit, competence, and potential. The web link for the same is: <https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-		
Female	100	56		NA
Total	-	-		

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

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

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

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

Category	FY-2022-23 Current Financial Year			FY-2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. Of employees / workers in respective category, who are part of association (s) or union (B)	% (B/A)	Total employees / workers in respective category (A)	No. Of employees / workers in respective category, who are part of association (s) or union (B)	% (B/A)
Total permanent employees						
Male		NA			NA	
Female						
Total permanent workers						
Male		NA			NA	
Female						

8 Details of training given to employees and workers:

Category	FY-2022-23 Current Financial Year				FY-2021-22 Previous Financial Year					
	Total (A)	On Health & Safety Measures		On Skill Upgradation	Total (D)	Details of training given to employees and workers:		Details of training given to employees and workers:		
		NO. (B)	% (B/A)	NO.(C)		% (C/A)	NO. (E)	% (E/D)	NO.(F)	% (F/D)
EMPLOYEES										
Male	7463	7463	100	7303	98	6742	6742	100	6404	95
Female	2460	2460	100	2299	92	1918	1918	100	1763	92
Total	9923	9923	100	9602	97	8660	8660	100	8167	94
WORKERS										
Male										NA
Female										
Total										

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

Category	FY-2022-23 Current Financial Year			FY-2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	7463	6094	82	6742	5194	77
Female	2460	1898	77	1918	1479	77
Total	9923	7992	81	8660	6673	77
WORKERS						
Male						
Female						NA
Total						

10 Health and safety management system: -

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

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

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

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

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

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

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

Not Applicable, because of no manufacturing facility.

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

All employees of the Company have access to non-occupational medical and healthcare services. The below policies have been formulated for the betterment of all employees.

- Group Personal Accident Policy
- Health Insurance Policy
- Group Term Life Insurance Policy
- Contingency Loan Policy (For Medical Emergencies)

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

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

Safety Incidents/Numbers	Category	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one-million person hours worked)	Employee	NIL	NIL
	Worker	NA	NA
Total recordable work-related injuries	Employee	NIL	NIL
	Worker	NA	NA
No. Of fatalities	Employee	NIL	NIL
	Worker	NA	NA
High consequences of work-related injury or ill-health (excluding fatalities)	Employee	NIL	NIL
	Worker	NA	NA

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

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

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

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

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

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

	FY-2022-23 Current Financial Year			FY-2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	-	-	-	-	-	-
Health and safety	-	-	-	-	-	-

14 Assessments for the year:

	% Of your plants and offices that were assessed (By entity or statutory authorities or third parties)
Health & safety practices	NA*
Working conditions	NA

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

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

- V-Mart has imparted comprehensive training to Retail Store Staff, Managerial and leadership staff in areas of functional expertise, leadership, and safety norms to maintain business continuity.
- The Company has placed SOPs at the retail outlets to ensure the safety of the employee and customers.

LEADERSHIP INDICATORS

1 Does the entity extend any life insurance or any compensatory package in the event of death of (a) Employees (y/n) (b) Workers (y/n)?

Yes, the employees are covered under ESI, Group Life Insurance, or Ex-gratia Staff Benevolent Fund.

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

The Company's financial processes/systems are designed to release payments to third-party manpower service providers, like the Security & Housekeeping agencies, only after the proof of payments/dues of deposition with the ESIC, PF authorities are provided on a month-on-month basis for their staff deployed at our Company's location. The Company also encourages its value chain partners to make the payment of statutory dues and regularly validate GST credit & TDS deducted by value chain partners.

3 Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in q11 of essential indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees and workers		No. of employees and workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Employees	-	-	-	-
Workers	NA	NA	NA	NA

No incidents were reported during F.Y. 2022-23 & 2022-21 related to employees/ workers suffering high consequence work-related injuries/ ill health/ fatalities.

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

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

5 Details on assessment of value chain partners:

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

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

6 Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

The company requires its value chain partners to comply with the Supplier code of conduct policy and will formulate the methodology to assess compliance with Health and Safety practices and working conditions of the value chain partners.

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

ESSENTIAL INDICATORS

1 Describe the processes for identifying key stakeholder groups of the entity.

The company evaluates and classifies relevant stakeholders based on inclusivity, materiality, responsiveness, impact, interests, expertise on important matters, level of influence, integrity, willingness, and expectations. Our stakeholder groups are directly or indirectly affected by the company or have the ability to influence value creation in the short, medium, or long term. The company has identified its stakeholders and maintains regular and effective communication with them. Key categories of stakeholders include customers, vendors, suppliers, employees, shareholders, investors, government and regulatory authorities, and the wider community. The company has established effective systems to address grievances for customers, employees, and shareholders. Furthermore, the company undertakes special initiatives to engage with marginalized stakeholders as part of its corporate social responsibility efforts

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

Stakeholder group	Whether identified as a Vulnerable & Marginalized Group	Channels of Communication (E-Mail, SMS, Newspaper, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of Engagement (Annually/ Half-Yearly/ Quarterly/ Others-Please Specify)
Employees	No	Meetings, E-mails	Continuous: V-Mart website; Grievance redressal, Corporate Corner, Notice Board
Shareholders	No	Meetings, Notices, Annual Reports, E-mails	Quarterly: Financial Statements, Press Release, exchange notifications, Continuous: Investors page on the website of the Company Annually: Annual General Meeting; Annual Report
Investors	No	Meetings, Notices, Annual Reports, E-Mails	Continuous: Investors page on the website of the Company, Conference calls
Customers	No	E-mails, SMS, Website, social media, Advertisements	Continuous: V-Mart website; social media (LinkedIn, Twitter, Facebook) Quarterly: Customer satisfaction survey
Communities	Yes	E-mails, SMS, Website, social media, Advertisements	As needed: Transactional meetings; periodic reviews; surveys.
Vendors	No	Meetings, E-mails	Need Basis
Regulators	No	Meetings	As needed: Conferences; summits
Government Agencies	No	Meetings	Continuous: V-Mart Website
Media	No	Interviews	Continuous: V-Mart Website

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

LEADERSHIP INDICATORS

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

The Company maintains regular and authentic communication with its stakeholders, which is indispensable for building trust. The Company communicates with its stakeholders on ESG and other vital topics via its website and shares information about the Company's performance through the annual report, on a half-yearly and every quarter.

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

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

In every Board Meeting, the Board is informed about the feedback received from various stakeholders and the proposed and planned initiatives to be considered by our Company.

2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (yes / no). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.

Our Senior Executives monitor and evaluate their departments and ensure that stakeholders are engaged on all issues recognized as material. The Company seeks opinion from its stakeholders and overhauls its policies when required. Further, the company had also launched a Shareholders satisfaction Survey to receive the inputs from them.

Furthermore, the Company perceives that it is still in the 'learning phase' on various evolving aspects of ESG and considers the stakeholder interactions essential.

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

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

- Co-founded Plaksha University - providing higher education to students
- Ekal Vidyalaya - Education for children in rural/ tribal areas and livelihood opportunity to village youths by providing them teaching opportunity
- Community Initiatives (Girls Ashram - MK Foundation, Karma Animal Foundation, Hare Krishna Movement, Assam Flood Relief Initiative)
- Community Free School - Education and nutritious food to the street and rural children

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

ESSENTIAL INDICATORS

1- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY-2022-23 Current financial year			FY-2021-22 Previous financial year		
	Total (a)	No. Of employees/workers covered (b)	% (B/a) (D/C)	Total (c)	No. Of employees/workers covered (d)	% (D/C)
Employees						
Permanent	9333	8075	87	8167	3400	42

Other than permanent	590	478	81	493	470	95
Total employees	9923	8553	86	8660	3870	45

Workers

Permanent						
Other than permanent	NA					
Total workers						

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

Category	FY-2022-23 Current Financial Year				FY-2021-22 Previous Financial Year					
	Total (A)	Equal to	More than		Total (D)	Equal to	More than			
		Minimum Wage	Minimum Wage	Minimum Wage		Minimum Wage	Minimum Wage	Minimum Wage		
		NO. (B)	% (B/A)	NO. (C)	% (C/A)	NO. (E)	% (E/D)	NO. (F)	% (F/D)	
EMPLOYEES										
Permanent										
Male	7082	3392	48	3690	52	6404	3183	50	3221	50
Female	2251	1256	56	995	44	1763	1031	58	732	42
Other than permanent										
Male	381	306	80	75	20	338	323	96	15	4
Female	209	159	76	50	24	155	145	93	10	7
WORKERS										
Permanent										
Male	NA									
Female	NA									
Other than permanent										
Male	NA									
Female	NA									

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of directors	5	1,275,000	1	1,050,000
KMPs	3	1,228,300	1	93,000
Employees other than BODs and KMPs	7460	119,004	2459	116,916
Workers	Na			

4- Do you have a focal point (individual / committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (yes/no)

Yes. The Head-Human Resource oversees the human resources function in the Company.

In addition, the Ethics Committee is responsible for addressing any human rights issues caused or contributed by the business.

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

The Company regards respect for human rights as one of its fundamental and core values and strives to support, protect and promote human rights to ensure that fair and ethical business and employment practices are followed. The Company is committed to maintain a safe and harmonious business environment and workplace for everyone, irrespective

of the ethnicity, region, sexual orientation, race, caste, gender, religion, disability, work, designation and such other parameters. The Company believes that every workplace shall be free from violence, harassment, intimidation and/or any other unsafe or disruptive conditions, either due to external or internal threats. Accordingly, the Company has aimed to provide reasonable safeguards for the benefit of employees at the workplace, while having due regard for their privacy and dignity. The Company also has zero tolerance towards all forms of child labour, violence or physical, sexual, psychological or verbal abuse. All stakeholders (Internal/External) have 24*7 access to raise their grievances and report anonymously any breach with respect to the Human Rights Policy or whistle blower matters at vigilance. officer@vmartretail.com. In case of ambiguity, the employee can raise their concerns to speakup@vmart.co.in also.

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

	FY-2022-23 Current Financial Year			FY-2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	5	Nil	Complaints Resolved	2	Nil	Complaints Resolved
Discrimination at Workplace	-	-	-	-	-	-
Child Labor	-	-	-	-	-	-
Forced Labor/ Involuntary Labor	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human Rights-Related Issues	46	Nil	Complaints Resolved	17	Nil	Complaints Resolved

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

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

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

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

8- Do human rights requirements form part of your business agreements and contracts? (yes/no)

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

9- Assessments for the year:

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

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

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

LEADERSHIP INDICATORS

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

- (a) The Company adheres to the human rights principles and complies with applicable laws, regulations, policies & procedures.
- (b) The Company respects and promotes human rights in accordance with the Guiding Principles on business and human rights.
- (c) The Company periodically reviews its business processes to identify any issues which may give rise to the human rights grievance. No specific business process can be identified as being modified/influenced as a result of addressing human rights grievances.

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

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

3- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the rights of persons with disabilities act, 2016?

Many stores are equipped to accommodate the mobility needs of people with disabilities. The malls in the southern zone also have infrastructure and elevators specifically designed for individuals with disabilities.

4- Details on assessment of value chain partners

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labor	No assessment was conducted. However, the Human Rights Policy available on the website contain provision against the opposition of Child labour which is applicable on the Company including employees, consultant, independent contractors & suppliers
Forced labor/ involuntary labor	The vendors are contractually bound to comply with the aforesaid requirement. Further, our Company conducts periodic checks in respect of the brand staff to ensure compliance.
Sexual harassment	
Discrimination at workplace	
Wages	
Other-specify	

5- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at question 4 above.

Not Applicable.

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

ESSENTIAL INDICATORS

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

Parameter	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Total Electricity Consumption (KWH)(A)	5,49,89,577 (kwh) / 197,962 GJ	3,71,64,486.4 (kwh)/ 1,33,792.15104 GJ
Total Fuel Consumption (in Litres) (B)	13,60,416 (Litres)/ 46,526 GJ	11,57,735.7 (Litres)/ 39,594.6 GJ
Energy Consumption through other sources (C)	NA	NA
Total Energy Consumption (A+B+C)	244,488 GJ	1,73,386.7 GJ
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupee)	0.99 GJ / Lakh Rs.	1.05 GJ/Lakh Rs.
Energy intensity (optional) – the relevant metric may be selected by the entity.	NA	NA

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

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

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the performance, achieve, and trade (pat) scheme of the government of India? (y/n) if yes, disclose whether targets set under the pat scheme have been achieved. In case targets have not been achieved, provide the remedial action taken if any.

Not Applicable, the Retail sector does not come under the Energy intensive industry, so it does not fall under ambit of the PAT Scheme of the Government of India.

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

Parameter	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	NIL	NIL
(ii) Groundwater	4720.56(KL)	4,551.89 (KL)
(iii) Third-party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	NIL	NIL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4720.56(KL)	4,551.89 (KL)
The total volume of water consumption (in kilolitres)	4720.56(KL)	4,551.89 (KL)
Water intensity per rupee of turnover (Water consumed / turnover)	0.019 KL/Lakh Rs.	0.0273 KL/Lakh Rs.
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 the external agency? (Y/N). If yes, the name of the external agency.

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

4. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

We are implementing STP at the Palwal warehouse, which is currently undergoing construction and is anticipated to be operational soon.

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

Parameter	Please Specify Units	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
NOx	Tones	271.40	231
SOx	Tones	458.30	390
Particulate Matter (PM)	Tones	18.80	16
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compound (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Others- Please Specify *(Carbon and Its Compounds)	Tones	472.40	402

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

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

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

6. Provide details of greenhouse gas emissions (scope 1 and scope 2 emissions) & their intensity in the following format:

Parameters	Units	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Total scope 1 emissions (break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	473MT	402MT*
Total scope 2 emissions (break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	45,091 MT	-
Total scope 1 and scope 2 emissions per rupees of turnover		0.1848558 MT / Lakhs (Rs)	0.0024126 MT/Lakh (Rs)
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.	NA	NA	NA

*We have this consolidated figure for CO₂ Equivalent; we don't have a breakup into other gases like CH₄, N₂o etc.

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

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

7. Does the entity have any project related to reducing greenhouse gas emissions? If yes, then provide details.

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

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

Parameter	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Total Waste Generated (In Metric Tons)		
Plastic Waste (A)	7	291
E-Waste (B)	NA	NA
Bio-Medical Waste (C)	NA	NA
Construction and Demolition Waste (D)	NA	NA

Battery Waste (E)	NA	NA
Radioactive Waste (F)	NA	NA
Other Hazardous Waste, Please Specify, if any (G)	NA	NA
Other Non-Hazardous Waste Generated (H), please specify if any. (Break up by composition, i.e., by Material Relevant to The Sector)	85 (Packing Material)	2365 (Carton, Bag, Hangers etc.)
Total (A+B+C+D+E+F+G+H)	92	2656
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category Of Waste		
(I) Recycled	92	2656
(II) Reused	NA	NA
(III) Other Recovery Operations	NA	NA
Total	92	2656
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tons)		
(I) Incineration	NA	NA
(II) Landfilling	NA	NA
(III) Other Disposal Operations	NA	NA
Total	NA	NA

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

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

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

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

The Company has implemented waste management strategies that prioritize waste prevention, reduction, reuse, removal, and disposal. Their goal is to minimize waste generation to the greatest extent possible. Regular visual inspections are conducted in all waste storage and collection areas to detect any accidental releases, ensuring proper labelling and disposal of waste. As a retail business, the Company procures readymade garments from vendors and value chain partners, ensuring that no hazardous or toxic chemicals are used in their products.

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

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

Not Applicable.

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

Name and brief detail of the project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes/ No)	Results communicated in public domain	Relevant web link
-	-	-	-	-	-

Not Applicable, as the entity has undertaken no such project.
Yes, the entity does adhere with the compliances with respect to Plastic waste Management.

12. Is the entity compliant with the applicable environmental laws/ 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/ guideline which was not complied with	Provide detail of non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control board or by courts	Corrective actions taken, if any
-	-	-	-	-

Not Applicable
Yes, the Company complies with the applicable environmental regulations for waste disposal.

LEADERSHIP INDICATORS

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

Parameter	FY-2022-23	FY-2021-22
	Current Financial Year	Previous Financial Year
From Renewable Sources		
Total Electricity Consumption (A)	NA	NA
Total Fuel Consumption (B)	NA	NA
Energy Consumption through Other Sources (C)	NA	NA
Total Energy Consumed from Renewable Sources (A+B+C)	NA	NA
From Non-Renewable Source		
Total Electricity Consumption (D)	5,49,89,577 (kwh) / 197962 GJ	3,71,64,486.4 (kwh)/ 1,33,792.2 GJ
Total Fuel Consumption (E)	13,60,416 (Litres)/ 46,526GJ	11,57,735.7 (Litres)/ 39,594.6 GJ
Energy Consumption through Other Sources (F)	NA	NIL
Total Energy Consumed from Non-Renewable Sources (D+E+F)	2,44,488 GJ	1,73,386.7 GJ

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

If yes, the name of the external agency.

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

2. Provide the following details related to water discharged:

Parameter	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(I) to surface water	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(II) To groundwater	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(III) To seawater	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(IV) Sent to third party	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(V) Others	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
Total water discharge (in kilolitres)	-	-

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

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

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

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

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

Parameter	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(I) Surface water	-	-
(II) Groundwater	-	-
(III) Third-party water	-	-
(IV) Seawater / desalinated water	-	-
(V) Others	-	-
The total volume of water withdrawal (in kilolitres)	-	-
The total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (water consumed / turnover)	-	-
Water intensity (optional)- the relevant metric may be selected by the entity.	-	-

Water discharge by destination and level of treatment (in kilolitres)		
(I) Into surface water	NA	NA
- No treatment	-	-
- With treatment-specify the level of treatment	-	-
(II) Into groundwater	NA	NA
- No treatment	-	-
- With treatment-specify the level of treatment	-	-
(III) Into seawater	NA	NA
- No treatment	-	-
- With treatment-specify the level of treatment	-	-
(IV) Sent to third parties	NA	NA
- No treatment	-	-
- With treatment-specify the level of treatment	-	-
(V) Others	NA	NA
- No treatment	-	-
- With treatment-specify the level of treatment	-	-
Total water discharge (in kilolitres)	-	-

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

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

4. Please provide details of total scope 3 emissions & their intensity in the following format:

Parameters	Units	FY-2022-23 Current Financial Year	FY-2021-22 Previous Financial Year
Total scope 3 emissions (break-up of the GHG into CO2, CH4, N2O, HFCS, PFCS, SF6, NF3, if available)	NA	NA	NA
Total scope 3 emissions per rupee of turnover	NA	NA	NA
Total scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

The Company is working on scope 1 emissions.

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

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

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

Not Applicable, as provided in Question 10 of essential indicators above.

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

S. No.	Initiatives Undertaken	Details of Initiatives (Web Link, if any, may be provided along with a summary)	Outcomes of Initiatives
-	-	-	-

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

The Company has a Business Continuity Plan (BCP) that encompasses People, Facilities, and Critical IT infrastructure across the enterprise. Disaster Recovery (DR) sites are in place to ensure that operations continue uninterrupted. These sites undergo testing periodically, and the results are assessed to determine any necessary actions. The policies and programs aid in enhancing the ability to withstand and respond to unexpected disasters or hazards that may affect business continuity.

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

The company specialises in the retail of fashion garments and is committed to reducing its ecological footprint throughout the product life cycle. This involves a comprehensive assessment of the environmental impact at every stage, including design, manufacturing (through external vendors), inventory management, and waste disposal. By achieving minimal environmental impact at each of these stages, the company aims to ensure a sustainable product life cycle that is environmentally responsible.

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

None

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

ESSENTIAL INDICATORS

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

The Company is a member of 2 (Two) Associations.

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

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

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

Name of the authority	Brief of the case	Corrective action taken
-	-	-

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

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain	Frequency of review by board (annually/ half yearly/ quarterly/ others- please specify)	Web link, if available
1	Retailers Association of India (RAI)	Active participation in various seminars, conferences and other forums on issues and policy matters that impact the interest of its stakeholders	Yes	Whenever Conducted by the associations	https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Public-Influencing-Regulatory-Policy.pdf
2	Confederation of Indian Industry (CII)	Active participation in various seminars, conferences and other forums on issues and policy matters that impact the interest of its stakeholders	Yes	Whenever Conducted by the associations	https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Public-Influencing-Regulatory-Policy.pdf

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief detail of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (yes/no)	Results communicated in the public domain	Relevant Web link
-	-	-	-	-	-

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

2- Provide information on 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 projects affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
-	-	-	-	-	-	-

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

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

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

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

- By phone on Customer Care
- Channels mentioned in the Investor Grievance Redressal Policy which is available at the website of the Company
- By social media- (www.instagram.com/vmart_retail,
- Facebook
 - <https://www.facebook.com/LimeRoadForMen>
 - <https://www.facebook.com/limeroadwesternwardrobe/>
 - <https://www.facebook.com/LimeRoadHome/>
 - <https://www.facebook.com/Limeroadcom/>
 - <https://www.facebook.com/profile.php?id=100083534640378>

- Play Store: <https://play.google.com/store/search?q=limeroad&c=apps&hl=en-IN>
- Instagram: <https://www.instagram.com/limeroad/>
- By Feedback Form (Available at stores)

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

	FY-2022-23 Current financial year	FY-2021-22 Previous financial year
Directly sourced from MSME/ small producers.	Nil	Nil
Sourced directly from within the district and neighbouring districts	Nil	Nil

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

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments (reference: question 1 of essential indicators above):

Detail of negative social impact identified	Corrective action taken
-	-

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

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

S. No.	State	Aspirational district	Amount spent (in INR)
1.	West Bengal	Nadia.	0.9 Lakhs

3. A Do you have a preferential procurement policy where you give preference to purchases from suppliers comprising marginalized /vulnerable groups? (yes/no)

Our Company operates in the dynamic Fashion industry, where we are dedicated to fostering an environment of equal opportunities for vendors, regardless of their caste, creed, gender, or business size. We believe in providing a level playing field for all vendors who possess the capabilities to cater to the demands of the fashion-oriented market. V-mart actively supports small vendors, ensuring they have a platform to showcase their products in our stores and business premises.

In line with our commitment to inclusivity, we regularly undertake initiatives to empower and uplift suppliers from marginalised and vulnerable groups. We actively source finished products from these suppliers and provide them with opportunities to exhibit their products in our stores and office premises. Through these efforts, we aim to contribute to a more diverse and inclusive fashion industry, where every talented vendor can thrive and succeed.

B From which marginalized /vulnerable groups do you procure?

We actively procure from various marginalised/vulnerable groups, including Widows/Women workers, NGOs, MSMEs and Self-help groups across the company. Additionally, we encourage our suppliers to follow the same practice, supporting these underrepresented communities. By sourcing from and empowering these groups, we strive to foster a more inclusive and socially responsible business environment.

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

The procurement from marginalised/vulnerable groups, including Widows/Women workers, NGOs, and Self-help groups, constitutes 0.5% of the total procurement by value.

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
				NA

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

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

Name of authority	Brief of case	Corrective action taken
-	-	-
Not applicable, as such, no adverse orders passed by any regulatory authorities against the Company related to Intellectual property-related disputes.		

6- Details of beneficiaries of CSR projects:

S. No.	CSR projects	No. Of persons who benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Community Free School	430	100
2.	Plaksha University- Reimagining Higher Education	410	100
3.	Ekal Vidyalaya	6,121	100
4.	Community Initiatives	31543+	100

- Vulnerable and marginalized groups (37,397):
- Community Free School (430): - Education and nutritious food to street and rural children
- Ekal Vidyalaya (6,121): - Education for children in rural/tribal areas and livelihood opportunities to village youth by providing them teaching opportunities.
- Community Initiative: -
 - » Road Safety awareness initiative for daily commuters (12,000).
 - » Angel Home for Underprivileged Kids (35).
 - » Support Karma Animal Foundation (90).
 - » Plantation Drive (6773).
 - » Flood relief in Assam (605).
 - » Road Safety umbrella installation at crossroads (12,000).
 - » Education classes for underprivileged children in Jaidapur, Palwal (40).

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

ESSENTIAL INDICATORS

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

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

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

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

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

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

By phone on Customer Care

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

By social media-

- <https://www.facebook.com/LimeRoadForMen>,
- <https://www.facebook.com/limeroadwesternwardrobe/>,
- <https://www.facebook.com/LimeRoadHome/>,
- <https://www.facebook.com/Limeroadcom/>,
- <https://www.facebook.com/profile.php?id=100083534640378>,
- <https://play.google.com/store/search?q=limeroad&c=apps&hl=en-IN>
- <https://www.instagram.com/limeroad/>

By feedback form (Available at stores)

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

	As a percentage of Total Turnover
Environmental and Social parameters relevant to the product	Less than 1%*
Safe and responsible usage	9.6%**
Recycling and safe disposal	79.3%***

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

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

*** Major business focus is apparel that isn't hazardous to customers, and of all the waste generated materials that can be recycled are being reused.

3. A number of consumer complaints in respect of the following: -

	FY 2022-23 Current Financial Year		Remarks	FY- 2021-22 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	0	0		0	0	
Advertising	0	0		257	0	
Cyber Security	0	0		0	0	
Delivery of Essential Service	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	1,34,359**	843		85,381	0	

*These Advertising complaints are out of the total number of 10,433 customer complaints received during 2022-2023.

**These complaints are out of the total 5 crore customers served during the year and includes feedback and clarifications.

The Company has not received any complaints about data privacy and cyber security, restrictive trade practices and unfair trade practices in FY-2023 and FY-2022. Our products and services do not fall under-delivery of essential services. Most of the Complaints are product performance-related queries.

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

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

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

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

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (yes/no) if available, provide a web link to the policy.

Our organization has implemented a comprehensive policy addressing cyber security and data privacy risks. As part of our security framework, we have established a Segregation of Duties (SOD) Policy, which outlines the proper allocation of authority and responsibilities for managing information security within our organization. This policy ensures that individuals have clearly defined roles and responsibilities related to information security.

Furthermore, we have designed our information security organization in a manner that promotes structured coordination of activities pertaining to information security. This coordinated approach enables effective management of various aspects, including risk assessment and mitigation, incident response, access control, and compliance.

Moreover, our organization has implemented a robust risk management policy that specifically addresses cyber security and information risks. This policy outlines a systematic approach to identify, assess, and monitor the implications of these risks. By employing effective risk management practices, we can proactively mitigate potential threats and safeguard our information assets.

<http://vmart.co.in/privacy-policy/>

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

No significant issues have arisen regarding the advertising and delivery of essential services, cyber security and data privacy of customers, or instances of product recalls during the Financial Year 2022-23. Additionally, there have been no penalties or regulatory actions taken by authorities regarding our products and services.

LEADERSHIP INDICATORS

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

Product information can be accessed on V-Mart's official website, namely <https://www.vmartretail.com/>, as well as on the recently acquired LimeRoad's website, available at <https://www.limeroad.com/>.

Moreover, the company shares details about its products across various social media platforms and E-Commerce websites, including Amazon and Myntra.

Additionally, customers have the opportunity to view and purchase the company's products in physical stores located throughout different regions of the country.

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

Our company ensures that all safety instructions are prominently displayed on the labels of each product. With educational purposes in mind, we provide clear and concise instructions for washing, drying, cleaning, avoiding bleach usage, ironing, and more. Additionally, we make sure to disseminate comprehensive information about the size, pattern, colour, fabric type, and other relevant details across all channels and platforms where our products are accessible to consumers. Our commitment to transparency and consumer education allows for a seamless and informed shopping experience.

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (yes/no/not applicable) if yes, provide details in brief. Did your entity carry out any survey about consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (yes/no)

Yes, the Company displays all requisite information on the product as per the applicable laws (such as Legal Metrology).

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

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact
- b. Percentage of data breaches involving personally identifiable information of customers

Throughout the Financial Year 2022-23, the entity did not receive any reports or raise any concerns regarding data breaches from any third party