

16th May 2023

To Listing Department The National Stock Exchange of India Limited Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai 400051 Symbol: TRENT	To Listing Department BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400001 Scrip Code: 500251
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Dear Sir / Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2022-23

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached the Business Responsibility and Sustainability Report (BRSR) of the Company for the financial year 2022-23.

The BRSR Report is also available on the Company's website at www.trentlimited.com as a part of Annual Report.

Thanking you,
For Trent Limited

M. M. Surti
Company Secretary

Encl: As above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2022-23



As part of the Tata Group, which plays a leading role in the country for environmental stewardship, social responsibility, and corporate governance the Company has embraced the BRSR related disclosures to help identify potential risks & opportunities, enhance initiatives and build trust with stakeholders. BRSR reporting is increasingly being used by investors, customers, employees and other stakeholders to evaluate Company's commitment to sustainable business practices and social responsibility. As such, BRSR reporting is an essential tool for the Company to demonstrate commitment to sustainability and to create long-term value for all stakeholders.

As part of India's commitment to SDG's and Tata Groups focus on certain areas, the Company has built a framework around Sustainability with six pillars focusing on various aspects of ESG. The Company has started working towards energy assessment, emission estimation, material issue identification, logistics efficiency and many more initiatives. While the Company does not own any manufacturing units,

it has proactively engaged with its vendor ecosystem to help assess through SEDEX SMETA 4 pillar framework and enhance compliance on Social, Environmental, Governance and Safety practices.

The Company deploys a robust governance system with a Board consisting of diverse expertise and a team of professional managers. Compliance is followed in letter and spirit integrating the Tata Code of Conduct in every facet of the business. Transparency is ensured in Internal and External stakeholder interactions. A modern, state-of-the-art tech stack is deployed which supports the business, ensuring adequate controls. The Company is subjected to multiple external and internal reviews, to ensure adequacy of controls and effectiveness of governance systems.

The Company led by the Board and the management team is committed on the ESG agenda along with participation from different stakeholder groups. In keeping with the Tata ethos, the Company maintains to progress on this journey to ensure a sustainable future for all stakeholders.

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A – GENERAL DISCLOSURES

I DETAILS

1. Corporate Identity Number (CIN) of the Listed Entity	L24240MH1952PLC008951
2. Name of the Listed Entity	Trent Limited
3. Year of incorporation	1952
4. Registered office address	Bombay House, 24, Homi Modi Street, Fort, Mumbai – 400001. Maharashtra, India
5. Corporate address	Trent House, G - Block, Plot No.C-60, Bandra Kurla Complex, Bandra (East), Mumbai – 400051. Maharashtra, India
6. E-mail	investor.relations@trent-tata.com
7. Telephone	022-6665 8282
8. Website	www.trentlimited.com
9. Financial year for which reporting is being done	2022-23
10. Name of the Stock Exchange(s) where shares are listed	Equity Shares are listed on BSE Limited and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital	₹35.55 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ratul Neogi (ratul.neogi@trent-tata.com) 022-67009203
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 TRENT 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.	Retail Sales – Through Physical Stores and Online Portal / App	Apparel	84%
		Non Apparel	16%

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

S. No.	Product/Service	NIC Code	% of total Turnover
1.	Retail Sale of Readymade Garments etc.	47711	95% – Revenue from Operations

III OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	139 Cities (590 Stores) *	6 Cities (Sourcing Offices)	140 Cities
International **	-	-	-

* The Company has retail outlets and does not undertake any manufacturing activity
 ** The Company does not have international offices

17. Markets served by the entity –

(a) Number of locations –

Locations	Number
National (No. of States & UT)	30
International (No. of Countries)	-

(b) What is the contribution of exports as a percentage of the total turnover of the entity? –

Not Applicable

(c) A brief on types of customers

The Company primarily through two formats, namely Westside & Zudio, retails own brands across the country. The retail brands cater to customers across age groups and price segments, that appeal to wide section of the society.

IV EMPLOYEES

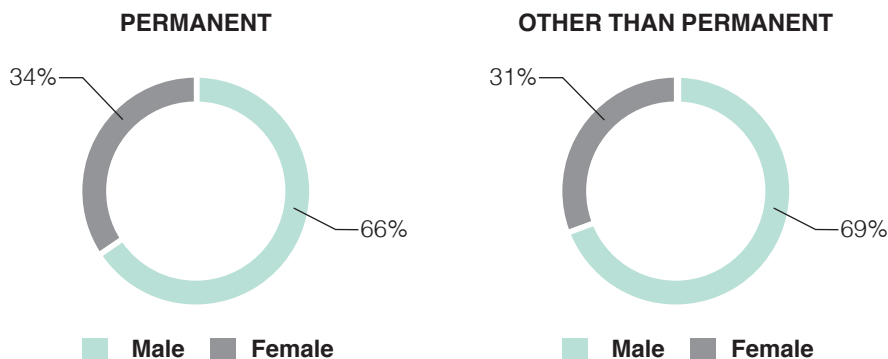
18. Details as at the end of Financial Year –

(a) Employees (including differently abled) –

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	16,586	10,932	66%	5,654	34%
2.	Other than Permanent (E)	3,467	2,398	69%	1,069	31%
3.	Total employees - (D + E)	20,053	13,330	66%	6,273	34%

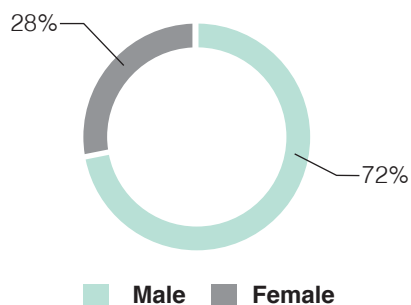
Note –

- The Company does not have any workers as defined in the guidance note on BRSR.



(b) Differently abled Employees –

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
1.	Permanent (D)	118	85	72%	33	28%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	118	85	72%	33	28%

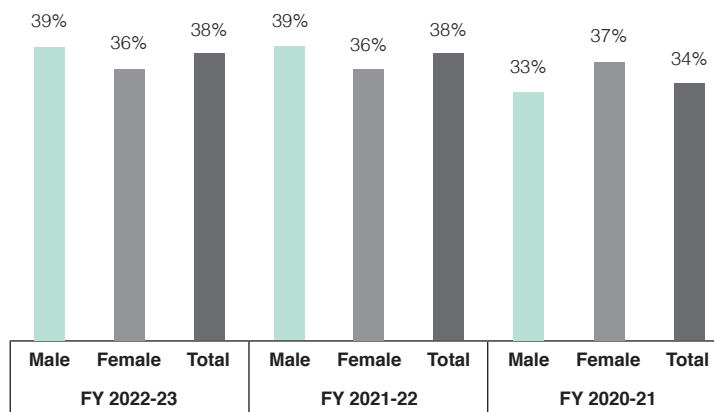


19. Participation / Inclusion / Representation of women –

	TOTAL (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22%
Key Management Personnel	3	NIL	NIL

20. Turnover rate for permanent employees –

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	39%	36%	38%	39%	36%	38%	33%	37%	34%



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

21. Names of holding / Subsidiary / Associate Companies / Joint Ventures –

(a)

S. No.	Name of the holding / Subsidiary/ Associate Companies / Joint Ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes / No)
1.	Trent Brands Limited*	Subsidiary	52.01% (47.99% held by FBSSL)	Yes
2.	Nahar Retail Trading Services Limited (Nahar)	Subsidiary	100%	Yes
3.	Fiora Business Support Services Limited (FBSSL)	Subsidiary	100%	Yes
4.	Trent Global Holdings Limited (Mauritius)	Subsidiary	100%	Yes
5.	Booker India Limited (BIL)	Subsidiary	51%	Yes
6.	Booker Satnam Wholesale Limited (BSWL)**	Subsidiary	0.00% (100% held by BIL)	Yes
7.	Fiora Hypermarket Limited	Subsidiary	0.00% (100% held by BIL)	Yes
8.	Fiora Online Limited	Subsidiary	0.00% (88.24% held by BIL)	Yes
9.	Common Wealth Developers Limited*	Subsidiary	0.00% (100% held by Nahar)	Yes
10.	Trent Hypermarket Private Limited	Joint Venture	50%	No
11.	Massimo Dutti India Private Limited (Massimo Dutti)	Associates	49%	No
12.	Inditex Trent Retail India Pvt Ltd (Inditex)	Associates	49%	No

*Merged with Nahar w.e.f. 23rd March, 2023

**Merged with BIL w.e.f. 19th April, 2023

The major Subsidiary / Associate companies have their own business responsibility (BR) initiatives and generally do not participate in the BR initiatives of the Company. However, there are instances where the Company makes joint commitment to support BR initiatives.

VI CSR DETAILS

22. i. Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes / No) i. Yes
- ii. Turnover (in ₹) ii. ₹7715.19 Crores
- iii. Net worth (in ₹) iii. ₹3079.94 Crores

VII TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	2022-23			2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://docs.trentlimited.com/investor/Policy_on_Corporate_Social_Responsibility_3c3915d5-0426-407b-a01b-fbb677badbf6.pdf?v=1638171689	1	1	Review In-Progress	1	NIL	
Investors (other than shareholders)		NIL			NIL		
Shareholders	https://scores.gov.in/admin/Welcome.html	21	1	*	9	NIL	
Employees (including Ex Employees) **	https://docs.trentlimited.com/Tata_Code_Of_Conduct.pdf	141	8	Review In-Progress	70	NIL	
Customers ***	westsidehelp@trent-tata.com zudiohelp@trent-tata.com	88,694	661	(Resolved subsequently)	25,920	496	(Resolved subsequently)
Value Chain Partners	https://docs.trentlimited.com/whistleblower_policy.pdf	5	1	Review In-Progress	2	NIL	
Other		NIL			NIL		

* Responded by the Company and pending with SEBI

** Unfair separation, Favouritism, Inappropriate Behaviour, Misconduct, Workplace Harassment, Misuse of Power, Retiral dues

*** Customer Service related (Billing, Membership, Staff Service, Online, Product quality, Policy Related-Credit Note, Gift Card / EGV). FY 22-23 the complaints / queries increased in the context of Companies significantly growing online business.

24. Overview of the entity's material responsible business conduct issue –

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

S. No	Material issue Identified	Indicate whether risk or opportunity (Risk / Opportunity	Rationale for identifying the Risk / Opportunity	In case of risk, approach to adapt or mitigate)	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product stewardship	Risk	Recycling of waste and conservation of natural resources	Reduce fabric waste, use of FSC & BCI cotton	Negative
2.	Sustainable logistics	Opportunity	Saving of cost and conservation of natural resources	Use of alternative fuel	Positive
3.	Resource Efficiency	Opportunity	Saving of cost and conservation of natural resources	Conserve energy through IOT, efficient HVAC	Positive

The Company is currently engaged with Tata Sustainability Group (TSG) to identify material sustainability issues for the organisation. In the interim, the Company has identified certain areas of focus and initiated action plan to address sustainability related opportunities and challenges.

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.

P1	Ethics & Transparency	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable	TATA CODE OF CONDUCT WHISTLE BLOWER POLICY ANTI CORRUPTION ANTI BRIBERY POLICY
P2	Product Responsibility	Businesses should provide goods and services in a manner that is sustainable and safe	ENVIRONMENT POLICY SUSTAINABILITY POLICY
P3	Human Resources	Businesses should respect and promote the well-being of all employees, including those in their value chains	HEALTH & SAFETY POLICY
P4	Responsiveness to Stakeholders	Businesses should respect the interests of and be responsive towards all its stakeholders	CORPORATE SOCIAL RESPONSIBILITY POLICY TATA AFFIRMATIVE ACTION POLICY
P5	Respect for Human Rights	Businesses should respect and promote human rights	TATA CODE OF CONDUCT
P6	Respect & Protect Environment	Businesses should respect, protect and make efforts to restore the environment	ENVIRONMENT POLICY SUSTAINABILITY POLICY
P7	Public Policy Advocacy	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	TATA CODE OF CONDUCT
P8	Inclusive Growth	Businesses should promote inclusive growth and equitable development	CORPORATE SOCIAL RESPONSIBILITY POLICY TATA AFFIRMATIVE ACTION POLICY
P9	Customer Engagement	Businesses should engage with and provide value to their consumers in a responsible manner	TATA CODE OF CONDUCT

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 *									
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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	N	** Y	N	N	N	N	N	N	** Y
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	N	Y	Y
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	Sustainability Goals / Targets have been identified and action plan tracked for deployment								

* Weblink of the policies

(a) Whistle-blower Policy –

https://docs.trentlimited.com/whistleblower_policy.pdf

(b) Tata Code of Conduct –

https://docs.trentlimited.com/Tata_Code_Of_Conduct.pdf

(c) CSR Policy –

https://docs.trentlimited.com/investor/Policy_on_Corporate_Social_Responsibility_3c3915d5-0426-407b-a01b-fbb677badbf6.pdf?v=1638171689

(d) Tata Affirmative Action Policy -

https://docs.trentlimited.com/investor/Policy_on_Corporate_Social_Responsibility_3c3915d5-0426-407b-a01b-fbb677badbf6.pdf?v=1638171689

(e) Environment Policy –

https://docs.trentlimited.com/investor/Environment_Policy.pdf

(f) Health & Safety Policy –

https://docs.trentlimited.com/investor/Health_Safety_Policy_c431c388-c6d6-4741-b501-336865ee461f.pdf?v=1662370873

(g) Anti-Corruption Anti Bribery Policy –

https://docs.trentlimited.com/investor/Trent_-_Anti-Bribery_and_Anti-Corruption_Policy.pdf?v=1648750038

(h) Sustainability Policy –

https://docs.trentlimited.com/investor/Sustainability_Policy.pdf?v=1661764531

** FSC (Forest Stewardship Council), BCI (Better Cotton Initiative) traceability in products initiated

GOVERNANCE, LEADERSHIP AND OVERSIGHT

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

The Company is deeply committed to achieving ESG related objectives and continue to prioritise related agenda over the near and medium term. The Company's focus on ESG parameters is best reflected through values (Integrity | Unity | Responsibility | Pioneering | Excellence) that are imbibed in all spheres of activity of the Company.

The Company has adopted the Tata Code of Conduct which guides our interactions with all key stakeholders including our Employees, Customers, Value Chain Partners, Communities, Investors, Environment & Society.

Corporate Social Responsibility is an integral part of our culture. The Company strongly believes in the Tata ethos of "what comes from the community should go back many times". One of the key features of our CSR projects is focus on participatory and collaborative approach with the community.

The Company follows the Tata group climate change policy which emphasizes the need to play a leading role in making the planet a better place to live. The Company focus on areas such as energy & waste management, supply chain efficiency and product stewardship.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policies

Executive Director & Chief Executive Officer

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 Company's business responsibility performance is reviewed by the Board of Directors on an annual basis.

The BR performance of the Company is assessed by Corporate Social Responsibility and Sustainability Committee of the Board

Name of CSR Directors	DIN
Mr. N. N. Tata (Chairman)	00024713
Mr. B. Bhat	00148778
Ms. H. Ravichandar	00032929

10. Details of Review of NGRBCs by the Company –

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly/ Any other - please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	*	Q	*	Q	A	A	*
Compliance with statutory requirements of relevance to the Principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	*	Q	*	Q	*	A	*

* Once in Two years

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

The processes & compliances are subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by Senior Leadership Teams and approved by the Board.

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	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.		
Key Managerial Personnel			
Employees other than BoD and KMPs	6	Topics addressed in Tata Code of Conduct – <ul style="list-style-type: none"> • Anti-Corruption & Anti-Bribery • Respect & Dignity • Conflict of Interest • Data privacy, Information & Cyber Security • Whistle Blower Policy • Workplace harassment • Prevention of Sexual Harassment • Prevention of Insider Trading 	90%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings with regulators/ law enforcement agencies/ judicial institutions in FY 23

No penalties / compounding fees paid beyond the minimum threshold (₹10 lakhs)

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

Nil

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 Company has an Anti-Bribery and Anti-Corruption Policy. The Policy has been developed in alignment of Tata Code of Conduct and Tata Group guidelines.

This policy applies to all stakeholders or persons associated with the Company and who may be acting on behalf of the Company and sets out conduct that must be adhered to at all times.

The Policy is placed on the Company's Website –

TCOC –

https://docs.trentlimited.com/Tata_Code_Of_Conduct.pdf

ABAC –

https://docs.trentlimited.com/investor/Trent_-_Anti-Bribery_and_Anti-Corruption_Policy.pdf?v=1648750038

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

No such action taken during the financial year 2022-23 and 2021-22

6. Details of complaints with regard to conflict of interest

No such complaint reported during the financial year 2022-23 and 2021-22

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

Not Applicable

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the Principles during FY 23

Total number of awareness programmes held	Topics / Principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under awareness programmes Topics addressed in Tata Code of Conduct –
2	<ul style="list-style-type: none"> • Anti-Corruption & Anti-Bribery • Respect & Dignity • Conflict of Interest • Data privacy, Information & Cyber Security • Whistle Blower Policy • Workplace harassment • Prevention of Sexual Harassment 	90%

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 per cent shareholding of that body corporate or is a Promoter, Manager, Chief Executive Officer of that body corporate, or

(b) with a firm or other entity in which, such Director is a Partner, Owner or Member, 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) Every director of the company discloses his material interest, if any, directly or indirectly, or on behalf of the third parties, in any transaction or matter directly affecting the Company at the beginning of every year.

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

ESSENTIAL INDICATORS

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

Since the Company is not into any manufacturing activity, R&D and Capital Expenditure are made by the value chain partners (as applicable)

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

Yes, The company is enhancing use of Organic cotton, BCI and FSC viscose as a raw material which is sustainable. SEDEX SMETA 4 pillar audits for all the vendors to assess their social, environmental, governance and safety practices.

- (b) If yes, what percentage of inputs were sourced sustainably?**

86 % of total vendors are audited under SEDEX SMETA 4 pillar for social, environmental, governance and safety practices.

- 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's endeavour in the following areas:

- 1. Merchandise Vendors** – As a matter of policy the Company increasingly works with vendors who have integrated facility for effluent treatment or subscribe to a common facility.
- 2. Products** – The Company encourages re-use through donation (to NGO) or discount sale to third party where products are re-used and do not go to a landfill.
- 3. Product Packaging** – The company uses plastic and cardboard boxes for product packaging. However, none of the packaging goes to the customers as the product is sold without the packaging. For recycling of cardboard boxes and plastic bags, Company has partnered with an EPR registered plastic recycling vendor, who also works with paper waste.
- 4. E-waste** – All IT related disposal are done through E-waste certified supplier who ensures safe disposal with minimal environmental impact.
- 5. Garments Tags** – Conversion from Plastic to Recycled Paper to reduce plastic usage.

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

Yes. The Company has registered itself as the Brand owner on EPR portal of Central Pollution Control Board (CPCB). Waste collection plan is in line with the EPR plan submitted to CPCB.

LEADERSHIP INDICATORS

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

The Company has estimated Carbon Footprint and working on various initiatives. Given the diversity of our products, Company has not undertaken LCA.

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

Name of Product / Service	Description of the risk / concern	Action Taken
Electricity use	Carbon emissions	Implementation of IOT and HVAC efficiency
Fuel use	Carbon emissions	Expanding use of CNG & Electric Vehicles
Scrap Disposal	Landfill of wastes generated	Scrap sold to vendor for recycling plastic & paper

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).

The Company engages with agencies who recycle scrap material and evaluates evolving technology to re-cycle materials on an ongoing basis.

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

	2022-23			2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging) *		326	398	NA		329
E-waste		0	5			1
Hazardous waste		0	0			0
Other waste *		1873	2376			523

* Increase due to implementation of centralised waste management system leading to better traceability and increased number of Stores.

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

Not Applicable

Refer Principle-2 (Leadership Indicator-3 above)

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

ESSENTIAL INDICATORS

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

Category	% of Employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F/A)
Permanent Employees											
Male	10,932	10,932	100%	10,932	100%	NA	NA	10,932	100%	355	3%
Female	5,654	5,654	100%	5,654	100%	5,654	100%	NA	NA	344	6%
Total	16,586	16,586	100%	16,586	100%	5,654	34%	10,932	66%	699	4%
Other than Permanent Employees											
Male	2,398	Covered by ESIC									
Female	1,069										
Total	3,467										

2. Details of retirement benefits for Current and Previous FY

Benefits	2022-23		2021-22	
	No. of employees covered as a % of total employees	Deducted and deposited with the authority	No. of employees covered as a % of total employees	Deducted and deposited with the authority
PF	100%	Y	100%	Y
Gratuity	100%	NA	100%	NA
ESI	80%	Y	84%	Y

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees & 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.

All Stores & Corporate Office of the Company, have ramps for easy movement of differently abled people. Stores located in Malls have elevators and infrastructure for differently abled individuals.

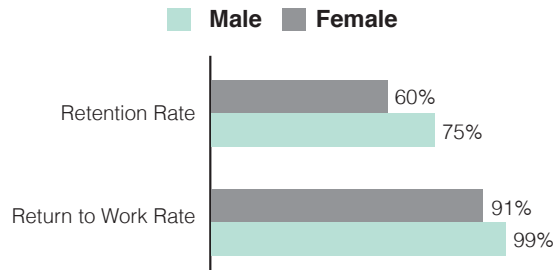
4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company believes in equal opportunity for all its employees, wherein the Company is committed to providing an inclusive work culture and an environment free from any discrimination. The Company is governed by Tata Code of Conduct, which does not treat anybody differently based on their race, sex, religion, disability, age, sexual orientation, gender identity or any other class of person protected by laws in the country.

https://docs.trentlimited.com/Tata_Code_Of_Conduct.pdf

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

Gender	Permanent employees	
	Return to work rate	Retention rate
Male	99%	75%
Female	91%	60%
Total	97%	70%



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

	Yes/No (If yes ,then give details of the mechanism brief)
Permanent Employees	(a) Independent Third-Party Facility: run by KPMG (for POSH, Ethics & Whistle Blower concerns)
Other than Permanent Employees	(b) Helpline Mailbox & Hotline Toll-free No: 180020099350 Ethics Mailbox: ethics@trent-tata.com & POSH@trent-tata.com

The Company has always believed in open and transparent communication. Employees are encouraged to share their concerns with their Functional Heads, HR or the members of the Senior Leadership Team. The Company has followed an open-door policy, wherein any employee irrespective of hierarchy has access to the Leadership Team.

In addition, new employees are sensitised on Tata Code of Conduct principles, which also forms part of the employee induction programme.

The Company on a regular basis sensitises its employees on the prevention of sexual harassment at the workplace through workshops and awareness programmes which are held on a regular basis.

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

The Company does not have any employee associations. The Company, however, recognises the right to freedom of association.

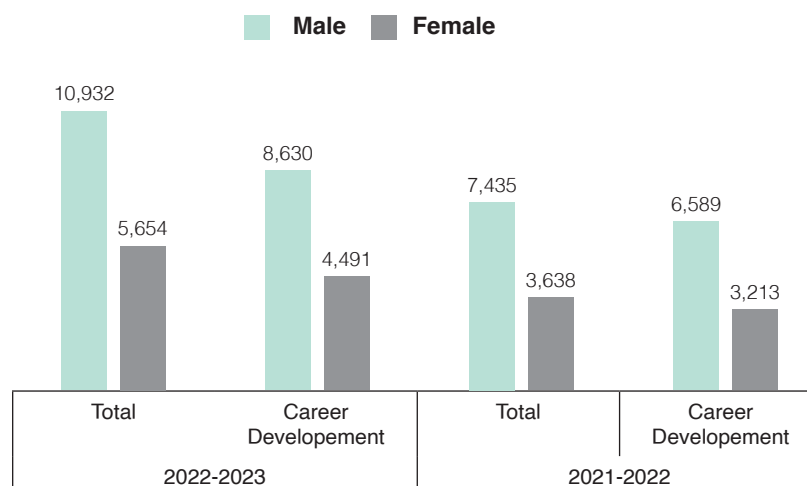
8. Details of training given to employees

Category	2022-23					2021-22				
	Total (A)	On Health and safety Measures *		On skill upgradation		Total (D)	On Health and safety measures *		On skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C/A)		No (E)	% (E/ D)	No. (F)	% (F/D)
Male	9,183	7,519	82%	13	0.14%	6,173	5,385	87%	18	0.29%
Female	4,646	2,578	56%	1	0.02%	2,907	2,175	75%	13	0.45%
Total	13,829	10,097	74%	14	0.10%	9,080	7,560	83%	31	0.34%

* Average of opening & closing employee count considered to calculate the training %

9. Details of performance and career development reviews of employees

Category	2022-23			2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Male	10,932	8,630	79%	7,435	6,589	89%
Female	5,654	4,491	79%	3,638	3,213	88%
Total	16,586	13,121	79%	11,073	9,802	89%



10 Health and Safety Management System

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

Due to the nature of the work, the stores and office environment do not pose any significant occupational health and safety risks. However, in line with Tata Group Retail Safety Standards, the Company has adopted Health & Safety policy.

The H&S Management System of the Company covers the following:

- **Leadership & Accountability** – Sets Vision and guides for effective and safe operations.
- **Hazard Identification, Risk Assessment & Management** – Comprehensive study conducted across all locations.
- **Compliance Assurance** – Periodic updates basis multiple legal and regulatory requirements
- **Design construction & operational control** – Safety Standards are set across all locations
- **People, competency & behaviours** – Periodic H&S trainings are imparted to employees.
- **Communication, consultation & empowerment** - Periodic monthly internal communications are sent out to employees.
- **Incident reporting, investigation & learning** – All Incidents are reported through Safety Reporting System.
- **Asset management** – Safety standards adhered to all locations during Projects & Handover.
- **Management of change** – Processes undergo PDCA/PMM cycle of improvement.
- **Working with contractors** – Adhering to 13 Project Site Safety Principles.
- **Emergency preparedness, response & crisis management** – Having comprehensive Business Continuity Plan (BCP)
- **Document control & record management** – Documents are managed through intranet portal.
- **Measuring performance, audit & review** – Internal & External H&S Audits conducted across all locations.

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

The Company provides a structured approach to managing the hazards and identifying its risks through Hazard Identification and Risk Assessment (HIRA). Hazard Identification & Risk assessment are undertaken periodically and actions are taken to mitigate the risks identified.

The Company has a detailed system for Internal & External Safety Audits which is mentioned in the H&S Manual.

- Internal Audit: Quarterly Audits are conducted, and safety scores are tracked across the Organisation.
- External Audit: Third Party External electrical audits of all locations are conducted yearly and the reports are shared with relevant teams.

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

Based on the hazards identified through organisation wide HIRA study conducted the Company deploys multiple mitigation measures to minimize the risks. Monthly H&S Communications are shared to all employees. Employees are trained to report unsafe conditions to the fire wardens through the Safety Reporting System. Periodic mock drills are conducted to ensure that all employees are aware of evacuation procedure in case of emergency.

d. **Do the employees and 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
- Critical Illness Policy
- Group Term Life Insurance Policy
- Contingency Loan Policy (For Medical Emergencies)

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

Safety Incident/Number	Category	2022-23	2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.70	NIL
Total recordable work-related injuries		6	NIL
No. of fatalities		NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)		NIL	NIL

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

The Company provides a systematic way to ensure a safe and healthy workplace for all employees and third-party employees who work on our premises. It promotes continuous identification and monitoring of hazards and controlling risks whilst making sure that the risk controls in place are effective.

- a) **H&S Policy:** Policy is applicable across all locations. The policy is a comprehensive statement that addresses all essential work-related issues.
- b) **H&S Manual:** Manual identifies and addresses the specific requirements of the Codes of Practice of the Tata Group Retail Safety Standard. The H&S Manual provides a framework on how to create a safe and healthy workplace.
- c) **HIRA:** Trent provides a structured approach to managing the hazards and identifying its risks through Hazard Identification and Risk Assessment (HIRA). Based on the Hazards identified, actions are taken to mitigate potential risks.
- d) **Safety Induction & Trainings:** The Company provides a Health & Safety induction to all new employees which is incorporated in their general induction training. Specific Induction Training Decks are formulated according to the job location of the employees.
- e) **Work Permit:** Issued for critical on-site activities to third party service providers, which ensures vendors with relevant qualification & experience execute work on-site.
- f) **Incident Reporting & Investigation:** The Company encourages transparency in reporting of all incidents through Safety Reporting System. All incidents are reported on the Incident Reporting application. These incidents are investigated and analysed to prevent recurrence.
- g) **Tata Group structured training programs like ARRE** (Accelerated Reduction in Repeat Events) are conducted to enhance awareness on H&S.
- h) **H&S Communication:** Communication on various Health & Safety topics are shared across all employees of the Company on monthly basis.
- i) **Mock Drills:** Mock Drills are conducted at specified intervals in the Company. These drills involve all employees, contract workmen, security team and visitors/customers who are within the premises.
- j) **Safety Committee Meeting:** Monthly review is done by the Leadership Team on various Safety related initiatives in the Organisation and is chaired by CEO.
- k) **Periodic H&S Audits:** Internal & External audits are conducted periodically to ensure a safe and healthy workplace for our employees. Surprise Audits are conducted at project sites to ensure project site safety standards are maintained and complied.

13. Number of Complaints on the following made by employees

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	NIL	NIL	-	NIL	NIL	-
Health & safety	100	NIL	-	22	NIL	-

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of locations covered through internal / external audits
Working Conditions	NA

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

- (a) **Thermography scanning:** One of the high severity risks for the Company are the electrical hazards. Monthly Preventive maintenance activity are carried out to address the electrical hazards at all Stores. Thermography scanning is conducted in all Stores / DC locations and offices, to enhance safety of our electrical equipment's.
- (b) **External Electrical Audits** are conducted and all locations are covered in period of once in two years.
- (c) **LOTO Kits:** The LOTO kits are deployed across Organisation helping in protecting and safeguarding employees while they perform servicing and maintenance on electrical equipment.
- (d) **Fire Sprinkler & Emergency Exit:** Periodic inspection of the stores have helped in determining the compliance to Fire Sprinklers norms & Emergency Exit requirements. Systems tasks are created for daily inspection of the same.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) Workers (Y/N)

Yes. Employees are covered under Life Insurance.

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

The Company conducts a social audit of its vendors known as SMETA (Sedex Members Ethical Trade Audit) by SEDEX. It includes audit of adherence to local laws related to labour standards, health and safety, environment and business ethics. The scope includes audit of statutory dues deductions and deposits as stipulated by local governmental laws.

3. Provide the number of employees 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		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2022-23	2021-22	2022-23	2021-22
Employees	No high consequence work-related injuries		N/A	

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)

Since inception, the Company has not undertaken any retrenchment of employees owing to business exigencies or employees not having the requisite skills to do the required job. Skilling upgradation of all employees remains a continuous activity in the Company.

5. Details of assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	86% - Audited
Working conditions	86% - Audited

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 conducts a social audit of its vendors known as SMETA (Sedex Members Ethical Trade Audit) by SEDEX. It includes audit of adherence to local laws pertaining to health & safety and working conditions. The factories are reviewed and if any non-compliances are found they are recorded in the audit report and shared with vendors. All non-compliances are rated major or minor depending on the severity of risk associated with it. The vendors are given time frames to take corrective actions and close these NC's. Re-audit is conducted at the end of the timeframe to check the corrective actions and only then the factory achieves approved rating.

PRINCIPLE 4 – BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**ESSENTIAL INDICATORS****1. Describe the processes for identifying key stakeholder groups of the entity.**

Internal and external group of stakeholders have been identified. Presently the given stakeholder groups have the immediate impact on the operations and working of the Company. This includes Employees, Shareholders & Investors, Customers, Communities and Vendors.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)	Frequency of engagement (Annually / Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Townhall, Trent Talk, Conclave, Reward & Recognition, Fit & Fun	Ongoing	<ul style="list-style-type: none"> Employee welfare programmes Code of Conduct and corporate policies Sustainability performance, especially environment, health and safety Living the values & Tata Code of Conduct Training & continuous learning
Vendors	No	Periodic vendor communications, Vendor meets	Ongoing	<ul style="list-style-type: none"> Integration of sustainability aspects in supplier assessment Less packaging and/or recycled packaging material Factories certified as per SMETA Standards Tata Code of Conduct

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Websites)	Frequency of engagement (Annually / Half yearly/ Quarterly)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	SMS, WhatsApp, Email, Website, Social Media	Ongoing	<ul style="list-style-type: none"> • Customer Survey • Customer Complaints
Community	Yes	Meetings, Email	Ongoing	<ul style="list-style-type: none"> • Enhancing livelihoods through focus on 4 Es (Education, Employability, Employment and Entrepreneurship)
Shareholders & Investors	No	Newspapers, SMS, Email, AGM, Annual Reports, Company's Website, Investor Meets, Press Release & Communication to Stock Exchange & SEBI	Ongoing	<ul style="list-style-type: none"> • Financial & Operating Performance • Significant business decisions / outcomes

LEADERSHIP INDICATORS

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

The Company has always maintained that a constant and proactive engagement with our key stakeholders enables the Company to better communicate its strategies and performance.

A continuous engagement helps align expectations, thereby enabling the Company to better serve its stakeholders. The Board is kept abreast on various developments and feedback on the same is sought from the Directors.

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

The Company is engaging with ESG rating agencies to understand areas of improvement and enhance disclosure on ESG. The Company is engaged on various evolving aspects of ESG and hence stakeholder interactions are important.

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

The Company's CSR activities focus on the disadvantaged, vulnerable and marginalised segments of society. The Company's community support initiatives are based on 4Es (Education, Employability, Employment and Entrepreneurship) by designing and delivering various programs in partnership with Tata Trust and other NGOs.

The Company has been able to deliver significant value through innovative approaches through its initiatives. In order to make community initiatives sustainable in the long run, the Company's strategies around societal responsibilities and support to key communities are linked to its business competencies and growth agenda. The CSR strategy is approved and periodically reviewed by CSR Committee of the board and believes in Optimizing Impact on Communities and Beneficiaries.

Refer to the Corporate Social Responsibility Report given separately in Annual Report for project details.

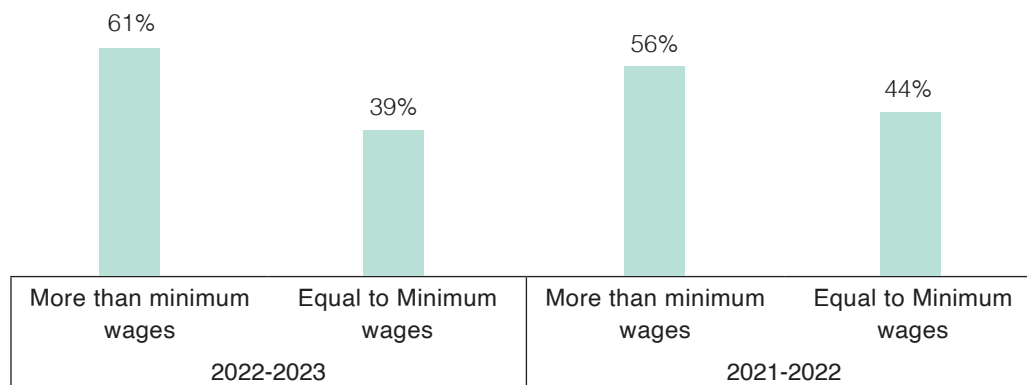
PRINCIPLE 5 – BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS
ESSENTIAL INDICATORS

1. Employees who have been provided training on human rights issues and policies of the entity, in the following format

Category	2022-23			2021-22		
	Total (A)	No. of employees	% (B / A)	Total (C)	No. of employees	% (D / C)
Permanent	16,586	16,586	100%	11,073	11,073	100%
Other than Permanent	3,467	3,467	100%	2,372	2,372	100%
Total Employees	20,053	20,053	100%	13,445	13,445	100%

2. Details of minimum wages paid to employees in the following format

Category	2022-23					2021-22				
	Total (A)	Equal to Minimum wages		More than minimum wages		Total (D)	Equal to Minimum wages		More than minimum wages	
		No.(B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Permanent	16,586	4,300	26 %	12,286	74%	11,073	3,651	33 %	7,422	67 %
Male	10,932	2,775	25%	8,157	75%	7,435	2,410	32%	5,025	68%
Female	5,654	1,525	27%	4,129	73%	3,638	1,241	34%	2,397	66%
Other than Permanent	3,467	3,433	99%	34	1%	2,372	2,323	98%	49	2%
Male	2,398	2,383	99%	15	1%	1,694	1,646	97%	48	3%
Female	1,069	1,050	98%	19	2%	678	677	100%	1	0%



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

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD) *	9	₹25.57 lakhs	3	₹15.48 lakhs
Key Managerial Personnel	3	₹3.80 crores	0	NIL
Employees other than BoD and KMP	10,929	₹2.06 lakhs	5,654	₹1.95 lakhs

* Remuneration for Non-Executive Directors of FY 22-23 includes sitting fees for FY 23 and commission for FY 22 paid in FY 23. Also includes remuneration for the Directors who have been appointed & ceased during FY 22 and FY 23.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Y / N)

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

In addition, Chief Ethics Officer heads as part of Ethics Redressal are 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 slavery, coerced labour, child labour, human trafficking, violence or physical, sexual, psychological or verbal abuse.

6. Number of Complaints on the following made by employees

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	16	2	Review In-Progress	12	NIL	
Discrimination at workplace	3	NIL		2	NIL	
Child Labour	NIL			NIL		
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

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

- (a) Independent Internal Committee (IC) drawn from cross functional leadership pool, takes independent decisions and actions as per Sexual Harassment at Workplace Act 2013.
- (b) Whistle Blower complaints are anonymized and shared with the Audit Committee of the Board at quarterly reviews.

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

Yes, coverage is as part of TATA CODE OF CONDUCT clauses.

- Equal Opportunity Employer
- Dignity & Respect
- Human Rights

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 is in compliance with the laws, as applicable.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others - please specify	

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

Not Applicable

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

- (a) Redressal process refinements based on grievances (Conflict of Interest Declaration)
- (b) Process Improvements based on Vendor and Customer feedback

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

- (a) External assessments: Great Place to Work (GPTW)
- (b) Leadership Business Ethics: Using Tata Group framework
- (c) Self-reporting via Annual Compliance report at Tata Group.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, all Stores and Offices.

Refer response above in Principle-3 (Essential Indicator-3)

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	86% audited
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

Refer response to Principle 3 (Leadership Indicator-6).

Corrective actions based on SMETA audit findings which differ across vendors.

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

ESSENTIAL INDICATORS

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

Parameter	2022-23	2021-22
Total electricity consumption (A)	207 TJ	171 TJ
Total fuel consumption (B)	2 TJ	3 TJ
Energy consumption through other sources (C)		
Total Energy Consumption (A+B+C)	209 TJ	174 TJ
Energy intensity per rupee of turnover		
(Total energy consumption/ turnover in rupees)	0.027 TJ / crores ₹	0.045 TJ / crores ₹
Energy intensity (optional) - the relevant metric may be selected by the entity	NA	NA

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

Not Applicable

3. Provide details of the following disclosures related to water.

The Company's usage of water is primarily restricted to human consumption purposes only. Efforts have been made to ensure that water is consumed judiciously in the office premises. Sensor taps are installed in office washrooms to economise on water consumption. The Company ensures that the domestic waste (sewage) from offices and Stores are not let into water bodies.

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

Not Applicable

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

Parameter	Please specify unit	2022-23	2021-22
NOx	Tonne	193	346
SOx	Tonne	61	109
Particulate matter (PM)	Tonne	6	11
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

Decrease is due to change in Scope-1 definition, as we considered own Operational Stores

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

Parameter	Unit	2022-23	2021-22
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	7,968	612
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	41,298	40,119
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00064 kg / ₹	0.00105 kg / ₹
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity			

Increase is due to increase in the Stores and Operations

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

Details of the initiatives can be found in the Sustainability Section of the MD&A.

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

Parameter	2022-23	2021-22
Total Waste generated (in metric tonnes)		
Plastic waste (A)	724	329
E-waste (B)	5	1
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 materials relevant to the sector – Cartons, Metals & Hangers)	4249	523
Total (A+B + C + D + E + F + G + H)	4973	852
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,199	852
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	2,199	852
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
Total		

E-waste recycling is carried out by various e-waste vendors across all locations of the Company.

Form 2 (for maintaining records of e-waste handled/generated), green certificates and disposal and recycling reports are obtained by the Company. Plastic and other non-hazardous waste is managed centrally with a CPCB certified partner that gives recycling certificates every month.

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

- Usage of AZO free dyes in processing
- Introduction of rice paper bags instead of low-density polyethylene (LDPE) bags
- Recycled paper tags across the product for identification and display
- SMETA Audit vendor partners on environment impact

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, specify details in the following format

Not Applicable

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

Not Applicable

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

Yes. The Company is in compliance with applicable environment regulations.

LEADERSHIP INDICATORS

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

Parameter	2022-23	2021-22
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 sources		
Total electricity consumption (D)	171 TJ	207 TJ
Total fuel consumption (E)	2 TJ	3 TJ
Energy consumption through other sources (F) (fuel consumption)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	209 TJ	174 TJ

- Increase due to change in definition of Scope-1

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

2. Details related to water discharged

Not Applicable

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**

Not Applicable

4. Details of total Scope 3 emissions & its intensity

The Company is presently working on Scope-1 and Scope-2 emissions

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

Not Applicable

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, provide details of the same as well as outcome of such initiatives, as per the following format

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Waste Recycling	Waste including, plastic, metal, paper and corrugated waste sent for recycling with certificate of recycling	Zero waste to the landfills from 200+ Stores
2	Waste Minimalization	Use of waste fabric generated at manufacturer to make durable shopping bags sold at stores.	Reduced fabric waste going to landfill (0.40 million square meter)

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

Yes. The Company has a BCP (Business Continuity Plan) and DR Plan, duly documented. It covers people, facilities and critical IT related infrastructure across organization. For Enterprise Critical applications, the Company has DR environment. BCP and DR are periodically tested and outcomes are reviewed for appropriate action.

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

The Company is engaged in retailing fashion garments. In this process, it evaluates environmental impact in stages of design, manufacture (through external vendors), management of inventory and disposal. The Company intends to achieve minimal environmental impact at each of these stages to ensure a sustainable product life cycle.

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

Percentage of value chain partners assessed for SMETA 4 pillar – 86%

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State / National)
1	BETTER COTTON INITIATIVE (BCI)	NATIONAL
2	BOMBAY CHAMBER OF COMMERCE	
3	CONFEDERATION OF INDIAN INDUSTRY (CII)	
4	FEDERATION OF INDIAN CHAMBERS OF COMMERCE & INDUSTRY (FICCI)	
5	INDIA FASHION FORUM	
6	RETAILERS ASSOCIATION OF INDIA (RAI)	
7	CLOTHING MANUFACTURING ASSOCIATION OF INDIA (CMAI)	
8	MAHARASHTRA ECONOMIC DEVELOPMENT COUNCIL	STATE

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.**

No Issues Reported

LEADERSHIP INDICATORS

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

The Company makes representation various industry bodies including RAI / CII regarding new enactments that impact retail industry.

The Company's representatives participate on various discussion include advocacy pursued by such industry boards. The advocacy of such bodies is a collective effort to communicate with key stakeholders on the viewpoint of industry.

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 FY 23**

Not Applicable

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity**

Not Applicable

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

The mechanisms available to employees (Refer details given in Principle 3 (Essential Indicators-6)) are also available to receive and redress grievances from the Community. The Tata Code of Conduct (TCOC) and related policies are available to the public on our website as detailed in Section-B 1(c). Partners sign the TCOC as part of our Memorandum Of Understanding with them and can address grievances to the Principal Ethics Counsellor.

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

	2022-23	2021-22
Directly sourced from MSMEs/ small producers	24%	17%
Sourced directly from within the district and neighbouring districts	NA	NA

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)**

Not Applicable

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.	Bihar	Gaya	16,00,000

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

Yes. The Company works with small producers to augment the quality, operational efficiency and design capability of the vendors.

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

Widows / Women Workers/ NGO /Self Help Group

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

1% of value procurement

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:

Not Applicable

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

Not Applicable

6. Details of beneficiaries of CSR Projects:

CSR details are in Annual Report

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of Education- supporting Girl Child (KC Mahindra Education Trust)	1022	71%
2.	Academic support to marginalized students (Karta Initiative India Foundation)	17	71%
3.	Employability of rural girls in Maharashtra (Step Up Charitable Foundation)	103	47%
4.	Employability of government & govt. aided secondary school children through vocational training (Salaam Bombay Foundation)	565	27%
5.	Entrepreneurship skills for women (Bhansali Trust)	300	70%
6.	Entrepreneurship skills for women (Banyan Tree Foundation)	375	100%

The primary objective of the CSR projects of the Company is to reach the most vulnerable and marginalised communities which include women and children from weak socio-economical background in rural, urban and the tribal population

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

ESSENTIAL INDICATORS

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

The Company has a Customer Care team which is available through dedicated phone numbers, Email, Website to enable customers to log any complaints or feedbacks. Customer can also provide feedback through Social Media, which gets picked up by our ORM agency for necessary action. These SLAs are tracked on ongoing basis.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product (Environmental laws followed, No. of People involve in production etc)	NIL
Safe and responsible usage	100% of Companies apparel carries wash care label, which contains instructions for safe & responsible usage
Recycling and/or safe disposal	In addition to donating to NGO's, the Company engages with third party vendors who refurbish / resale the products so that they do not go into landfill

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

	2022-23			2021-22		
	Received During the Year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL			NIL		
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices *	7	20 (14 pertains to previous year & 1 case disposed off)	**	4	14 (10 pertains to previous year)	**
Other	NIL			NIL		

* Pertain to offering carry bags at cost to customers

** These matters are sub-judice and awaiting resolution

4. Details of instances of product recalls on accounts of safety issues

No such case reported

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

Yes, The Company has defined Cyber Security Governance Framework and Data Privacy policy. Data Privacy policy is published on Brand Websites. Periodic assessment are conducted to ensure data security and confidentiality.

Trent is ISO 27001:2013 Certified and PCI DSS compliant. The Company also has Cyber Risk Insurance Policy.

<https://www.westside.com/pages/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.

The Company currently have a privacy policy to address the concerns of data privacy of customers. No penalties/ regulatory action has been levied or taken on the above-mentioned parameters.

LEADERSHIP INDICATORS

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

Information relating to all the products provided by the Company are available on the Company's website <https://www.trentlimited.com>

In addition, the Company actively uses various social media and digital platforms to disseminate information on its products.

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

Wash care label on the product contains information on safe and responsible usage.

3. Mechanisms 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 with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. The Company displays all requisite production formation on the product as per the laws (Legal Metrology).

Yes, customer surveys, customer data analytics and other customer research were carried out during the year, based on the business need.

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

The Company did not encounter any instances of data breaches during the year. External agencies have assessed and confirmed that requisite security level checks put in place by the Company are appropriate.