

# **ARVIND FASHIONS LIMITED**

**A MEMBER OF THE LALBHAI GROUP**

Corporate Office: Du Parc Trinity, 8<sup>th</sup> Floor, 17, M.G Road, Bangalore – 560 001

Tel: +91-80-4155 0601, Fax: 91-80-4155 0651

Website: [www.arvindfashions.com](http://www.arvindfashions.com)

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August 19, 2023

**To,**  
**BSE Limited**  
Listing Dept. / Dept. of Corporate Services  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai - 400 001

**To,**  
**National Stock Exchange of India Limited**  
Listing Dept., Exchange Plaza, 5th Floor  
Plot No. C/1, G. Block  
Bandra-Kurla Complex  
Bandra (E), Mumbai - 400 051

**Security Code: 542484 / 890153**  
**Security ID: ARVINDFASN /AFLPP**

**Symbol: ARVINDFASN / AFLPP**

Dear Sir/Madam,

**Subject: Submission of Business Responsibility and Sustainability Report**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year 2022- 23, which also forms part of the Annual Report for FY 2022-23.

Please take the same on your record.

Thanking you,

Yours faithfully,

**For Arvind Fashions Limited**

**Lipi Jha**  
Company Secretary

Encl.: As above

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**ARVIND FASHIONS**

Regd Office: Main Building, Arvind Limited Premises, Naroda Road, Ahmedabad – 380 025.

CIN: L52399GJ2016PLC085595

# Business Responsibility and Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity:

1	<b>Corporate Identity Number (CIN) of the Company</b>	L52399GJ2016PLCo85595
2	<b>Name of the Listed Entity</b>	Arvind Fashions Limited
3	<b>Year of incorporation</b>	2016
4	<b>Registered address</b>	Arvind Limited, Naroda Road, Ahmedabad – 380035, Gujarat, India
5	<b>Corporate address</b>	Duparc Trinity, Service Road, M G Road, Bangalore – 560001
6	<b>E-mail id</b>	<a href="mailto:investor.relations@arvindbrands.co.in">investor.relations@arvindbrands.co.in</a>
7	<b>Telephone</b>	080 - 4155 0601
8	<b>Website</b>	<a href="https://www.arvindfashions.com/">https://www.arvindfashions.com/</a>
9	<b>Financial year for which reporting is being done</b>	FY 2022-23
10	<b>Name of the Stock Exchange(s) where shares are listed</b>	1. BSE Limited (Scrip Code: 542484) 2. National Stock Exchange of India Limited (Symbol: ARVINDFASN)
11	<b>Paid-up Capital</b>	Rs. 53.12 Crores
12	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:</b>	<p><b>1.Details of Director / Directors responsible for Business Responsibility &amp; Sustainability Report</b> Name: Mr. Shailesh Shyam Chaturvedi DIN: 03033110 Designation: Managing Director &amp; CEO Telephone Number: 080 - 4155 0601 Email id: shailesh.chaturvedi@arvindbrands.co.in</p> <p><b>2.Details of the Business Responsibility and Sustainability Head</b> Name: Mr. Ajay Ravuri Designation: Head of Sustainability Telephone Number: 9108449039 Email id: ajay.ravuri@arvindbrands.com</p>
13	<b>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).</b>	Disclosures made in this report are on consolidated basis

### II. Products/services

#### 2 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	Wholesale and Retail Trading of Ready-Made Garments and Accessories	Wholesale and Retail Trading of Apparel and Non-Apparel Fashion Products (Footwear, Belts, Bags etc.)	100%

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1	Wholesale Trading of Fashion Brands	4641	56%
2.	Retail Trading of Fashion Brands	4771	43%

**III. Operations****4. Number of locations where plants and/or operations/offices of the entity are situated**

Location	Number of Plants	Number of Offices	Total
National	0	5	5
International	0	0	0

**5. Markets served by the entity:****a. Number of locations**

Location	Number
National (No. of States)	29
International (No. of Countries)	2

**b. What is the contribution of exports as a percentage of the total turnover of the entity?** - 0.53%

**c. A brief on types of customers:** Considering the nature of business, we deal with customers from multiple geographies.

**IV. Employees****6. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	<b>Permanent (D)</b>	1692	1265	75%	427	25%
2.	<b>Other than Permanent (E)</b>	4378	3809	87%	569	13%
3.	<b>Total Employees (D + E)</b>	6070	5074	84%	996	16%
<b>WORKERS</b>						
4.	<b>Permanent (F)</b>	0	0	0	0	0
5.	<b>Other than Permanent (G)</b>	0	0	0	0	0
6.	<b>Total Workers (F + G)</b>	0	0	0	0	0

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total Differently Abled Employees (D + E)	0	0	0	0	0
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	0	0	0	0	0
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total Differently Abled Workers (F + G)	0	0	0	0	0

**7. Participation/Inclusion/Representation of women:**

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B / A)
Board of Directors	12	2	16%
Key Management Personnel	3	1	33%

**8. Turnover rate for permanent employees and workers:**

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	65.1%	34.9%	100%	52.1%	47.9%	100%	58.3%	41.7%	100%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****9. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Arvind Lifestyle Brands Limited	Subsidiary	100	Yes
2	Arvind Beauty Brands Retail Private Limited	Subsidiary	100	Yes
3	Arvind Youth Brands Private Limited	Subsidiary	68.75	Yes
4	Value Fashion Retail Limited	Subsidiary	100	Yes
5	PVH Arvind Fashion Private Limited	Controlled Entity Jointly Owned with PVH BV	50	No

**VI. CSR Details****10. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes**

Turnover (in Rs.)	740.57 Crore (Standalone) and 4,421.08 Crore (Consolidated)
Net worth (in Rs.)	2322.09 Crore (Standalone) and 1092.23 Crore (Consolidated)

**VII. Transparency and Disclosures Compliances****11. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Arvind Fashions Limited abides by the Code of Conduct. Two separate code of conduct are available in the Company, one for the Board of Directors which is available on the website of the Company and other for the employees. Both code of conducts provide guidance on matters related to ethics, workplace responsibilities and conflict of interest.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks for investors (Other than shareholders)	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks for investors (Other than shareholders)
Communities	Yes www.arvindfashions.com/corporate-governance/	0	0	No complaints received	0	0	No complaints received
Investors (Other than shareholders)		0	0		0	0	
Shareholders	Yes, Same as above	3	3	There are no any pending complaints	27	27	There are no any pending complaints
Employees and workers	Yes, Same as above	0	0		0	0	
Customers	Yes, Same as above	717911	0		28109	0	
Value Chain Partners	Yes, Same as above	0	0		0	0	
Other (please specify)	Yes	0	0		0	0	

**12 Overview of the entity's material responsible business conduct issues**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Water Use and Management	Opportunity and Risk	<p>Risk: Increased water consumption and constrained water supply are among the most critical global risks. Considering our huge dependency on water for the viability of our operations, we have identified it as a material risk for us.</p> <p>Opportunity: AFL have made commitments to reduce their water use; thus adopting water saving practices will give us an edge</p>	AFL has made a commitments inorder to reduce the water consumption in both production and domestic by using water conservation technologies such as working with the factories whose ETP is ZLD and fresh water consumption reduction by promoting rainwater harvesting	<p>Positive: Initially there will be additional cost to adopt new technologies. However, in the long run, it will shield us from water price and availability issues. Thus helping maintain a control over our operating expenses.</p> <p>Negative: Increased production cost due to change in input prices of water, driven by water availability and quality issues.</p>

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Energy Management	Opportunity and Risk	<p>Risk: While energy contributes to the growth of textile and apparel industry, resulting emissions are a dampener for environmental health. Increasing demand of textile and apparels in the world, followed by increased production is the cause of higher GHG emissions.</p> <p>Opportunity: Improving upon the energy efficiency and increasing renewable usage will support us in cutting down the energy expenses and achievement of pertinent emission reduction commitments.</p>	<p>We have developed an energy policy to continually improve the energy performance, flatten our energy demand curve and reduce our carbon footprint.</p> <p>We are also engaged in increasing renewable energy uptake in our energy mix.</p>	<p>Positive: Initially there will be additional cost to adopt new technologies, however in the long run it will shield us from fossil fuel price increase.</p> <p>Negative: Increased production cost due to change in input prices of fossil fuels.</p>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section helps us demonstrate our structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

### Policy and management processes

S. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1	<b>a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	<b>c. Web Link of the Policies, if available</b>	www.arvindfashions.com/corporate-governance/								
2	<b>Whether the entity has translated the policy into procedures. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	<b>Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4	<b>Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**Policy and management processes**

S. No.	Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**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)**

Refer to the 'Message from the Chairman in the Annual Report.

**Governance, leadership and oversight**

8	<b>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Name: Mr. Shailesh Chaturvedi DIN: 03033110 Designation: Managing Director & CEO  Name: Mr. Ajay Ravuri Designation: Head of Sustainability								
9	<b>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.</b>	The ESG Committee is responsible for decision-making on sustainability related issues. Head of Sustainability and ERM team will focus on environmental and social issues								

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

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

- 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 company has not carried out assessment/ evaluation by external agency
- 12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable as all ‘yes’ in question (1) above - Not Applicable**

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)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								



**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	0	0	0
Key Managerial Personnel	0	0	0
Employees other than BoD and KMPs	31	POSH, Code of conduct, Global Business Skills, Advanced Excel, Macros & Power BI, Business Communication, Building High Performance	70%
Workers	0	0	0

**2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)**

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

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
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**4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes, we have an anti corruption/Anti Bribery policy and it is a part of Whistle Blower policy published in the AFL website : <https://www.arvindfashions.com/wp-content/uploads/2019/04/Whistleblower-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:**

Category	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Category	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	There are no complaints received in relation to the conflict of interest against Directors and KMPs in the current financial year.	0	There are no complaints received in relation to the conflict of interest against Directors and KMPs in the previous financial year
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0		0	

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

Not Applicable

**Leadership Indicators**

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

Total number of awareness programmes held	Topics / principles covered under the training	% age of value chain partners covered by value of business done with such partners) under the awareness programmes
The Awareness on the AFL Responsible Supply chain is given to all of the vendors who are on boarding as a business partners	Broader topics of Labor Standards, Human Rights, Health and Safety and Unethical practices	100%

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

Yes, we have a Code of Conduct for Directors and Senior Management Personnel. Each Board Member or Senior Management Personnel should endeavor to avoid having his or her private interests interfere with (i) the interests of the Company or (ii) his or her ability to perform his or her duties and responsibilities objectively and effectively. Board Members and Senior Management Personnel should avoid receiving or permitting members of their immediate family to receive, improper personal benefits from the Company including loans from or guarantees of obligations by the Company. A Board Member should make a full disclosure to the entire Board of any transaction or relationship that such a Board Member reasonably expects could give rise to an actual conflict of interest with the Company and seek the Board's authorization to pursue such transactions or relationships.

**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.** – Not applicable.

Category	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	Not applicable		
CAPEX			

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

Yes.

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

- 100% of all polybags, constitute 50% more than recycled plastic
- 10% of the total volume we used recycled polyester threads
- 100% of all labels, constitute 25% more than recycled polyester

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.**

We at AFL has framed waste management policy and below are the actions taken to dispose the wastes generated,

- Plastic Wastes: All the plastic wastes generated from the packaging are disposed to SPCB approved Recycler for recycling.
- E wastes: All the E wastes (Tube Lights, Computer Scraps) are disposed to SPCB approved Recycler for recycling.
- Hazardous Waste: NA
- Other Wastes: Other wastes viz., Carton box wastes, paper wastes are disposed to SPCB approved Recycler for recycling.

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, AFL is registered under EPR regulations and the plastic wastes are categorized under LDPE and PET.

AFL was associated with Nepra for Plastic waste recycling across India. Based on the sales data we have figured the plastic weight and Nepra has collected and recycled as per the agreed quantities. In this process we have recycled 367.52 MT/Yr.

Now We have now identified "Arvind Envisol" who will help us in collection of plastic from the pickers and recycling the plastic in a sustainable manner and will submit a half year report as per CPCB format to meet the Plastic waste Management rules.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format? – Not applicable**

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

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. – Not applicable

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

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

Indicate Input Material	Recycled or re-used input material to total material	
	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Recycled Polybag	100% of all polybags, constitute 50% more than recycled plastic	100% of all polybags, constitute 50% more than recycled plastic
Recycled Polyester Thread	10% of the threads are recycled threads	o
Recycled Labels	100% of all labels, constitute 25% more than recycled polyester	100% of all labels, constitute 25% more than recycled polyester

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

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		367 MT			283 MT	
E-waste						
Hazardous waste		NA				
Other waste		1032 MT			986 MT	

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category – Not applicable

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

**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains****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)
<b>Permanent employees</b>											
<b>Male</b>	1265	1265	100%	1265	100%	NA	NA	1265	100%	0%	0%
<b>Female</b>	427	427	100%	427	100%	427	100%	NA	NA		
<b>Total</b>	<b>1692</b>	<b>1692</b>	<b>100%</b>	<b>1692</b>	<b>100%</b>	.....	.....	.....	.....	.....	.....
<b>Other than Permanent employees</b>											
<b>Male</b>	3809	3809	100%	3809	100%	NA	NA	0	0%	0%	0%
<b>Female</b>	569	569	100%	569	100%	569	100%	NA	NA		
<b>Total</b>	<b>4378</b>	<b>4378</b>	<b>100%</b>	<b>4378</b>	<b>100%</b>	.....	.....	.....	.....	.....	.....

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
<b>Male</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Female</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Total</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Other than Permanent employees</b>											
<b>Male</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Female</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Total</b>	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

**1. Details of retirement benefits, for Current FY 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 workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	
PF	100%	NA		Yes	100%	NA	Yes
Total Permanent Employees	1692	NA		2187	NA	NA	Yes
Total Permanent Workers	NA	NA	Yes	NA	NA	NA	NA

**2. 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 step is being taken by the entity in this regard.**

Yes, the offices of the company are accessible to differently abled employees and workers in line with Rights of Persons with Disabilities Act, 2016. The installed features include ramps and lift facilities.

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

Yes Arvind Fashions Limited ensures that the employees are treated fairly and with equality, regardless of their race, sex, or disability. All the employees have equal chance to apply for any internal job postings or promotions, and training opportunities at the workplace.

**4. 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	7	100%	0	0
Female	46	100%	0	0
Total	53	100%	0	0

**5. 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, then give details of the mechanism in brief)
Permanent workers	Yes, AFL has a grievance mechanism and link to the website is given below: <a href="https://www.arvindfashions.com/wp-content/uploads/2019/04/Whistleblower-Policy.pdf">https://www.arvindfashions.com/wp-content/uploads/2019/04/Whistleblower-Policy.pdf</a>
Other than permanent workers	
Permanent employees	
Other than permanent employees	

**6. Membership of employees and worker in association(s) or Unions recognised by the listed entity:** The employees of the company have not formed any associations or unions.

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

**7. Details of training given to employees and workers:**

Category	FY 2022-23 Current Financial Year					FY 2021-22 Current Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Employees</b>										
Male	784	656	83%	722	92%	1021	800	78%	945	92%
Female	564	422	74%	538	95%	656	444	67%	432	65%
<b>Total</b>	<b>1348</b>	<b>1078</b>	<b>79%</b>	<b>1260</b>	<b>93%</b>	<b>1677</b>	<b>1244</b>	<b>74%</b>	<b>1377</b>	<b>82%</b>
<b>Workers</b>										
Male	o	o	o	o	o	o	o	o	o	o
Female	o	o	o	o	o	o	o	o	o	o
<b>Total</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>

**8. 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)
<b>Employees</b>						
Male	1265	1265	100%	1270	1754	99%
Female	427	427	100%	461	437	95%
<b>Total</b>	<b>1692</b>	<b>1692</b>	<b>100%</b>	<b>2231</b>	<b>2291</b>	<b>98%</b>
<b>Workers</b>						
Male	o	o	o	o	o	o
Female	o	o	o	o	o	o
<b>Total</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>	<b>o</b>

**9. 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 system?**

Yes, Arvind Fashions has Safety, Health & Environment (SHE) policy which endeavors to create safe and healthy working environment at all our facilities.

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

We follow the Hazard Identification and Risk Assessment (HIRA) framework for identifying work-related hazards and risk assessment. This framework helps us in carrying out systematic identification of potential risks, evaluate existing safeguards available to control these risks and develop additional control measures to reduce the risk to acceptable level.

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

Yes, we have a process in place and it is included in the Occupational Health and Safety Procedures Manual. Additionally, we conduct trainings, mock drills, safety talks and seminars for raising awareness of the workers.

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

The employees are covered for health and accidental insurance. Additionally, we also have availability of basic paramedical services within our premises.

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

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

**11. Describe the measures taken by the entity to ensure a safe and healthy work place.**

At AFL we have prepared a HIRA for all our operations involved in the daily routines and every floor is provided with Secondary exits provided emergency evacuation plan. Regular Fire Mockdrills and Health checkups are provided to the employees for a better safe and healthy work place

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	o	o	There are no complaints received	o	o	There are no complaints received
Health & Safety	o	o		o	o	

**13. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working conditions	100%

**14. 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.**

No significant risks or concerns were highlighted in the assessment.

**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, at AFL we have Arvind Care which covers wide range of benefits like term life insurance, EDLI, death benefit voluntary contribution to the employees

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

We ensure that all statutory dues have been deducted and deposited by our value chain partners in accordance with applicable laws and regulations.



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

Category	Total no. of affected employees/ workers		No. of employees/workers that have been 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	0	0	0	0
Workers	NA	NA	NA	NA

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)

Yes

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%, We will conduct audit on the Principles of Responsible Supply chain (RSC) guidelines which covers the Health and Safety practices, Labour and human rights regulations where the supply chain needs to be met. The audit will be conducted every year.
Working Conditions	

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. - Not Applicable

**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, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails/Meetings Townhall	Ongoing process	1. Employee welfare programs 2. Health and safety trainings 3. Learning and Personnel skill development programs
Value Chain partners	No	Frequent Vendor communication/ Vendor meeting	Ongoing process	1.AFL RSC guidelines 2.Social compliance requirement's
Customers	No	SMS, Email, Website and Social Media	Ongoing process	Customer Complaints
Regulatory Bodies	No	Meetings, Emails	Ongoing process	1. Submission of Annual regulatory reports 2. Attending the meetings held by regulatory bodies
Community	Yes	Meetings, Emails	Ongoing process	Impact Assessment and CSR Intervention Monitoring and Evaluation

#### 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 Board of Directors at AFL has constituted various Board Committee - Stakeholder's Relationship Committee, Environmental Social and Governance committee, Enterprise Risk Management Committee. Meetings of these committees are convened by the respective committee chairman/company secretary. The various Board committees receive their inputs based on interactions between the stakeholders and our various departments. These departments engage with stakeholders and the feedback of these discussions are provided to the Board by placing the meeting minutes of these committees before the Directors for their perusal and noting.

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

Yes, the environmental and Social Topics identification was done in tandem with the stakeholder identification was carried out. During this assessment, key material issues were identified by us. For managing these issues, we have incorporated various policies and procedures and also implemented various initiatives.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.- Not Applicable

**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. employees workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1692	1184	69%	2231	1770	79%
Other than permanent	4378	3515	80%	2785	2431	87%
<b>Total Employees</b>	<b>6070</b>	<b>4699</b>	<b>77%</b>	<b>5016</b>	<b>4201</b>	<b>83%</b>
<b>Workers</b>						
Permanent	0	0	0	0	0	0
Other than permanent	0	0	0	0	0	0
<b>Total Employees</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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 Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1265	0	0%	1265	100%	1770	124	7%	1646	93%
Female	427	0	0%	427	100%	461	41	9%	420	91%
<b>Total</b>	<b>1692</b>	<b>0</b>	<b>0%</b>	<b>1692</b>	<b>100%</b>	<b>2231</b>	<b>165</b>	<b>7%</b>	<b>2066</b>	<b>93%</b>
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Workers</b>										
Male	2431	1491	61%	940	39%	1951	1212	62%	739	38%
Female	354	251	71%	103	29%	236	152	64%	84	36%
<b>Total</b>	<b>2785</b>	<b>1742</b>	<b>63%</b>	<b>1043</b>	<b>37%</b>	<b>2187</b>	<b>1364</b>	<b>62%</b>	<b>823</b>	<b>38%</b>
<b>Other than Permanent</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Category	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)	12	INR 3.4 Lakhs	2	INR 3.2 Lakhs
Key Managerial Personnel (KMP)	2	INR 300.03 Lakhs	1	INR 36 Lakhs
Employees other than BoD and KMP	1265	INR 11.74 lakhs	427	INR 8.48 Lakhs
Workers	0	0	0	0

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

Grievances related to Human rights impacts or issues at Arvind are addressed via the Whistle Blower Committee and/or the Internal Grievance Redressal Body depending upon the nature of the matter.

**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 year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual harassment	3	1	All the Sexual Harassment cases reported during the year FY 2022-23 in AFL and its subsidiaries have been satisfactorily addressed before 31st March 2023 except one case which is pending for final disposal.	5	0	All the Sexual Harassment cases reported during the year FY 2021-22 in AFL and its subsidiaries have been satisfactorily addressed before 31st March 2022.
Discrimination at workplace	0	0	No cases found	5	0	No cases found
Child Labour	0	0	No cases found	5	0	No cases found
Forced Labour/Involuntary Labour	0	0	No cases found	5	0	No cases found
Wages	0	0	No cases found	5	0	No cases found
Other human rights related issues	0	0	No cases found	5	0	No cases found

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

For handling the complaints of discrimination, harassment or any other complaint under the scope of the Whistle Blower and POSH Policies, the identification of the complainant is kept confidential. Further every internal and external stakeholder has set obligations to follow, to prevent the adverse consequences to the complainant by adhering to the following mechanism (for more details refer to the Whistle Blower and POSH policies: Ensure that the complainant is not victimised for doing so, and is adequately protected against any such incident.

Treat victimisation as a serious matter including initiating disciplinary action on such person/(s) that subjects or threatens to subject the other person to any detriment.

Ensure complete confidentiality by,

- Maintaining complete confidentiality / secrecy of the matter
- Not discussing the matter in any informal / social gatherings / meetings
- Discussing only to the extent or with the persons required for the purpose of completing the process and investigations
- Not keeping the papers unattended anywhere at any time
- Keeping the electronic mails / files under password

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

Yes, our AFL COC covers the human rights requirements, below listed policies are pertaining to human rights requirements:

- Equal Opportunity policy
- POSH policy
- Whistle Blower Policy

**9 Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%. 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.**

Not applicable as no such modifications has been introduced in the current reporting year

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

At Arvind Fashions Limited, we believe that it is of utmost importance to undertake our business with honesty and integrity while ensuring a safe and conducive work environment for everyone, free of discrimination and harassment. We are committed to uphold and respect human rights across all our operations and businesses

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

Yes, the offices of the company are accessible to differently abled employees and workers in line with Rights of Persons with Disabilities Act, 2016. The installed features include ramps and lift facilities.

**4 Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% At AFL we conduct audit on the Principles of Responsible Supply chain (RSC) guidelines which covers POSH, Labour and human rights, Minimum wages regulations where every supply chain needs to be meet.  The audit will be conducted every year.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others - please specify	

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above. - 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, in the following format:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A)	6552000 Mega Joule	5645880 Mega Joule
Total fuel consumption (B)	696160 Mega Joule	557840 Mega Joule
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	13513500 Mega Joule	6203720 Mega Joule
Energy intensity per rupee of turnover (Total energy consumption / turnover in rupees)	0.000306 Mega Joules / INR	0.00014 Mega Joules / INR
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

No, we have not carried out any independent assessment for the year

**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 economies on water consumption. The Company ensures that the domestic waste (sewage) from offices and Stores are not let into water bodies.

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 any independent assessment/evaluation/assurance has been carried out by an external agency.

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

AFL is not a production/manufacturing facility and does not generate any industrial wastewater, but the vendor facilities working for AFL are having ZLD and are meeting the State Pollution Control Board Norms.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Nox	g/kW-hr	0.0021	0.0062
Sox	mg/Nm <sup>3</sup>	4.8	7.0
Particulate matter (PM)	g/kW-hr	0.023	0.033
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others- please specify			

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 independent assessment/ evaluation/assurance has been carried out by an external agency

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

Parameter	Unit	FY 2022-23 (Current Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	357
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	47.63
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Kg Per INR	0.00000915
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)- the relevant metric may be selected by the entity	-	-

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

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

At AFL we have a Climate Combat Change as a sustainability pillar, where The company has shifted from conventional lights to LED lights in the stores and in the warehouses and he company has installed motion sensor LED lights for energy management within its warehouse operations in FY 23 that indicated a reduction potential of 5%-8% in the energy demand. The same is being evaluated for new warehouses also.

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)
<b>Total waste generated (in metric tonnes)</b>		
Plastic waste (A)	215.6	223.1
E-waste (B)	1.24	1.1
Bio-medical waste ©	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	641	702
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>857.84</b>	<b>926.2</b>

**For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Category of waste</b>		
(i) Recycled	857.84	926.2
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
<b>Total</b>	<b>857.84</b>	<b>926.2</b>

**For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Category of waste</b>		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

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

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.**

Not Applicable. We will not generate any hazardous wastes and toxic chemicals. And all the Non Hazardous and other wastes generated are recycled by an approved State Pollution Control Board recycler.

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 are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	AFL operating facilities is located in the premises which have the requisite building permits and fire departments clearance for carrying out the operations		

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
No such project requiring EIA has been undertaken in the current or previous reporting year					



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 there under (Y/N). If not, provide details of all such non-compliances, in the following format:**

The company is in compliance with all the applicable environmental law/ regulations/ guidelines in India

S.No.	Specify the law/ regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

#### Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>From renewable sources</b>		
Total electricity consumption (A)	14,00,000 Units	10,06,000 Units
Total fuel consumption (B)	0	0
Energy consumption through other sources ©	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	14,00,000 Units	10,06,000 Units
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1516435.2 Mega Joules	604800 Mega Joules
Total fuel consumption (E)	696160 Mega Joules	557840 Mega Joules
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	696160 Mega Joules	557840 Mega Joules

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

**2. Provide the following details related to water discharged:**

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>				
(i) To Surface water	Not Applicable	Not Applicable		
- No treatment				
_ With treatment-please specify level of treatment				
(ii) To Groundwater				
- No treatment				
- With treatment-please specify level of treatment				
(iii) To Seawater				
- No treatment				
_ With treatment-please specify level of treatment				
(iii) To Seawater				
- No treatment				
_ With treatment-please specify level of treatment				
(iv) Sent to third- parties				
- No treatment				
_ With treatment-please specify level of treatment				
(v) Others				
- No treatment				
_ With treatment-please specify level of treatment				
<b>Total water discharged (in kilolitres)</b>				

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

**3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Not applicable

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.

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

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

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

**5. 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, please provide details of the same as well as outcome of such initiatives, as per the following format

S.No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Utilization of Solar Energy for Corporate office through PPA	Our corporate office is utilizing 14lacs solar units every year through power purchase agreement	Arvind Fashions Limited has reduced 1190 Metric Tonnes of GHG emissions by utilizing Renewable energy every year.
2	Installation of IOTs in the warehouse	AFL has installed IOTs in the warehouse lighting, where the lights will be turned off in no use condition	We have saved 30% of electricity consumption by using Motion sensors lights.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link. No. However, we plan to develop the same in the coming years
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? - Not Applicable
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. - Not applicable

**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.

Sr. No.	Name of the trade and industry chambers /associations	Reach of trade and industry chambers /associations (State / National)
1	RETAILERS ASSOCIATION OF INDIA (RAI)	National
2	RETAILERS ASSOCIATION'S SKILL COUNCIL OF INDIA (RASCI)	
3	INDIA RETAIL FORUM (IRF)	
4	CONFEDERATION OF INDIAN INDUSTRY	

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:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

## Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes /No)	Results communicated in public domain (Yes / No)	Relevant Web link
No such project requiring SIA has been undertaken in the current or previous reporting year. Hence, not applicable					

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:** Not applicable to the nature of business being carried out by the company.

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
	Not Applicable	NA		NA		

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

We actively engage with the local community through various interactions and activities through Investor Relations Department, and through the institutions promoted and partnered by us. The receiving and redressing of any grievance by the local community is done in accordance to the Whistle Blower Policy.

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 MSMEs/ small producers	37%	29%
Sourced directly from within the district and neighboring 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):**

Details of negative social impact identified	Corrective action taken
As mentioned previously, no such project requiring SIA has been undertaken in the current or previous reporting year. 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	Gujarat	Naroda	16.31 lakhs (Scholarship Assistance to Higher Education Project.)

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)** – No. However, we purchase from MSME Vendors  
 (b) **From which marginalized /vulnerable groups do you procure?** – MSME Vendors  
 (c) **What percentage of total procurement (by value) does it constitute?** – Not Applicable

**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	NA	NA	NA	NA

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

Name of authority	Brief of the Case	Corrective action taken
NA	NA	NA

**6. Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	SHARADA TRUST - Scholarship Assistance to Higher Education Project".	178	100%

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

**Essential Indicators**

**1. Describe the mechanisms in place to receive and respond to consumer complaint 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 concerned team for necessary action. These complaints are regularly tracked for resolution.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	NIL
Safe and responsible usage	All products has instructions for safe and responsible usage
Recycling and/or safe disposal	Not yet calculated

**3. 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 end of year		Received during the year	Pending resolution at end of year	
Data privacy	o	o		o	o	
Advertising	o	o		o	o	
Cyber-security	o	o		o	o	
Delivery of essential services	o	o		o	o	
Restrictive Trade Practices	o	o		o	o	
Unfair Trade Practices	o	o		o	o	
Other	o	o		o	o	

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

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

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

Yes, Arvind Fashions Limited has an information security policy and the purpose of this policy is to state the organizations directive towards data confidentiality and to ensure adequate safeguards to prevent misuse or loss of information. AFL has taken adequate precautions for the protection of data and has ensured that information related to its employees is secure. Appropriate controls are in place to prevent unauthorized disclosure or modification.

**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 such incident related to the mentioned topics has been reported

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

The information relating to the products are available on the website of the Company [www.arvindfashions.com](http://www.arvindfashions.com). It is also available on various digital platforms and social media.

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

Every product comes with a necessary tag and a wash care label which gives a necessary information about the product regarding the safe and usage

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

Yes, as part of the Company's ERP system, contact details such as email addresses and phone numbers are maintained. This information can be used to intimate them about any risk of disruption or discontinuation of services.

**4. Does the entity Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Yes, as part of the Company's ERP system, contact details such as email addresses and phone numbers are maintained. This information can be used to intimate them about any risk of disruption or discontinuation of services

**5. 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, Customer feedback is considered as an important factor. Preferences of the customers are considered through their feedbacks at the store levels and through social handles.****6. Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact - No instance of data breach has been reported.
- Percentage of data breaches involving personally identifiable information of customers – NIL