



July 29, 2023

<b>BSE Ltd. Corporate Relationship Department 1st Floor New Trading Rotunda Building, P J Towers Dalal Street Fort, Mumbai-400001 Scrip Code – 530517</b>	<b>National Stock Exchange of India Ltd. Listing Department, Exchange Plaza, Bandra Kurla Complex, Bandra (East), Mumbai- 400 051 Scrip Code – RELAXO</b>
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**Sub: Business Responsibility and Sustainability Reporting (BRSR)  
Report**

Dear Madam/ Sir,

In compliance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended), please find enclosed herewith Business Responsibility and Sustainability Report (BRSR) for the financial Year 2022-23, which also forms part of the Annual Report for the financial year ended March 31, 2023.

We request you to take the above information on record.

Thanking You,

Yours Sincerely,

For **Relaxo Footwears Limited**,

**Ankit Jain**  
**Company Secretary and Compliance Officer**

Encl: as stated above

**RELAXO FOOTWEARS LIMITED**

**Registered Office:** Aggarwal City Square, Plot No. 10, Manglam Place,  
District Centre, Sector-3, Rohini, Delhi-110085. Phones: 46800 600, 46800 700  
Fax: 46800 692 E-mail: [rfl@relaxofootwear.com](mailto:rfl@relaxofootwear.com)  
**CIN L74899DL1984PLC019097**

Classification: **Public**



[www.relaxofootwear.com](http://www.relaxofootwear.com)

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR)

**SECTION A** General disclosures

**SECTION B** Management and process disclosures

**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
- Principle 2** Businesses should provide goods and services in a manner that is sustainable and safe
- Principle 3** Businesses should respect and promote the well-being of all employees, including those in their value chains
- Principle 4** Businesses should respect the interests of and be responsive to all its stakeholders
- Principle 5** Businesses should respect and promote human rights
- Principle 6** Businesses should respect and make efforts to protect and restore the environment
- Principle 7** Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- Principle 8** Businesses should promote inclusive growth and equitable development
- Principle 9** Businesses should engage with and provide value to their consumers in a responsible manner

## Section A: General Disclosures

### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L74899DL1984PLC019097
2.	Name of the Company	Relaxo Footwears Limited
3.	Year of Incorporation	1984
4.	Registered office address	Aggarwal City Square, Plot No.-10, Manglam Place, District Centre, Sector-3, Rohini, Delhi- 110085
5.	Corporate office address	Aggarwal City Square, Plot No.-10, Manglam Place, District Centre, Sector-3, Rohini, Delhi- 110085
6.	E-mail	<a href="mailto:cs@relaxofootwear.com">cs@relaxofootwear.com</a>
7.	Telephone	011-46800600 / 46800700
8.	Website	<a href="http://www.relaxofootwear.com">www.relaxofootwear.com</a>
9.	Financial year for which reporting is being done	2022-23
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11.	Paid-up Capital	₹24,89,38,586/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Mr. Ankit Jain 011-46800600/46800700 <a href="mailto:cs@relaxofootwear.com">cs@relaxofootwear.com</a>
13.	Reporting boundary	Disclosures made in this report are on a standalone basis and pertain only to Relaxo Footwears Limited



## II. Products/Services

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

S. N.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and Sale of Footwear	Relaxo Footwears Limited is a leading manufacturer of a diverse range of high-quality footwear articles. Our extensive product line is distributed and made available to customers through an extensive network of authorized distributors and retailers.	99.56

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

S. N.	Product/Services	NIC Code	% Of total turnover contributed
1.	Manufacture of footwear	1520	99.56

## III. Operations

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

S. N.	Location	Number of plants	Number of offices	Total
1.	National	8	1	9
2.	International	-	1	1

### 17. Markets served by the entity

#### a. Number of locations

S. N.	Number of Locations served	Number
1.	National (Number of states)	PAN India
2.	International (Number of countries)	30

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

4.30%

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

The Company is involved in the manufacturing and sale of footwear products. These products are made available to end consumers through a network of distributors and retailers spanning across India. Additionally, the Company serves its end consumers directly through Exclusive Brand Outlets (B2C) and online E-Commerce channels.

## IV.

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

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

S. N.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	<b>Employees</b>					
1.	Permanent (D)	2,388	2,316	96.98	72	3.02
2.	Other than permanent (E)	404	404	100.00	-	-
3.	<b>Total employees (D+E)</b>	<b>2,792</b>	<b>2,720</b>	<b>97.42</b>	<b>72</b>	<b>2.58</b>
	<b>Workers</b>					
4.	Permanent (F)	4,348	4,005	92.11	343	7.89
5.	Other than permanent (G)	14,621	12,681	86.73	1,940	13.27
6.	<b>Total workers (F+G)</b>	<b>18,969</b>	<b>16,686</b>	<b>87.96</b>	<b>2,283</b>	<b>12.04</b>

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

S. N.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	<b>Differently abled Employees</b>					
1.	Permanent (D)	2	2	100.00	-	-
2.	Other than permanent (E)	-	-	-	-	-
<b>3.</b>	<b>Total Differently abled employees (D+E)</b>	<b>2</b>	<b>2</b>	<b>100.00</b>	<b>-</b>	<b>-</b>
	<b>Differently abled Workers</b>					
4.	Permanent (F)	9	9	100.00	-	-
5.	Other than permanent (G)	15	15	100.00	-	-
<b>6.</b>	<b>Total Differently abled workers (F+G)</b>	<b>24</b>	<b>24</b>	<b>100.00</b>	<b>-</b>	<b>-</b>

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

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	10	1	10.00
Key Management Personnel (excluding Whole Time Directors)	2	-	-

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

Category	FY 2023			FY 2022			FY 2021		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	16.37	10.29	16.22	17.06	12.50	16.94	11.04	17.19	11.21
Permanent workers	31.15	9.70	29.61	19.85	9.85	19.17	25.20	14.06	24.55

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

**21. Names of holding / subsidiary / associate companies / joint ventures**

The Company doesn't have any holding/subsidiary/associate companies/joint ventures during the Financial Year under review.

**VI. CSR details**

**22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:**

Yes

**(ii) If yes, Turnover - ₹2,764.14 Crores**

**(iii) Net worth - ₹1,855.05 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 (NGRBC):

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redressal policy)	FY 2023			FY 2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (Other than Shareholders)	-	-	-	-	-	-	-
Shareholders	Yes	84	1	-	39	1	-
Employees and workers	Yes	419	-	-	372	-	-
Customers	Yes	2,165	-	-	2,082	-	-
Value Chain Partners	Yes	-	-	-	-	-	-
Other (For Discount Coupon for Company's products)	Yes	1	-	-	-	-	-

Web link for Grievance Redressal policies -

<https://www.relaxofootwear.com/policies> (Vigil Mechanism Link)

<https://www.relaxofootwear.com/investor-support> (Shareholder Support)

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

- Identifying the universe of relevant ESG topics - This was done basis discussions with internal stakeholders, peer review and benchmarking, sector scans, media reports and secondary sources that provided a pool of sustainability topics. These were further analyzed and evaluated for consideration at a strategic level. Adherence to crucial issues as per different standards and frameworks was also ensured.
- Detailing the stakeholder engagement methodology: We had sent detailed questionnaires to various stakeholder groups that were identified. Our external stakeholders included Customers, Shareholders and Vendors/Suppliers. Our internal stakeholders consisted of our employees and management team. While for other stakeholders we have done desktop research to incorporate their priorities.
- Data collection: We used online surveys to collect data and information from stakeholders to prioritize the list of identified ESG topics. Diverse responses were captured to understand the length and breadth of all possible issues. The designing of the questionnaire was done with the objective of bringing out the key issues, risks and opportunities from the stakeholders' point of view and then map it for the material issues. In addition to the survey, we conducted in-depth discussions with a subset of stakeholders to gain a comprehensive understanding of their primary concerns.
- Discussion with management team, CSR & ESG Committee and the Board: the outcome of the exercise was discussed with the leadership to arrive at the key focus areas keeping in view, their relevance to stakeholders and business, as well as their impact on sustainability development.

The information collected from internal and external stakeholders was analyzed and the key material issues were grouped into 17 core thematic areas. These issues were assessed and mapped to determine their level of priority for our stakeholders and business.

High		Medium		Low	
1.	Governance	9.	Product Quality & Safety	15.	Data Privacy & Security
2.	Labour Practices	10.	Transparency	16.	Climate Change Strategy
3.	Health & Safety	11.	Recyclable Packaging	17.	Policy Influence
4.	Risk Management	12.	Diversity & Inclusion		
5.	Energy Management	13.	Community Engagement		
6.	Water Management	14.	Supply Chain Management		
7.	GHG Emissions				
8.	Waste Management				

## Section B: Management and process disclosures

This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC principles and core elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management processes</b>										
1.	(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
	(b) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
	(c) Web Link of the Policies, if available	<a href="https://www.relaxofootwear.com/policies">https://www.relaxofootwear.com/policies</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	NA	Y	Y
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, Code of Conduct, Anti-Bribery & Vigil Mechanism Policies extend to our Value Chain Partners.								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>• ISO 9001:2015 (Quality Management System)</li> <li>• ISO 14001:2015 (Environmental Management System)</li> <li>• ISO 27001:2013 (Information Security Management Systems)</li> <li>• ISO 45001:2018 (Occupational Health and Safety Management System)</li> </ul>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has identified ESG key focus areas and has set ESG targets internally which are monitored and acted upon continuously.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.									
<b>Governance, leadership, and oversight</b>										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements	Sustainability at Relaxo is enshrined in its founding philosophy, "We believe that when the organization grows the society and community around that should also grow". Our success lies in ensuring that our stakeholders are consistently satisfied in their engagement with us. We also place great importance on the development of communities around our manufacturing units. The legacy of our Founder calls upon us to go beyond positive action and positive intent to create maximum impact in order to make a true difference. Today, several families have access to quality education, healthcare, as well as safe water, all of which contribute to improve their lives for present and future generations.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of the Company assess various initiatives forming part of the Business Responsibility performance of the Company at least once a year.								



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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 Company has set up CSR & ESG committee which periodically evaluates the sustainability targets of the Company and reviews its progress.  Further details on CSR & ESG Committee are available under Corporate Governance section in the Annual Report.								

10. Details of Review of NGRBCs by the Company

Subject for Review	a. Indicate whether review was undertaken by Director/ Committee of the Board/Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	NA	Y	Y
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	NA	Y	Y

Subject for Review	b. Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, Business Responsibility policies of the Company are reviewed periodically or on a need basis by Senior Leadership Team including the Managing Director. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.								
Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	The Company is in compliance with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director / Chief Financial Officer / Company Secretary to the Board of Directors.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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 conducts periodic review of the policies internally by the Senior Management and 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a responsible manner.  The Company is a member of various industrial and trade bodies and actively participates in these forums on issues and policy matters that impact the interest of our stakeholders. We prefer to be part of the broader policy development process and do not practice lobbying on any specific issue and hence do not feel such policy is necessary, given our way of doing business.								
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:

Business 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 & awareness programmes held	Topics/principles covered under the training	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Code of Conduct, Human Rights Policy	30%
Key Managerial Personnel	2	Code of Conduct, Human Rights Policy	71%
Employees other than BOD and KMPs	2	Code of conduct, Human Rights Policy	Code of Conduct-100%, Human Rights Policy-70%
Workers	7	EHS, 5S, IMS, POSH, Grievance Handling, Code of conduct, Human Rights Policy	EHS- 100%, 5S-65%, IMS- 33% POSH-100%, Grievance Handling- 100%, Code of Conduct-100%, Human Rights Policy-74%

##### 2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by its directors/KMPs) with regulators/law enforcement agencies/judicial institutions in FY 2023.

There were no instances of any material (monetary and non-monetary) 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 FY 2023.

##### 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.

Not Applicable

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

The Company currently covers its Anti-bribery and Anti-Corruption policy as a part of its code of conduct. The document applies to all personnel who must adhere to the Company's ideals.

Link to the Company's code of conduct:

<https://www.relaxofootwear.com/policies>

[https://dxkvlfvncvqr8.cloudfront.net/media/file/pdf/download\\_file/code-of-conduct-relaxo-1688134018.pdf](https://dxkvlfvncvqr8.cloudfront.net/media/file/pdf/download_file/code-of-conduct-relaxo-1688134018.pdf)

The Company has an in-house monitoring process for whistle blower protection in addition to the Code of Ethics and Conduct. The policy empowers both internal and external stakeholders to file grievances, if any.

Link to the Company's Vigil Mechanism Policy:

<https://www.relaxofootwear.com/policies>

##### 5. No. of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

	FY 2023	FY 2022
Directors		
Key Managerial Personnel		
Employee	There have been no cases involving disciplinary action taken by any law enforcement agency for bribery/ corruption charges against directors/KMP/employees/workers brought to the Company's attention.	
Workers		





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

	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil			
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

**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:**

The Company conducts business in an ethical, fair, legally, socially, and environmentally responsible manner. The Company's Business Partners are an integral part of the ecosystem, and the Company encourages the Business Partners to be responsible corporate citizens.

All the agreements/contracts/purchase orders entered by the Company with the business partners includes stated confirmation on the above-mentioned aspects. The process of holding discussions and conducting awareness sessions with our value chain partners on these principles has been initiated.

**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, the Company has Code of Conduct for Board of Directors and Senior Management Personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. As per the requirements of the Companies Act, the disclosure of interest is required to be given by the Directors as a part of the Annual Disclosures which is brought to the Board.

Further, any transaction in which a Director is interested is placed before the Board, where the interested Director does not participate in that discussion.

The Code of Conduct policy ensures that processes are in place to avoid/ manage conflict of interests involving members of the board. The policy is available at the below link:

<https://www.relaxofootwear.com/policies>

**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.**

	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	-		
Capex			

Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes is being quantified by the Company as several initiatives in this regard are currently in the planning & implementation phase.

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

Yes, the Company has worked towards embedding sustainability throughout its inbound supply chain and will continue to do so. For maintaining sustainability of supply line, the Company prefers indigenous sourcing wherein locally available raw materials are generally used by the Company. To support the sustainability and environmental purpose, the Company also uses some packing materials made of waste products. Substantial raw material procured is based on sustainably sourced materials. To reduce the overall carbon footprint on transportation, a substantial share of raw materials are procured by suppliers in close proximity to the manufacturing plants.

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

The Company is currently mapping its sustainable procured materials, which will be further analyzed to give a specific % figure.

**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.**

As of now, the Company doesn't have processes in place to reclaim their products.

**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.**

Not Applicable

**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?**

The Company is under process of undertaking Life Cycle Perspective/Assessments for its key products.

**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.**

The details will be available and disclosed upon completion of Life Cycle Assessments of Key Products.

**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 percentage of recycled or reused input material to total material used in production is being quantified by the company.

**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:**

The amount reused, recycled, and safely disposed from the products and packaging reclaimed at end of life is being quantified by the Company.

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

Reclaimed products and their packaging materials for each product category is being quantified by the company.



### 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)
<b>Permanent employees</b>											
Male	2,316	2,316	100.00	2,316	100.00	NA	NA	2,316	100.00	-	-
Female	72	72	100.00	72	100.00	72	100.00	NA	NA	72	100.00
<b>Total</b>	<b>2,388</b>	<b>2,388</b>	<b>100.00</b>	<b>2,388</b>	<b>100.00</b>	<b>72</b>	<b>3.02</b>	<b>2,316</b>	<b>96.98</b>	<b>72</b>	<b>3.02</b>
<b>Other than Permanent employees</b>											
Male	404	404	100.00	404	100.00	NA	NA	404	100.00	-	-
Female	-	-	-	-	-	-	-	NA	NA	-	-
<b>Total</b>	<b>404</b>	<b>404</b>	<b>100.00</b>	<b>404</b>	<b>100.00</b>	<b>-</b>	<b>-</b>	<b>404</b>	<b>100.00</b>	<b>-</b>	<b>-</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 workers</b>											
Male	4,005	4,005	100.00	4,005	100.00	NA	NA	4,005	100.00	-	-
Female	343	343	100.00	343	100.00	343	100.00	NA	NA	343	100.00
<b>Total</b>	<b>4,348</b>	<b>4,348</b>	<b>100.00</b>	<b>4,348</b>	<b>100.00</b>	<b>343</b>	<b>7.89</b>	<b>4,005</b>	<b>92.11</b>	<b>343</b>	<b>7.89</b>
<b>Other than Permanent workers</b>											
Male	12,681	12,681	100.00	12,681	100.00	NA	NA	12,681	100.00	-	-
Female	1,940	1,940	100.00	1,940	100.00	1,940	100.00	NA	NA	1,940	100.00
<b>Total</b>	<b>14,621</b>	<b>14,621</b>	<b>100.00</b>	<b>14,621</b>	<b>100.00</b>	<b>1,940</b>	<b>13.27</b>	<b>12,681</b>	<b>86.73</b>	<b>1,940</b>	<b>13.27</b>

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

Benefits	FY 2023			FY 2022		
	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	100.00	100.00	Yes	100.00	100.00	Yes
Gratuity	100.00	100.00	N.A.*	100.00	100.00	N.A.*
ESI**	100.00	100.00	Yes	100.00	100.00	Yes

\*The Company has a defined benefit gratuity plan and pays annual contribution to Life Insurance Corporation of India (LIC) through a Trust, namely Relaxo Footwears Limited Employees Group Gratuity Scheme.

\*\*Employees who are not covered under the ESI component are provided separate Health Insurance Policy.

##### 3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the Company's facilities are accessible to the differently abled employees. The Company's premises are made access friendly and assistive devices like slope, wheelchairs or walking sticks have been made available.

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

Yes, the Company has an Equal Opportunity Policy as per the Rights of Persons with Disabilities Act, 2016.

Link to the Company's Equal Opportunity Policy:

[https://dxkvlfvncvqr8.cloudfront.net/media/file/pdf/download\\_file/equal-opportunity-policy-1681896636.pdf](https://dxkvlfvncvqr8.cloudfront.net/media/file/pdf/download_file/equal-opportunity-policy-1681896636.pdf)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
<b>Total</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>

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

	Yes/No (If yes, then give details of the mechanism in brief)
1	Permanent workers
2	Other than Permanent Workers
3	Permanent Employees
4	Other than Permanent Employees

The Company has a robust and detailed Grievance Redressal Mechanism with the overarching goal of protecting its employees and directors. Procedures have been put in place to ensure that the process of filing a complaint, investigation and finally reaching an acceptable judgement is handled professionally and confidentially. Employees are encouraged to resolve the issues informally with respective line manager/ Head-Plant P&A/ HR Business Partner. In case of non-satisfaction, the Formal procedure is to be used which has been documented in "Grievance Redressal Policy".

**Link to the policy:**  
<https://www.relaxof footwear.com/policies>  
[https://dxkvlfvncvqr8.cloudfront.net/media/file/pdf/download\\_file/grievance-redressal-policy-1688134044.pdf](https://dxkvlfvncvqr8.cloudfront.net/media/file/pdf/download_file/grievance-redressal-policy-1688134044.pdf)

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

The Company does not have any trade unions.

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

Category	FY 2023					FY 2022				
	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)
<b>Employees</b>										
Male	2,720	2,720	100.00	1,707	62.76	2,639	2,639	100.00	2,639	100.00
Female	72	72	100.00	37	51.40	64	64	100.00	64	100.00
<b>Total</b>	<b>2,792</b>	<b>2,792</b>	<b>100.00</b>	<b>1,744</b>	<b>62.46</b>	<b>2,703</b>	<b>2,703</b>	<b>100.00</b>	<b>2,703</b>	<b>100.00</b>
<b>Workers</b>										
Male	16,686	16,686	100.00	16,686	100.00	16,535	16,535	100.00	16,535	100.00
Female	2,283	2,283	100.00	2,283	100.00	2,191	2,191	100.00	2,191	100.00
<b>Total</b>	<b>18,969</b>	<b>18,969</b>	<b>100.00</b>	<b>18,969</b>	<b>100.00</b>	<b>18,726</b>	<b>18,726</b>	<b>100.00</b>	<b>18,726</b>	<b>100.00</b>



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

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	2,720	2,720	100.00	2,639	2,639	100.00
Female	72	72	100.00	64	64	100.00
<b>Total</b>	<b>2,792</b>	<b>2,792</b>	<b>100.00</b>	<b>2,703</b>	<b>2,703</b>	<b>100.00</b>
<b>Workers</b>						
Male	16,686	16,686	100.00	16,535	16,535	100.00
Female	2,283	2,283	100.00	2,191	2,191	100.00
<b>Total</b>	<b>18,969</b>	<b>18,969</b>	<b>100.00</b>	<b>18,726</b>	<b>18,726</b>	<b>100.00</b>

**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?**

Yes, occupational health management system including Environmental Management System conforming to the requirement of standards ISO 45001:2018 and ISO 14001:2015 has been implemented which covers all manufacturing units.

The Company believes that providing a safe and healthy work environment is essential for employee well-being, and that implementing best practices in occupational health and safety has a direct impact on overall performance. It aids not only in attracting good talents but also retaining those employees.

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

While regularly implementing steps to enhance employee well-being and healthcare, a proper hazard identification risk management system has been implemented to assure ongoing improvement of the organization's occupational health and safety.

HIRA (Hazard Identification and Risk Assessment) methodology is used for hazard identification and risk assessment including study of MSDS (Material Safety Data Sheet) & Machine manuals, study of machine operation at shop floor, injury records, interaction with machine operators etc.

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

Yes, the Company has procedures in place for employees to report work-related risks and remove themselves from such hazards.

Some of the processes enabling workers to report work related hazards:

- Safety committee meetings
- Daily shop floor meeting
- Interactions with the plant supervisors during their frequent rounds on the shop floor
- The workers are authorized to stop the machine and report to immediate supervisor, if they notice work related hazard

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

Yes, Employees have access to non-occupational medical and health care services through Company-organized medical camps where reputed doctors from various disciplines/hospitals are accessible for health checkups and consultation, including online consultation and awareness workshops. Furthermore, every employee and their designated dependents are covered by either medical insurance or ESI. Ambulance facility is also available at all the plants in case of any emergency situations.

## 11. Details of Safety related incidents

Safety Incident/Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.18	0.23
Total recordable work-related injuries	Employees	0	0
	Workers	8	9
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Below are some of the measures taken by the Company to ensure safe and healthy workplace:

- Implementation of 6S practice, that is, Sort, Set in Order, Shine, Standardize, Sustain and Safety.
- Machine guarding.
- Introduction of state-of-art new machines, new technologies, environment friendly processes & chemicals.
- Material handling automation which improves worker health and safety by eliminating repetitive jobs from the manufacturing line.
- During induction, the Company emphasizes on training all new employees on safety measures, including specific training such as working at heights, confined space entry, refresher training, on-site emergency training to deal with contingent or urgent situations, and on-the-job training that includes safety topics. Regular workplace environment monitoring, employee health monitoring etc. are conducted alongside.

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

	FY 2023			FY 2022		
	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	419	-	-	372	-	-
Health & Safety	-	-	-	-	-	-

## 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	100.00
Working Conditions	100.00

## 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.

All accidents are thoroughly investigated to determine the root reasons and determine the steps necessary to prevent a recurrence. The findings of the accident investigation, along with corrective and preventive measures, are included in the report submitted to the Corporate Management Committee and the Board. The lessons learned from all accidents are shared across the Company on a regular basis, and compliance of preventive measures is ensured.



Assessment of health & safety risks and implementation of related corrective and preventive measures is an ongoing process in the Company. Some of the interventions which have been taken at various units are as follows:

- Provision of fixed safety guards
- Regular safety audits
- Interlocking safety guards
- Use of PPEs
- Safety trainings
- Local exhaust ventilation

## 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

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

The Company's value chain partners come under PF act and ESI act which makes them liable to deduct and deposit statutory dues. In addition to this, the service contract with the service provider also contains necessary clause under 'payment terms' for necessary statutory payments like PF, ESI etc. by service provider

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023	FY 2022	FY 2023	FY 2022
Employees	0	0	0	0
Workers	0	0	0	0

**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, the Company consistently invests in human capital development, which involves developing modern skills and competencies and providing employees with a variety of experiences. These improve workforce employability and allow for a smooth transfer to alternative opportunities if desired.

**5. Details on assessment of value chain partners:**

The Company has in place a Code of Conduct for Value Chain Partners. Accordingly, they are expected to provide a safe and healthy workplace for their employees and contractors. Value Chain Partners must be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
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 stakeholders have been identified that have a direct impact on the operations and working of the Company. This includes Shareholders/Investors, Suppliers, Employees & Workers, Distributors & Retailers, Communities, Government & Regulatory Authorities and End Consumers.

##### 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
Shareholders/ Investors	No	<ul style="list-style-type: none"> <li>- Annual General Meeting</li> <li>- Investor Relations Web Page</li> <li>- Quarterly condensed financial statements</li> <li>- Annual Report</li> <li>- Investor conference calls</li> <li>- Television Interviews</li> <li>- Press Releases</li> </ul>	Quarterly, Half yearly & Annually and as and when required	<ul style="list-style-type: none"> <li>- Performance and value creation</li> <li>- Dividend Updates</li> <li>- Annual Reports</li> <li>- Intimation to Physical shareholders regarding Dispute Resolution Mechanism</li> </ul>
Suppliers	No	<ul style="list-style-type: none"> <li>- One to-one meetings</li> <li>- Regular operational reviews</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Long-term business relations and growth Opportunities</li> <li>- Skill development support</li> <li>- Effective information dissemination, technical knowledge exchange and other collaborations</li> </ul>
Employees & Workers	No	<ul style="list-style-type: none"> <li>- E-mail</li> <li>- Intranet portal</li> <li>- Newsletters</li> <li>- Employee engagement activities and Surveys</li> <li>- Rewards and recognitions</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Scope of learning and career development</li> <li>- Remuneration and benefits</li> <li>- Equal opportunities</li> <li>- Occupational health and safety</li> <li>- Wealth creation</li> </ul>
Distributors & Retailers	No	<ul style="list-style-type: none"> <li>- After sales services</li> <li>- Relationship building activities</li> <li>- Sales Officer visits</li> <li>- Surveys and feedback sessions</li> </ul>	Engagement sessions conducted periodically	<ul style="list-style-type: none"> <li>- Fair and transparent terms and conditions</li> <li>- Steady business with long-term growth prospects</li> <li>- Communication of Schemes and benefits</li> <li>- Resolution of grievances and obtaining market feedback</li> </ul>





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
Communities	Yes	<ul style="list-style-type: none"> <li>- CSR initiatives</li> <li>- Volunteering initiatives</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Responsible corporate citizenship</li> <li>- To develop the CSR project along with the community, according to the need of the community</li> </ul>
Government & Regulatory Authorities	No	<ul style="list-style-type: none"> <li>- Disclosures and filings for compliance reporting</li> <li>- Meeting authorities for permissions/ approvals</li> </ul>	Audits conducted periodically/monthly/ quarterly/annually and on need basis	<ul style="list-style-type: none"> <li>- Compliance</li> <li>- Tax Payments</li> <li>- Policy Advocacy</li> </ul>
End Consumers	No	<ul style="list-style-type: none"> <li>- Engagement through website, social media, in-store promotions</li> <li>- Brand campaigns conducted regularly, during festive seasons and sales promotions</li> </ul>	Continuous	<ul style="list-style-type: none"> <li>- Information on business offerings, discounts, promotions.</li> <li>- Collection of feedback</li> <li>- Complaints and grievances resolution</li> </ul>

## 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 believes that an effective stakeholder engagement mechanism is crucial for achieving the long term sustainability goals and for the overall growth of the Company. The board of directors prioritizes accomplishing the ESG targets of the Company.
- The board of directors has internally delegated the process of taking valuable inputs from the key internal and external stakeholders.
- During the reporting year, the Company has undertaken an extensive materiality assessment and stakeholder engagement exercise to understand the crucial environmental, social and governance (ESG) topics which are significant to the Company's businesses.
- As part of this activity, the Company, in collaboration with an external agency with relevant experience, met with key internal and external stakeholders to understand their issues and incorporate their perspectives into materiality assessments for prioritizing ESG matters.
- Insights gathered from stakeholder engagements were analyzed to develop the materiality matrix and finalize the list of ESG focus areas.

### 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 Company has always maintained a regular and proactive engagement with its major stakeholders, allowing it to work on its ESG strategies efficiently and be forthright about the results. The Company conducts periodic evaluations to update and amend policies in response to current requirements and interactions with stakeholders.

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

The Company is firmly devoted to achieving its corporate citizenship responsibilities. It believes in proactively involving communities and those who have been excluded from the benefits of development as equal players in growth and development in areas close to its activities. As a result, Corporate Social Responsibility (CSR) is included into the group's main business plan.

The Company is currently carrying out CSR initiatives in six geographical regions across three states, namely Delhi, Rajasthan, and Uttarakhand, affecting the lives of roughly 2,00,000 people both directly and indirectly. The projects' names are as follows:

- Parivartan- Model School Development Project, Haridwar, (Uttarakhand)
- Nayan Avoidable Blindness Project, Bhiwadi, (Rajasthan)
- Mobile Health Unit Project, Bhiwadi, (Rajasthan)
- Customer Support Associate Project, Dwarka, (Delhi)
- Remedial Education Program, Bawana, (Delhi)
- Water Conservation Project, Alwar, (Rajasthan)

Please refer to the following link for information regarding our Company's community work:

<https://www.relaxof footwear.com/csr>

## 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:

Category	FY 2023			FY 2022		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	2,388	1,649	69.05	2,333	-	-
Other than permanent	404	308	76.24	370	-	-
<b>Total employees</b>	<b>2,792</b>	<b>1,957</b>	<b>70.09</b>	<b>2,703</b>	<b>-</b>	<b>-</b>
<b>Workers</b>						
Permanent	4,348	2,700	62.10	5,693	-	-
Other than permanent	14,621	11,360	77.70	13,033	-	-
<b>Total workers</b>	<b>18,969</b>	<b>14,060</b>	<b>74.12</b>	<b>18,726</b>	<b>-</b>	<b>-</b>

#### 2. Details of minimum wages paid to employees and workers:

Category	FY 2023					FY 2022				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	2,316	2	0.09	2,314	99.91	2,269	63	2.78	2,206	97.22
Female	72	-	-	72	100.00	64	-	-	64	100.00
<b>Other than permanent</b>										
Male	404	125	30.94	279	69.06	370	211	57.03	159	42.97
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	4,005	23	0.57	3,982	99.43	5,315	1,448	27.24	3,867	72.76
Female	343	-	-	343	100.00	378	42	11.11	336	88.89
<b>Other than permanent</b>										
Male	12,681	7,590	59.85	5,091	40.15	11,220	6,397	57.01	4,823	42.99
Female	1,940	522	26.91	1,418	73.09	1,813	269	14.84	1,544	85.16



**3. Details of remuneration/salary/wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	9	1,31,36,132	1*	-
Key Managerial Personnel (excluding Whole Time Director)*	2	31,86,316	-	-
^Employees other than BoD and KMP	2309	4,84,901	72	5,98,852
^Workers	4005	2,31,200	343	1,65,451

\*We have only 1 Female Independent Director, who is paid sitting fees and annual commission. Please refer Corporate Governance Report for details.

#During the year, Mr. Vikas Kumar Tak, ceased to be Company Secretary and Compliance Officer of the Company w.e.f. December 15, 2022, and Mr. Ankit Jain was appointed as the Company Secretary and Compliance Officer of the Company w.e.f. February 4, 2023.

^Permanent

**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- HR function oversees the human rights impacts as mentioned above.

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

The Company has a Human Rights Policy which specifies that employees can address their issues or grievances to the Company. Employees are encouraged to try and resolve the dispute informally with their respective line manager/Head Plant PGA/ HR Business Partner (HRBP). In case of non-satisfaction, the Formal procedure is to be used which has been documented in "Grievance Redressal Policy".

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

	FY 2023		FY 2022	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	Nil		Nil	
Discrimination at workplace				
Child Labour				
Forced Labour/ Involuntary Labour				
Wages				
Other human rights related issues				

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

When dealing with complaints as part of the grievance redressal procedure, every effort is made to conduct the investigation in a peaceful manner in order to avoid any unpleasant situations. The entire procedure is carried out in strictest confidence. As per the POSH Policy, the complainant shall be provided with full protection against retaliation. Disciplinary actions will be taken by the internal committee against the person perpetrating acts of violence or discrimination against the complainant.

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

Yes

**9. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100% Coverage- Assessment done by external consultant
Discrimination at workplace	
Child Labour	
Forced Labour/ Involuntary Labour	
Wages	

**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.**

Business processes were not modified/ introduced since no grievances were received during the year.

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

Due diligence was not conducted since no grievances were received during the year.

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

Yes

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	Nil*
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

\*The Company has in place a Code of Conduct for Value Chain Partners. Accordingly, they must treat all employees with respect and dignity and exhibit zero tolerance towards unacceptable sexual harassment, workplace discrimination and must not engage in child labour, Forced Labour/ Involuntary Labour, etc. They must provide safe and healthy workplace for their employees and contractors and be compliant with local and national laws and regulations on Occupational Health and Safety, and have the required permits, licenses and permissions granted by local and national authorities. They must also provide their employees with safe and humane working conditions.

**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:**

<b>Parameter</b>	<b>FY 2023</b>	<b>FY 2022</b>
Total electricity consumption (A) (in GJ)	2,60,495.99	2,74,841.04
Total fuel consumption (B) (in GJ)	1,04,354.05	1,26,980.87
Energy consumption through other sources (C) (in GJ)	Nil	Nil
Total energy consumption (A+B+C) (in GJ)	3,64,850.04	4,01,821.91
Energy intensity per rupee of turnover (Total energy consumption/ turnover in ₹ Crore) (in GJ/₹ Crore)	131.99	152.43

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouse. Corporate Office, Retail Shops and rented warehouses etc. are not included.

**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.**

Independent Assessment has not been carried out by any external agency.



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

The Company does not have sites/facilities identified as designated consumers under the PAT Scheme.

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

Parameter	FY 2023	FY 2022
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	36,664	45,621
(ii) Groundwater	2,04,406	2,24,231
(iii) Third party water	76,896	72,602
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>3,17,966</b>	<b>3,42,454</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>3,17,966</b>	<b>3,42,454</b>
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover in ₹ Crore) (in KI/₹ Crore)	115.03	129.91

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouse. Corporate Office, Retail Shops and rented warehouses etc. are not included.

**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.**

Independent Assessment has not been carried out by any external agency.

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

Yes, the Company has implemented ZLD (Zero Liquid Discharge) in all the manufacturing plants. The sewage waste water is treated through STP (Sewage Treatment Plants) installed in all plants. The treated waste water is further utilized in gardening and flushing.

5. Provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Please specify unit	FY 2023	FY 2022
<b>NOx</b>	Tonnes	23.91	26.65
<b>SOx</b>	Tonnes	0.01	0.01
<b>Particulate matter (PM)</b>	Tonnes	0.57	0.63
<b>Persistent organic pollutants (POP)</b>	-	Not Measured	Not Measured
<b>Volatile organic compounds (VOC)</b>	-	Not Measured	Not Measured
<b>Hazardous air pollutants (HAP)</b>	-	Not Measured	Not Measured

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouse. Corporate Office, Retail Shops and rented warehouses etc. are not included.

**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.**

Independent Assessment has not been carried out by any external agency.

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:**

Parameter	Unit	FY 2023	FY 2022
<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 (tCO <sub>2</sub> e)	9,805.61	10,856.45
<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 (tCO <sub>2</sub> e)	65,800.93	69,430.15
<b>Total Scope 1 and Scope 2 emissions per Crores of turnover</b>	tCO <sub>2</sub> e/₹ Crore	27.35	30.46

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouse. Corporate Office, Retail Shops and rented warehouses etc. are not included.

**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**

Yes, Independent Assurance statement has been obtained from M/s Ecofav Services Pvt. Ltd.

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

The Company is constantly striving to improve business operations to reduce GHG emissions. The Company has installed 6 MW Wind Power Project in Rajasthan and has also installed 75kWh solar panels at its plant in Bahadurgarh, (Haryana).

**8. Provide details related to waste management by the entity**

Parameter	FY 2023	FY 2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	137.67	173.27
E-waste (B)	3.86	10.91
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	1.12	4.60
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	81.25	51.80
Other Non-hazardous waste generated (H). Please specify, if any.	1,646.59	1,902.71
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,870.49</b>	<b>2,143.29</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1,458.80	1,706.35
(ii) Re-used	73.12	46.62
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,531.92</b>	<b>1,752.97</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	9.25	9.78
(iii) Other recovery operations	329.32	380.54
<b>Total</b>	<b>338.57</b>	<b>390.32</b>

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouse. Corporate Office, Retail Shops and rented warehouses etc. are not included.

**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.**

Independent Assessment has not been carried out by any 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.**

The Company collects all the waste and forwards it to authorized waste recyclers. The Company has adopted eco-friendly chemicals for operations and is venturing to look for further alternatives.

**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:**

S. N.	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.
Not Applicable			

**11. Details 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:**

Yes, the Company is 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 - All relevant certificates are available in respective locations.

**LEADERSHIP INDICATORS**

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

Parameter	Unit	FY 2023	FY 2022
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	184.61	172.32
Total fuel consumption (B)	-	NA	NA
Energy consumption through other sources (C)	-	NA	NA
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>GJ</b>	<b>184.61</b>	<b>172.32</b>
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	2,60,311.38	2,74,668.72
Total fuel consumption (E)	GJ	1,04,354.05	1,26,980.87
Energy consumption through other sources (F)	-	NA	NA
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>GJ</b>	<b>3,64,665.43</b>	<b>4,01,649.59</b>

Data captured and shown under principle 6 is representative data for Manufacturing plants and Company owned Lovakhurd warehouse. Corporate Office, Retail Shops and rented warehouses etc. are not included.

**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.**

Independent Assessment has not been carried out by any external agency.

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

The Company has implemented ZLD (Zero Liquid Discharge) in all the manufacturing plants. The sewage waste water is treated through STP (Sewage Treatment Plants) installed in all plants. The treated waste water is further utilized in gardening and flushing.

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

Not Applicable, the Company is not operating in any water stress area(s).

**4. Please provide details of total Scope 3 emissions & its intensity:**

Parameter	Unit	FY 2023	FY 2022
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
<b>Total Scope 3 emissions per rupee of turnover</b>			Not Measured
<b>Total Scope 3 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.**

Independent Assessment has not been carried out by any external agency.

**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. N.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	CFC to LED	-	Energy Conservation
2	Transitioned to Servo Motors	-	Energy Conservation
3	Installation of VFDs on Motors	-	Energy Conservation
4	Installed Dust Collector	-	Emission Reduction
5	Retro fitment of DGs to dual fuel mode (Diesel 30% and PNG 70%)	-	Transition to Green Fuel
6	Conversion of biomass based boiler to PNG based boilers	-	Transition to Green Fuel

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

Yes, the Company recognizes how crucial business continuity plan is for business operations and has put in place policies to ensure that the critical business ventures continue uninterrupted. The Company has laid a detailed procedure that ensures to create an environment of preparedness, response, and recovery from potential disasters.

**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.**

We have not currently monitored the impacts to the environment arising from the value chain of the entity.

**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: 16**
- b. **List the top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/affiliated to.**

S. N.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1.	PHD Chamber of Commerce	National
2.	CIFI (Confederation of Indian Footwear Industries)	National
3.	CFLA (Council for Footwear Leather and Accessories)	National
4.	All India Rubber Association	National
5.	Development Council For Footwear & Leather Industry	National
6.	All India Federation of Plastic Industries- (Delhi)	State
7.	FORM (Foundation of Rubber & Polymer Manufacturer)	State
8.	Bahadurgarh Chamber of Commerce & Industries	State
9.	Footwear Park Association- HSIIDC - (Bahadurgarh)	State
10.	Bahadurgarh Footwear Development Services Pvt. Ltd.	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.**

Name of Authority	Brief of the case	Corrective action taken
There are no cases of anti-competitive conduct on the Company in FY 2023.		

### LEADERSHIP INDICATORS

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

Not Applicable

## 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.**

The company has not conducted any Social Impact Assessments (SIA). However, we recognize the importance of social impact assessments in understanding and addressing the potential social implications of our business activities.

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

Our operations and expansion projects have not resulted in the displacement of any population or their livelihoods. As a result, we have not undertaken any Rehabilitation and Resettlement (R&R) activities.

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

The Company continuously engages with the community members for any of their grievances.

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

Category of waste	FY 2023 (In %)	FY 2022 (In %)
Directly sourced from MSMEs/small producers	66.05	53.83
Sourced directly from within the district and neighboring districts	43.15	34.98

**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. N.	State	Aspirational District	Amount Spent (in ₹ Crore)
1.	Uttarakhand	Haridwar	2.59

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

No

**b. From which marginalized /vulnerable groups do you procure?**

Not Applicable

**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:**

The Company doesn't own or acquire intellectual property based on traditional knowledge.

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

Not Applicable

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

Refer to Annexure D of Board's Report.

**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 established multiple lines of communications such as online service request, toll-free number and e-mail id for customers to raise their complaints and feedback. Further, walk-in complaints are also received through Exclusive Brand Outlets (EBOs). Our internal team continuously monitors these platforms to take appropriate actions on the complaints and feedback in a timely manner.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product Safe and responsible usage Recycling and/or safe disposal	Relaxo products carry all the information on the product box which is mandatory as part of the regulatory compliance.



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

	FY 2023			FY 2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Cyber-security						
Delivery of essential services						
Restrictive trade practices		Nil			Nil	
Unfair trade practices						
Others						

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

	Number	Reason for recall
Voluntary recalls		
Forced recalls		Nil

**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 a policy on information security in place which is available on the internal network of the Company. Apart from that, the Company is ISO 27001:2013 certified and conducts regular audits as well.

**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.**

Not Applicable

**LEADERSHIP INDICATORS**

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

Information on products and services of the entity can be accessed on the Company's Website

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

Not Applicable

**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)**

Not Applicable

**5. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches along-with impact:** Nil

**b. Percentage of data breaches involving personally identifiable information of customers:** Nil