

# Business Responsibility & Sustainability Reporting

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## Section A: General disclosure



## I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L51311WB2002PLC094677
2	Name of the Listed Entity	Vedant Fashions Limited
3	Year of incorporation	2002
4	Registered office address	A501-A502, SDF-1, 4 <sup>th</sup> Floor, Paridhan Garment Park, 19, Canal South Road, Kolkata, 700015, West Bengal
5	Corporate address	A501-A502, SDF-1, 4 <sup>th</sup> Floor, Paridhan Garment Park, 19, Canal South Road, Kolkata, 700015, West Bengal
6	Email	<i>secretarial@manyavar.com</i>
7	Telephone	033- 61255353
8	Website	<i>www.vedantfashions.com</i>
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	INR 24,29,44,009
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. Navin Pareek, Company Secretary & Compliance Officer Phone: 033-61255495 Email: <i>complianceofficer@manyavar.com</i>
13	Reporting boundary	Standalone
14	Name of assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

## II. Products / services

## 16. 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	Manufacturing and Trade	Textile, leather, and other apparel products, Wholesale & Retail Trading	100%

## 17. 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	Wearing Apparel & Accessories	1410	100%

## III. Operations

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

Vedant Fashions Limited (VFL or the Company) operates a centralized warehouse in Dhulagarh, Howrah, West Bengal, and a factory in Barasat, Kolkata, West Bengal. Its registered and corporate office is based at Paridhan Garment Park in Kolkata. In addition, the Company runs seven retail outlets—five in Kolkata and two in Mumbai.

Location	Number of plants	Number of offices	Total
National	9	1	10
International	0	0	0

\*Note: The details of the major locations where manufacturing and warehousing activities are carried out have been included above. Seven company operated stores, one warehouse and one factory are included in the numbers of plants column.

#### 19. Market served by the entity:

##### a. Number of locations:

Locations	Number
National (No. of States and UTs)	26 (244 cities and towns in India)
International (No. of Countries)	VFL has international stores across four countries: the United States of America (USA), the United Arab Emirates (UAE), the United Kingdom (UK), and Canada.

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

In the FY 2024-25, exports contributed 2.62 % to the company's total turnover.

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

Vedant Fashions Limited (VFL), established in 2002 in Kolkata, specializes in branded fashion apparel and accessories, focusing on ready-made ethnic wear for men, women, and children. The company offers a diverse range of Indian attire and accessories through its five distinguished brands: Manyavar, Mohey, Twamev, Diwas and Mebaz.

VFL's products are distributed through multiple retail channels, including exclusive brand outlets (EBOs), multi-brand outlets (MBOs), large format stores (LFS), and online platforms such as its own website and leading e-commerce platforms. This omni-channel approach ensures a broad reach, catering to customers both in India and internationally, with a presence in countries like USA, UAE, UK, and Canada. By embracing the essence of Indian traditions and weaving them into a diverse product range, VFL strives to serve as a one-stop destination for customers seeking attire for celebratory occasions, traditional, and ethnic wear.

## IV. Employees

#### 20. 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)
Employees						
1.	Permanent (D)	471	374	79%	97	21%
2.	Other than permanent (E)	2	2	100%	0	0%
3.	Total employees (D+E)	473	376	79%	97	21%
Workers						
4	Permanent (F)	299	272	91%	27	9%
5	Other than permanent (G)	326	288	88%	38	12%
6	Total workers (F+G)	625	560	90%	65	10%

Note: Definition of employee clustering is as under:

• Permanent Employees include employees who are on Company's payroll • Other than Permanent Employees are sourced from third-party agencies to fulfil specific roles or projects • Permanent Workers include those workers who are on Company's payroll and engaged in manual work • Other than Permanent Workers includes workers who are deployed for a fixed term that ends when a specific time period expires (LFS, factory, MBO, warehouse, housekeeping and security) • Trainees and Apprentices not included in the Workforce

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

Differently abled employees					
1.	Permanent (D)	Nil			
2.	Other than permanent (E)				
3.	Total employees (D+E)				
Differently abled workers					
4.	Permanent (F)	Nil			
5.	Other than permanent (G)				
6.	Total workers (F+G)				

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

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	4	1	25%
Key Management Personnel	4	1	25%

\*Board of Directors include Non-Executive Directors only

\*\*KMP includes executive directors and non-board KMP

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employee	13%	26%	16%	12%	34%	16%	13%	38%	17%
Permanent workers	4%	0%	3%	5%	0%	4%	6%	4%	6%

**IV. Holding, Subsidiary and Associate Companies (including joint ventures)****23. Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	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)
-	Not any	Not any	-	-

Note: Manyavar Creations Private Limited has been merged with Vedant Fashions Ltd in the FY 2024-25

**V. CSR details**

Vedant Fashions Limited, in adherence to its CSR policy and in compliance with Section 135 of the Companies Act, 2013, along with its amended rules and the subjects delineated in Schedule VII of the aforementioned Act, undertakes initiatives centered on two core themes: Health and Education. In FY 2024-25, the company expanded its CSR efforts, positively impacting numerous lives across 8 (eight) Indian states and 1 (one) union territory. With a dedicated CSR fund of INR 100.3 million, VFL has actively contributed to the betterment of society, embodying its commitment to social welfare and sustainability development.

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

(ii) **Turnover:** INR 13,864.83 million (During the year ended 31<sup>st</sup> March 2025)

(iii) **Net worth:** INR 17,863.10 million (During the year ended 31<sup>st</sup> March 2025)

## VI. Transparency and Disclosures Compliances

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

Driven by the goal of fostering a safe and inclusive atmosphere where every stakeholder feels appreciated and empowered, VFL has developed and sustained a transparent and effective system for grievance redressal. This system is designed to ensure that all concerns, questions, and complaints related to the Company's operations and officials are thoroughly investigated and resolved in a timely and equitable manner.

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 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://www.vedantfashions.com/contact_us">https://www.vedantfashions.com/contact_us</a>	0	0	-	0	0	-
Investor (other than shareholders)		0	0	-	0	0	-
Shareholders		1	0	Complaint was related to assistance in the process of dematerialization of shares	2	0	Complaints related to IPO fund blocking and dividend warrant
Employees and workers		0	0	-	0	0	-
Customers		6350	0	-	5985	120	-
Value chain partners		0	0	-	1	1	Eviction Suit filed by Lessor as Lease expired. Post negotiation fresh Lease executed and few other points pending negotiation

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	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	GHG Emissions	Risk	The Company's dependence on energy-intensive processes, such as manufacturing and transportation, makes it vulnerable to regulatory compliance obligations. Rising fossil fuel costs and the industry's transition towards sustainability further increase financial and operational risks. Carbon-intensive assets may also become obsolete or less competitive.	VFL has implemented measures to mitigate GHG-related risks, including offsetting 850 tons of carbon emissions in FY 2024-25 against its total Scope 1 & 2 emissions of 822.25 tCO <sub>2</sub> e in FY 2023-24. Additionally, energy-efficient lighting and air-conditioning systems have been adopted at VFL-owned premises.	<b>Negative</b> – This Includes compliance costs, reputational risks, increased operational expenses, supply chain disruptions, and potential impacts on profitability and shareholder value.
2	Waste Management	Risk	Waste management poses risk for VFL as non-compliance with environmental and waste management regulations can lead to fines, legal action, and reputational damage, impacting the company's financial standing and brand perception.	VFL has implemented source segregation of waste at its office, factory and warehouse. Other sustainable waste management practices such as digital invoicing, electronic document signing, promoting paper/cloth bags over plastic, reducing plastic bottle usage, responsible recycling of plastic waste, and ensuring proper disposal of e-waste through authorized vendors.	<b>Positive</b> – Consumers increasingly favor brands that prioritize sustainability, leading to stronger brand loyalty and competitive advantages.
3	Talent Attraction and Retention	Opportunity	VFL aims to position itself as the preferred employer by actively shaping structural adjustments. This includes implementing business relevant training and learning programs, offering equitable and progressive compensation packages, objective performance reviews & career development plans introducing flexible work model, and providing further benefits to foster a productive and sustainable workplace environment.	Not applicable	<b>Positive</b> – Talent attraction and retention offer a competitive edge, enhance employer branding, attract top talent, retain loyal and competitive employees, reduce the costs associated with recruitment and hiring etc.

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)
4	Occupational health and safety	Risk	OHS poses risk to VFL's own operations and its supply chain. Within its own manufacturing facility, workers engaged in cutting, embroidery, stitching, and finishing tasks face potential exposure to sharp objects, electrical hazards, and other workplace dangers. Moreover, Jobbers responsible for majority portion of VFL's production activities may also encounter similar occupational risks. Failure to effectively address these OHS risks can result in employee injuries, illnesses, or even fatalities.	<ol style="list-style-type: none"> <li>1. Employees and workers have undergone OHS training programs, including firefighting, and undergo regular health check-ups.</li> <li>2. Medclaim and ESIC have been provided to employees and workers.</li> <li>3. The Company has partnered with a third-party agency to offer discounted diagnostic services to employees, workers, and their dependents.</li> <li>4. Strict protocols ensure workers in factories always wear safety guards while working with sharp objects.</li> <li>5. The Company is in process to replace the existing system with an enhanced incident reporting system to identify, report, mitigate and prevent potential hazards, across the operational unit.</li> </ol>	<b>Negative</b> – Workplace accidents can result in significant financial costs, including medical expenses, lost productivity, compensation claims, legal fees, and damage to equipment or property.
5	Diversity and inclusion	Opportunity	Embedding diversity and inclusion into recruitment, training, career development, and leadership practices enables the Company to attract top talent, improve employee engagement, and reduce attrition. A culture that values inclusivity enhances team performance, encourages innovation, and supports long-term workforce stability.	Not applicable	<b>Positive</b> – Diversity and inclusion in the workplace will enhance innovation and creativity, improve employee performance, higher employee retention etc.

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)
6	Human rights	Risk	A company that is involved in human rights abuses, such as forced labour or child labour, can face negative publicity and reputational risks. This can result in decreased customer loyalty, loss of business, and a damaged brand image.	The Company has taken proactive steps to uphold human rights across its operations. Awareness posters on the prevention of child labour are prominently displayed at all operational units. Additionally, the Company conducts regular training and sensitization programs for employees and workers on human rights. An internal committee is in place to address grievances related to sexual harassment, ensuring a safe and respectful workplace. These measures are integrated into the Company's Code of Conduct, BRSR Policy, and POSH Policy, reinforcing its commitment to ethical and responsible business practices.	<b>Negative</b> – Any violation can lead to severe reputational and financial risk for the organization.
7	Community welfare	Opportunity	Corporate Social Responsibility (CSR) has been a longstanding commitment at VFL. The Company through its CSR activities is dedicated to improving the quality of life of community members through various initiatives including health and education related projects.	Not applicable	<b>Positive</b> – Fostering meaningful socioeconomic sustainable development is integral to the Company's mission, aiming to broaden participation and ensure wider demographic inclusion in the nation's economic advancement. Through strategic investments in community welfare initiatives, the Company not only strengthens stakeholder relationships but also cultivates a more resilient business environment, driving long-term and inclusive growth and prosperity for all stakeholders including community members.



## Section B: Management and process disclosures

[illegible]

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against the Specific commitments, goals and targets along-with reasons in case the same are not met.	1.	In FY 2024-25, the Company recycled 55 metric tons of plastic waste. Additionally, the Company has implemented 3-way source segregation of waste at its factory, warehouse and corporate office.	2.	The Company remains committed to empowering communities through targeted initiatives in education and healthcare, promoting resilience and overall well-being. In FY 2024-25 the Company has impacted 1,11,544 number of beneficiaries through its CSR activity.	3.	The Company continues to support inclusive growth by creating employment opportunities for artisans, embroidery workers, and other skilled jobbers.			

## Governance, leadership and oversight

<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p>	<p>At Vedant Fashions Limited, we believe that long-term business success is intrinsically linked with our ability to create positive environmental and social impact. In today's evolving landscape, the role of business has expanded beyond financial performance to include the responsibility of shaping a sustainable and inclusive future. As custodians of this responsibility, we have continued to embed Environmental, Social, and Governance (ESG) principles across our operations, driving resilience, innovation, and shared value creation.</p> <p>During FY 2024-25, we continued to strengthen our sustainability framework in alignment with the SEBI-BRSR requirements. This enhanced disclosure standard enables us to transparently communicate the progress of our ESG initiatives while reinforcing our accountability to all stakeholders.</p> <p>We made significant strides in our environmental stewardship this year. As part of our plastic Extended Producer Responsibility (EPR) program, we successfully recycled 55 metric tonnes of plastic waste, contributing to circularity in our operations. In addition, we offset 850 tonnes of carbon emissions through solar energy projects in FY 2024-25, surpassing our total Scope 1 and Scope 2 emissions of 822.25 tCO<sub>2e</sub> in FY 2023-24 — thereby achieving a net-positive climate impact across our direct operations.</p> <p>Our social impact efforts remain deeply rooted in our commitment to inclusive development. Through strategic CSR initiatives, we positively impacted 1,11,544 lives in FY 2024-25, with a focus on access to quality education, healthcare, and community well-being. These programmes, implemented in collaboration with credible partners, reflect our resolve to contribute meaningfully to the socio-economic fabric of the country.</p> <p>We also recognise that our responsibilities extend across the entire value chain — from the artisans and workforce behind our products to the customers we serve. Our engagement with stakeholders continues to be driven by transparency, collaboration, and a shared vision for sustainable growth.</p> <p>As we look ahead, we remain committed to deepening our ESG efforts, strengthening data-driven decision-making, and aligning our sustainability roadmap with national and global priorities. With innovation and accountability as our guiding principles, we are confident in our ability to create lasting value — for our business, our people, and the planet.</p>
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#### 10. Details of Review of NGRBCs by the Company:

[illegible]

## 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	1	BRSR 9 principles	100%
Key Managerial Personnel	1	BRSR 9 principles	100%
Employees other than BoD and KMPs	1	BRSR 9 principles	100%
Workers	1	BRSR 9 principles	100%

#### 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:

	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	NA	NA	NA	NA	NA
Settlement	NA	NA	NA	NA	NA
Compounding Fee	P9	Department of Legal Metrology, Ghaziabad	50,000	Notice for compounding the violation of Legal Metrology Act, 2009, for non-disclosure of a mandatory declaration by the Company on its e-commerce website which was subsequently compounded.	No
			Nil		

	Non-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)
Imprisonment	NA	NA	NA	NA	
Punishment	NA	NA	NA	NA	

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 any

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, VFL's Code of Conduct comprehensively covers the matters pertaining to anti-corruption and anti-bribery. This code serves as a guiding framework, delineating the proper procedures to uphold sound business ethics, including anti-corruption and anti-bribery measures. Additionally, the Company has established a Business Responsibility and Sustainability Reporting (BRSR) policy, underscoring its steadfast commitment to transparent operations and avoidance of corrupt or bribery practices.

Vedant Fashions Limited's Code of Conduct is an internal document and BRSR policy is approved by the Board and available on public domain.

[\*BUSINESS-RESPONSIBILITY-AND-SUSTAINABILITY-REPORTING-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:

No Directors/KMPs/employees/workers were involved in bribery/corruption both in FY 2024-25 and FY 2023-24. On above grounds, no action was taken by any law enforcement agency.

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

No complaints were received with regard to conflict of interest against Directors/KMPs in FY 2024-25 and FY 2023-24.

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

Not applicable

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
Number of days of accounts payables	72	78

## 9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales*	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	0.05	0.04
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	NA	NA

\*Note: The Company primarily operates through a franchisee-based model and the dealer/distributor channel is not the major revenue generation mode for the company.

## Leadership indicators

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

Vedant Fashions Limited is committed to fostering responsible business practices across its value chain by facilitating regular training and capacity-building initiatives for key partners, including jobbers and franchisee employees. These initiatives are aimed at enhancing awareness and aligning partners with the Company's standards on safety, labour practices, and sustainability.

To promote continuous engagement, the Company organises annual events such as the Franchisee Meet and Retail Employee Day, where critical topics like fire safety, prevention of child labour, and POSH (Prevention of Sexual Harassment) compliance are addressed. In addition, dedicated guidance is provided to jobbers to ensure compliance with applicable safety and ethical requirements.

Further reinforcing its commitment to responsible conduct, VFL sensitises all vendors and business associates on an annual basis through formal communications, highlighting the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC) and outlining the Company's own commitments to ethical and sustainable business operations.

### 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.

The Company has implemented a Code of Conduct for Directors and Senior Management that provides clear guidance on managing conflicts of interest. According to the Code, Directors and Senior Management Personnel are expected to avoid any activities, businesses, or relationships that may conflict with or negatively impact the interests of the Company.

Additionally, the Company has established a formal protocol to address potential conflicts of interest among Board members. Under this protocol, Directors are required to submit an annual declaration at the start of each financial year, disclosing any associations or interests with external entities. Any subsequent changes to the initial disclosure must be promptly communicated to the Board through an updated declaration.

## Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.



### Essential indicators

- 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 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	INR 33.00 million	INR 32.08 million	Capital expenditure (Capex) refers to investments made in IT systems, operational infrastructure, furniture, and similar assets that support the Company in enhancing its operational efficiency and nurturing a more conducive work environment for employees and workers.

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**  
The supply chain of apparel sector is unorganized and fragmented. VFL actively engages with a diverse array of suppliers for the procurement of raw materials, accessories, and finished goods. Demonstrating a commitment towards sustainable supply chain development, the Company encourages material procurement from environmentally and socially responsible suppliers and regularly evaluates feasible sourcing options to fulfil its raw material requirements.
  - If yes, what percentage of inputs were sourced sustainably?**  
Nil
- 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.**  
VFL has taken significant steps to improve waste management practices across all its operation by evaluating resources, technologies, and processes to minimize waste generation. VFL through its Plastic Extended Producer Responsibility (Plastic-EPR) compliance obligations has onboarded an authorized recycler to collect back and recycle the postconsumer plastic packaging waste of VFL on their behalf. In the FY 2024-25, the Company has collected and recycled 55 MT of plastic packaging waste through its authorized recycler.  
Additionally, the Company has implemented source segregation of waste at its corporate office, warehouse, and factory premises. Waste is systematically classified into three categories — biodegradable, non-biodegradable, and domestic hazardous waste — to enable source segregation and promote better waste management practices.  
Similarly, for e-waste VFL has established system in place to manage e-waste as per the relevant regulation. The Company engages with certified e-waste recyclers to duly dispose off e-waste, with approximately 0.996 MT of e-waste disposed off through authorized recyclers in the current fiscal year.



**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, Plastic Extended Producer Responsibility (EPR) is applicable to VFL as per Plastic Waste Management Rules, 2016 (as amended). In line with the plastic EPR requirements, VFL has developed collection action plan and onboarded an authorized recycler to collect, transport and recycle the plastic packaging waste.

### 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?**

No, the Company hasn't conducted life cycle assessment (LCA) of any of its 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 Company hasn't conducted life cycle assessment of its products so far. However, the procedures involved in them processing and disposal of VFL's products are such that there are not significant social or environmental concerns and/or risks arising from them.

The Company operates primarily in the manufacturing, trading and sale of readymade garments being Indian wedding and celebration wear for men, women and kids. The brands of the Company strive to source all products responsibly and sustainably. To do this, the Company ensures that the workers in the supply chain are treated with dignity and respect.

The enduring appeal of Indian ethnic wear lies in its longevity, often becoming cherished heirlooms passed down through generations. This characteristic not only bestows elegance upon the attire but also transforms them into cherished keepsakes, extending their shelf life far beyond that of casual clothing. Consequently, the extended lifespan of VFL's products contributes significantly to reducing their environmental footprint over time.

**3. Percentage of recycled or reused input material to total material (by value) used in production.**

Nil

**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 2024-25 (MT)			FY 2023-24 (MT)		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastic waste	0	55.000	0	0	13.180	0
e-waste	0	0	0.996	0	0	0.502

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

Nil

**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	
		No. B	% (B/A)	No. C	% (C/A)	No. D	% (D/A)	No. E	% (E/A)	No. F	% (F/A)
Permanent employees											
Male	374	374	100%	374	100%	0	0%	374	100%	374	100%
Female	97	97	100%	97	100%	97	100%	0	0%	97	100%
Total	471	471	100%	471	100%	97	100%	374	100%	471	100%
Other than permanent employees											
Male	2	2	100%	2	100%	0	0%	0	0%	2	100%
Female	0	0	0	0	0	0	0%	0	0%	0	0
Total	2	2	100%	2	100%	0	0%	0	0%	2	100%

\*Note: Medclaim insurance and ESIC cover have been considered for the purpose of reporting under Health Insurance and Accident Insurance. Term insurance are also taken for employees.

### 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	
		No. B	% (B/A)	No. C	% (C/A)	No. D	% (D/A)	No. E	% (E/A)	No. F	% (F/A)
Permanent workers											
Male	272	272	100%	272	100%	0	0%	272	100%	272	100%
Female	27	27	100%	27	100%	27	100%	0	0%	27	100%
Total	299	299	100%	299	100%	27	100%	272	100%	299	100%
Other than permanent workers											
Male	288	267	93%	218	76%	0	0%	0	0%	288	100%
Female	38	38	100%	34	89%	38	100%	0	0%	38	100%
Total	326	305	94%	252	77%	38	100%	0	0%	326	100%

\*Note: Medclaim insurance and ESIC cover have been considered, as applicable, for the purpose of reporting Health Insurance and Accident Insurance.

### c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	<b>FY 2024-25</b>	<b>FY 2023-24</b>
Cost incurred on well-being measures as a % of total revenue of the company	0.15%	0.14%

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

Benefits	FY 2024-25			FY 2023-24		
	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%	100%	Y	100%	100%	Y
Gratuity*	100%	100%	Y	100%	100%	Y
ESI*	100%	100%	Y	100%	100%	Y
Medicclaim	100%	100%	Y	100%	99%	Y

\*For FY 2024-25, only the eligible employees and workers are considered for PF, ESI and Gratuity coverage.

## 3. Accessibility of workplaces

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

Yes, the premises and offices of VFL are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. However, VFL doesn't have any differently abled employees and workers as on 31<sup>st</sup> March 2025.

## 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, VFL has implemented both an Equal Employment Opportunity Policy and a BRSR Policy, which collectively uphold the principle of non-discrimination in employment. These policies ensure that employment opportunities are offered irrespective of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law. While the Equal Employment Opportunity Policy is maintained as an internal document, the BRSR Policy is publicly accessible.

Link to the BRSR policy: <https://www.vedantfashions.com/assets/pdf/VFL-BRSR-Policy.pdf>

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

	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	NA	NA
Female	50%	100%	100%	NA
<b>Total</b>	<b>95%</b>	<b>100%</b>	<b>100%</b>	<b>NA</b>

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent employees	Yes
Other than permanent employees	
Permanent workers	
Other than permanent workers	

Vedant Fashions Limited has established a robust grievance redressal mechanism to ensure that the concerns of its employees and workers are addressed promptly, fairly, and transparently. This system plays a key role in fostering a safe, inclusive, and positive workplace environment where every voice is valued.

The Company continues to strengthen its employee engagement through "Bindas Bol," an ongoing initiative that encourages employees and workers to freely express their grievances, share suggestions for workplace improvement, and celebrate professional milestones. This platform has evolved into an important channel for open communication and collaborative problem-solving.

To support the submission of grievances, dedicated grievance boxes are placed at each operational location, allowing employees to register concerns anonymously. The Lead – Talent Management & Corporate HRBP is the first point of contact for resolving these grievances. Any unresolved matters are escalated to the HR team for further action. All grievances are recorded and handled with strict confidentiality to maintain trust and integrity in the process.

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

VFL does not have any employee associations.

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

Category	FY 2024-25					FY 2023-24				
	Total A	On health & safety measures		On skill upgradation		Total D	On health & safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	376	376	100%	109	29%	354	354	100%	354	100%
Female	97	97	100%	14	14%	90	90	100%	90	100%
Total	473	473	100%	123	26%	444	444	100%	444	100%
Workers										
Male	560	560	100%	0	0%	530	530	100%	0	0%
Female	65	65	100%	0	0%	61	55	90%	0	0%
Total	625	625	100%	0	0%	591	585	99%	0	0%

#### 9. Details of performance and career development reviews of employees and worker:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	374	365	98%	352	352	100%
Female	97	95	98%	90	90	100%
<b>Total</b>	<b>471</b>	<b>460</b>	<b>98%</b>	<b>442</b>	<b>442</b>	<b>100%</b>
<b>Workers</b>						
Male	Not applicable			Not applicable		
Female						
<b>Total</b>						

\*The Company undertakes performance reviews for permanent employees only. Performance reviews do not apply to workers since their compensation is based on a fixed rate grading.

#### 10. Health & 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?

Vedant Fashions Limited upholds safety as a core organisational value and places the highest emphasis on ensuring a safe and healthy work environment for all employees and workers. The Company's commitment to occupational health and safety is articulated in its Business Responsibility and Sustainability Report (BRSR) Policy, with the Human Resources team overseeing all health and safety-related matters. This includes regular dissemination of internal communications and alerts to promote awareness and compliance with safety protocols.

VFL continues to conduct routine training programmes and awareness sessions on occupational health and safety, covering areas such as basic and advanced fire safety, evacuation drills, and emergency preparedness. These initiatives are designed to enhance awareness and ensure employees and workers are equipped to respond effectively to emergencies.

Additionally, a comprehensive Environment, Health, and Safety (EHS) program has been rolled out with special emphasis on proactive safety measures and employee engagement. As part of this initiative, activities are being gradually implemented across the Company. Key components include the introduction of a visitor induction module and the deployment of EHS awareness materials such as posters and signage, aimed at reinforcing a culture of safety for both employees and external stakeholders.

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

Vedant Fashions Limited has established a robust Enterprise Risk Management (ERM) framework to systematically identify, assess, and mitigate potential risks that could impact the Company's operations and business continuity. This structured framework defines VFL's risk appetite, outlines procedures for managing enterprise-wide risks, and assigns risk ownership with clearly delineated roles and responsibilities.

To strengthen risk oversight and workplace safety, VFL has appointed a dedicated Safety Officer responsible for proactively identifying occupational hazards, monitoring safety compliance, and maintaining records of safety-related incidents. This addition reflects the Company's commitment to embedding a culture of preventive risk management.

Furthermore, VFL conducts internal audits across its factory premises, warehouses, and jobber sites to assess workplace hazards and detect any instances of policy non-compliance, particularly in relation to health, safety, and labour practices. These audits are integral to ensuring that operational protocols are rigorously followed and that the well-being of the workforce is consistently safeguarded.

In alignment with this approach, VFL is in process to replace the existing Incident Management System with an enhanced incident reporting platform that enables more structured reporting and classification of safety-related incidents such as Fatal/Serious Injury, Lost Time Injury (LTI), Major First Aid, Minor First Aid, and Near Misses

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

Yes, VFL has system in place for employees and workers to report work related hazards.

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

Yes, VFL extends health insurance and term life insurance coverage to its employees and has partnered with a third-party agency to provide diagnostic services to employees and their dependents at discounted rates.

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

Safety Incident/Number	Category *	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*\*Including in the contract workforce*

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

VFL places high importance on maintaining the health and safety of its employees and workers. The Company's HR policy promotes work-life balance and includes mechanisms to continuously evaluate the effectiveness of health and safety systems, ensuring adherence to relevant laws, regulations, and standards.

To strengthen its health and safety commitments, VFL regularly conducts fire drills across its factory, warehouse, and corporate office locations to assess emergency preparedness and employee response. The Company also organizes training and awareness programs on health and safety for employees and workers at its operational sites, aiming to build awareness and capability in maintaining a secure work environment.

As part of its safety infrastructure, VFL has equipped its premises with fire extinguishers and water sprinklers. Additionally, the Company observes a dedicated fire safety week for its franchisees, which includes store evaluations based on specific safety criteria and fire safety training for franchisee staff. These initiatives reflect VFL's proactive approach to fostering a safe and healthy workplace culture across its operations.

To further enhance worker involvement, VFL has initiated Safety Committee Meetings at one location, with plans to extend this practice to other sites. This initiative fosters active consultation and participation of workers in identifying and resolving health and safety concerns. Moreover, a dedicated EHS Fire Safety program has been rolled out, reinforcing the Company's commitment to structured fire risk management and prevention.

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

Vedant Fashions Limited has not received any complaint on "Health & Safety" and "Working Conditions" in FY 2024-25 and FY 2023-24.

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health and safety	0	0	-	0	0	-

### 14. Assessment of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Working Conditions	The Company carries out internal evaluations of its offices, warehouses, and factories to assess fire safety measures and overall working conditions. However, these assessments have not yet been conducted by statutory authorities or independent third parties.
Health and safety	

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

Not any

## Leadership indicators

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

Yes, the Company provides term life insurance to its own employees and ESIC benefits to its employees and workers

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

The Company's compliance team ensures that all relevant clauses pertaining to statutory compliance (GST and TDS which are in relation to Vedant Fashions Limited) are validated and upheld by the Company's value chain partners.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
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, the Company offers eligible potential retiring employees the opportunity, on a case-to-case basis, to extend their service for an additional year based on performance, business need, and mutual agreement.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company conducts regular visit to its franchisee stores to check the fire safety preparedness and hygiene level.
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 any

**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.**

VFL has developed a dedicated BRSR policy that underscores the significance of meaningful stakeholder engagement. The Company systematically identifies key stakeholder groups based on their influence on business operations and the impact of its activities on them. Through a structured and collaborative approach, VFL actively engages with stakeholders to gather insights on various Environmental, Social, and Governance (ESG) matters. This proactive engagement facilitates open dialogue, helps to address stakeholder concerns, and supports effective management of the Company's direct and indirect impacts. It also serves as a strategic tool for strengthening stakeholder relationships and forms the basis for materiality assessments.

**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 and workers	No	Company meetings, training programs, email, whatsapp group, poster, in person discussion and workshops	Conducted on periodic basis	Workforce wellbeing, grievance redressals, training leading to skill development and sensitization on health and safety and other NGRBC principles

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
Customers and franchisee stores	No	Customers: Advertisements on print and electronic media, mail, voice call, webchat, contact form, social media  Franchisee stores: Phone, Email, WhatsApp, Internal Portal	Conducted on need basis	Spreading brand awareness
Suppliers and value chain partners	No	Email, SMS, WhatsApp, Jobber's portal, vendor's portal	Conducted on need basis	Discussions on orders and purchase prices, material quality, delivery timelines, agreement tenures, inclusion of small-scale suppliers and jobbers.
Local communities	Yes	In-person visits with local community members, connecting with NGOs implementing the CSR projects for the local communities	Conducted on need basis	Community development, ensuring basic amenities like health and education
Investors and shareholders	No	Annual reports, media announcements, Conference Calls, Earnings Calls, investor conferences, interactions with analysts.	Annual reports – Investor Conference / meeting	Company performance – profits, revenue, financial health of the Company, ESG initiatives and progress
Media	No	Conferences, interviews, advertisements	Conducted on need basis	Brand promotion, spreading awareness about Vedant Fashions Limited as a responsible corporate citizen

### Leadership indicators

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

Vedant Fashions Limited places strong emphasis on stakeholder insights as a cornerstone of its sustainable growth strategy. The Company's Chairman and Managing Director (CMD) engages in regular interactions with key stakeholders to exchange views on emerging ESG (Environmental, Social, and Governance) trends and their implications for business operations. Under the CMD's leadership, the Board plays a pivotal role in guiding the Company's sustainability and CSR initiatives, ensuring strategic oversight and direction. Additionally, VFL conducts periodic stakeholder engagement exercises to address a wide spectrum of concerns across economic, social, and environmental dimensions.

**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, at Vedant Fashions Limited, stakeholder engagement plays a vital role in advancing the Company's sustainability goals. The management regularly interacts with both internal and external stakeholders to identify key Environmental, Social, and Governance (ESG) topics that significantly influence the Company's operations. To effectively manage these issues, VFL has integrated a comprehensive array of policies, Standard Operating Procedures (SOPs), and strategic initiatives.



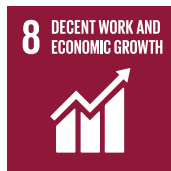
### 3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

VFL directs its Corporate Social Responsibility (CSR) efforts toward supporting underprivileged, vulnerable, and marginalized sections of society. The Company's CSR initiatives are focused on driving inclusive community development while creating positive social, environmental, and economic impact

To foster inclusive growth, the Company proactively encourages the procurement of raw materials from Micro, Small, and Medium Enterprises (MSME) suppliers. In FY 2024-25, 47% of material/products have been sourced from MSMEs, demonstrating VFL's ongoing commitment to supporting and empowering local enterprises.

Additionally, VFL provides employment opportunities to local artisans and embroidery workers across the country, supporting sustainable livelihoods and fostering economic empowerment within communities.

## 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 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	471	471	100%	442	442	100%
Other than permanent	2	2	100%	2	2	100%
<b>Total employees</b>	<b>473</b>	<b>473</b>	<b>100%</b>	<b>444</b>	<b>444</b>	<b>100%</b>
<b>Workers</b>						
Permanent	299	299	100%	312	312	100%
Other than permanent	326	326	100%	279	279	100%
<b>Total workers</b>	<b>625</b>	<b>625</b>	<b>100%</b>	<b>591</b>	<b>591</b>	<b>100%</b>

\* All the new hires are given CoC trainings which covers human rights aspect

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	471	0	0%	471	100%	442	0	0%	442	100%
Male	374	0	0%	374	100%	352	0	0%	352	100%
Female	97	0	0%	97	100%	90	0	0%	90	100%
Other than permanent	2	0	0%	2	100%	2	0	0%	2	100%



Category	FY 2024-25					FY 2023-24				
	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)
Male	2	0	0%	2	100%	2	0	0%	2	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
<b>Workers</b>										
Permanent	299	0	0%	299	100%	312	0	0%	312	100%
Male	272	0	0%	272	100%	285	0	0%	285	100%
Female	27	0	0%	27	100%	27	0	0%	27	100%
Other than permanent	326	0	0%	326	100%	279	0	0%	279	100%
Male	288	0	0%	288	100%	245	0	0%	245	100%
Female	38	0	0%	38	100%	34	0	0%	34	100%

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

	Male		Female	
	Number	Median remuneration / salary/ wages of respective category	Number	Median remuneration / salary/ wages of respective category
Board of Directors*	3	INR 3 million	1	INR 3 million
Key managerial personnel**	3	INR 89.99 million	1	INR 232 million
Employees other than BoD and KMP	371	INR 0.48 million	96	INR 0.54 million
Workers	272	INR 0.23 million	27	INR 0.23 million

\*Board of Directors includes non-executive directors only

\*\*KMP includes executive directors and non-board KMP

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wage	17.45%	17.39%

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, VFL has set up Internal Complaints Committees (ICCs) at all operational units — including the corporate office, warehouse, and factory — to address human rights concerns, including cases of sexual harassment.

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

The Company acknowledges the significance of upholding human rights and has integrated relevant provisions into its BRSR and Prevention of Sexual Harassment Policy. To address human rights concerns, including sexual harassment, the Company has established an Internal Complaints Committee (ICC). Employees or workers who experience or witness such incidents are encouraged to promptly report them to the ICC. Based on the severity of the case, the ICC may recommend appropriate disciplinary actions, such as issuing apologies, providing counselling, transferring individuals, or enforcing dismissals, demotions, or other measures as deemed necessary by the management.

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

	FY 2024-25			FY 2023-24		
	Filled during the year	Pending resolution at the end of year	Remarks	Filled during the year	Pending resolution at the end of year	Remarks
Sexual harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child labour	0	0	-	0	0	-
Forced labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2024-25	FY 2023-24
<b>Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)</b>	0	0
<b>Complaints on POSH as a % of female employees / workers</b>	0	0
<b>Complaints on POSH upheld</b>	0	0

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

The Company is strongly dedicated to promoting and maintaining an inclusive workplace culture. To support this commitment, it has established comprehensive BSR and Equal Employment Opportunity policies that provide clear guidelines for creating a work environment free from discrimination on the basis of race, colour, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.

Additionally, the Company has established a robust grievance redressal mechanism to effectively capture, manage, and resolve incidents of discrimination and harassment. Regular internal sessions are conducted to educate employees and raise awareness about the importance of these policies, encouraging a respectful and inclusive workplace for all.

**9. Do human rights requirements form part of your business agreements and contracts?**

Yes, in certain agreements and contracts.

**10. Assessment of the Year**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%, the Company's operational areas are subject to periodic assessment and process control reviews. The Company's internal team verifies that policies and procedures are being followed according to defined processes, and ensure that human rights aspects, such as child labour, sexual harassment, and minimum wages, are properly justified and reported.
Forced labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – Please specify	

**11. 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.**

No such modification being done.

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

The Company has not conducted any Human Rights due diligence separately.

**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 Company's office is accessible to differently abled visitors.

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

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Necessary assessment of value chain partners has been done at required intervals and they have been guided to adhere to the relevant legal requirements.
Forced labour	
Sexual harassment	
Discrimination at workplace	
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 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0</b>	<b>0</b>

Parameter	FY 2024-25	FY 2023-24
<b>From non-renewable sources</b>		
Total electricity consumption (D)*	4487.82 GJ	4008.19 GJ
Total fuel consumption (E)	85.75 GJ	296.68 GJ
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>4573.57 GJ</b>	<b>4304.87 GJ</b>
Total energy consumed (A+B+C+D+E+F)	4573.57 GJ	4304.87 GJ
<b>Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)</b>	<b>0.33 GJ/INR million</b>	<b>0.32 GJ/INR million</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP**)</b>	<b>6.815 GJ/INR million</b>	<b>6.44 GJ/INR million</b>
<b>Energy intensity in terms of physical output***</b>	<b>0.003 GJ/sq. ft.</b>	<b>0.003 GJ/sq. ft.</b>

\*Please note that the electricity consumption of certain Company operated stores are not available with us since their operation is entrusted with third party(ies) which pays the electricity bills of the said stores.

\*\* The intensity value per rupee turnover adjusted for PPP of FY 2023-24 restated due to change calculation methodology as per SEBI BRSR circular (circulated on 20 December 2024). PPP rate considered for FY 2023-24 = 20.43 & FY 2024-25 = 20.66 (Source: IMF)

\*\*\*Retail outlet footprint (sq. ft.) is considered for physical output

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

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

Not applicable

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

The Company's water usage is restricted solely to human consumption. As its core manufacturing operations are largely outsourced, in-house activities are limited to stitching, cutting, and finishing at the factory, and storage and dispatch at warehouse facilities. Consequently, water usage across Vedant Fashions Limited's factory, warehouse, corporate office, and retail stores is confined to domestic needs.

Water is sourced primarily through bottled drinking water purchases and municipal water supply. The Company takes active measures to prevent wastage, ensuring optimal and minimal use of this vital natural resource.

The quantity of drinking water consumed, based on litres purchased, for the current and previous financial years is detailed below:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
Surface water	0	0
Ground water	0	0
Third party water	581.80	563.02
Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres)	581.80	563.02
Total volume of water consumption (in kilolitres)	581.80	563.02
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.04 Kilolitres/ INR Millions	0.04 Kilolitres/ INR Millions
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.867 Kilolitres/ INR Millions	0.843 Kilolitres/ INR Millions
(Total water consumption / Revenue from operations adjusted for PPP**)		
Water intensity in terms of physical output***	0.0003 Kilolitres/ sq. ft	0.0003 Kilolitres/ sq. ft

\*Note: Please note that water consumption of certain Company operated stores are not available with VFL since their operation is entrusted with third party(ies) which pays the water bills of the said stores.

**\*\*** The intensity value per rupee turnover adjusted for PPP of FY 2023-24 restated due to change calculation methodology as per SEBI BRSR circular (circulated on 20 December 2024 ). PPP rate considered for FY 2023-24 = 20.43 & FY 2024-25 = 20.66 (Source: IMF))

**\*\*\***Retail outlet footprint (sq. ft.) is considered for physical output

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

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

The Company's factory and warehouse are located within larger business complexes, where water supply and discharge are managed centrally by the property owner or developer for the entire premises. As a result, specific water discharge data for the factory and warehouse cannot be individually tracked. Nevertheless, the Company actively promotes water conservation practices, ensuring minimal usage and preventing unnecessary wastage of this essential natural resource.

**If any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency – No**

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

Not Applicable

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

Not applicable

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total scope 1 emission*	Metric tonnes of CO2 equivalent	7.58	25.06
Total scope 2 emission**	Metric tonnes of CO2 equivalent	906.29	797.19
Total scope 1 & 2 emission	Metric tonnes of CO2 equivalent	913.87	822.25
Total Scope 1 and Scope 2 emission intensity per rupee of turnover		0.07 tCO2e/INR million	0.06 tCO2e/INR million
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		1.362	
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		tCO2e/INR million	1.231
(Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ***		tCO2e/INR million	
Total Scope 1 and Scope 2 emission intensity in terms of physical output****		0.0005 tCO2e/sq. ft	0.0005 tCO2e/sq. ft

\*Scope 1 emissions include fuel consumption (diesel and petrol) by Company-owned vehicles, and amount of CO2 refilled in fire extinguishers. The Company's factory and warehouse use DG sets which run on diesel, but the ownership and records of diesel consumption lie with the property builder/owner.

\*\*Scope 2 emissions comprise electricity consumption at the Company's factory, warehouse, certain Company operated stores and office

\*\*\* The intensity value per rupee turnover adjusted for PPP of FY 2023-24 restated due to change calculation methodology as per SEBI BRSR circular (circulated on 20 December 2024 ). PPP rate considered for FY 2023-24 = 20.43 & FY 2024-25 = 20.66 (Source: IMF) \*\*\*\* Retail outlet footprint (sq. ft.) is considered for physical output.

**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

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

The Company is actively working to reduce greenhouse gas (GHG) emissions from its own operations. Energy-efficient lighting and air conditioning systems have been implemented across its premises. Additionally, in FY 2024-25, VFL achieved carbon neutrality in its operations by offsetting emissions through investments in solar energy projects.

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

Parameters	FY 2024-25	FY 2023-24
<b>Total waste generated (MT)</b>		
Plastic waste	100.766	53.470
E-waste	0.996	0.502
Bio-medical waste	0	0
C&D waste	0	0
Battery waste	0	0
Radioactive waste	0	0
Other hazardous waste. Please specify if any	0	0
Other Non-hazardous waste generated (H). Please specify, if any.	Cardboard: 2.244 Textile: 2.396	Cardboard: 2.828 Textile: 3.903
Total waste generated	106.402	60.703
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.008 MT/INR Millions	0.004 MT/INR Millions
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) *	0.158 MT/INR Millions	0.091 MT/INR Millions
Waste intensity in terms of physical output**	0.000059 MT/ Sq. ft	0.000036 MT/ Sq. ft
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)</b>		
<b>Category of waste</b>		
Recycled***	55.651	13.180
Reused	0	0
Other recovery option	0	0
<b>Total</b>	<b>55.651</b>	<b>13.180</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in MT)</b>		
<b>Category of waste</b>		
Incineration	0	0
Landfilling	0	0
Other disposal options	E-waste: 0.996 Cardboard: 2.244 Textile: 2.396	E-waste: 0.502 Cardboard: 2.828 Textile: 3.903
<b>Total</b>	<b>5.636</b>	<b>7.233</b>

\*The intensity value per rupee turnover adjusted for PPP of FY 2023-24 restated due to change calculation methodology as per SEBI BRSR circular (circulated on 20 December 2024). PPP rate considered for FY 2023-24 = 20.43 & FY 2024-25 = 20.66 (Source: IMF)

\*\*Retail outlet footprint (sq.ft.) is considered for physical output

\*\*\*Recycled waste includes plastic wastes collected and recycled by authorised recycler as per EPR guidelines under PWM rules, 2016.

**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**

**10. 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.**

In alignment with the 3R principles—Reduce, Reuse, and Recycle—VFL remains committed to effective waste management across all its operations. The Company's primary waste streams include cardboard, plastic, fabric cuttings, and electronic waste (e-waste).

To ensure responsible handling of e-waste, VFL has partnered with an authorized vendor for the collection and disposal of e-waste from its premises.

In addition, VFL has engaged an authorized plastic recycler to manage plastic waste in compliance with the Plastic Waste Management Rules, 2016 (as amended), and Extended Producer Responsibility (EPR) guidelines. As part of its EPR obligations, the Company submits an annual compliance report to the Central Pollution Control Board.

Other waste materials, such as cloth remnants, thread, and paper, are directed to recyclers and local traders for environmentally responsible disposal. It is noteworthy that VFL's operations do not generate any hazardous or toxic chemical waste.

To further minimize waste generation, the Company has adopted several proactive initiatives, including:

- i. Transitioning to digital invoicing to reduce paper consumption.
- ii. Replacing plastic carry bags with paper alternatives at retail outlets.
- iii. Implementing electronic signing (e-signing) for agreements and contracts to reduce reliance on physical documentation.
- iv. Implementing 3-way segregation of waste at corporate office, warehouse and factory.

**11. 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:**

Not applicable

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

Not applicable

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

VFL is in compliance with all applicable environmental laws, regulations and guidelines in India.

### Leadership indicators

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

The Company's operations are not situated in water-stressed regions; therefore, this consideration is not applicable.

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

The Company is currently not estimating its Scope 3 emissions.

**3. With respect to the ecologically sensitive areas reported at Question 11 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.**

Question 11 is not applicable to the Company, as it has no operations or offices located in or around ecologically sensitive areas. As a result, the Company does not have any significant direct or indirect impacts on biodiversity in such regions.



4. 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Warehouse Management System (WMS)	WMS manages and optimizes various warehouse operations especially Inventory Management - receiving, and shipping, order fulfilment, and more.	WMS helps in effective inventory management by ensuring timely and accurate delivery of goods.
2	Digital invoicing system	The Company has implemented digital invoicing system at stores level. Every customer is handed a digital invoice, instead of the erstwhile paper invoice. Additionally, it is going to implement digital invoicing system at suppliers and jobbers level.	Digital invoicing system has helped the Company reduce consumption of paper as a resource and curb the generation of paper waste.
3	E-signing initiatives	The Company has initiated execution of Agreements and Documents through electronic signing.	E-Signing has helped the Company reduce consumption of paper and generation of paper waste and reduced the time required for document execution including convenience of signing parties.
4	Elimination of plastic bags	The Company has replaced plastic bags with paper bags at store level.	This will reduce the generation of plastic packaging waste.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.  
The Company's Risk Management Committee undertakes a comprehensive analysis of emerging risks to identify potential threats to business operations. Based on this assessment, the committee develops a robust business continuity plan aimed at ensuring the Company can maintain operations during unforeseen disruptions or crises.
6. 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.  
There has been no adverse impact identified arising from the Company's value chain.
7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.  
No such assessments are conducted by the Company at this time
8. How many Green Credits have been generated or procured:  
a) By the listed entity: 850 Verified Carbon Units (VCUs)  
b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners: 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.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry	National
2	Bharat Chamber of Commerce	National
3	Retailers Association of India	National
4	The Clothing Manufacturers Association of India	National
5	Indian Chamber of Commerce	National

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

The Company is not engaged in any anti-competitive conduct.

### Leadership indicators

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

The Company's BRSR Policy includes a section on Responsible Advocacy, which has been approved by the Board. It outlines guidelines for engaging with Government and Regulatory Authorities on matters relevant to the industry or sector in which the Company operates.

## 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.

Not applicable

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

Not applicable.

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

Through its CSR initiatives, the Company aims to support underprivileged communities in a thoughtful and meaningful way, helping them enhance their quality of life. Established systems and procedures are in place to receive and address any grievances raised by these communities.

The VFL CSR team, along with its NGO partners, actively engages with community members to understand and resolve concerns or issues that may arise. In addition, the Company has set up a dedicated channel (Link to the channel) for stakeholders, including community members, to directly submit their grievances.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	47%	66%
Sourced directly from within the district and neighbouring districts	20%	21%

*\* All types of materials/products procured has been considered for this computation.*

5. Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2024-25	FY 2023-24
Rural	0	0
Semi-urban	0	0
Urban	23%	21%
Metropolitan	77%	79%

### 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.

Nil

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

The Company doesn't have a preferential procurement policy.

- b) From which marginalised/vulnerable groups do you procure?

Not any

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

Nil

4. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about (in the current financial year), based on traditional knowledge.

The Company has registered numbers of intellectual properties (IPs) in FY 2024-25. However, the benefits of IPs are not shared with others.

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 any

6. Details of beneficiaries of CSR Projects:

S. No.	CSR projects	Nos. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Parivaar Education Society	640	100%
2	International Foundation for Research and Education or IFRE (sponsoring body of Ashoka University)	53	100%
3	Sunbird Trust	2,757	100%
4	Kalinga Institute of Social Sciences	334	100%
5	Friends of Tribal Society	4,012	100%
6	Yugrishi Shriram Sharma Acharya Charitable Trust (owner of Akhand Jyoti Eye Hospital)	1,00,250	100%
7	Narayana Hrudalaya Ltd - Rabindranath Tagore Institute of Cardiac Sciences (RTIICS)	130	100%
8	MUKTI	1,918	100%
9	Eastern India Healthcare Foundation (Medica Hospital)	68	100%
10	Narayana Superspeciality Hospital (unit of Meridian Medical Research & Hospital Ltd)	82	100%
11	Navjyoti India Foundation	1,200	100%
12	Help Us Help Them	100	100%
13	Mahavir Seva Sadan*	NA	NA

\*CSR contribution has been made to Mahavir Seva Sadan (Kolkata) for the project 'Construction & Set-up of their Rehabilitation and Research Centre'. The number of direct beneficiaries for this project/initiative is not measurable as it is aimed to benefit the general public.

## 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.

Recognizing the critical importance of effective consumer engagement, VFL has incorporated relevant guidelines on consumer relations into its BRSR policy.

To ensure smooth communication and prompt resolution of concerns, VFL has established a robust consumer feedback system. This system offers multiple channels for consumers to submit their queries or complaints, including email, voice calls (cellular, landline, toll-free), webchat, contact forms, and social media platforms. Dedicated consumer service representatives are assigned to manage and address consumer grievances efficiently.

Additionally, VFL has introduced e-bills with an embedded feedback link, allowing consumers to conveniently share their input and suggestions.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	100%

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	6350	0	NA	5985	120	NA

#### 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, the Company has an internal IT policy and a Standard Operating Procedure (SOP) governing its IT systems. These documents outline the Company's approach to cybersecurity, data privacy, and associated risk management.

In addition, the Company's BRSR Policy includes specific guidelines pertaining to the protection of customer data privacy.

**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 cases were reported during the year; therefore, no corrective actions were required.

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

- a. Number of instances of data breaches – Nil
- b. Percentage of data breaches involving personally identifiable information of customers – 0%
- c. Impact, if any, of the data breaches – Not any

### Leadership indicators

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

Details about the brands and products of Vedant Fashions Limited can be found on the Company's website. Please visit the following web links to access the same:

Vedant Fashions Limited: <https://www.vedantfashions.com/>

Manyavar: <https://www.manyavar.com/>

Mohey: <https://www.manyavar.com/mohey>

Twamev: <https://www.twamev.com/>

Mebaz: <https://www.mebaz.com/>

Diwas: <https://diwas.manyavar.com/>

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

All business operations at Vedant Fashions Limited fully comply with applicable regulations and voluntary codes related to marketing communications, advertising, promotions, and sponsorships. The Company's communication efforts are focused on empowering consumers to make informed purchasing decisions, while also promoting the responsible use of its products and services.

To support responsible product handling, each Vedant Fashions Limited product includes a tag with clear instructions for proper care and usage. These initiatives are designed to raise consumer awareness and encourage responsible product use.

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

The Company's operations and products/services do not qualify under essential services - hence this is not applicable for the Company.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, the product tags on VFL's merchandise feature a barcode, which customers can scan to access detailed information regarding the product size and other specifications.

Yes, Vedant Fashions Limited conducts such customer satisfaction surveys.