September 04, 2026

To,
National Stock Exchange of India Limited
Exchange Plaza, 5th Floor, Plot No. C-1,
Bandra Kurla Complex, Bandra (E),
Mumbai – 400051

NSE Symbol: MANYAVAR

To,
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street, Fort,
Mumbai – 400001

BSE Scrip Code: 543463

Madam / Sir,

Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year ended March 31, 2026

Pursuant to the requirements of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) ("Listing Regulations"), we are submitting herewith the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26.

The BRSR also forms part of the Annual Report of the Company for the Financial Year 2025-26, which has already been submitted to the Stock Exchanges *vide* letter dated September 04, 2026.

The same can also be accessed on Company's website at www.vedantfashions.com.

You are kindly requested to take the same on your record.

Thank you.

For **Vedant Fashions Limited**

NAVIN PAREEK
Digitally signed by NAVIN PAREEK
Date: 2026.09.04 23:44:31 +05'30'

Navin Pareek
Company Secretary and Compliance Officer
ICSI Memb. No.: F10672

Encl – As above

Business Responsibility & Sustainability Reporting

Table of Content

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, 4th Floor, Paridhan Garment Park, 19, Canal South Road, Kolkata, 700015, West Bengal
5	Corporate address	A501-A502, SDF-1, 4th Floor, Paridhan Garment Park, 19, Canal South Road, Kolkata, 700015, West Bengal
6	Email	***secretarial@manyavar.com***
7	Telephone	033- 61255353
8	Website	***www.vedantfashions.com***
9	Financial year for which reporting is being done	2025-26
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 24,29,73,103
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: ***complianceofficer@manyavar.com***
13	Reporting boundary	Standalone
14	Name of assurance provider	Tirkha Consultants & Advisors LLP
15	Type of assurance obtained	Reasonable Assurance

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%

18. Operations

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. The registered and corporate office is located at Paridhan Garment Park, Kolkata, West Bengal. The Company also operates Fifteen retail outlets, including five in Kolkata, two in Mumbai and eight in Bangalore.

Location	Number of plants	Number of offices	Total
National	16	1	17
International	0	0	0

**Note: The details of the major locations where manufacturing and warehousing activities are carried out have been included above. Fifteen company operated stores, one warehouse 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 (240 cities and towns in India)
International (No. of Countries)	VFL has international stores across five countries: the United States of America (USA), the United Arab Emirates (UAE), the United Kingdom (UK), Canada and Australia.

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

In the FY 2025-26, exports contributed 1.78% to the company's total turnover.

c. A brief on types of customers

Vedant Fashions Limited (VFL), incorporated in 2002 and headquartered in Kolkata, caters to a diverse consumer base seeking ready-to-wear ethnic and occasion-based apparel and accessories for men, women, and children. Through its portfolio of brands—Manyavar, Mohey, Twamev, Diwas, and Mebaz—the Company addresses a wide range of customer preferences across traditional, wedding, festive, and celebration wear segments.

The Company follows an omni-channel retail strategy, serving customers through exclusive brand outlets (EBOs), multi-brand outlets (MBOs), large format stores (LFS), and digital platforms, including its own website and leading third-party e-commerce portals. VFL's customers span across India and select international markets, including the USA, UAE, UK, Canada, and Australia. Rooted in Indian cultural heritage, the Company positions itself as a one-stop destination for ethnic and occasion wear, catering to varied demographics, geographies, and price sensitivities.

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)	473	380	80%	93	20%
2.	Other than permanent (E)	2	2	100%	0	0%
3.	**Total employees (D+E)**	**475**	**382**	**80%**	**93**	**20%**
	Workers					
4	Permanent (F)	211	202	96%	9	4%
5	Other than permanent (G)	507	435	86%	72	14%
6	**Total workers (F+G)**	**718**	**637**	**89%**	**81**	**11%**

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:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	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%

**Here, Board of Directors includes Non-Executive Directors only*

***Here, KMP includes executive directors and non-board KMP*

22. Turnover rate for permanent employees and workers

	FY 2025-26 (Turnover rate in current FY)			FY2024-25 (Turnover rate in previous FY)			FY2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employee	8%	26%	11%	13%	26%	16%	12%	34%	16%
Permanent workers	30%	100%	35%	4%	0%	3%	5%	0%	4%

III. 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	-	-

IV. CSR details

Vedant Fashions Limited, following its CSR policy and complying with Section 135 of the Companies Act, 2013, along with the amended rules and the subjects outlined in Schedule VII of the Act, carries out initiatives focused on three primary areas: Health, education and Livelihood. In FY 2025–26, the company broadened its CSR outreach, benefiting many individuals across 9 (nine) Indian states and 1 (one) union territory. With an allocated CSR budget of INR 105.1 million, VFL has made meaningful contributions toward societal progress, reflecting its dedication to social welfare and sustainable development.

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

(ii) Turnover: INR 14,354.79 million (During the year ended 31st March 2026

(iii) Net worth: INR 19,643.36 million (During the year ended 31st March 2026

V. 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 objective of creating a safe and inclusive environment where every stakeholder feels valued and empowered, VFL has put in place a transparent and efficient grievance-redressal system. This system ensures that all issues, queries, and complaints related to the Company's operations or officials are carefully reviewed and resolved in a fair and timely 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 2025-26			FY 2024-25		
		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 *https://www.vedantfashions.com/contact_us*	0	0	-	0	0	-
Investor (other than shareholders)		0	0	-	0	0	-
Shareholders		0	0	-	1	0	Complaints related to assistance in process of dematerialization of shares
Employees and workers		0	0	-	0	0	-
Customers		4388	0	-	6350	0	-
Value chain partners		0	0	-	0	0	-

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 operations, while following an asset-light model without in-house manufacturing, remain dependent on energy-intensive activities across its value chain, including manufacturing by jobbers, transportation of finished goods, warehousing, and office operations. This dependence exposes the Company to risks arising from regulatory compliance requirements, heightened climate-related disclosures, and evolving environmental expectations within the apparel and retail industry.	Vedant Fashions Limited has undertaken focused measures to mitigate climate-related risks and reduce its environmental footprint. During FY 2025-26, the Company achieved carbon-neutral status, with emissions offset through recognised mechanism. Further, the Company has implemented energy-efficiency initiatives at its owned premises, including the adoption of energy-efficient lighting and , adoption of EV Car, and HVAC air-conditioning systems at the Head Office and warehouse. These measures have contributed to improved energy efficiency and reduced operational emissions. The Company continues to monitor energy consumption and remains committed to identifying opportunities to strengthen environmental performance across its operations and value chain.	Negative – Includes compliance expenses, reputational concerns, higher operational costs, supply chain disruptions, and potential effects on profitability and shareholder value.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Waste Management	Risk	Ineffective waste management practices can expose Vedant Fashions Limited to regulatory non-compliance, potentially resulting in penalties, legal proceedings, and adverse regulatory action. Such outcomes may also lead to reputational damage, which could impact stakeholder confidence, brand equity, and overall financial stability. Given the increasing regulatory scrutiny and stakeholder expectations around responsible waste management in the retail sector, this has been identified as a material ESG risk for the Company.	Vedant Fashions Limited has implemented systematic waste-management practices across its operations. The Company has adopted source segregation of waste at offices and warehouse locations to ensure efficient handling and disposal of different waste streams. Further initiatives undertaken by the Company include the adoption of digital invoicing and e-signature systems to reduce paper consumption, promotion of paper and cloth bags in place of plastic bags, and measures to minimise the use of single-use plastic bottles. The Company also ensures responsible recycling of plastic waste through authorised recyclers. In line with applicable regulations, VFL complies with Plastic Extended Producer Responsibility (EPR) requirements and ensures that plastic packaging waste generated is recycled in accordance with EPR guidelines through authorised EPR partners. Additionally, e-waste generated from operations is disposed of through PCB-authorised vendors, ensuring environmentally sound handling and regulatory compliance.	Positive – Increasing consumer preference for sustainable brands enhances customer loyalty and provides a competitive advantage.
3	Talent Attraction and Retention	Opportunity	Vedant Fashions Limited aims to strengthen its position as an employer of choice by implementing structured learning and development initiatives, equitable compensation, objective performance management, clear career pathways, flexible working models, and employee-centric benefits to build a productive and future-ready workforce.	Not applicable	Positive: Attracting and retaining skilled talent enhances competitiveness, strengthens employer branding, reduces recruitment and onboarding costs, and improves overall organisational performance.

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	Occupational health and safety concerns present a material risk for Vedant Fashions Limited across its internal operations and extended supply chain. Workers engaged in activities such as cutting, embroidery, stitching, and finishing are exposed to potential workplace hazards. Similar risks may also be present at jobbers' facilities, where a significant portion of production activities is carried out. Inadequate OHS management can lead to workplace injuries, occupational illnesses, or fatalities, which may disrupt operations, impact workforce well-being, and expose the Company to regulatory, legal, and reputational risks.	Vedant Fashions Limited has implemented structured measures to manage occupational health and safety risks across its operations and extended workforce. Employees and workers receive regular OHS training, including fire-fighting preparedness, and undergo periodic health check-ups. The Company also provides Mediclaim and ESIC coverage to eligible employees and workers and has partnered with a third-party healthcare provider to offer discounted diagnostic services to employees, workers, and their dependents. Operational controls include strict enforcement of safety protocols, such as mandatory use of safety guards while handling sharp tools and equipment. The Company has implemented an upgraded incident reporting system to enable timely identification, reporting, and prevention of workplace hazards across operations.	Negative: Workplace incidents can result in significant financial consequences, including medical expenses, productivity losses, compensation and insurance liabilities, legal costs, and potential damage to assets.
5	Diversity and inclusion	Opportunity	Integrating diversity and inclusion across recruitment, training, leadership development, and career progression enables the Company to attract high-quality talent, enhance employee engagement, reduce attrition, and foster an innovative and collaborative work culture that supports long-term organisational stability.	Not applicable	Positive – Diversity and inclusion drive innovation, strengthen team performance, and improve employee retention.

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	Human rights risks are material for Vedant Fashions Limited due to its dependency on an extended value chain, including jobbers and third-party vendors who undertake key activities such as cutting, embroidery, stitching, and finishing. While the Company does not directly engage in manufacturing, these upstream and outsourced operations may expose workers to risks related to child labour, forced labour, unfair wages, excessive working hours, or unsafe working conditions if not adequately monitored. Any lapse in human-rights practices across the value chain can result in regulatory non-compliance, reputational harm, loss of customer trust, and long-term brand damage, particularly given increasing stakeholder scrutiny in the apparel and retail sector. Accordingly, human rights have been identified as a significant ESG risk for the Company due to potential operational, legal, and reputational implications arising from its supply-chain relationships.	Vedant Fashions Limited has implemented multiple measures to uphold human rights across its operations and value chain. Child labour prevention posters are displayed at all operational units, reinforcing the Company's zero-tolerance approach toward child and forced labour. The Company conducts regular training and awareness programmes for employees and workers to promote understanding of human-rights standards and ethical workplace practices. To address workplace-related grievances, the Company has constituted an Internal Committee in line with applicable laws to handle complaints related to sexual harassment. These measures are supported by and aligned with the Company's Code of Conduct, BRSR Policy, and POSH Policy, which collectively establish governance mechanisms for safeguarding human rights and promoting a respectful and inclusive work environment.	Negative: Human rights violations can lead to severe reputational damage, financial losses, regulatory action, and long-term erosion of brand value and stakeholder trust.
7	Community welfare	Opportunity	Community welfare presents an opportunity for Vedant Fashions Limited, as CSR remains a key focus area for the Company. Through a range of initiatives, particularly in health and education, VFL seeks to enhance the quality of life of community members and contribute to inclusive socio-economic development. Additionally, the Company plans to undertake a comprehensive social impact assessment to evaluate the effectiveness of its CSR interventions and identify opportunities to further strengthen community outcomes and long-term impact.	Not applicable	Positive: Investments in community welfare strengthen stakeholder relationships, support inclusive growth, and help build a resilient business environment while contributing to long term societal well being.

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)
8	Corporate governance	Opportunity	Strong corporate governance presents an opportunity for the Company by enhancing transparency, accountability, and the effectiveness of decision-making processes. A robust governance framework also strengthens market reputation and stakeholder confidence, thereby improving credibility with investors, customers, and regulators and supporting sustainable long-term value creation.	Not applicable	Positive: Effective governance enhances reputation, strengthens investor confidence, reduces risk exposure, improves access to capital, and supports sustainable long-term growth.

Section B: Management and process disclosures

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management process									
1.	a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	***https://vedantfashions.com/wp-content/uploads/2024/04/BUSINESS-RESPONSIBILITY-AND-SUSTAINABILITY-REPORTING-POLICY_Final.pdf***								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4.	Name of the national and international codes / certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Vedant Fashions Limited aligns its policies with the National Guidelines on Responsible Business Conduct (NGRBC), which are consistent with the United Nations Sustainable Development Goals (UN SDGs).								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	1. Follow 3R principles (reduce, reuse and recycle) principles across its operation. 2. Develop and implement sustainable community welfare activities through CSR interventions that focus on healthcare, education and overall development of people in need. 3. Promote environmentally friendly and responsible business operations. Providing employment opportunities to talent from underprivileged sections of society including artisans, embroidery workers, and other jobbers.								

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 2025-26, the Company recycled 109 metric tons of plastic waste. Additionally, the Company has implemented 3-way source segregation of waste at the warehouse and corporate office. 2. The Company remains committed to empowering communities through targeted initiatives in education , healthcare and livihood, promoting resilience and overall well-being. In FY 2025-26 the Company has impacted 1,28,853 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										
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	In recent years, sustainability has transitioned from a peripheral consideration to a central business imperative. Rapidly evolving stakeholder expectations heightened regulatory focus, and global environmental and social challenges have made responsible business conduct essential to long-term value creation. At Vedant Fashions Limited (VFL), sustainability is not viewed as a standalone initiative, but as an integral part of our business strategy—shaping how we govern, operate, engage with stakeholders, and contribute to society. Strong governance remains the cornerstone of our sustainability journey. We have established a robust and well-structured corporate governance framework that ensures transparency, accountability, and ethical conduct at every level of the organisation. The Board of Directors provides active oversight of ESG matters, including the identification of material risks and opportunities, performance tracking, and strategic direction. VFL has instituted comprehensive policies, codes, and standard operating procedures covering environmental stewardship, social responsibility, ethical conduct, data privacy, risk management, and stakeholder engagement. These frameworks ensure that sustainability considerations are embedded into decision-making processes and operational execution, enabling resilient and responsible growth. Environmental responsibility is a key priority area for the Company. In FY 2025-26, Vedant Fashions Limited achieved a significant milestone by becoming carbon neutral, offsetting its Scope 1 and Scope 2 greenhouse gas emissions through the purchase of verified solar energy credits. Reinforcing the credibility and integrity of our climate actions.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
		Waste management continues to be another area of focused action. In line with regulatory requirements, the Company has onboarded authorised plastic waste recyclers to manage plastic packaging waste in compliance with the Plastic Waste Management Rules and Extended Producer Responsibility (EPR) guidelines. During FY 2025–26, 109 metric tonnes of plastic waste were collected and recycled, reflecting our commitment to circularity and responsible material management. Our people are central to our success. Employee well-being, skill development, and professional growth remain key pillars of our social strategy. We continue to invest in training, learning, and capability-building programmes to help build a future-ready workforce while fostering a culture of safety, inclusion, and mutual respect. Through our Corporate Social Responsibility (CSR) initiatives, VFL seeks to create meaningful and lasting impact beyond our business boundaries. During FY 2025–26, 1,28,853 beneficiaries were reached across themes such as access to quality education, healthcare, and community well-being, contributing to broader socio-economic development. Given our asset-light operating model, we place strong emphasis on engagement with our jobbers and franchise partners. We extend regular training and awareness programmes covering safety, ethical labour practices, and compliance requirements. Additionally, we conduct an annual Safety Week to review fire safety preparedness and operational safety standards at franchisee stores, reinforcing a shared responsibility for workforce well-being across the value chain. Further, meaningful stakeholder engagement is also essential for sustainable value creation. We actively engage with customers, employees, suppliers, business partners, communities, and investors through structured platforms and ongoing dialogue. These interactions help us understand stakeholder expectations, strengthen trust, and inform our materiality assessment and ESG priorities. As we look to the future, Vedant Fashions Limited remains committed to strengthening its ESG performance while delivering enduring business value. We recognise that the sustainability journey is continuous, requiring adaptability, collaboration, and a long-term perspective. Guided by strong governance, environmental responsibility, social stewardship, and ethical conduct, we are confident in our ability to create shared value for all stakeholders while contributing positively to society and the environment. I would like to thank our employees, partners, customers, communities, and shareholders for their continued trust and support as we advance on this journey towards a more sustainable and resilient future.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Chairman and Managing Director								

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 At the Board level, the Chairman and Managing Director ("CMD") oversees the Company's Environmental, Social, and Governance ("ESG") agenda, providing strategic direction and periodically reviewing progress and performance. The CMD ensures integration of ESG considerations into the Company's decision-making processes. To support this oversight, a strategic ESG team comprising the Chief Financial Officer, Chief Revenue Officer, and Company Secretary has been constituted to develop the ESG implementation plan and monitor its execution. Additionally, a sustainability champion has been appointed at the operational level to drive ESG KPIs, implement initiatives, and facilitate cross-functional coordination								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
Performance against above policies and follow up action	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The CMD in consultation with Chief Financial Officer, Chief Revenue Officer and Company Secretary, reviews the Company's performance against the BRSR policy.									As and when required								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with all statutory requirements of relevance to the principles.									As and when required								

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.	No, however, the Company's policies undergo review by its internal team.

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.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

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, City Market-2 Subdivision, Bengaluru-560001	50,000	Inspection was conducted on 27.04.2019 at the store in Bangalore and notices issued for non-disclosure of month and year and the manufacturing and packaging.	No
Compounding Fee	P9	Department of Legal Metrology, Ghaziabad	50,000	Notice was received for not mentioning the size in standard unit / dimensional specification.	No
Compounding Fee	P9	Department of Legal Metrology, Azamgarh	50,000	Inspection was conducted at the store, and notice was issued for not mentioning the size , in product label of pocket square.	No
Compounding Fee	P9	Department of Legal Metrology, Gautam Buddha Nagar	50,000	Inspection was conducted at the store and notice was issued for not mentioning the size properly in product label of handkerchief.	No
Compounding Fee	P9	Department of Legal Metrology, Ballia	50,000	Inspection was conducted at the store and notice issued, for not mentioning the size on the product label of pocket square.	No

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)
Compounding Fee	P9	Department of Legal Metrology, Agra Division	50,000	Inspection conducted at the store and notice issued, for not mentioning the date of manufacturing / date of packaging and not keeping surrounding space blank enough on the main display panel of the packaging of the product.	No
Compounding Fee	P9	Deputy Controller (Enforcement) Legal Metrology Department, Anantnag, Pulwama (J&K)	50,000	Inspection was conducted at one of the stores and the declaration of name and address of the manufacturer, and the customer care details were not visible on the package of the product as per the law , which caused the violation of Rule 9 of Legal Metrology Packaged Commodities Rules 2011.	No
Compounding Fee	P9	Senior Inspector of Legal Metrology (Weight & Measures) Department, Lahurabir, Varanasi	50,000	Inspection was conducted at one of the stores and the declaration regarding the size of the item / product was not provided on the label of the product as per the law, which caused violation of Rule 9 of Legal Metrology Packaged Commodities Rule 2011.	No

Non-monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	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. Vedant Fashions Limited's Code of Conduct comprehensively addresses matters relating to anti-corruption and anti-bribery. The Code serves as a guiding framework for ethical business conduct and outlines standards and controls to prevent corruption, bribery, and unethical practices across the Company's operations.

Additionally, the Company has adopted a Business Responsibility and Sustainability Reporting (BRSR) Policy, which reinforces its commitment to transparency, integrity, and responsible business practices, including zero tolerance for corruption and bribery.

The Code of Conduct is an internal document of Vedant Fashions Limited. The BRSR Policy has been approved by the Board of Directors and is available in the public domain at the following link: 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 2025-26 and FY 2024-25. On above grounds, no action was taken by any law enforcement agency.

	FY 2025-26	FY 2024-25
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 2025-26 and FY 2024-25.

	FY 2025-26		FY 2024-25	
	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 2025-26	FY 2024-25
Number of days of accounts payables	52	72

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 2025-26	FY 2024-25
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	0.05
	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 remains committed to promoting responsible business practices across its value chain through regular training and capacity-building initiatives for key partners, including jobbers and franchisee employees. These initiatives are designed to enhance awareness and ensure alignment with the Company's standards relating to occupational safety, labour practices, ethical conduct, and sustainability.

To ensure continued engagement, the Company organises annual platforms such as Franchisee Meet and Retail Employee Day, during which critical topics including fire safety, prevention of child labour, and compliance with the Prevention of Sexual Harassment (POSH) requirements are covered. In addition, targeted guidance and supervisory inputs are extended to jobbers to support compliance with applicable safety norms and ethical standards.

Further reinforcing its commitment to responsible conduct, Vedant Fashions Limited sensitises vendors and business associates annually through formal communication, outlining the nine principles of the National Guidelines on Responsible Business Conduct (NGRBC) along with the Company's expectations and commitments toward ethical, transparent, 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.**

Vedant Fashions Limited has established formal processes to identify, avoid, and manage conflicts of interest involving members of the Board. The Company has adopted a Code of Conduct for Directors and Senior Management, which provides clear guidance on ethical behaviour and the management of actual or potential conflicts of interest. In accordance with the Code, Directors and Senior Management Personnel are required to avoid any activities, business interests, or relationships that may conflict with or adversely impact the interests of the Company.

Further, the Company has instituted a formal declaration mechanism to monitor potential conflicts of interest at the Board level. Directors are required to submit an annual disclosure at the beginning of each financial year, detailing their associations or interests in external entities. Any changes or additions to the disclosed information are required to be promptly communicated to the Board through a revised declaration. These measures help ensure transparency, objective decision-making, and effective governance oversight.

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 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	0	0	-
Capex	INR 123.05 million	INR 33.00 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.

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

The apparel sector supply chain is largely unorganised and fragmented, and Vedant Fashions Limited works with a diverse network of suppliers for procuring raw materials, accessories, and finished goods. In line with its commitment to responsible supply chain development, the Company encourages procurement from environmentally and socially responsible suppliers. VFL also periodically reviews feasible sourcing options to ensure alignment with its sustainability objectives while meeting raw-material requirements.

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

Nil

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.**

VFL has undertaken meaningful steps to enhance waste management practices across all its operations by reviewing resources, technologies, and processes to reduce waste generation. In line with its Plastic Extended Producer Responsibility (Plastic-EPR) compliance obligations, VFL has engaged an authorized recycler to collect back and recycle post-consumer plastic packaging waste on its behalf. During FY 2025-26, the Company has targeted to collect and recycled 109 MT of plastic packaging waste through its authorized recycler.

In addition, the Company has put in place source segregation of waste at its corporate office, warehouse, and factory premises. Waste is systematically classified into three categories, namely biodegradable, non-biodegradable, and domestic hazardous waste, to enable source segregation and advance better waste management practices.

For e-waste, VFL has put in place a system to manage e-waste in accordance with the applicable regulation. The Company disposes 0.29 MT of e-waste through its authorized recyclers during 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 under the Plastic Waste Management Rules, 2016 (as amended). In line with the plastic EPR requirements, VFL has put in place a collection action plan and engaged an authorized recycler to collect, transport, and recycle 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 has not undertaken a life cycle assessment of its products to date. However, the processes involved in the production and disposal of VFL's products are such that no significant social or environmental concerns or risks are understood to arise from them.

The Company's operations are primarily centred around the manufacturing, trading, and sale of readymade garments, specifically Indian wedding and celebration wear for men, women, and kids. The Company's brands endeavour to source all products in a responsible and sustainable manner. Towards this end, the Company ensures that workers across its supply chain are treated with dignity and respect.

The enduring charm of Indian ethnic wear rests in its longevity, with garments often becoming treasured heirlooms passed down across generations. This attribute not only lends elegance to the attire but also converts them into prized keepsakes, extending their useful life well beyond that of casual clothing. As a result, the extended lifespan of VFL's products contributes meaningfully 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 2025-26			FY 2024-25		
	Reused	Recycled	Safely disposed	Reused	Recycled	Safely disposed
Plastic waste	0	109	0	0	55.000	0
e-waste	0	0	0.29	0	0	0.996

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.

1 NO POVERTY
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Essential indicators

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

Category	Total A	% of employees covered by									
		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	380	380	100%	380	100%	0	0%	380	100%	348	92%
Female	93	93	100%	93	100%	93	100%	0	0%	83	89%
Total	**473**	**473**	**100%**	**473**	**100%**	**93**	**100%**	**380**	**100%**	**431**	**91%**
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: Mediclaim 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	Total A	% of workers covered by									
		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	202	202	100%	202	100%	0	0%	202	100%	202	100%
Female	9	9	100%	9	100%	9	100%	0	0%	9	100%
Total	**211**	**211**	**100%**	**211**	**100%**	**9**	**100%**	**202**	**100%**	**211**	**100%**
Other than permanent workers											
Male	435	435	100%	435	100%	0	0%	0	0%	435	49%
Female	72	72	100%	72	100%	72	100%	0	0%	72	11%
Total	**507**	**507**	**100%**	**507**	**100%**	**72**	**14%**	**0**	**0%**	**220**	**43%**

**Note: Mediclaim 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:**

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.19%	0.15%

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

Benefits	FY 2025-26			FY 2024-25		
	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
Mediclaim	100%	100%	Y	100%	100%	Y

**For FY 2025-26, 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, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. However, VFL did not have any differently abled employees or workers on its rolls as on 31st March 2026.

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, Vedant Fashions Limited has implemented an Equal Employment Opportunity (EEO) Policy along with a Business Responsibility and Sustainability Reporting (BRSR) Policy, which collectively uphold the principles of equal opportunity and non-discrimination, in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

These policies ensure that employment-related decisions—including recruitment, training, career progression, and workplace practices—are made without 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 under applicable law.

While the Equal Employment Opportunity Policy is maintained as an internal document, the BRSR Policy, approved by the Board of Directors, is available in the public domain.

Link to the BRSR policy: ***https://vedantfashions.com/wp-content/uploads/2024/04/BUSINESS-RESPONSIBILITY-AND-SUSTAINABILITY-REPORTING-POLICY_Final.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%	81.25%	NA	NA
Female	100%	50%	100%	100%
Total	**100%**	**77.78%**	**NA**	**NA**

NA: Not Any

Note - In FY 2025–26, no male permanent workers are due to return from paternity leave. Furthermore, no male permanent workers took paternity leave during FY 2024–25. In FY 2025-26, no female permanent workers are due to return from maternity leave.

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 well-structured grievance redressal mechanism to ensure that concerns raised by employees and workers are addressed in a timely, fair, and transparent manner. The mechanism plays an important role in fostering a safe, inclusive, and positive work environment, where employees are encouraged to voice their concerns without fear of retaliation.

The Company actively strengthens employee engagement through "Bindas Bol", a dedicated and ongoing initiative that enables employees and workers to raise grievances, share suggestions for workplace improvement, and acknowledge professional milestones. Over time, this initiative has evolved into an effective platform for open communication, employee participation, and collaborative problem-solving.

To facilitate the reporting of concerns, grievance boxes are placed at all operational locations, allowing employees to submit grievances anonymously, if required. The Lead – Talent Management and Corporate HRBP acts as the first point of contact for addressing grievances. Matters that remain unresolved at the initial level are escalated to the Human Resources team for further review and resolution. All grievances are formally recorded and handled with strict confidentiality to maintain trust, objectivity, and integrity in the grievance redressal 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 2025-26					FY 2024-25				
	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	382	382	100%	87	23%	376	376	100%	109	29%
Female	93	93	100%	23	25%	97	97	100%	14	14%
Total	**475**	**475**	**100%**	**110**	**23%**	**473**	**473**	**100%**	**123**	**26%**
Workers										
Male	637	637	100%	0	0%	560	560	100%	0	0%
Female	81	81	100%	0	0%	65	65	100%	0	0%
Total	**718**	**718**	**100%**	**0**	**0%**	**625**	**625**	**100%**	**0**	**0%**

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	380	340	89%	374	365	98%
Female	93	74	80%	97	95	98%
Total	**473**	**414**	**88%**	**471**	**460**	**98%**
Workers						
Male	Not applicable			Not applicable		
Female						
Total						

**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?

Yes, Vedant Fashions Limited regards safety as a core organisational value and accords the highest priority to maintaining a safe and healthy work environment for all employees and workers. The Company's commitment to occupational health and safety is set out in its Business Responsibility and Sustainability Report (BRSR) Policy, with the Human Resources team retaining oversight of all health and safety related matters. This includes the periodic circulation of internal communications and alerts to build awareness and drive adherence to safety protocols.

VFL continues to run routine training programmes and awareness sessions on occupational health and safety, encompassing areas such as basic and advanced fire safety, evacuation drills, and emergency preparedness. These programmes are intended to strengthen awareness and ensure that employees and workers are equipped to respond effectively during emergencies.

In addition, a comprehensive Environment, Health, and Safety (EHS) programme has been put in place with particular focus on proactive safety measures and employee engagement. As part of this programme, activities are being progressively rolled out across the Company. Key elements include a visitor induction module and the deployment of EHS awareness materials such as posters and signage, intended to embed 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 follows a systematic and proactive approach to identifying work-related hazards and assessing risks across routine and non-routine activities. The Company has implemented a well-defined Enterprise Risk Management (ERM) framework to identify, evaluate, and mitigate risks that may impact operations, employee safety, and business continuity. The framework defines the Company's risk appetite, prescribes structured risk-management processes, and assigns clear ownership with defined roles and responsibilities.

To strengthen workplace safety oversight, VFL has appointed a dedicated Safety Officer responsible for proactively identifying occupational hazards, monitoring health and safety compliance, and maintaining records of safety-related incidents. This role supports continuous risk identification and promotes a preventive safety culture across operations.

In addition, the Company conducts internal assessment at its factory premises, warehouses, and jobber sites to identify workplace hazards and assess compliance with internal policies and applicable regulations, with a particular focus on health, safety, and labour practices. These audits help identify gaps, enable corrective actions, and ensure consistent implementation of operational safety protocols.

Further, VFL has implemented an upgraded incident reporting system that enables structured reporting, classification, and analysis of safety-related incidents, including Fatal or Serious Injuries, Lost Time Injuries (LTI), Major and Minor First-Aid cases, and Near Misses. This system enhances visibility of safety risks and supports timely preventive and corrective measures across operations.

In line with this approach, VFL continues to roll out an enhanced incident reporting platform in place of the earlier Incident Management System, permitting 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 a system in place enabling 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 offers health insurance and term life insurance cover to its employees and has tied up with a third-party agency to make available diagnostic services for employees and their dependents at preferential rates.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
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 accords significant importance to safeguarding the health and safety of its employees and workers. The Company's HR policy supports work-life balance and incorporates mechanisms to regularly evaluate the effectiveness of health and safety systems, ensuring compliance with applicable laws, regulations, and standards.

To further its health and safety commitments, VFL conducts periodic evacuation drills across its factory, warehouse, and corporate office locations to gauge emergency preparedness and employee response. The Company also runs training and awareness programmes on health and safety for employees and workers at its operational sites, aimed at building awareness and capability in sustaining a secure work environment.

As part of its safety infrastructure, VFL has equipped its premises with fire extinguishers and Implementation of in-rack water sprinklers has been done as an upgrade to the existing system. In addition, the Company observes a dedicated fire safety week for its franchisees, which comprises store evaluations against specific safety criteria and fire safety training for franchisee staff. These initiatives reflect VFL's forward-looking approach to cultivating a safe and healthy workplace culture across its operations.

To further strengthen worker involvement, VFL has set up Safety Committee Meetings, which are being progressively extended to additional sites. This initiative promotes active consultation and participation of workers in identifying and addressing health and safety concerns. Furthermore, a dedicated EHS Fire Safety programme 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 2025-26 and FY 2024-25.

	FY 2025-26			FY 2024-25		
	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 Health and safety	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.

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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
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 extends to eligible employees approaching retirement the option, on a case-by-case basis, to continue in service for an additional year, subject to performance, business requirements, 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 visits to its franchisee stores to check fire-safety preparedness and hygiene standards, ensuring compliance with safety and operational norms.
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.**

   Vedant Fashions Limited has adopted a structured approach to stakeholder identification in line with its BRSR Policy, which emphasises meaningful and purposeful engagement. Key stakeholder groups are identified based on their influence on the Company's business operations and the potential impact of the Company's activities on them.

   The Company engages with identified stakeholders through a systematic and collaborative process to gather insights on relevant Environmental, Social, and Governance (ESG) matters. This engagement facilitates open dialogue, helps address stakeholder concerns in a timely manner, and supports effective management of the Company's direct and indirect impacts. The outcomes of stakeholder engagement also serve as key inputs for the Company's materiality assessment process and contribute to strengthening long-term stakeholder relationships.

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
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 regards stakeholder insights as fundamental to its sustainable growth strategy. The Company's Chairman and Managing Director (CMD) holds regular interactions with key stakeholders to exchange viewpoints on developing ESG (Environmental, Social, and Governance) trends and their bearing on business operations. Under the CMD's stewardship, the Board plays a central role in steering the Company's sustainability and CSR initiatives, thereby ensuring strategic oversight and direction. Furthermore, VFL undertakes periodic stakeholder engagement exercises to address a broad range of concerns spanning 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 is considered a key enabler in meeting the Company's sustainability goals. The management maintains ongoing engagement with both internal and external stakeholders to pinpoint critical Environmental, Social, and Governance (ESG) topics that materially affect the Company's operations. To manage these issues effectively, VFL has put in place a broad suite 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.**

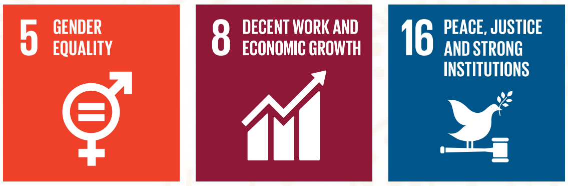
   VFL orients its Corporate Social Responsibility (CSR) programmes towards serving underprivileged, vulnerable, and marginalized segments of society. The Company's CSR initiatives are geared towards promoting inclusive community development while generating meaningful social, environmental, and economic outcomes.

   In furtherance of inclusive growth, the Company actively encourages the sourcing of raw materials from Micro, Small, and Medium Enterprises (MSME) suppliers. In FY 2025-26, 48% of material/products were sourced from MSMEs, reaffirming VFL's sustained commitment to supporting and empowering local enterprises.

   In addition, VFL extends employment opportunities to local artisans and embroidery workers across the country, contributing to sustainable livelihoods and advancing 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 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	473	473	100%	471	471	100%
Other than permanent	2	2	100%	2	2	100%
Total employees	**475**	**475**	**100%**	**473**	**473**	**100%**
Workers						
Permanent	211	211	100%	299	299	100%
Other than permanent	507	507	100%	326	326	100%
Total workers	**718**	**718**	**100%**	**625**	**625**	**100%**

* *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 2025-26					FY 2024-25				
	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	473	0	0%	473	100%	471	0	0%	471	100%
Male	380	0	0%	380	100%	374	0	0%	374	100%
Female	93	0	0%	93	100%	97	0	0%	97	100%
Other than permanent	2	0	0%	2	100%	2	0	0%	2	100%
Male	2	0	0%	2	100%	2	0	0%	2	100%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	211	0	0%	211	100%	312	0	0%	312	100%
Male	202	0	0%	202	100%	285	0	0%	285	100%
Female	9	0	0%	9	100%	27	0	0%	27	100%
Other than permanent	507	0	0%	507	100%	279	0	0%	279	100%
Male	435	0	0%	435	100%	245	0	0%	245	100%
Female	72	0	0%	72	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 3.0 million	1	INR 3.0 million
Key managerial personnel**	3	INR 10.02 million	1	INR 22.8 million
Employees other than BoD and KMP	377	INR 0.52 million	92	INR 0.55 million
Workers	202	INR 0.25 million	9	INR 0.25 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 2025-26	FY 2024-25
Gross wages paid to females as % of total wage	15.91%	17.45%

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 constituted Internal Complaints Committees (ICCs) across all operational units, comprising the corporate office and a warehouse to address human rights concerns including instances of sexual harassment.

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

Vedant Fashions Limited recognises the importance of upholding human rights and has embedded relevant provisions within its BRSR Policy and Prevention of Sexual Harassment (POSH) Policy. To address human-rights-related concerns, including cases of sexual harassment at the workplace, the Company has constituted an Internal Complaints Committee (ICC) in accordance with applicable legal requirements.

Employees and workers who experience or witness any human rights–related issues are encouraged to report such incidents promptly to the ICC. Complaints are examined in a fair, confidential, and time-bound manner. Based on the facts of the case and the severity of the issue, the ICC may recommend appropriate corrective and disciplinary actions, which may include issuing warnings or apologies, providing counselling, initiating disciplinary proceedings, or implementing other remedial measures, as deemed necessary.

These mechanisms are designed to ensure timely resolution of grievances, protect affected individuals from retaliation, and promote a safe, respectful, and inclusive work environment across the Company's operations.

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

	FY 2025-26			FY 2024-25		
	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 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

Vedant Fashions Limited is committed to fostering a safe, inclusive, and respectful workplace and has established strong safeguards to prevent adverse consequences to complainants in cases of discrimination and harassment. The Company has adopted BRSR and Equal Employment Opportunity (EEO) Policies, which clearly prohibit discrimination or harassment on the grounds 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 under applicable laws.

To ensure protection of complainants, the Company has implemented a robust grievance redressal mechanism that enables confidential reporting and fair, impartial investigation of complaints. All grievances are handled with strict confidentiality, and retaliation against complainants or witnesses is expressly discouraged. Appropriate corrective and preventive actions are taken based on the findings, in line with Company policies and applicable regulations.

Additionally, the Company conducts regular internal awareness and sensitisation sessions to educate employees on non-discrimination, respectful conduct, and grievance-handling processes. These measures collectively help maintain employee confidence, prevent victimisation, and reinforce a workplace culture rooted in dignity, equity, and mutual respect.

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 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)*	4303.98 GJ	4487.82 GJ
Total fuel consumption (E)	46.48 GJ	85.75 GJ
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	4350.46 GJ	4573.57 GJ
Total energy consumed (A+B+C+D+E+F)	4350.46 GJ	4573.57 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.30 GJ/INR million	0.33 GJ/INR million
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP**	6.164 GJ/INR million	6.815 GJ/INR million
Energy intensity in terms of physical output***	0.002GJ/sq. ft.	0.003 GJ/sq. ft.

**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.*

***PPP rate considered IN FY 2025-26: 20.34 (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 – Yes, BRSR Core indicators obtained Reasonable Assurance by Tirkha Consultants & Advisors LLP

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 limited mainly to human consumption. With core manufacturing largely outsourced, only stitching, cutting, and finishing operations are carried out at the factory, till it was operational while the warehouse handles storage and dispatch. Therefore, water usage across Vedant Fashions Limited's factory, warehouse, corporate office, and retail stores pertains solely to domestic needs.

   Water is procured through the purchase of bottled drinking water and municipal supply. The Company maintains strict measures to minimise waste, ensuring responsible and efficient consumption of this essential natural resource.

   The volume of drinking water consumed, measured in litres purchased, for the current and previous financial years, is presented below: (Shreyasi Bhattacharjee)

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
Surface water	0	0
Ground water*	4808.08	0
Third party water	517.95	581.80
Seawater / desalinated water	0	0
Total volume of water withdrawal (in kilolitres)**	5326.03	581.80
Total volume of water consumption (in kilolitres)**	1065.21	581.80
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.07 Kilolitres/ INR Millions	0.04 Kilolitres/ INR Millions
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP***	1.509 Kilolitres/INR Millions	0.867 Kilolitres/INR Millions
Water intensity in terms of physical output****	0.0006 Kilolitres/ sq. ft	0.0003 Kilolitres/ sq. ft

**Note: The Company's corporate office and warehouse are located in shared premises; therefore, water withdrawal and consumption attributable solely to Vedant Fashions Limited cannot be measured precisely. Drinking water consumption at both the location is based on third-party water bills, while washroom water usage is estimated for FY 2025-26 in accordance with CGWB guidelines.*

*** For FY 2024-25, the Company did not disclose estimated water withdrawal and consumption, as the data was limited to drinking water bills received from a third-party service provider. In FY 2025-26, the Company strengthened its water accounting approach by estimating domestic water consumption beyond drinking water, in accordance with Central Ground Water Board (CGWB) guidelines.*

****PPP rate considered IN FY 2025-26: 20.34 (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 – Yes, BRSR Core indicators obtained Reasonable Assurance by Tirkha Consultants & Advisors LLP

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	Not accounted
- No treatment	0	
- With treatment – please specify level of treatment	0	
(ii) To Groundwater	0	
- No treatment	0	
- With treatment – please specify level of treatment	0	
(iii) To Seawater	0	
- No treatment	0	
- With treatment – please specify level of treatment	0	
(iv) Sent to third parties	0	
- No treatment	0	
- With treatment – please specify level of treatment	0	
(v) Others*		
- No treatment	4260.82	
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**4260.82**	

**Note: The Company's corporate office and warehouse are located in shared premises; therefore, it is not feasible to directly monitor water discharge attributable solely to Vedant Fashions Limited. Accordingly, water discharge has been calculated in line with GRI guidance as the difference between total water withdrawal and water consumption.*

If any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency – Yes, BRSR Core indicators obtained Reasonable Assurance by Tirkha Consultants & Advisors LLP

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 2025-26	FY 2024-25
Total scope 1 emission*	Metric tonnes of CO2 equivalent	3.23	7.58
Total scope 2 emission**	Metric tonnes of CO2 equivalent	848.84	906.29
Total scope 1 & 2 emission	Metric tonnes of CO2 equivalent	852.07	913.87
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.06 tCO2e/INR million	0.07 tCO2e/ INR million
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) ***		1.207 tCO2e/INR million	1.362 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*

**** PPP rate considered IN FY 2025-26: 20.34 (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 – Yes, BRSR Core indicators obtained Reasonable Assurance by Tirkha Consultants & Advisors LLP

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

The Company remains committed to reducing greenhouse gas (GHG) emissions across its operations. Energy-efficient lighting and air conditioning systems have been installed at its facilities which help us in sustaining carbon neutral operations since FY 24-25.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (MT)		
Plastic waste	63.558	100.766
E-waste	0.29	0.996
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.	Wet waste: 1.99	Cardboard: 2.244 Textile: 2.396
Total waste generated	65.838	106.402
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.006 MT/INR Millions	0.008 MT/INR Millions
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) *	0.93 MT/INR Millions	0.158 MT/INR Millions
Waste intensity in terms of physical output**	0.000037 MT/ Sq. ft	0.000059 MT/ Sq. ft
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in MT)		
Category of waste		
Recycled***	63.558	55.651
Reused	0	0
Other recovery option	0	0
Total	**63.558**	**55.651**
For each category of waste generated, total waste disposed by nature of disposal method (in MT)		
Category of waste		
Incineration	0	0
Landfilling	0	0
Other disposal options	E-waste: 0.29 Wet waste: 1.99	E-waste: 0.996 Cardboard: 2.244 Textile: 2.396
Total	**2.28**	**5.636**

** PPP rate considered IN FY 2025-26: 20.34 (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 – Yes, BRSR Core indicators obtained Reasonable Assurance by Tirkha Consultants & Advisors LLP

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.

Vedant Fashions Limited has adopted comprehensive waste-management practices across its establishments, guided by the 3R principles—Reduce, Reuse, and Recycle. The Company's operations primarily generate non-hazardous waste, including cardboard, plastic packaging, fabric cuttings, and electronic waste (e-waste).

To ensure responsible disposal, e-waste generated at the Company's premises is collected and disposed of through authorised vendors in compliance with applicable regulations. Plastic waste is managed through authorised recyclers in accordance 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 (CPCB).

Other non-hazardous waste streams are channelled to recyclers and local traders for environmentally responsible disposal. The Company's asset-light business model and operational processes do not involve the use or generation of hazardous or toxic chemical waste. Consequently, the Company's strategy focuses on eliminating hazardous waste at source by avoiding chemical-intensive processes altogether.

To further minimise waste generation and resource consumption, the Company has implemented the following initiatives:

- Adoption of digital invoicing to reduce paper usage
- Replacement of plastic carry bags with paper alternatives at retail outlets
- Implementation of electronic signing (e-signing) for agreements and contracts to limit physical documentation
- Three-way segregation of waste at corporate office and warehouse

Through these measures, Vedant Fashions Limited continues to strengthen its waste-management practices while maintaining responsible, compliant, and environmentally conscious operations.

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

Not applicable

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

Not applicable

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

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 based in water-stressed areas; accordingly, this disclosure is not applicable to the Company.

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

The Company is presently not computing 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 does not apply to the Company, as it does not operate in or maintain offices within or near ecologically sensitive areas. Therefore, there are no significant direct or indirect impacts by the Company on biodiversity in any such areas.

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)	The Warehouse Management System (WMS) has been implemented to manage and optimise warehouse operations, including inventory control, inward and outward movements, order fulfilment, and dispatch processes.	The system improves inventory accuracy, strengthens operational efficiency, and enables timely and accurate delivery of goods.
2	Digital invoicing system	The Company has implemented a digital invoicing system at store level, wherein customers are issued digital invoices in place of paper invoices. The Company also plans to extend digital invoicing across suppliers and jobbers.	Digital invoicing has reduced paper consumption and contributed to a decrease in paper waste generation.
3	E-signing initiatives	The Company has adopted electronic signing for the execution of agreements and documents, replacing manual, paper-based processes.	E-signing has helped reduce paper usage, minimise paper waste, and improve efficiency by reducing the time required for document execution.
4	Elimination of plastic bags	Plastic carry bags have been replaced with paper bags across retail stores.	This initiative has reduced the generation of plastic packaging waste and supported environmentally responsible retail practices.

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 crisis.

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.**

No significant adverse environmental impact has been 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.**

The Company does not currently conduct any such assessments.

8. **How many Green Credits have been generated or procured:**

a) By the listed entity: 950 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.

Sr. 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:**

   Vedant Fashions Limited's BRSR Policy, approved by the Board of Directors, includes a dedicated section on Responsible Advocacy. This framework outlines the Company's approach to engaging with Government and regulatory authorities on policy matters relevant to the apparel and retail sector. The policy ensures that any advocacy or representation is conducted in a transparent, ethical, and responsible manner, aligned with applicable laws and the Company's commitment to sustainable and responsible business practices.

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.**

   Vedant Fashions Limited, through its CSR initiatives, seeks to support underprivileged communities in a structured and meaningful manner, with a focus on improving quality of life. The Company has established processes and procedures to receive, assess, and address grievances raised by community stakeholders in relation to its CSR programmes and activities.

   The VFL CSR team, in collaboration with its NGO implementation partners, maintains regular engagement with community members to understand concerns and ensure timely resolution. Additionally, the Company has set up a dedicated grievance-redressal channel through which stakeholders, including community members, can directly submit their grievances. All concerns received through these mechanisms are reviewed and addressed in a fair and transparent manner to ensure effective grievance resolution and sustained community trust.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	48%	47%
Directly from within India	100%	100%

** 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 2025-26	FY 2024-25
Rural	0	0
Semi-urban	0	0
Urban	0.77%	23%
Metropolitan	99.23%	77%

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 2025-26. 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:

Sr. No	CSR projects	Nos. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Parivaar Education Society	590	100%
2	International Foundation for Research and Education or IFRE (Sponsoring body of Ashoka University)	50	100%
3	Sunbird Trust	2,912	100%
4	Kalinga Institute of Social Sciences	334	100%
5	Friends of Tribal Society	4,602	100%
6	Yugrishi Shriram Sharma Acharya Charitable Trust (owner of Akhand Jyoti Eye Hospital	1,00,250	100%
7	Navjyoti India Foundation	19,518	100%
8	Help Us Help Them	100	100%
9	Trust for Retailers and Retail Associates of India (TRRAIN)	250	100%
10	Narayana Hrudalaya Ltd - Rabindranath Tagore Institute of Cardiac Sciences (RTIICS)	137	100%
11	Eastern India Healthcare Foundation (Medica Hospital)	24	100%
12	Narayana Super speciality Hospital (unit of Meridian Medical Research & Hospital Ltd)	86	100%

Principle 9

Businesses should engage with and provide value to their consumers in a responsible manner.

Essential indicators

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

Vedant Fashions Limited recognises the importance of proactive consumer engagement and has embedded relevant guidelines on consumer relations within its BRSR Policy. The Company has established a robust and accessible consumer feedback and grievance-redressal mechanism to ensure timely and effective resolution of consumer concerns.

Consumers can submit their queries, complaints, or feedback through multiple communication channels, including email, voice calls (cellular, landline, and toll-free numbers), webchat, online contact forms, and social media platforms. Dedicated consumer service representatives are assigned to receive, track, and address complaints in a structured and responsive manner, ensuring accountability and follow-up.

In addition, the Company has introduced e-bills embedded with a feedback link, enabling consumers to conveniently share their experiences and suggestions. Feedback received through these channels is reviewed on a regular basis to improve service quality, strengthen customer satisfaction, and enhance overall consumer experience.

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 2025-26			FY 2024-25		
	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	4388	0	NA	6350	0	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.

Vedant Fashions Limited has established an internal IT Policy and Standard Operating Procedures (SOPs) governing the management of its IT systems. These documents outline the Company's approach to cybersecurity, data protection, access controls, and management of risks related to information security and data privacy.

In addition, the Company's BRSR Policy includes specific provisions relating to the protection of customer data and privacy, reinforcing its commitment to responsible data management and secure handling of sensitive information. The IT controls and policy framework are designed to safeguard digital assets, ensure business continuity, and maintain stakeholder trust.

The IT Policy is an internal document of the Company, while the BRSR Policy, approved by the Board of Directors, is available in the public domain.

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.**

   Vedant Fashions Limited ensures that all its business operations fully comply with applicable regulatory requirements and voluntary codes relating to product communications. The Company's product communication practices are designed to enable informed purchasing decisions while promoting the safe and responsible use of its products.

   To support responsible product usage, each product sold by the Company carries a product tag containing clear care and usage instructions, including guidance on handling, washing, and maintenance. These measures help educate consumers on proper product care, extend product life, and enhance overall customer satisfaction. Through transparent communication and compliance-driven practices, the Company continues to promote consumer awareness and responsible consumption.

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 fall within the scope of 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 carry comprehensive information regarding product size, MRP and other specifications.

   Yes, Vedant Fashions Limited undertakes customer feedback from time to time.

Independent Reasonable Assurance Statement to Vedant Fashions Limited on the Business Responsibility and Sustainability Report (BRSR) for Financial Year FY 2025-26

The Board of Directors and Management
Vedant Fashions Limited
19, Canal South Road,
Paridhan Garment Park,
SDF-I, 4th Floor, A501-502,
Kolkata – 700015, WB

Introduction

Tirkha Consultants & Advisors LLP ("Tirkha") was engaged by Vedant Fashions Limited ("VFL or Company") for the purpose of providing independent reasonable assurance engagement on the BRSR Core disclosures included in the Company's Business Responsibility and Sustainability Report (hereafter referred to as 'BRSR') for the Financial Year ('FY') 2025-26. The disclosures include Core Indicators as per Annexure I of SEBI Circular No. SEBI/HO/CFD/CFD-SEC 2/P/CIR/2023/122 dated July 12, 2023 ('SEBI Circular') and rest non-financial disclosures in BRSR (Annexure II of SEBI Circular).

Respective Responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

Tirkha's responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the 'Assurance scope and Assurance procedures' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance Scope

The scope of assurance covers VFL's BRSR Core Indicators (KPIs) within the BRSR for the period April 1, 2025, to March 31, 2026. The reporting scope and boundaries include Company's Manufacturing Site in Kolkata, India along with Head Office in Kolkata.

The warehouse sites are located at the below locations:

- Kolkata, West Bengal

The physical review and on-site verification of data and information along with control systems was carried out at the following sites:

- Kolkata, West Bengal
- Corporate Office, Kolkata

Assurance Standards

Tirkha conducted the assurance in accordance with

Reasonable Assurance requirements of International Federation of Accountants' (IFAC) 'International Standard on Assurance Engagement (ISAE) 3000 (revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information'.

- Under this standard, we have reviewed the information presented in the Report against the characteristics of relevance, completeness, reliability, neutrality, and understandability.
- Reasonable assurance consists of obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

This also involves assessing the risks of material misstatements of the elements of the information that are within the scope, whether due to fraud or error.

Level of Assurance

Reasonable Level of assurance for BRSR 9 Core Indicators (Ref: Annexure I of SEBI circular).

Assurance procedures

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of VFL. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes.
- Evaluation of the design and implementation of key systems, processes, and controls for collecting, managing and reporting the BRSR Core indicators.
- Assessment of operational control and reporting boundaries.
- Seek extensive evidence across all relevant areas, ensuring a detailed examination of BRSR Core indicators. Our team engaged directly with internal

stakeholders/ data owners to gather insights and validating evidence for each disclosed indicator.

- Interviews with selected personnel responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed in the Report.
- Tirkha's audit team conducted on-site audits for data testing and also, to assess the uniformity in reporting processes and also, quality checks at different locations of the Company.
- Conduct a comprehensive examination of key material aspects within the BRSR Core framework supporting adherence to the assurance based on applicable principles plus specified data and information.
- Tirkha team conducted the:
    - verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per ISAE 3000 (revised) standards for reasonable level verification for the disclosures.

Limitations

The assurance scope excludes following:

- Data related to Company's financial performance. Our opinion on specific BRSR Core indicators (ref- for total revenue from operations; Principle 3, Question 1(c) of Essential Indicators for Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company; Principle 8, Question 4 of Essential Indicators, Principle 1, Question 8 of Essential Indicators and Principle 1, Question 9 of Essential Indicators) relies on the third party audited financial reports of the Company. Tirkha does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- Data and information outside the defined Reporting Period i.e. 1st April 2025 to 31st March 2026
- Data outside the operations mentioned in the Assurance Boundary above unless and otherwise specifically mentioned in this statement.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in reporting criteria above.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance engagement is based on the assumption that the data and information provided by the Company are complete, sufficient and authentic.

Reasonable level of Assurance Opinion - BRSR 9 Core Attributes

The nature, timing, and extent of the procedures selected depended on our judgement, including an assessment of the risks of material misstatement of the information subject to reasonable assurance. We identified and assessed the risks of material misstatement through understanding the information subject to reasonable assurance and the engagement circumstances.

We also obtained an understanding of the internal control relevant to the information subject to reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.

Based on our review and procedures followed for reasonable level of assurance, Tirkha is of the opinion that, in all material aspects, indicators under the BRSR 9 Core attributes as listed below for FY 2025-26 are reported in accordance with reporting requirements outlined in BRSR Core (Annexure I of SEBI Circular dated 12 July 2023).

S. No.	BRSR Core Attribute	BRSR Core Indicator
1.	Greenhouse gas (GHG) Footprint	▪ Total Scope 1 emissions ▪ Total Scope 2 emissions ▪ GHG Emission Intensity (Scope 1+2)
2.	Water Footprint	▪ Total water consumption ▪ Water consumption intensity ▪ Water Discharge by destination and levels of Treatment

S. No.	BRSR Core Attribute	BRSR Core Indicator
3.	Energy Footprint	▪ Total energy consumed ▪ % of energy consumed from renewable sources ▪ Energy intensity
4.	Embracing Circularity	▪ Plastic waste ▪ E-waste ▪ Other hazardous waste ▪ Other non-hazardous waste ▪ Total waste generated ▪ Waste intensity ▪ Total waste recovered through recycling, re-using or other recovery operations ▪ Total waste disposed by nature of disposal method
5.	Employee Well-being and Safety	▪ Spending on measures towards well-being of employees as a % of total revenue of the Company ▪ Details of safety related incidents for employees
6.	Enabling Gender Diversity in Business	▪ Gross wages paid to females as % of wages paid ▪ Complaints on POSH
7.	Enabling Inclusive Development	▪ Input material sourced from MSMEs/ small producers as % of total purchases ▪ Wages paid to persons employed in smaller towns as % of total wage cost
8.	Fairness in Engaging with Customers and Suppliers	▪ Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events ▪ Number of days of accounts payable
9.	Open-ness of Business	▪ Concentration of purchases & sales done with trading houses, dealers, and related parties ▪ Loans and advances & investments with related parties

Independence

Assurance procedures were conducted with team including specialists in ISAE 3000 (revised) assurance engagements. Our work was performed in compliance with the requirements of IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) be independent of the assurance client, in relation to the scope of this engagement.

For **Tirkha Consultants & Advisors LLP**

CA Hemant Kumar Gupta
COO & Authorized Signatory
Tirkha Consultants & Advisors LLP
CA Registration Number: 412295
May 8, 2026

Kalyan Dey
Lead Verifier
Tirkha Consultants & Advisors LLP
May 8, 2026