



REDTAPE LIMITED

Registered Office

Plot No. 08, Sector 90, Noida, Gautam
Buddha Nagar, Uttar Pradesh - 201305 India
Tel : +91 120 6994444 | +91 120 6994400
CIN : L74101UP2021PLC156659
Web : www.redtape.com
E-mail : info@redtapeindia.com

September 01, 2025

BSE Limited 1 st Floor, New Trading Ring Rotunda Building Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai-400 001 Scrip Code: 543957	National Stock Exchange of India Limited Exchange Plaza, 5 th Floor Plot no. C-1, G Block, Bandra Kurla Complex, Bandra (East), Mumbai 400 051 NSE Symbol: REDTAPE
--	--

Sub: Submission of Business Responsibility and Sustainability Report of REDTAPE Limited for the Financial Year 2024-25

Dear Sir/Ma'am,

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligation and Disclosures Requirements) Regulations, 2015, please find enclosed herewith, Business Responsibility and Sustainability Report of the REDTAPE Limited which also forms a part of the Annual Report of the Company for the Financial Year 2024-25.

This is for your kind information and record.

Thanking you,

Yours faithfully,

For **REDTAPE Limited**



Akhilendra Bahadur Singh
Company Secretary & Compliance Officer

Encl: a/a

Works

- C-4, 5, 36, 37, Sector - 59, Noida, Gautam Buddha Nagar, Uttar Pradesh - 201301 Tel : +91 120 4263193
- Bulk Land, UPSIDC Industrial Area, Site-II, NH-27, Distt. Unnao, Uttar Pradesh - 209801 Tel : +91 73111 70114
- Plot No. 18-19, Nand Nagar Industrial Estate Phase-1, Mahuakheraganj, Kashipur, Udham Singh Nagar, Uttarakhand - 244713
Tel : +91 70552 21530

Business Responsibility & Sustainability Report

Preamble:

At REDTAPE Limited, we believe that responsible leadership is built on the pillars of good corporate governance and sustainable manufacturing. Guided by our core values, we are committed to creating a positive and lasting impact on society and the environment. Sustainability is not just an initiative for us—it is embedded in our business philosophy and shapes every decision we make. Through the BRSR Report, we strive to present a transparent, accurate, and comprehensive account of our practices and performance across environmental, social, and governance (ESG) dimensions, reinforcing our dedication to long-term value creation for all stakeholders.

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	: L74101UP2021PLC156659
2.	Name of the Listed Entity	: REDTAPE Limited
3.	Year of incorporation	: 2021
4.	Registered office address	: Plot No. 08, Sector -90, Gautam Buddha Nagar- 201301, Noida, U.P
5.	Corporate address	: Plot No. 08, Sector -90, Gautam Buddha Nagar- 201301, Noida, U.P
6.	E-mail	: compliance@redtapeindia.com
7.	Telephone	: +91 120 6994444 / +91 120 6994400
8.	Website	: www.redtape.com
9.	Financial year for which reporting is being done	: 2024-25
10.	Name of the Stock Exchange(s) where shares are listed	: a) National Stock Exchange of India Limited (NSE) & b) BSE Limited
11.	Paid-up Capital	: ₹ 110,57,15,200/-
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. Akhilendra Bahadur Singh (Company Secretary & Compliance officer) Telephone No. +91 120 6994444 / +91 120 6994400 Email Id: compliance@redtapeindia.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	: Disclosures made in this report are on a standalone basis, unless otherwise stated.
14.	Whether the company has undertaken reasonable assurance of the BRSR core	: NOT APPLICABLE

II. Products/ services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover (Total Income) of the entity
1	Retail & Export of Footwear, Garments & Accessories	Retail Sale, Online Market Place Sales, Distribution Sales, Export Sales of Footwear, Garments & Accessories	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Fashion Footwear,	47713	61%
2	Garments & Accessories	47711	39%

I. Operations

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

Location	Number of plants	Number of offices	Total
National	1	1	491 (including refinishing &Packaging Units & 482 retails store respectively)
International	-	-	-

18 Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	23
International (No. of Countries)	12

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

0.17% (approx.)

A brief on types of customers

REDTAPE Limited is involved in manufacturing and marketing of sports, athleisure footwear & having numerous ranges of Garments & accessories. These are sold to end consumers via e-commerce and exclusive retail showrooms pan India. Having diverse brand portfolio at straddling price points, enabling it to operate across the economy, mid and premium segments. This ability to serve across age groups, occasions and segments increases customer loyalty and the Company's addressable market, which ultimately makes it one-stop fashion retailers.

Further the Company's wide suite of products enables it to cater to footwear needs for both casual and formal occasions.

Above mentioned products are also made available directly through online shopping platforms (online shopping portals), the Company's website (E-commerce), Company Stores (exclusive brand outlets) across Tier 1, Tier 2 and Tier 3 cities.

II. Employees

19. Details as at the end of Financial Year

a. Employees and workers (including differently abled) as on 31st March 2025.

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	348	305	87.64%	43	12.36%
2.	Other than Permanent (E)	81	49	60.50%	32	39.50%
3.	Total employees (D + E)	429	354	82.51%	75	17.49%
WORKERS						
4.	Permanent (F)	386	384	99.49%	2	0.51%
5.	Other than Permanent (G)	4	4	100.00%	0	0.00%
6.	Total workers (F + G)	390	388	99.49%	2	0.51%

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)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

20. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25.00%
Key Management Personnel	6	1	16.67%

21. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025 (Turnover rate in current FY)			FY 2024 (Turnover rate in previous FY)			FY 2023 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.26%	2.72%	20.98%	13.5%	3.4%	16.9%	10.8%	2.20%	13.00%
Permanent Workers									

II. Holding, Subsidiary and Associate Companies (including joint ventures)
22. (a) Names of Holding / Subsidiary / Associate companies / Joint ventures as at March 31, 2025

S. No.	Name of the Holding/Subsidiary / Associate companies/ Joint ventures(A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity
1.	REDTAPE Bangla Limited	Subsidiary	100%
2.	REDTAPE HK Limited	Subsidiary	100%
3.	REDTAPE London Limited	Step down subsidiary- Subsidiary of REDTAPE HK Limited	100%
4.	REDTAPE (Quanzhou) Sports Goods Co. Limited	Step down subsidiary - Subsidiary of REDTAPE HK Limited	100%

Does the entities indicated in the above table participate in the Business Responsibility initiatives of the entity? (Yes/ No)

No

III. CSR Details

23. I. Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes

II. Turnover: ₹ 2018.46 Crores

III. Net worth: ₹ 788.11 Crores

IV. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
		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, The Company has both formal and informal channels for the Stakeholders via emails, website of the Company, intimations to Stock Exchanges, for of engaging with the communities. The Company is having dedicated email ids for grievances : customercare@redtapeindia.com & compliance@redtapeindia.com https://about.redtape.com/overview.php	-	-	-	-	-	-
Investors (other than shareholders)	Investor can raise their grievances by writing email to compliance@redtapeindia.com & customercare@redtapeindia.com https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Vigil-Mechanism-Policy.pdf	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025 Current Financial Year			FY 2024 Previous Financial Year		
		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
Shareholders	The Company has provided dedicated email id for raising their concern .i.e. compliance@redtapeindia.com Further, Shareholder may visit below link to connect with the company. https://about.redtape.com/	91	1	1 pending complaint resolved later in 1 st Quarter ended on 30 th June 2025	147	0	-
Employees and workers	All employees & workers grievances are addressed appropriately via various channel available in the Company. https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Policy-on-Prevention-Prohibition-Redressal-of-Sexual-Harassment-at-the-Workplace.pdf https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Vigil-Mechanism-Policy.pdf	-	-	-	-	-	-
Customers	Customers satisfaction is apex motto of the Company. For raising the customer concern, we have dedicated email id .i.e. customercare@redtapeindia.com https://www.redtape.com/pages/contact	37938	1540	1540 pending complaints as on 31 st March, 2025	14724	-	-
Value Chain Partners	Purchase Orders/ Contracts provide dispute resolution mechanism, which stipulates meeting between higher management teams of both sides to resolve the dispute or devise the new strategy for upcoming new challenges. https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Vigil-Mechanism-Policy.pdf	Nil	Nil	-	Nil	Nil	-

25. 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 adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	Opportunity	Organisations with good governance are seen as stable, reliable, and capable of mitigating potential risks. Board has been strengthened through introductions of experienced directors. 50% of the Board comprises of Independent Directors. All key board committees are chaired by Independent Directors.	Corporate N.A	Positive: Experienced Board and transparency of operations will increase confidence in investors and other stakeholders.
2	CSR activities	Opportunity	Investing in CSR activities, and diligently conducting the same on periodic basis have a number of advantages including increased brand recognition, positive company reputation, accelerated growth, competitive advantage over peers etc.	CSR were aimed towards underprivileged communities. Medical help for eye care, promoting education of Underprivileged Kids, promoting skills & availing of initiatives for adoption of Heritage Monuments.	Positive: Funding and implementing CSR activities creates a positive brand value for the company. Upliftment of the Community through various initiatives in underprivileged areas towards their health, education etc helps in positive social development.
3	Human Capital	Opportunity	Contented human capital would lead to increased productivity and in-turn profitability for business.	NA	Positive: With optimum investment in human capital, the company increases its chances of success and sustainable growth year-on-year. It also improves efficiency because the system places employees in roles where they can perform at their best.
4	Customer Satisfaction	Risk and Opportunity	Opportunities: A 'customer first' is at the core of REDTAPE Limited's operations. Along with focus on customer experience, REDTAPE Ltd also strive to ensure transparency in its operations and communication RISK: An unpleasant customer experience could result in losing customers or even damaging the Company's reputation.	All customer Complaints received across all channels are managed through a centralised complaint management system for tracking and timely resolution. We continue to take steps to ensure customer satisfaction.	Positive: Satisfied customer lower the churn rate, and increases the brand image and loyalty. Our goal is to provide hassle-free and smooth service experience to our valued customers.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adopt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Ethical Business Consult	Risk	Unethical conduct by the Company and its representatives may result in the loss of reputation and invite concerns from the stakeholders.	The Company shall ensure that its representatives adhere to Corporate Governance norms and the Code of Conduct. It may undertake due diligence / audit to identify cases of misconduct / breach and take necessary actions.	Negative
6	Saving of Electricity at our UNIT-5 (refinishing & Packaging Unit)situated at installing Solar Power with 2179 kWp Capacity	Opportunity	Opportunity : Saving of cost and Conservation of natural resources.	NA	Cost efficient (positive implication)
7	Regulatory and legal compliances	Risk	Risk: Compliance with Statutory and regulatory requirements requires awareness and training at all levels of the organization.	We have our policies in place related to code of conduct, and whistle blower. We have also provided an online platform for consumers to register their complaints, so as to have better customer relations and avoid any unnecessary legal consumer hassles.	Negative: Noncompliance would lead to loss of reputation and consequently affect the business activities. Companies who are compliant with the regulatory laws have a better ability to manage risks and builds a better sense of fairness and loyalty among stakeholders.
8	Health and Safety	Opportunity	Effective Health and Safety practices boost Employees confidence	NA	Positive:- It increases performance of employees because of sense of security. It result in fewer work injuries. Also result in enhancement of reputation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
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. The policy has been approved by the Board.								
c. Web Link of the Policies, if available	The policies which are mandatorily required to be uploaded on the website of the Company have been uploaded on https://about.redtape.com/code-of-conducts-and-policies.php under the tab "Investor Relations > Code of Conducts & Policies".								
2. Whether the entity has translated the policy into procedures? (Yes / No)	Yes, applicable policies are imbibed into procedures and practices in all spheres of company's activities it undertakes.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The Company focuses on Corporate Governance. The Board of Directors of the Company have adopted various Policies, which are available on our website such as Code of Conduct, Whistle Blower Policy, and Occupational Safety Health and Wellbeing Policy. These policies are applicable to various parties such as the Board of Directors and SMP, employees, business associates and suppliers, agent, distributor, or joint venture partner, etc.								
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.	The policies generally comply with the basic laws of the nation, general business standards, fair trade practices and good corporate governance. Our major suppliers have been issued Bureau of Indian Standards (BIS) number, as mandated by Govt. of India, Ministry of Consumer Affairs, Food & Public Distribution, Government of India & also we are giving herculean efforts for availing the same from other foreign and domestic supplier.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is working towards various goals and objectives, including embedding sustainability into all its operations to contribute towards a healthier planet. In this regards Company is continuing its efforts for more plantation at it's premises and out of premises, initiated it's for adoption of Historical monuments under Adopt Heritage scheme of Archeological Survey of India (ASI), skilling youth of India by availing National Apprentice Promotion Scheme (NAPS). Please refer the CSR segment of this Annual Report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	As part of the roadmap to achieve the goals and objectives, the Company has laid down activities which will aid in progress and ultimately achieving the commitment. The Board's Report, which forms part of this Annual Report, contains further information in this regard.								
Governance, leadership and oversight:									

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p>The Company believes that sustainability goals are part and parcel of its financial goals, and the Company has, accordingly, already integrated ESG considerations into its business decisions and operations. The Company has set up solar power plants, not only doing massive plantation drives but also maintaining and caring for the plants at regular intervals. The Company believes in the spirit of giving back to society. One of the key features of CSR projects undertaken by the Company is to focus on our stakeholders based on participatory and collaborative approach to empower the communities and protect the environment around.</p> <p>In addition, the Company's Secretarial team monitors ESG-related factors in the Company on issues such as managerial remuneration, dividend distribution policy, code of conduct and other policies, Related Party Transactions, amongst others. The Compliance team regularly sent the necessary updates in this regards to Employees and Directors</p>
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Board of Directors of the Company, assisted by Risk Management & CSR Committee, is the highest authority, responsible for implementation and oversight of the Business Responsibility policies. The Board ensures that the Company has a clear vision, mission and goals to fulfil and exceed the expectations of its stakeholders and create stakeholders' value in a sustainable and prosperous manner. The CSR Committee is designated to take decisions on ESG / Sustainability related matters. The Committee also oversees the preparation, implementation and reporting of ESG, Sustainability and Conducting Business in a responsible manner.</p>
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. CSR Committee is responsible for decision relating to sustainability.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
		1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9
Performance against above policies and follow up action	Relevant policies of the Company are reviewed by the Department Heads or Business Heads, which is further recommended to the Board and its Committees on a need basis, if any.	as per Statutory Requirement and regular awareness programs are organised by the Company.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with statutory requirements as applicable																		

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.

Since the policies had already been evaluated by external agencies in the previous year, no evaluation has been conducted by the company during the current year.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	5	1) Related party Transactions, 2) Health & Safety Practices, 3) Regulatory Changes and Impact, 4) Anti-Corruption and Anti Bribery Policy 5) Board Diversity Policy 6) Discuss Materiality under SEBI laws	92.5%
Key Managerial Personnel (KMP)	5	1) Health, Safety and Well Being Practices 2) Anti-Corruption and Anti Bribery Policy 3) Vigil Mechanism & Whistle Blower Policy. 4) Environmental, Social and Governance. 5) Discuss Materiality under SEBI laws	90%
Employees Other than Board of Directors of KMPs	25	1) HR Orientation & induction 2) SOP 3) POSH Awareness 4) Health, Safety and Well Being Practices 5) Look Book 6) Product Training, 7) First Aid 8) Key Performance Indicator 9) Skills Development 10) Grooming 11) Soft Skills training	80%
Workers	210	1) Fire & safety 2) Skill development 3) Product training, etc. 4) Sensors Tag Installation 5) KRA 6) How to increase sales and UPT 7) Retail Standard Operating Procedure 8) How to clean your environment 9) Production related technical training 10) Health safety and well being practices 11) Electrical safety and conservation 12) POSH Awareness	85%

- 210 are number of training sessions
- Number of Directors/ KMPs/ Employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

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

NGRBC Principle	Name of Regulatory/ enforcement agencies/ judicial institutions	Amount (Rs.)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Peanly/ Fine		Nil		
Settlement		Nil		
Compounding Fee		Nil		
Non-Monetary				
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment		NIL		
Punishment		NIL		

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	N.A.

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

Yes, the Company has in place a comprehensive Anti-Corruption and Anti-Bribery Policy, which is accessible to all employees through the Company's intranet. The policy ensures strict compliance with applicable legislation on bribery and corruption at a global level, and reflects the Company's unwavering commitment to a zero-tolerance approach towards such practices. Our Company regularly updates employees pursuant to such policies, as and when required.

In addition, the Company has also adopted other important policies such as Health & Safety Policy, Code of Conduct, Prevention of Sexual Harassment (POSH) Policy, among others, to promote an ethical, safe, and responsible workplace culture. Which is available on the website of company at <https://about.redtape.com/code-of-conducts-and-policies.php>

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directors		
KMPs		
Employees		Nil
Workers		

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

	FY 2025 (Current Financial Year)		FY 2024 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	--	--	--	--
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	--	--	--	--

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

Not Applicable

Leadership Indicators.

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
3	<ol style="list-style-type: none"> 1. Commitment to a non-discriminatory workplace culture. 2. Zero tolerance towards sexual harassment at the workplace. 3. Prohibition of child labour across all operational activities. 4. Ensuring no engagement in forced or involuntary labour. 5. Implementation of equitable and transparent wage practices to foster a positive and inclusive working environment. 6. Explanation of the company's policies and Code of Conduct. 7. Conducting awareness programmes in alignment with BRSR and Environmental, Social, and Governance (ESG) indicators. 8. Emphasizing the importance of maintaining the highest standards of health and safety. 9. Avoiding any activity that may have an adverse impact on the environment." . 	86.80%

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

Yes, the Company has a Policy on related party transactions to identify actual or potential conflict of interest of the Company with its related parties, which may arise during the course of its business activities. Audit Committee also take note of any such development. The Board of Directors has adopted the said policy in its Board Meeting to mitigate and prevent conflicts of interest that may arise. In addition, the Company maintains the proper Register of Contracts in which Directors are interested and all the relevant details are captured in it.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

	FY (2024-25)	PY (2023-24)	Details of improvements in environmental and social impacts
R&D	0.00%	0.00%	None
Capex	0.14%	2.40%	Solar Electricity Plant

- Does the entity have procedures in place for sustainable sourcing? (Yes/No):

Yes, REDTAPE believe in improving life by taking various measures. The company is keen on incorporating sustainability practices in its daily activities, which also include sourcing its raw materials responsibly. The Company has also established an internal mechanism for the continual improvement process towards sustainable excellence and has taken adequate steps for safe transportation, which improves the manufacturing system of the Company. We are also working on finding ways of using more sustainable ways of doing business operation, as much as we can.

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

The Company is doing its business or sale activity maximum by e-commerce. Therefore, Company employs extensive use of technology in its business so it promote to reduce consumption of paper and thus conserve the energy further, as a responsible Corporate Citizen, the supplies/ vendors are being encouraged to meet the various with the Environment, Society and Governance (ESG) expectations.

- 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.

- Plastic:** we don't manufacture plastic. The imported garments are packed in plastic by a supplier, procured and sold to end user customer through retail sales. We have nothing to submit to Pollution Control Board (PCB) as we don't manufacture. However, we file return (annual purchase of goods) through Bill of Entry to Extended Producer Responsibility (EPR) authority.
- E-waste:** To discuss, Company is not doing any activity, which cause e-waste disposal. But if there is disposal then it is in accordance with the provisions of E-waste management act and rules.
- hazardous waste:** No such activity is undertaken.
- other waste:** Not Applicable

- 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.fv

Not applicable, we don't manufacture plastic. The imported garments are packed in plastic by a supplier, procured and sold to end user customers through retail sales. We have nothing to submit anything to Pollution Contril Board (PCB) as we don't manufacture however, we file return (annual purchase of goods) through BoE to EPR authority.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:

Not Applicable.

- 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.

Given the nature of our business, the above is not applicable.

- Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing

industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to the material	
	Current Financial year	Previous Financial year
Sole	-	-
EVA	9.98%	10%
TPR /TPU	8.0%	6%
Packaging	0.0%	0

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.

Not applicable.

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

Not applicable

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)	No.(E)	% (E/A)	No.(F)	% (F/A)
PERMANENT EMPLOYEES											
Male	305	305	100%	305	100%	-	-	-	-	-	-
Female	43	43	100%	43	100%	43	100%	-	-	-	-
Total	348	348	100%	348	100%	43	14.09%	-	-	-	-
OTHER THAN PERMANENT EMPLOYEES											
Male	49	3	6.12%	49	100%	-	-	-	-	-	-
Female	32	2	6.25%	32	100%	-	-	-	-	-	-
Total	81	5	6.17%	81	100%	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No.(B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)	No.(E)	% (E/A)	No.(F)	% (F/A)
PERMANENT WORKERS											
Male	384	384	100%	384	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	386	386	100%	386	100%	2	0.05%	-	-	-	-
OTHER THAN PERMANENT WORKERS											
Male	4	3	75%	4	100%	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	4	3	75%	4	100%	-	-	-	-	-	-

2. Details of retirement benefits for the current and previous financial year

Benefits	FY25		FY24	
	No. of employees covered as a % of total employees	Deducted and Deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	Deducted and Deposited with the authority (Y/N/N.A.)*
PF	80.09%	Y	56.6%	Y
Gratuity	100%	NA*	100%	NA
ESI	52.50%	Y	31.3%	Y
Superannuation	0.48%	NA	0.7%	NA

* Gratuity payments are made at the time of employee separation, and appropriate provisions have been made for remaining employees based on the Actuarial Valuation Certificate, in compliance with applicable statutory requirements.

3. Accessibility of workplaces

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

Yes. The company maintains wheelchair-accessible infrastructure, lifts, dedicated support staff, and essential human assistance services. These facilities ensure a barrier-free workplace for employees with disabilities.

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

Yes. The company upholds a stringent Equal Employment Opportunity (EEO) policy, under which all employment decisions are governed solely by merit, qualifications, and role-specific competencies. Any form of discrimination—whether direct or indirect. This reflects the company's unwavering commitment to fostering a diverse, inclusive, and accessible work environment in compliance with applicable legal and ethical standards. Web link:- https://about.redtape.com/assets/investor-pdf/code_of_conducts_and_policies/Equal-Opportunity-Policy-for-Person-with-Disability.pdf

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

Gender	Permanent Employer FY2024-25		Permanent Employees FY2023-24	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	0.00%	0.00%	0.00%	0.00%
Female	NA	NA	NA	NA
Total	0.00%	0.00%	0.00%	0.00%

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

Permanent Employees	Yes. The company has effective grievance redressal mechanisms, including a Whistle Blower Policy that enables employees and workers to confidentially report concerns through a designated email ID. It also has a comprehensive POSH Policy to address all complaints of sexual harassment, whether within or outside the workplace, and extends its scope to third-party personnel, vendors, business associates, and visitors.
Other than permanent employees	
Permanent Workers	
Other than Permanent Workers	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity: No

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
TOTAL PERMANENT EMPLOYEES	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
TOTAL PERMANENT WORKERS	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY25					FY24				
	Total (A)	On health and safety/wellness measures		On skill upgradation		Total (A)	On health and safety / wellness measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES										
Male	354	300	84.74%	250	70.60%	380	285	75%	190	50%
Female	75	50	66.67%	45	60.00%	74	44	60%	16	22%
Total	429	350	81.58%	295	68.76%	454	329	72.50%	206	45.4%
WORKERS										
Male	388	300	77.31%	388	100%	413	289	70%	413	100%
Female	2	2	100%	2	100%	0	0	0	0	0
Total	390	302	77.43%	390	100%	413	289	70%	413	100%

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

Category	FY25			FY24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	354	354	100%	380	380	100%
Female	75	75	100%	74	74	100%
Total	429	429	100%	454	454	100%
WORKERS						
Male	388	388	100%	413	413	100%
Female	2	2	100%	0	0	0.00%
Total	390	390	100%	413	413	100%

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

Yes. At the heart of our operations lies a strong commitment to employee health, safety, and welfare. Our production units operate within a clearly defined Occupational Health and Safety framework, built upon industry-leading practices and governed by policy directives issued by the Board through the HR function.

The company regularly conducts safety awareness programs and ensures timely distribution of protective equipment to all employees. These efforts foster a proactive safety culture and reduce operational risk.

In addition to preventive measures, the company offers a comprehensive Medclaim reimbursement structure covering medical expenses, complemented by periodic health camps organized onsite to ensure convenient access to healthcare. The organization further extends its commitment through accidental insurance coverage and a dedicated workmen compensation policy for apprentices, reflecting its inclusive and responsible approach to workforce welfare.

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

The health, safety, and well-being of our employees are central to our values. We are committed to maintaining a workplace that not only prevents accidents and illnesses but also actively supports physical and mental wellness.

Safety manuals with clearly outlined precautions are prominently displayed on operator desks for easy reference. Employees are regularly trained in safety practices, emergency response, and equipment handling, while clearly defined roles help reinforce accountability. Our culture encourages openness, responsibility, and shared vigilance.

Beyond safety, we are equally invested in enhancing well-being—through regular health screenings, access to medical care. Our goal is to foster a safe, healthy, and empowering environment where every individual thrives.

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

Yes, the organization has a structured mechanism in place to manage health and safety concerns. Operational hazards and corresponding safety measures are clearly communicated to workers prior to task execution, and supervisors are also briefed on their roles in reporting, classifying, and assessing risks. The workforce is regularly trained to identify potential hazards and is encouraged to report them promptly, ensuring swift action and effective resolution.

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

Yes, employees and workers are provided access to non-occupational medical and healthcare services. The organization offers medical support through Medclaim reimbursement, enabling individuals to address personal health concerns beyond work-related conditions. Regular health check-ups are also facilitated, promoting overall well-being and preventive care.

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

Safety Incident/Number	Category	FY25	FY24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees/ workers	NIL	NIL
Total recordable work-related injuries			
No. of fatalities (safety incident)			
High consequence work-related injury or ill-health (excluding fatalities)			

12. Describe the measures taken by the entity to ensure a safe and healthy work place: Please refer to point 10 (a), (b) & (c) above.

At the heart of our work culture lies a simple yet powerful promise — “A Step Towards a Better Life at Work.” Accordingly, the safety and well-being of our employees and workers, including contractors, remain a top priority. We consider our people to be the company’s most valuable asset. In addition to skill development, employees are regularly educated on health and safety practices to promote a secure, informed, and empowered workforce.

To foster a safe and respectful workplace, we regularly conduct:

- Mock fire and emergency drills
- Safety awareness campaigns and visual communication
- POSH sensitization sessions
- On-site demonstrations of safe machinery use

These initiatives reflect our commitment to creating a workplace that values safety, awareness, and continuous improvement.

13. Number of complaints on the following made by employees

	FY25			FY24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health and safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year

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

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 and safety practices and working conditions.

A minimal number of near-miss incidents and first-aid cases have been identified and effectively addressed through timely and appropriate interventions, reaffirming our commitment to a culture of proactive and continuous safety enhancement.

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 organization extends Accidental Death Cover and a Workmen Compensation Policy exclusively for apprentices, ensuring their welfare and financial protection in the event of unforeseen incidents

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

During the financial year 2024–25, the Company undertook proactive measures to ensure that statutory dues were properly deducted and deposited by its value chain partners. In alignment with BRSR requirements, the Company engaged with key stakeholders across the value chain through awareness sessions, guidance notes, and regular communication to emphasize compliance with statutory obligations.

The Company also incorporated relevant compliance clauses in its vendor onboarding and renewal processes to strengthen adherence.

These initiatives were aimed at promoting transparency and regulatory compliance throughout the value chain, reinforcing our commitment to responsible business practices.

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:

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY25	FY24	FY25	FY24
Employees	Not applicable, since there was no work-related injuries			
Workers	Not applicable, since there was no work-related injuries			

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 recognises that career transitions are significant milestones and provide comprehensive assistance during retirement or separation. Employees are guided through financial settlements, statutory entitlements, and given access to relevant information to help them navigate the next phase of their careers or personal lives with confidence and dignity.”

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	The Company expects all its value chain partners to follow extant regulations, including health and safety practices and working conditions. The company has already developed the mechanism covering Health, safety and better working conditions for value chain partners.
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.

As no significant operational or compliance-related concerns emerged, the implementation of corrective action plan was not warranted.

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.

The Company has various stakeholders, some internal and some external. The Company believes that key stakeholders identification helps in empowering people, achieving sustainable growth and building better relationships. The Company's key stakeholders include customers, employees, suppliers, investors, regulators and society at large.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	SMS, Company website, Email, Annual General Meeting, Newspaper Publication, Notice Board, Stock exchanges, etc.	Quarterly- Financial statements, Earnings' calls, Stock exchange notifications, Press releases, Annual-Annual General Meeting, Annual Report	Educating the investors about Company's Business model and strategies/ helping investors to raise their concerns regarding Company's Policies, reporting, strategy, etc./ understanding shareholders' expectations/ statutory communication/ grievance redressal.
Government and Regulatory Bodies	No	Official communication channels, Mandatory Filings with various regulators, Regulatory inspections and audits.	As and when applicable	Discussions with regulatory bodies w.r.t. regulations, amendments, approvals and assessments.
Employees	No	Intranet, Closed group discussions, Structured and focused training programs, Efficient grievance redressal mechanism, Regular employee feedback surveys	As and when applicable	Key developments in the Company, Addressing employees' issues, talent management.
Customers	No	Company website, emails, phone calls, meetings surveys, web portals, newspapers	Need- Based, Real Time	To provide better service to customers and address their commercial and technical issues, to sync Company's plans with customer growth plans, respond to customer demands and expectations, improve customer experience, product and service quality.
Vendors	No	Vendor meets, virtual modes such as email, telephone and video conference	Need- Based, Real Time	The key areas of interest for the Vendors are: Timely payments, collaboration, Product Development and range presentations, sourcing and timely deliveries, innovations in the market.
Business Partners/ Associates	No	Vendor meets, virtual modes such as email, telephone and video conference	Need- Based, Real Time	The key areas of interest for the Vendors are: Timely payments, collaboration, Product Development and range presentations, sourcing and timely deliveries, innovations in the market.

Leadership Indicators

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

The Board of Directors (BOD) through its various committees obtains feedback as well as oversees the implementation of ESG initiatives and performance.

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, with the help of the various inputs from the Board of Directors, social workers, employees and customers the company CSR team identifies the needy and underservice areas for initiating health or education or protection of monuments, enhancement of skills or education aids. This encourages the participation of stakeholders

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

The CSR initiative of the company has helped children from economically challenged backgrounds to pursue higher education, and have successfully diagnosed and treated patients in under-privileged areas, under medical assistance. As a part of the company's CSR initiatives, beneficiaries include economically vulnerable, underprivileged and socially marginalized populations.

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	FY25			FY24		
	Total (A)	No. of employees covered (B)	% (B/A)	Total (C)	No. of employees covered (D)	% (D/C)
EMPLOYEES						
Permanent	348	348	100%	372	372	100%
Other than permanent	81	81	100%	82	82	100%
Total Employees	429	429	100%	454	454	100%
WORKERS						
Permanent	386	386	100%	413	413	100%
Other than permanent	4	4	100%	0	0	0
Total Employees	390	390	100%	413	413	100%

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

Category	FY25					FY24				
	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	348	0	0%	348	100%	372	0	0%	372	100%
Male	305	0	0%	305	100%	319	0	0%	319	100%
Female	43	0	0%	43	100%	53	0	0%	53	100%
Other than Permanent	81	0	0%	81	100%	82	0	0%	82	100%
Male	49	0	0%	49	100%	61	0	0%	61	100%
Female	32	0	0%	32	100%	21	0	0%	21	100%
WORKERS										
Permanent	386	211	54.66%	175	45.34%	413	259	62.71%	154	37.29%
Male	384	211	54.95%	173	45.05%	413	259	62.71%	154	37.29%
Female	2	0	0%	2	100%	0	0	0	0	0
Other than Permanent	4	0	%	4	100%	0	0	0	0	0
Male	4	0	0%	4	100%	0	0	0	0	0
Female	0	0	0%	0	0%	0	0	0	0	0

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)	Number	Median remuneration/ salary/ wages of respective category (In Lakhs)
Board of Directors (BoD) (Whole-time directors)	3	1128.72	1	21.57
Key Managerial Personnel (other than BoD)	2	54.40	0	0
Employees other than BoD and KMP	471	2052.01	109	365.81
Workers	427	725.62	2	4.65

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)

The designated Human Resources Officer, assigned premises-wise, is accountable for identifying, addressing, and resolving any human rights issues arising from, or contributed to, by the company's operations. All such matters must be promptly reported to the Director – Human Resources to ensure appropriate action and to foster a healthy, safe, and inclusive working environment. This reflects the company's ongoing commitment to responsible business conduct and respect for human rights across all levels of operation.

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

The Company is committed to upholding human rights and ensuring a fair, inclusive, and harassment-free workplace. Internal mechanisms include a well-defined Code of Conduct, a Whistleblower Policy, and an Anti-Discrimination Framework to address grievances related to human rights. A dedicated Internal Complaints Committee (ICC) is in place to handle sexual harassment cases as per statutory requirements. All grievances are addressed through structured, time-bound procedures to ensure transparency, accountability, and prompt resolution.

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

	FY25			FY24		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
Discrimination at workplace	NIL	NIL	NIL	NIL	NIL	NIL
Child Labour	NIL	NIL	NIL	NIL	NIL	NIL
Forced Labour/ Involuntary Labour	NIL	NIL	NIL	NIL	NIL	NIL
Wages	NIL	NIL	NIL	NIL	NIL	NIL
Other human rights related issues	NIL	NIL	NIL	NIL	NIL	NIL

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

The Company has robust safeguards in place to protect complainants from any adverse consequences arising from discrimination or harassment complaints. All grievance redressal and whistleblower processes are conducted with strict confidentiality to ensure non-retaliation. Under the POSH policy, the complainant is fully protected against any form of victimization or reprisal. The Internal Complaints Committee (ICC) is empowered to take disciplinary action against individuals, if found guilty of retaliation or misconduct.

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

Yes. Human rights obligations are embedded into the company's routine operations. This includes enforcing measures against forced labour, child labour, and sexual harassment prevention. The company has implemented policies designed to address and control human rights issues.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	In line with our commitment to responsible business conduct, detailed evaluations were conducted during the reporting year to assess compliance with key labour and human rights principles. These assessments focused on timely and accurate wage payments, workplace equality, and the protection of employee dignity.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	No adverse findings were recorded in relation to wage delays, underpayment, or labour rights violations. Additionally, no formal complaints of sexual harassment or discriminatory conduct were reported, indicating a positive and respectful workplace culture.

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

In alignment with the company's unwavering commitment to maintaining safe, healthy, and dignified working conditions, the assessment of human rights-related matters across operations revealed no significant breaches, systemic risks, or areas of material concern during the reporting period.

Leadership Indicators
1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

The company did not encounter any human rights-related grievances or incidents during the reporting year. However, recognising the importance of prevention, it remains committed to strengthening mechanisms to identify emerging risks and ensure early intervention. Suppliers and contractors are regularly sensitised to promote a culture of human rights compliance throughout the supply chain.

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

Although no human rights-related grievances were reported during the year and formal due diligence was not triggered, the company remains committed to upholding human rights across all levels of its operations. Both Internal and External did comprehensive assessment of employment practices and adherence to labour regulations.

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 premises and offices are accessible to people with disabilities, as required by the Rights of Persons with Disabilities Act of 2016. The company has meticulously implemented a variety of steps to ensure accessibility, safety, and convenience for people with disabilities in all of its new offices and facilities.

4. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	During the year, we have sensitized our value chain partner by having several meetings and ensuring that they adhering to the compliances required to be done, as per the relevant provision of all the requisite Acts. Further, we received confirmation from 86.80% of our Value chain partner by way of certificate signed by them.
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.

With a focus on offering safe and healthy working conditions across the organization, the evaluation of human rights-related challenges indicated no substantial issues or risks.

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	FY24-25	FY23-24
	TJ	TJ
Total electricity consumption (A)	0.0	0.00
Total fuel consumption (B)	0.0	0.00
Energy consumption through other sources (C)	41983382	52723840.00
Total energy consumption(A+B+C)	41983382	52723840.00
Energy intensity per rupee of turnover (Total energy consumption/turnover in Rupees)	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Currently, the company does not have formal partnerships with recognized carbon and sustainability institutions.

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:

Parameter	FY (2024-25)	PY (2023-24)
Water withdrawal by source (in kilolitres)		
(i) Surface water	nil	Nil
(ii) Groundwater	173000.00	165000.00
(iii) Third party water	nil	Nil
(iv) Seawater / desalinated water	nil	Nil
(v) Others	18000	12000.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	191000	177000.00
Total volume of water consumption (in kilolitres)	191000	177000.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	nil	0.0000096623
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	nil	Nil
(Total water consumption / Revenue from operations adjusted for PPP)		
Water intensity in terms of physical output	nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

No.

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

No.

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

Whether air emissions (other than GHG emissions) by the entity is applicable to the company?		yes	
Parameter	Unit	FY2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
NOx	Parts Per Million (PPM)	265.70	270.30
Sox	mg/m3	29.40	30.30
Particulate matter (PM)	mg/m3	41.30	42.70

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, sukriti industrial testing lab.

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

Yes, in alignment with our commitment to reducing greenhouse gas (GHG) emissions, the company has implemented several environmentally responsible and energy-efficient measures. These include the deployment of battery-operated material handling equipment to replace conventional fuel-based systems and the successful installation of a 2.17 MWP solar power plant, which significantly contributes to meeting our operational energy needs through renewable sources.

As a result of these initiatives, the company has recorded a measurable reduction in the consumption of traditional hydroelectric power. In addition, diesel generator (DG) sets at our facilities are maintained in strict compliance with the emission and noise control standards prescribed by the CPCB.

Our energy conservation strategy also involves the phased replacement of fluorescent lamps with energy-efficient LED lighting across production and utility areas. The architectural design of our shaft floors has been optimized to allow maximum natural daylight, thereby reducing reliance on artificial lighting during daytime hours.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	N/a	NA
E-waste (B)	.24	0.91
Bio-medical waste (C)	N/a	NA
Construction and demolition waste (D)	750	2000
Battery waste (E)	N/a	NA
Radioactive waste (F)	N/a	NA
Other Hazardous waste. Please specify, if any. (G)	1.22	2.40
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) - MIXED WASTE	350	250
Total (A+B + C + D + E + F + G + H)	1101.46	2253.31
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	350	250
(ii) Re-used	N/a	NA
(iii) Other recovery operations	N/a	NA
Total	350	250

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

No, the assessment is not done by any external agency.

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

Not applicable.

9. 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

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

Not applicable

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

Yes.

Leadership Indicators
1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):

Not applicable.

1	Name of the area	-	
2	Nature of operations	-	
3	Water withdrawal, consumption and discharge in the following format:		
	Parameter	FY (2024-25)	PY (2023-24)
	Water withdrawal by source (in kilolitres)		
	(i) Surface water	-	-
	(ii) Groundwater	-	-
	(iii) Third party water	-	-
	(iv) Seawater / desalinated water	-	-
	(v) Others	-	-
	Total volume of water withdrawal (in kilolitres)	-	-
	Total volume of water consumption (in kilolitres)	-	-
	Water intensity per rupee of turnover (Water consumed / turnover)	-	-
	Water intensity (optional) – the relevant metric may be selected by the entity	-	-
	Water discharge by destination and level of treatment (in kilolitres)		
	(i) Into Surface water		
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(ii) Into Groundwater		
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(iii) Into Seawater		
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(iv) Sent to third-parties		
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	(v) Others		
	No treatment	-	-
	With treatment – please specify level of treatment	-	-
	Total water discharged (in kilolitres)	-	-

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

Not Applicable

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

Parameter	Unit	FY2024-25 (Current Financial Year)	FY2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	NA	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	NA	NA	NA

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

Not applicable.

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

As such, there are no significant direct or indirect impacts on biodiversity attributable to our operations in these zones.

Nevertheless, as part of our commitment to environmental responsibility, the company has instituted robust preventive measures to minimize any potential ecological footprint. These include:

- Adherence to applicable environmental regulations
- Controlled waste management practices
- Emission compliance (e.g., CPCB norms for DG sets)
- Use of energy-efficient and non-polluting equipment (e.g., battery-operated material handling systems)
- Promotion of green infrastructure and natural light optimization in facility design

Should any future operations intersect with ecologically sensitive areas, we are prepared to conduct detailed environmental assessments and implement appropriate biodiversity protection and remediation measures.

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:

The company has implemented several initiatives to enhance resource efficiency and reduce environmental impact. These include the installation of a 2.17 MWP solar power system, deployment of battery-operated material handling equipment, and replacement of conventional lighting with energy-efficient LEDs. Architectural features like shaft floors have been designed to optimize natural daylight, reducing the need for artificial lighting. All DG sets comply with CPCB norms, and structured waste management ensures proper segregation and disposal. Rainwater harvesting systems have also been introduced to support water conservation. These measures reflect the company's commitment to sustainable and responsible operations.

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

Recognizing the importance of operational resilience, the company has formulated strategies to ensure the continuity of critical business functions during unforeseen disruptions. The plan emphasizes preparedness, timely response, and effective recovery, supported by regular mock drills, employee training, and secure data backup systems. It addresses potential risks such as natural calamities, system failures, and supply chain disruptions, and is reviewed periodically to ensure ongoing relevance and compliance. All operating halls are secured with internal locking systems to ensure safety without hindering emergency protocols. Exit passages are clearly marked, well-lit, and regularly maintained to remain unobstructed, allowing for quick and safe evacuation when required.

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?

We have yet to examine the environmental impacts resulting from the entity's value chain activities. However, we have taken initiatives in this regard. We have sensitized our value chain partners for uplifting the spirit of environment.

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

Not applicable. However, we have started sensitization program for the value chain partner in this regard.

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.

Four

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/International)
1.	Confederation of Indian Footwear Industries	International
2.	Retailer Association of India	International
3.	Council of Leather Exports	International
4.	Noida Entrepreneurs Association	National
5.	Confederation of Indian Industry (CII)	International (In process)

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.

Not applicable

Leadership Indicators

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

Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

The company has not conducted any social impact assessment under (SIA). However, we recognize the importance of social impact assessment in understanding and addressing the potential social implications of social impact assessment.

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

Not applicable

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

We as a sincere corporate citizen always endeavours to develop mechanism to receive and redress grievances of employees, customers or other stakeholders. The company is dedicated to achieving sustained success by delivering value that serves both shareholders and society. RTL is resolute in its conviction that generating value for both shareholders and the wider community is the cornerstone of enduring success. Post-demergence, RTL has bolstered

its systems to enhance this focus. The company's CSR programs is building a strong rapport with community, with the program team engaging diligently with stakeholders through precisely coordinated feedback sessions, ensuring that their concerns are swiftly and effectively addressed. To ensure swift resolution of issues, RTL has established a robust Vigilance and Whistleblower Mechanism. This mechanism empowers stakeholders to openly express their concerns. Submissions can be made via email to compliance@redtapeindia.com and customercare@redtapeindia.com. Furthermore, the company recognizes that the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, provides another significant avenue for an aggrieved individual to file a written complaint. This policy was developed and made available on the company's official website to ensure transparency and accessibility.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	36.71%	9.92%
Sourced directly from within the district and neighboring districts	1.33%	2.65%

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:

Not Applicable. Since our company is not limited to any specific area whenever CSR Committee will consider for any CSR Project in these aspirational districts thereafter necessary efforts will be made for the same.

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

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not Applicable

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

There has been no reported instance of deriving or sharing such IPs based on traditional knowledge.

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Arunodya Charitable Trust	4800	70%
2.	National Apprenticeship Promotion Scheme	418	100.00%
3.	Initiative for learning and motivation (ILM) Trust	140	100.00%

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

During the year under review, the company offers multiple channels for engagement, including online service requests, a toll-free number, and an email ID. These channels allow customers to voice their complaints and provide feedback easily. Also identified the area for the improvement.

Customer feedback, questions, and complaints are managed transparently and promptly. Resolutions to complaints are communicated through the contact number or email used in the initial correspondence with a newly onboarded customer. The company has implemented a robust complaint management system where every customer issue is recorded and resolved within a defined timeframe.

The mechanisms to receive and respond to consumer complaints and feedback include:

- Toll-Free Number: +91 7836850000
- Dedicated Email: customercare@redtapeindia.com
- Dedicated section's on Company's website.

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	0.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	30%

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

	FY2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	N.A	Nil	Nil	N.A
Advertising	Nil	Nil	N.A	Nil	Nil	N.A
Cyber-security	Nil	Nil	N.A	Nil	Nil	N.A
Delivery of Essential Services						
Restrictive Trade Practices	Nil	Nil	N.A	Nil	Nil	N.A
Unfair Trade Practices	Nil	Nil	N.A	Nil	Nil	N.A
Others						

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

Not applicable, no such issue occurred

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

Yes, <https://redtape.com/pages/privacy-policy>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not applicable.

Leadership Indicators

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

<https://about.redtape.com/>

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

The company proactively educates consumers on the safe and responsible usage of its products through various communications. During visits by company personnel, detailed process explanations are provided to ensure consumers understand the best practices.

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

- Customers are notified verbally, as well as through emails and phone calls, in the event of any disruption or potential disruption in service.
- In cases of service stoppages, customers are informed of the expected delays, interruptions, or holidays.
- Major events are communicated through press releases issued to the stock exchanges, if required.

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

Yes, the Company ensures that all information required by applicable laws and regulations is prominently displayed on its products. Additionally, the company periodically engages with customers to assess their satisfaction and understand their expectations, as and when required.

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

- a. **Number of instances of data breaches along-with impact:** Nil
- b. **Percentage of data breaches involving personally identifiable information of customers:** Nil