



Ref. No. CS/S/L-891/2025-26

4th July, 2025

<p>To: The Listing Department NATIONAL STOCK EXCHANGE OF INDIA LIMITED "Exchange Plaza" Bandra-Kurla Complex Bandra (E), Mumbai – 400 051 Scrip Code: VMART Fax: 022-26598120 Email: cmlist@nse.co.in</p>	<p>To: The Corporate Relationship Department THE BSE LTD Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 Scrip Code: 534976 Fax: 022-22723121 Email: corp.relations@bseindia.com</p>
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Sub: Business Responsibility and Sustainability Report - Annual Report FY 2024-25

Dear Sir/Madam,

Pursuant to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements), Regulations, 2015, please find enclosed the extract of the Business Responsibility and Sustainability Report (BRSR) which forms part of the Integrated Annual Report for FY 2024-25.

The aforesaid document along with the Annual Report and Notice of 23rd Annual General Meeting are available on the website of the Company at www.vmart.co.in.

We request you to kindly take the above information on record.

Thanking you,

**Your Truly
For V-Mart Retail Limited**

**Megha Tandon
Company Secretary & Compliance Officer**

Encl: As above

V-MART RETAIL LTD.

CIN- L51909DL2002PLC163727

Corporate Office : Plot No. 862, Udyog Vihar, Industrial Area Phase V, Gurgaon - 122 016 (Haryana)
Tel. : 0124-4640030, Fax No. : 0124-4640046 Email : info@vmart.co.in Website : www.vmart.co.in
Registered Office : 610-611, Guru Ram Dass Nagar, Main Market, Opp. SBI Bank, Laxmi Nagar, New Delhi - 110092

Business Responsibility & Sustainability Report



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[under Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015]

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L51909DL2002PLC163727
2	Name of Listed Entity	V-MART RETAIL LIMITED
3	Year of Incorporation	2002
4	Registered Office Address	610-611, Guru Ram Dass Nagar, Main Market, Opp. SBI Bank, Laxmi Nagar, East Delhi, New Delhi -110092, India
5	Corporate Address	Plot No.-862, Udyog Vihar, Industrial Area, Phase-V Gurugram - 122016, Haryana, India
6	E-Mail	cs@vmart.co.in
7	Telephone	+ 0124 4640030
8	Website	www.vmart.co.in
9	Financial year for which reporting is being done	Financial Year 2024-25 (April 01, 2024 to March 31, 2025)
10	Name of the Stock Exchange(s) where shares are listed	NSE (National Stock Exchange of India Limited) and BSE Limited (formerly Bombay Stock Exchange)
11	Paid-up Capital	₹19,79,95,410 (Nineteen Crores Seventy-Nine Lakhs Ninety- Five Thousand Four Hundred and Ten Rupees Only)
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Megha Tandon, Company Secretary and Compliance Officer E-mail: cs@vmart.co.in Phone No.: + 0124-4640030, + 0124-4640046
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 and pertain only to V-Mart Retail Limited.
14	Name of Assurance Provider	Not Applicable
15	Type of Assurance Obtained	Not Applicable

II. Products/services

16. Details of Business Activities (accounting for 90% of the Turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Retail Trade	Apparel	79%
		Non-Apparel	10%
		Retail Trading of FMCG	11%

Further details are provided in the Integrated Annual Report's Management Discussion and Analysis section.

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

S. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Apparel	47711	79%
2.	Non-Apparel	47711	10%
3.	Retail Trading of FMCG	47110	11%

III. Operations

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

Location	Number of plants*	Number of Stores	Number of Offices**	Total
National	0	497 (309 Cities)	9	506
International	-	-	-	-

* The Company has retail stores and does not undertake any manufacturing activity

** It includes offices and warehouses

19 Markets served by the Entity

a. Number of Locations



Locations	Number
National (No. of States)	27 States
International (No. of Countries)	-

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

Not Applicable, as the Company does not export any Goods or Services.

c. A brief on types of customers: -

We primarily serve aspiring middle-class customers living in Tier 2 and Tier 3 towns across India, mainly through our physical retail stores under the V-Mart and Unlimited brands. Our core focus is on fashion apparel, which accounts for 80% of our business, while the remaining portion supports additional fashion and home-related needs of the same customer base.

IV. Employees

20. Details at the end of the 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)	10,912	8,171	75%	2,741	25%
2	Other than Permanent (E)	1,273	845	66%	428	34%
3	Total employees (D + E)	12,185	9,016	74%	3,169	26%
WORKERS						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	Total workers (F + G)	NA	NA	NA	NA	NA

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)	214	165	77%	49	23%
2	Other than Permanent (E)	41	35	85%	6	15%
3	Total Differently Abled Employees (D + E)	255	200	78%	55	22%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)					
5	Other than Permanent (G)			NA		
6	Total Differently Abled Workers (F + G)					



21. Participation/Inclusion/Representation of Women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	1	16.67%
Key Managerial Personnel (inclusive of BOD)	4	1	25.00%





22 Turnover rate for permanent employees and workers

(Disclose trends of the past 3 years)

Particulars	F.Y. 2024-25 (Turnover rate in current FY)			F.Y. 2023-24 (Turnover rate in previous FY)			F.Y. 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	66%	57%	64%	71%	67%	70%	67%	62%	66%
Permanent Workers	NA								

Note: The company has computed the Voluntary & Non Voluntary Turnover

V. 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 (a)	Indicate whether holding/ subsidiary/ associate/ joint venture	No. Of shares held by listed entity	Does the entity indicate in the column a participant in the business responsibility initiatives of the listed entity? (Yes/ no)
-	NA			

Note: - As of 31.03.2025, the Company does not have any Holding, Subsidiary, Associate, and/or Joint Venture.

VI. CSR Details

24.

(i) Whether CSR is applicable as per Section 135 of Companies Act, 2013.	No*
(ii) Turnover (in Rs.)	Rs. 3,25,386 (Lakhs)
(iii) Net Worth (in Rs.)	Rs. 81,018 (Lakhs)

*The Company has voluntarily spent Rs. 13.34 Lakhs on CSR in the Financial Year 2024-25.

VII. Transparency and Disclosure Compliances

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

Stakeholders group from whom complaint is received	Grievance Redressal Mechanism in place (yes/ no) (If yes, then provide the web link for grievance redressal policy)	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
		Number of Complaints filed during the year	Number of Complaints pending resolution at the close of the year	Remarks	Number of Complaints filed during the year	Number of Complaints pending resolution at the close of the year	Remarks
Communities	Yes https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf	17	0	-	3	1	Complaints resolved by 15th May 2024
Investors (other than Shareholders)	Yes https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf	0	0	NA	0	0	-
Shareholders	Yes, https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf and https://vmart.co.in/wp-content/uploads/Stakeholder-Engagement-Policy.pdf	0	0	NA	1	0	-



Stakeholders group from whom complaint is received	Grievance Redressal Mechanism in place (yes/ no) (If yes, then provide the web link for grievance redressal policy)	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
		Number of Complaints filed during the year	Number of Complaints pending resolution at the close of the year	Remarks	Number of Complaints filed during the year	Number of Complaints pending resolution at the close of the year	Remarks
Employees and Workers	Yes, https://vmart.co.in/wp-content/uploads/Stakeholder-Engagement-Policy.pdf https://vmart.co.in/contact/	239	2	Pending complaints are under review	104	5	Complaints resolved by 15th May 2024
Customers	Yes, https://vmart.co.in/wp-content/uploads/Stakeholder-Engagement-Policy.pdf https://vmart.co.in/contact/	1,14,387	161	All pending complaints were resolved before the approval date of BRSR	57,028	17	Complaints resolved by 15th May 2024
Value chain partners	Yes, https://vmart.co.in/wp-content/uploads/Stakeholder-Engagement-Policy.pdf	37,949	401	376 pending complaints were resolved before the approval date of BRSR.	52,402	308	Complaints resolved by 15th May 2024
other (please specify)	-				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 and approach to adapt or mitigate the risk along with its financial implications as per the following format:

S. No.	Material issues 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	Climate Change, Energy efficiency and Reduction in emission.	R	Climate change is visible across the globe due to the effects of greenhouse gas (GHG) emissions. Rising temperatures are also causing global water levels to decline. Irregular weather patterns and adverse climate conditions may trigger supply shortages, disrupt logistics networks, and impact our operations. Resource availability—especially water—may face challenges, affecting our business and that of our value chain partners, potentially driving up operating costs. Supply chain disruptions from energy shortages or price fluctuations also pose risks to business continuity. Companies that continue to use outdated technologies may fall behind competitors who emphasize energy efficiency. At the same time, consumers are becoming increasingly aware of environmental concerns. They are showing a stronger preference for sustainable and eco-friendly products, influencing market trends and purchasing behavior.	We continued to reduce our carbon footprint by scaling solar energy generation (~5.7 lakh KWH annually), cutting CO ₂ emissions by over 52% through reduced usage of fossil fuels. Water reuse exceeded 10 lakh litres across stores and warehouses through RO and STP systems. To reduce paper consumption, e-registers were implemented across stores and all printed sheets are reused for utilization of other side. We reused 17 lakh cartons (~83% reuse rate) and eliminated 23 Lakh polybags. Real-time SOP audit alerts and digital escalation tools enhanced our compliance with climate-related standards and operational efficiency.	Negative





S. No.	Material issues 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)
2	Customer engagement & Satisfaction	O	Engaged customers tend to remain loyal, resulting in repeat purchases and favorable word-of-mouth promotion. Happy customers improve brand image and help boost sales. By focusing on customer experience, embracing digital innovations, and nurturing long-term relationships, companies can achieve a competitive advantage. Ultimately, customer-focused strategies fuel business growth and create meaningful, lasting bonds with consumers.	NA	Positive
3	Sustainable Packaging and Waste Management	R	Our products currently use plastic packaging. Reducing the use of virgin plastic, incorporating more recycled materials, and improving the recyclability of our packaging are essential for our long-term success. Unintentional non-compliance with current or upcoming regulations related to recycling and waste management could lead to legal penalties and harm our reputation.	We reused ~17 lakh cartons (~83% reuse rate) and removed 23 lakh polybags from pre-packs. Over 96,000 paper cups were eliminated by adopting reusable alternatives. E-registers replaced manual registers across stores, and warehouse paper was reused at the head office. STP-treated water supported daily reuse. Vendor sensitisation on sustainable packaging and recycling was also scaled up.	Negative
4	Health and Safety of People	R	The well-being of our employees is a top priority. Failing to address it can result in reduced productivity and higher operational costs.	We prioritised workplace safety through regular fire and medical emergency drills, maintained first aid kits at all stores, and continued safety training for employees and contractors. Over 99% of employees were covered under human rights and safety training. Awareness campaigns were run on fire safety, road safety, and emergency protocols across locations.	Negative
5	Business Ethics and Corporate Governance	O	Strong corporate governance practices enhance investor confidence, strengthen brand reputation, and help mitigate risks.	NA	Positive
6	Business Continuity	R	Ensuring business continuity is vital for the long-term sustainability of any organization. Through proactive planning for possible disruptions, businesses can reduce risks, uphold operational resilience, and strengthen customer trust. Key elements of sustainable practices include legal compliance, financial stability, effective supply chain management, and employee well-being. In the long run, a strong focus on business continuity supports brand reputation and offers a competitive edge.	The Company has a comprehensive Business Continuity Plan (BCP) covering People, Facilities, and Critical IT Infrastructure. Disaster Recovery (DR) sites are established and periodically tested to ensure seamless operations during disruptions. Our policies and training programs equip retail staff, managers, and leaders with the necessary skills and safety practices to respond effectively to unforeseen events and maintain continuity.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1 (A) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCS. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(B) Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
(C) *Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
2 Whether the entity has translated the policy into procedures. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3 Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4 Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.						NA			
5 Specific commitments, goals, and targets are set by the entity with defined timelines if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6 Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	The performance against the set targets undertaken for ESG has been published in the ESG Commitment section forming part of the Integrated Annual Report 2025								

*Website Links of the Policies which are covering each principle and its core elements of the NGRBCs

- (a) V-Mart Ethical Policy
<https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>
- (b) V-Mart Whistler Blower Policy
<http://vmart.co.in/wp-content/uploads/2023/07/Whistle-Blower-Policy.pdf>
- (c) Code of Conduct for Director and Senior Management
https://vmart.co.in/wp-content/uploads/V-Mart_Code-of-Conduct-for-Directors-SMPs_May-2024.pdf
- (d) V-Mart Environmental, Health and Safety Policy
http://vmart.co.in/wp-content/uploads/2022/09/Environmental_Health_Safety_Policy_1.pdf
- (e) V-Mart Human Right Policy
http://vmart.co.in/wp-content/uploads/2022/09/Human_rights_Policy.pdf
- (f) Prevention of Sexual Harassment Policy
<http://vmart.co.in/wp-content/uploads/2023/07/Prevention-of-Sexual-Harassment-Policy.pdf>
- (g) V-Mart CSR Policy
<http://vmart.co.in/wp-content/uploads/2022/09/CSR-Policy.pdf>





- (h) V-Mart Stakeholders Engagement
http://vmart.co.in/wp-content/uploads/2022/09/V_mart_-_stakeholder_engagement.pdf
- (i) V-Mart Delivering value to Customers
http://vmart.co.in/wp-content/uploads/2022/09/V_mart_-_Delivering_value_to_customers.pdf
- (j) V-Mart Public Influencing & Regulatory Policy
<https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Public-Influencing-Regulatory-Policy.pdf>
- (k) V-Mart Policy on Sustainable Sourcing
http://vmart.co.in/wp-content/uploads/2022/09/Sustainable_Sourcing.pdf
- (l) V-Mart Policy on investor grievance redressal Policy
http://vmart.co.in/wp-content/uploads/2022/09/Investor_grievance_redressal_Policy_2_1.pdf
- (m) V-Mart Fraud Prevention and Reporting Policy
<https://vmart.co.in/wp-content/uploads/V-Mart-Fraud-Prevention-Reporting-Policy-Final.pdf.pdf>
- (n) V-Mart Preservation of the Documents Policy
<https://vmart.co.in/wp-content/uploads/2022/09/V-MartPreservationPolicy.pdf>
- (o) V-Mart Archival Policy
<https://vmart.co.in/wp-content/uploads/2022/09/V-Mart-Archival-Policy.pdf>
- (p) V-Mart Materiality Policy
<https://vmart.co.in/wp-content/uploads/2023/08/Materilatiy-Policy.pdf>
- (q) Dividend Distribution Policy
<https://vmart.co.in/wp-content/uploads/2023/07/Dividend-Distribtion-Policy-1.pdf>
- (r) Related Party Transaction Policy
<https://vmart.co.in/wp-content/uploads/2023/07/Related-Party-Transaction-Policy.pdf>
- (s) Enterprise Risk Management Policy
<https://vmart.co.in/wp-content/uploads/VMart-Enterprise-Risk-Management-Policy.pdf>
- (t) V-Mart Code of Conduct on Insider Trading
<https://vmart.co.in/wp-content/uploads/Insider-Trading-Code-of-Conduct.pdf>

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):

Our company is committed to upholding the highest standards of ethics, responsibility, transparency, and sustainability in all our operations. We aim to surpass societal and governmental expectations while prioritizing the interests of our stakeholders. Although we do not have manufacturing facilities, we remain dedicated to making a positive environmental impact through our initiatives. Key focus areas include energy efficiency, waste management, water conservation, sustainable supply chains, and eco-friendly practices. Our clearly defined ESG goals serve as the foundation for our sustainable business model. We take a responsible approach to using natural resources, minimizing environmental impact, and ensuring the long-term sustainability of our business while protecting the ecosystem for future generations. By embedding sustainability into our core values, we strive to lead by example and contribute to a more sustainable world.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policy (ies):

S. No.	Particulars	Detail
1	DIN Number, if applicable	00900900
2	Name	Mr. Lalit Agarwal
3	Designation	Managing Director
4	Telephone No.	0124-4640030
5	E-Mail id.	cs@vmart.co.in

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, Directors and Senior Leadership Team continuously monitor various aspects of Environmental, Social & Governance responsibilities, with key sustainability decisions handled by the Stakeholders Relationship Committee, chaired by Ms. Shweta Kumar, an Independent Director.

10. Details of review of NGBRCs by the company: -

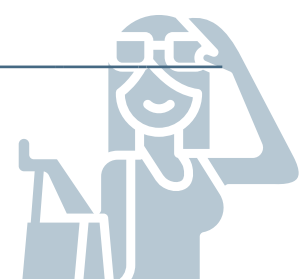
Subject for Review	Indicate whether review was undertaken by the Director/ Committee of the Board/ any other committee									Frequency (Annually/Half-yearly/ Quarterly/ any other- please specify)										
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9		
Performance against the above policies and follow-up action										Board										The policies are reviewed periodically as per the requirements.
Compliance with statutory requirements of relevance to the principles and the rectification of any non-compliances										Board										Quarterly

11.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	Has the entity carrying out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									

12. If the answer to question (1) above is "No", i.e., not all Principles are covered by a policy, reasons to be stated: -

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
	The entity does not consider the principles material to its business (Yes/No) The entity is not at a stage where it is able to formulate and implement the policies on specified principles (Yes/No) The entity does not have the financial or/human and technical resources available for the task (Yes/No) It is planned to be done in the next financial year (Yes/No) Any other reason (please specify)									



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 programme on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under training and their impact	% of person in respective category covered by the awareness programmes
Board of Directors	9	During the year, the Board of Directors and Key Managerial Personnels of the Company invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy & environmental, social and governance parameters.	100%
Key Managerial Personnel	9	During the year, the Board of Directors and Key Managerial Personnels of the Company invested time on various updates comprising matters relating to an array of issues pertaining to the business, regulations, economy & environmental, social and governance parameters.	100%
Employees other than BOD and KMPs	3	Code of Conduct, Company Values & POSH	100%
Workers		NA	

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

Monetary					
	NGRBC principle	Name of the regulatory/enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal been preferred? (yes/no)
Penalty/ Fine	1	Labour Court, Shahjahanpur, UP	31,35,865	Received an order passed by labour court for payment of Rs. 31,35,865/- based on a complaint filed by an ex-employee of V-Mart	Yes, Recall Application has been filed against this order
Penalty/ Fine	1	National Faceless Assessment Centre	35,76,558	Deviation in income reporting for the Assessment Year 2012-13.	The Company has filed an appeal before Commissioner of Income Tax (Appeals)
Penalty/ Fine	1	National Faceless Assessment Centre	37,53,854	Deviation in income reporting for the Assessment Year 2017-18, reflecting the variance in the amount claimed with the amount assessed by the IT Department	The Company has filed an appeal before Commissioner of Income Tax (Appeals)
Penalty/ Fine	1	State Tax Officer, Bardhaman Charge (West Bengal, Commercial Taxes)	35,09,697	Request for payment of entry tax along with interest and late fee etc of Rs. 35.09 Lakhs as per law and reason is “it was under proceeding with Hon’ble Division Bench of High Court at Calcutta”	The Company will file an appeal to the appellate authority
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary					
	NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in Rs.)	Brief of the case	Has an appeal been preferred (yes/no)
Imprisonment	Nil	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil	Nil

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

Case detail	Name of regulatory/ enforcement agencies/ judicial institutions
Received an order passed by labour court for payment of Rs. 31,35,865/- based on a complaint filed by an ex-employee of V-Mart	Labour Court, Shahjahanpur, UP
Deviation in income reporting for the Assessment Year 2012-13.	National Faceless Assessment Centre
Deviation in income reporting for the Assessment Year 2017-18, reflecting the variance in the amount claimed with the amount assessed by the IT Department	National Faceless Assessment Centre

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, V-Mart's Code of Conduct and Ethics Policy establishes strict guidelines on anti-corruption and anti-bribery practices. We are fully committed to adhering to all relevant laws and regulations in every operational jurisdiction.

At V-Mart, Integrity and ethics are paramount. With a steadfast zero-tolerance for corruption and bribery, we ensure continuous compliance by regularly communicating our core policies, including Code of Conduct, Anti-Corruption, Anti-Bribery, and Gift guidelines, across the organization.

Additionally, this policy applies comprehensively to all individuals acting on our behalf—employees, officers, directors, agents, vendors, consultants, and other third parties—reinforcing our dedication to ethical conduct, legal compliance, and the prevention of all forms of bribery and corruption.

The web link of the detailed policies disseminated on the website are as follows:

V-Mart's Ethics Policy: (<https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>).

V-Mart's Fraud Prevention & Reporting Policy: <https://vmart.co.in/wp-content/uploads/2023/09/V-Mart-Fraud-Prevention-Reporting-Policy.pdf>

*Note: The Company's Anti-Bribery Policy is encompassed within its comprehensive Ethics Policy and Anti-Corruption policy is encompassed within its comprehensive Fraud Prevention & Reporting policy.

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

	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

Note: No disciplinary action was taken against any Directors/ KMPs/ employees/ workers by any law enforcement agency for the charges of bribery/corruption.





6. Details of complaints about conflict of interest:

Particulars	FY-2024-25 Current Financial Year		FY-2023-24 Previous Financial Year	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No Complaints were received in relation to the issue of Conflict of Interest of Directors.	0	No Complaints were received in relation to the issue of Conflict of Interest of Directors.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs.	0	No Complaints were received in relation to the issue of Conflict of Interest of KMP.	0	No Complaints were received in relation to the issue of Conflict of Interest of KMP.

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, there were no cases of corruption or conflicts of interest which required action by regulators/ law enforcement agencies/judicial institutions during the reporting period.

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

Particulars	FY-2024-25 (Current Financial Year)	FY-2023-24 (Previous Financial Year)
Number of days of accounts payables	89*	93

*Number of days of account payable= Avg. Trade Payable for goods/ Purchases*365

9. Open-ness of business provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25* (Current Financial Year)	FY 23-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	35%	38%
	b. Number of trading houses where purchases are made from	1224	1579
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	77%	8%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0	0
	b. Number of dealers / distributors to whom sales are made	0	0
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0	0
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0	0
	b. Sales (Sales to related parties / Total Sales)	0	0
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	0	0

*Calculation has been made with reference to the industry standards on reporting of BRSR Core issued by SEBI dated 20th Dec, 2024

LEADERSHIP INDICATORS

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

Total numbers of awareness programmes held	Topic/Principle covered under the training	% of value chain partners covered (by value of Business done with such Partner) under the awareness programmes
5	<ul style="list-style-type: none"> ● Sedex Compliance Overview ● Utilization of Sustainable Raw Materials ● Implementation of ETP and CETP Systems in Dyeing and Printing Units ● Introduction to Factory Compliance Standards: OEKO-TEX, SA8000, ECOCERT, and ZDHC ● Waste Management and Recycling Initiatives ● Incorporation of Recycled Materials in Apparel Production ● Reduction of Polythene Usage and Adoption of Taffeta Labels as Eco-Friendly Alternatives to Paper and Plastic Tags ● Benefits of a Green Supply Chain in Promoting Sustainable Practices 	52%

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.

- 1) Yes, each director of the company is required to disclose any concerns or interests in other companies, bodies corporate, firms, or associations of individuals, including any changes to their shareholding, in the manner prescribed.

Additionally, any director who has, whether directly or indirectly, an interest in a contract or arrangement being entered into with:

- (a) A body corporate where the director, or the director along with any other director, holds more than two percent of the shareholding or is a promoter, manager, or CEO, or
- (b) A firm or other entity where the director is a partner, owner, or member, must disclose the nature of their concern or interest at the board meeting discussing the contract or arrangement. Such directors do not participate in the discussion of these matters.

These details are recorded in a register, as required under the Companies Act, 2013 and are presented to the board for acknowledgment.

- 2) The company has established various parameters for identifying potential conflicts of interest in its Code of Conduct. The process for managing or avoiding conflicts of interest is outlined in V-Mart's Ethics Policy, which is available on the company's website.

PRINCIPLE 2

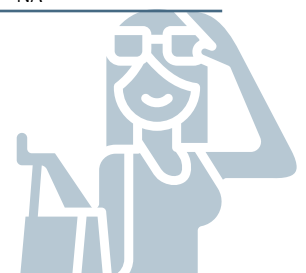
BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

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

	Current Financial Year 2024-25	Previous Financial Year 2023-24	Details of improvements in Environmental and Social impacts
R&D	0	0	NA
Capex	0	0.3%	NA

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes
- b. If yes, what percentage of inputs were sourced sustainably?
50%





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.

Our company is fully dedicated to sustainability, with the aim of becoming a leader in the sustainable fashion sector and generating value for all stakeholders. Sustainability is at the core of every decision we make across our business ecosystem.

We prioritise sustainable sourcing, eco-friendly operations, responsible packaging, optimized poly bags, and eco-conscious dyeing methods. A key initiative involves reducing water usage in denim production. Every product meets at least one sustainable attribute, underscoring our persistent commitment to making a positive environmental and societal difference.

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. 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.

No, Since the Company is engaged in the Retail Industry, the Extended Producer Responsibility does not apply to the Company.

LEADERSHIP INDICATOR

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

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

The Company is not into manufacturing. Hence no LCA was conducted. However, the Company actively mitigates its operational carbon footprint, predominantly from in-store energy consumption, through ongoing initiatives.

2. If there are any significant social or environmental concerns and/or risks arising from the 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.

Name of Product/ Service	Description of Risk/Concern	Action Taken
Carton dispatched from the vendors to warehouse	Shrink wrapping and excess carton waste	Reused ~17 lakh cartons (~83% reuse rate), reducing new carton consumption and shrink-wrap use.
Plastic Polybags	High plastic consumption; non-biodegradable packaging	Reduced polybag usage by 23 Lakh units, avoiding ~15 MT CO ₂ emissions.
Fuel Consumption	Emissions from diesel generators and logistics	DG use reduced; process improvements via PTL/PNA restructuring improved efficiency.
Water	Wastewater discharge from RO and STP	Reused 2.64 lakh litres RO water for cleaning; STP recycles 40,000 litres/day for non-potable use.
Paper	Excessive usage of paper in registers and disposables	Implemented E-registers at all stores; warehouse paper reused; 96,000 paper cups eliminated.
Electricity Use	Carbon emissions from conventional energy sources	Installed 700 kWp solar at warehouse; 734% rise in renewable energy; 52% CO ₂ emissions cut.

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

Indicate Input Material	Recycled or reused input material to total material	
	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
-	-	-

The Company is in the retail business and trading of goods; there is no hazardous waste generation and minimal scrap waste which is recyclable.

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

Particulars	FY-2024-25 Current Financial Year			FY-2023-24 Previous Financial Year		
	Re-used	Re-cycled	Safely Disposal	Re-used	Re-cycled	Safely Disposal
Plastic (including packaging)	0	0	14	0	5	0
E-Waste	0	0	0	0	8	0
Hazardous Waste	0	0	0	0	0	0
Other Waste	1,701	0	805	910	659	0

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

Indicate the product category	Reclaimed products and their packaging material as % of total products sold by respective category
-	-

Refer to Principle 2 Q3 of essential indicators (The Company engages with agencies who recycle scrap material and evaluate evolving technology to recycle materials on an ongoing basis.)

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: -



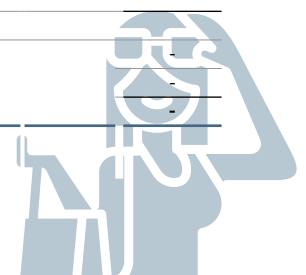
Category	% of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	8,171	8,171	100%	8,171	100%	-	-	1,581	19.35%	NA	NA
Female	2,741	2,741	100%	2,741	100%	2,741	100%	-	-	NA	NA
Total	10,912	10,912	100%	10,912	100%	2,741	100%	1,581	19.35%	NA	NA
Other than Permanent Employees											
Male	845	845	100%	845	100%	-	-	260	30.77%	NA	NA
Female	428	428	100%	428	100%	428	100%	-	-	NA	NA
Total	1,273	1,273	100%	1,273	100%	428	100%	260	30.77%	NA	NA

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



Category	% of Employees Covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Daycare Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Not Applicable because of no manufacturing facility.





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

	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.17%	0.20%

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



Benefits	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
	No. Of employees covered as a % of total employees	No. Of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. Of employees covered as a % of total employees	No. Of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	NA	YES	100	0	YES
Gratuity	100	NA	YES	100	0	YES
ESI	84	NA	YES	75	0	YES
Others-please specify	-	-	-	-	-	-

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, few stores are accessible for easy movement of differently abled people. All stores located in malls have elevators and infrastructure for Differently abled people.

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

Yes

If so, provide a web link to the policy.

The Company has in place a Code of Conduct for the workplace culture, which talks about equal opportunities in the following manner: -

- The Company believes in equal opportunity for all its employees.
- The Company strictly follows no discrimination on any ground, including caste, religion, marital status, gender, sexual orientation, age, disability, or any other category protected by applicable law.
- When recruiting, coaching, and promoting employees, decisions should be based solely on performance, merit, competence, and potential. The web link for the same is: <https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>

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

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	72%	0	0
Female	79%	61%	0	0
Total	87%	65%	0	0



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

	Yes/No (if yes, give detail of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	
Permanent Employees	Yes, details of the mechanism are given below
Other than Permanent Employees	

The Company has established an Ethics Committee, which is responsible for aligning workplace practices with the Code of Conduct. Employees may register their grievances anonymously or otherwise by getting in touch with Ethics Committee members or through mail at speakup@vmart.co.in.

7. Membership of employees and workers in association(s) or unions recognized by the listed entity:

Category	FY- 2024-25 Current Financial Year			FY- 2023-24 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	10,912	0	0	9,827	0	0
Male	8,171	0	0	7,348	0	0
Female	2,741	0	0	2,479	0	0
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees and workers:

Category	FY-2024-25 Current Financial Year					FY-2023-24 Previous Financial Year				
	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	9,016	9,016	100	8,914	99	8,153	8,153	100	7,974	98
Female	3,169	3,169	100	3,108	98	2,782	2,782	100	2,670	96
Total	12,185	12,185	100	12,022	99	10,935	10,935	100	10,644	97
Workers										
Male										
Female										
Total										0





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

Category	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	9,016	5,856	65	8,153	6,103	75
Female	3,169	1,871	59	2,782	1,995	71
Total	12,185	7,727	63	10,935	8,098	74
Workers						
Male						
Female						
Total						NA

10. Health and safety management system: -

- Whether an occupational health and safety management system has been implemented by the entity? (yes/ no/NA). If yes, the coverage of such a system?**
 Yes. V-Mart operates in the retail trading sector, and due to the nature of its business, there are no significant occupational health and safety risks. The company has established a clear policy with supporting processes to ensure the safety and well-being of its employees. Safety indicators, both lead and lag, are monitored by the Admin Team, in collaboration with the Internal Control team, and are reported to management on a case-by-case basis.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
 Admin Team, in support of the Internal control team of the company, has provided a structured approach throughout the organization to identify and assess work-related hazards
- Whether you have processes for workers to report the work-related hazards and remove themselves from such risks. (Y/N)**
 Not Applicable
- Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No/NA)**
 Yes.



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

Safety Incidents/Numbers	Category*	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
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 consequences of work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including the contract workforce

There were no lost time injuries and fatalities during the periods mentioned above.

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

V-Mart acknowledges that the health, safety, and overall physical and mental well-being of its employees are essential to its success and growth, as outlined in the Environment, Health, and Safety Policy. The company is committed to ensuring a safe workplace, focusing on preventing injuries and illnesses, and continuously working to eliminate hazards and minimize risks.

To address significant occupational health and safety impacts, V-Mart has implemented various mitigation measures, including:

- Providing medical assistance to employees.
- Ensuring the availability of First Aid Boxes at every store and company premises.

- Maintaining fire detection, alarm, and suppression systems.
- Conducting regular mock drills for both fire and medical emergencies.
- All office floors are well equipped with CCTV cameras and other security systems.
- Organizing employee engagement campaigns on health and safety topics, such as fire safety, road safety, and emergency evacuation procedures.
- Offering training to employees and contractors on workplace hazards, associated risks, and the measures in place to mitigate them.

13. Number of complaints on the following made by employees and workers: -



Category	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
	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
Working Conditions	0	0	NA	0	0	NA
Health And Safety	0	0	NA	0	0	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety Practices	0
Working Conditions	0

Though we are not into the manufacturing business, 100 % of locations are reviewed periodically for process gaps.

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.

- V-Mart has imparted comprehensive training to Retail Store Staff, Managerial and leadership staff in areas of functional expertise, leadership, and safety norms to maintain business continuity.
- The Company has placed SOPs at the retail outlets to ensure the safety of the employee and customers

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

- Employees (Y/N)? - YES
- Workers (Y/N)? - NO

Yes, the employees are covered under ESI, Group Life Insurance, or Ex-gratia Staff Benevolent Fund.

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

The Company's financial systems are structured to release payments to third-party manpower service providers, such as Security and Housekeeping agencies, only after receiving proof of monthly payment or deposit of dues to ESIC and PF authorities for their staff working at our Company's location. Additionally, the Company encourages its value chain partners to settle statutory dues on time and regularly verify the GST credits and TDS deductions made by these 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 and workers		No. of employees and workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

No incidents were reported during F.Y. 2024-25 & 2023-24 related to employees/ workers suffering high consequence work-related injuries/ ill health/ fatalities.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (YES/ NO)

Yes,

Skilling upgradation of all employees remains a continuous activity during the employee's lifecycle with the company, which helps in getting employment opportunities even after separation from the Company.

5. Details on assessment of value chain partners:

	% of value chain partners (by the value of business done with such partners) that were assessed
Health & Safety Practices	68%
Working Conditions	68%

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.

The company mandates that its value chain partners adhere to the Supplier Code of Conduct policy and will develop a method to evaluate compliance with Health and Safety practices and working conditions among these partners

PRINCIPLE 4

BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL THEIR STAKEHOLDERS

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

The company assesses and categorizes relevant stakeholders based on factors such as inclusivity, materiality, responsiveness, impact, interests, expertise on key issues, level of influence, integrity, willingness, and expectations. These stakeholder groups are either directly or indirectly affected by the company or have the potential to influence value creation in the short, medium, or long term. The company has identified its stakeholders and maintains consistent and effective communication with them. Key stakeholder categories include customers, vendors, suppliers, employees, shareholders, investors, government and regulatory authorities, and the broader community. To ensure accountability, we've established robust grievance redressal systems for customers, employees, and shareholders. Furthermore, our corporate social responsibility initiatives include special efforts to engage and support marginalized stakeholders.

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

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels Of Communication (E-Mail, SMS, Newspaper, Pamphlets, Advertisements, 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
Employees	No	Other Meetings, E-mails, Online HR Portal, Townhalls	Others Continuous-Meetings/e-mail, Online HR Portal, townhall- monthly	<ul style="list-style-type: none"> To provide staff with strategic direction and keep them informed about Company activities. To ensure that we remain an employer of choice that provides a safe, positive, and inspiring working environment. To understand and respond to the needs and concerns of staff members. Career Management and Growth Prospects.
Shareholders	No	Other Meetings, Notices, Annual Reports, E-mails, Website, Stock Exchange Intimations, Advertisements, Annual General Meeting	Others Quarterly: Financial Statements, Press Release, exchange notifications, Continuous: Website, Stock Exchange Intimations Annually: Annual General Meeting, Annual Report	<ul style="list-style-type: none"> To provide current and future stakeholders with relevant information. To manage shareholder expectations and reputational risk. To maintain strong relationships, keep abreast of market developments and inform our shareholder targeting strategy. To ensure good governance and deepen the trust placed in us and our brand.
Investors	No	Other Meetings, Notices, Annual Reports, E-Mails, Investor calls, Website, Investors Presentations	Others Continuous: Investors page on the website of the Company, Conference calls, E-Mails, Meetings Quarterly: Investor calls, Notices, Investor Presentations Annually: Annual General Meeting, Annual report	<ul style="list-style-type: none"> To provide current and future stakeholders with relevant information. To manage shareholder expectations and reputational risk. To maintain strong relationships, keep abreast of market developments and inform our shareholder targeting strategy. To ensure good governance and deepen the trust placed in us and our brand by maintaining transparency.
Customers	No	Other E-mails, SMS, Website, social media, Chats, Advertisements, Online Feedback Form, Surveys, Online Reviews, Web App	Others Continuous: V-Mart website; social media (LinkedIn, Twitter, Facebook, WABA) Quarterly: Customer satisfaction survey.	<ul style="list-style-type: none"> To understand the client, industry, and business challenges. To identify the opportunities to improve V-Mart Services and Products. Deciding on investments and capabilities required to fulfil demand. To enhance their livelihood.





Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels Of Communication (E-Mail, SMS, Newspaper, Pamphlets, Advertisements, 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
Communities	No	Social Media, E-Mails	Others As needed transactional meetings; periodic reviews; surveys.	<ul style="list-style-type: none"> To identify the opportunities to improve V-Mart Services and Products. To provide appropriate advice, proactive financial solutions, and value-adding services. To ensure that the Company maintains high service levels that they expect and deserve. To enhance their livelihood.
Vendors	No	Emails, Vendor Portal and Vendor Meetings	Others Need basis	<ul style="list-style-type: none"> For the performance of contracts and agreements. To obtain suggestions/feedback for the improvisation of their services which leads to the Company's growth. To maintain an ideal and timeous supply of goods and services for operations. To encourage responsible practices across our supply chain, local procurement, supplier conduct and environmental considerations.
Regulators	No	Other Stock Exchange Intimations, Regulatory Filings, Website, E-Mails	Others Continuous: Stock Exchange Intimations, Regulatory Filings, Website	<ul style="list-style-type: none"> To maintain open, honest, and transparent relationships and ensure compliance with all legal and regulatory requirements. To retain our various operating licences and minimise operational risk
Government Agencies	No	Other Stock Exchange Intimations, Regulatory Filings, Website, E-Mails	Others Need basis: E-Mails	<ul style="list-style-type: none"> To build and strengthen relationships with the government as a partner in the country's development and as a critical client. To provide input into legislative development processes that will affect the economy and our activities and operations. To continue learning through interaction with the industry and cross-sectorial organisations. To use business associations as a forum through which we can promote our viewpoints on crucial industry issues. To influence and promote common agendas
Media	No	Other Press Release, Interviews, Website, Newspaper	Others Continuous: Stock Exchange Intimations, Regulatory Filings, Website	<ul style="list-style-type: none"> To leverage the reach and influence of media channels to share our business and citizenship story with stakeholders. To communicate with relevant stakeholders and the broader public to positively influence behaviour that will lead to desired business results. To protect and manage our reputation.

LEADERSHIP INDICATORS

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

The Company fosters consistent and transparent communication with its stakeholders, which is vital for building and maintaining trust. We engage with stakeholders on ESG and other significant matters through various channels, including our website and annual reports, which are updated bi-annually and quarterly.

For external stakeholders, we employ a range of communication methods, such as in-person meetings, events, and the distribution of marketing materials like brochures. Additionally, we run a proactive media communications program, ensuring the timely release of accurate information about our achievements, performance, and milestones across our website and social media platforms.

For internal stakeholders, we maintain both formal and informal communication channels, promoting open and active dialogue among employees. These channels include the intranet, staff notices, Townhall meetings, and newsletters, ensuring that employees are well-informed about the Company's goals and their role in achieving them. This also facilitates knowledge sharing across the organization.

The Board receives regular updates at each meeting on stakeholder feedback, alongside proposed initiatives and actions being considered by the Company.

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 the policies and activities of the entity.

Yes, our senior leadership actively monitors and evaluates departmental activities, ensuring stakeholder engagement on all material issues. The Company regularly seeks stakeholder feedback and revises its policies when necessary. Additionally, the Company conducted a Shareholder Satisfaction Survey to gather input, which is available on our website.

Moreover, the Company acknowledges that it is still in the 'learning phase' with respect to several evolving ESG issues and views stakeholder interactions as a critical part of refining its approach.

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

The Company has taken various initiatives in its CSR activities to address the concerns of the vulnerable and marginalised segment of society.

- Community Free School - Serving education to street and rural children who belong to the underserved communities.
- Girls Ashram - Providing education, food and shelter to the orphan, abandoned and Child in need of care & protection.
- Karma Animal Foundation - Providing food and medical care to rescued dogs at the shelter homes and also street dogs.
- Plantation Drive - Organized sapling planting activities led by store teams in partnership with local communities and customers.
- Other Human Welfare activities – Distribution of food & necessary items for under-privileged section of society

PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

ESSENTIAL INDICATORS

1- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
	Total (a)	No. Of employees/ workers covered (b)	% (B/a)	Total (c)	No. Of employees/ workers covered (d)	% (D/C)
Employees						
Permanent	10,912	10,749	98.5	9,827	9,313	94.77%
Other than permanent	1,273	1,273	100	1,108	1,062	95.85%
Total employees	12,185	12,022	98.6	10,935	10,375	94.88%



Category	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
	Total (a)	No. Of employees/workers covered (b)	% (B/a)	Total (c)	No. Of employees/workers covered (d)	% (D/C)
Workers						
Permanent						
Other than permanent						0
Total workers						

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



Category	FY-2024-25 Current Financial Year					FY-2023-24 Previous Financial Year				
	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										
Male	8,171	3,965	48.5	4,206	51.4	7,348	3,291	45%	4,057	55%
Female	2,741	1,752	63.9	989	36.1	2,479	1,320	53%	1,159	47%
Other than permanent										
Male	845	773	91.5%	72	8.5	805	675	84%	130	16%
Female	428	373	87.1%	55	12.8	303	227	75%	76	25%
Workers										
Permanent										
Male										NA
Female										NA
Other than permanent										
Male										NA
Female										NA

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

a. Median Remuneration/Wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of directors (BOD)	6	13,50,000	2	10,00,000
KMPs	3	2,02,59,016	1	23,00,000
Employees other than BODs and KMPs	9,013	1,41,612	3168	1,28,544
Workers				0

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



	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	19%	20%

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,

The Head-Human Resource oversees the human resources function in the Company.

In addition, the Ethics Committee and Internal Complaint Committee are responsible for addressing any human rights issues caused or contributed by the business.

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

The Company considers respect for human rights a fundamental core value and is committed to supporting, protecting, and promoting human rights in all aspects of its operations. We strive to uphold fair and ethical business and employment practices, ensuring a safe and inclusive environment for all, regardless of ethnicity, region, sexual orientation, race, caste, gender, religion, disability, job role, or any other characteristic. The Company is dedicated to maintaining a workplace free from violence, harassment, intimidation, or any unsafe or disruptive conditions, whether caused by internal or external factors. To this end, we have established robust mechanisms to protect the rights of employees while respecting their privacy and dignity.

The company also has zero tolerance towards all forms of child labour, violence or physical, sexual, psychological or verbal abuse. All stakeholders (Internal/External) have 24*7 access to raise their grievances and report anonymously any breach with respect to the Human Rights Policy or whistle blower matters at vigilance. officer@vmartretail.com. In case of ambiguity, the employee can raise their concerns to speakup@vmart.co.in also.

6- Number of complaints on the following made by employees and workers:



Category	FY- 2024-25 Current Financial Year			FY- 2023-24 Previous Financial Year		
	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	8	0	Complaints Resolved	12	0	Complaints Resolved
Discrimination at Workplace	0	0	-	0	0	
Child Labor	0	0	-	0	0	
Forced Labor/ Involuntary Labor	0	0	-	0	0	
Wages	0	0	-	5	0	Complaints Resolved
Other Human Rights-Related Issues	41	2	Pending Complaints are under review	87	5	All Complaints Resolved as on 15th May 2024.

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



	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	8	12
Complaints on POSH as a % of female employees / workers	0.25%	0.40%
Complaints on POSH upheld	6	0

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

Our Whistleblower Policy outlines clear guidelines to prevent retaliation against individuals who file complaints. Complainants are guaranteed full anonymity, unless disclosure is mandated by law enforcement authorities.

The Company's policies explicitly discourage retaliation, intimidation, or misconduct toward complainants or witnesses. Any such behaviour is treated as a disciplinary violation, reinforcing a safe reporting environment. An Independent Internal Committee (IC), composed of Senior Management, is empowered to make independent decisions and take appropriate actions in accordance with the Sexual Harassment at Workplace Act, 2013.

9- Do human rights requirements form part of your business agreements and contracts? (yes/no)

Yes,

The Company has robust policies and procedures in place to address and manage human rights issues. We are actively encouraging our suppliers and vendors to adopt sustainable practices within their value chains. Human rights clauses are incorporated into our business agreements with vendors.





10- Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	
Forced Labour/ Involuntary Labour	
Sexual Harassment	
Discrimination At Workplace	100%
Wages	
Other- please Specify	

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

We needed to increase the awareness about the laws regarding the workers, contractors, and subcontractors among value chain partners. In FY 2025, we rolled out awareness sessions for suppliers on relevant topics.

LEADERSHIP INDICATORS

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

- (a) The Company is committed to upholding human rights principles and complies with all relevant laws, regulations, policies, and procedures.
- (b) The Company actively respects and promotes human rights, aligning with the guiding principles on business and human rights.
- (c) The Company regularly reviews its business processes to identify any potential issues that could lead to human rights grievances.

At this time, no specific business process has been identified as being modified or influenced directly as a result of addressing human rights grievances.

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

The Company conducts due diligence through internal assessments. Further, the company had achieved certification from 'Ambition Box Employee Choice Awards 2024', which included a multi-dimensional review of People practices and taking independent employee feedback on the related aspects.

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, many stores are equipped to accommodate the mobility needs of people with disabilities. Stores in malls and in the southern zone also have infrastructure and elevators specifically designed for individuals with disabilities.

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 Labour/ Involuntary Labour	
Sexual Harassment	
Discrimination At Workplace	68%
Wages	
Other- please Specify	

*The calculation has been done taking into account the value of business done with such vendors

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 are in the following format:

Parameter	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
From Renewable Sources		
Total Electricity Consumption (A)	2055.4	245.8
Total Fuel Consumption (B)	0	0
Energy Consumption through Other Sources (C)	0	0
Total Energy Consumed from Renewable Sources (A+B+C)	2055.4	245.8
From Non-Renewable Sources		
Total Electricity Consumption (D)	2,51,594	2,23,345
Total Fuel Consumption (E)	84,313	71,805
Energy Consumption through Other Sources (F)		
Total Energy Consumed from Non-Renewable Sources (D+E+F)	3,35,907	2,95,150
Total Energy Consumption (A+B+C+D+E+F)	3,37,962	2,95,396
Energy intensity per rupee of turnover (Total energy consumption / Revenue from operations)	1.04*	1.06*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	21.45	21.52**
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity.	NA	NA

* The numbers are in Giga Joules/Lakh Rupees

** FY23-24 data has been updated with reference to the industry standards on reporting of BRSR Core issued by SEBI dated 20th Dec, 2024

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

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the performance, achieve, and trade (pat) scheme of the government of India? (y/n) if yes, disclose whether targets set under the pat scheme have been achieved. In case targets have not been achieved, provide the remedial action taken if any.

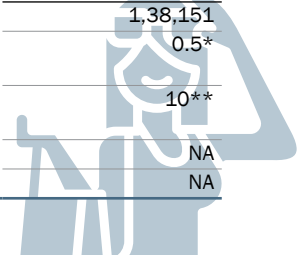
No,

The Retail sector does not come under the scope of the industry classification requirement.

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



Parameter	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1,53,446**	1,36,993**
(iii) Third-party water	1,001	1,158
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,54,447	1,38,151
The total volume of water consumption (in kilolitres)	1,54,447	1,38,151
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	0.5*	0.5*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	9.8**	10**
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity.	NA	NA





*The numbers are in Kilo Litres/Lakh Rupees

** The water consumption for FY 24-25 has been calculated with reference to the industry standards on reporting of BRSR Core issued by SEBI dated 20th Dec, 2024 and the working for FY 2023-24 has been updated accordingly.

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

No



4. Provide the following details related to water discharged:

Parameter	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(I) to surface water	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(II) To groundwater	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(III) To seawater	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(IV) Sent to third party	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
(V) Others	NA	NA
- No treatment	-	-
- With treatment-please, specify the level of treatment	-	-
Total water discharge (in kilolitres)	-	-

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

No

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

The capacity of the STP plant is 1,00,000 Liters, out of which we prepare 50,000 Liters of water per day, out of which we draw 10,000 Liters of water and we use 40,000 Liters of water per day at our warehouse. Out of 5,000 Liters whatever wastewater we generate monthly, we dry it through filter press and use it as compost and any surplus is used in maintaining gardens & landscapes.

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



Parameter*	Please Specify Units	FY-2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	Metric Tones	5.85	4.98
Sox	Metric Tones	0.48	0.41
Particulate Matter (PM)	Metric Tones	0.11	0.09
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compound (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Others- Please Specify **(Carbon and Its Compounds)	Metric Tones	5,893.9	4985.4

** Carbon and its compounds: - Methane, Carbon Dioxide, Carbon Monoxide, etc.

*The emission for FY 2024-25 has been calculated with reference to the industry standards on reporting of BRSR Core issued by SEBI dated 20th Dec, 2024 and the working for FY 2023-24 has been updated accordingly.

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

No

7. Provide details of greenhouse gas emissions (scope 1 and scope 2 emissions) & their intensity in the following format:

Parameters	Units	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Total scope 1 emissions (break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5,853.9	4,985.4**
Total scope 2 emissions (break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	50,039.3	44,421**
Total Scope 1 and Scope 2 emissions per rupees of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)*	Metric tonnes of CO2 equivalent/lakhs	0.17	0.18**
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)	NA	3.6	3.6**
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity.		0	0

*The numbers are in Metric Tonnes/Lakh Rupees.

** FY23-24 data has been updated with reference to the industry standards on reporting of BRSR Core issued by SEBI dated 20th Dec, 2024.

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

No

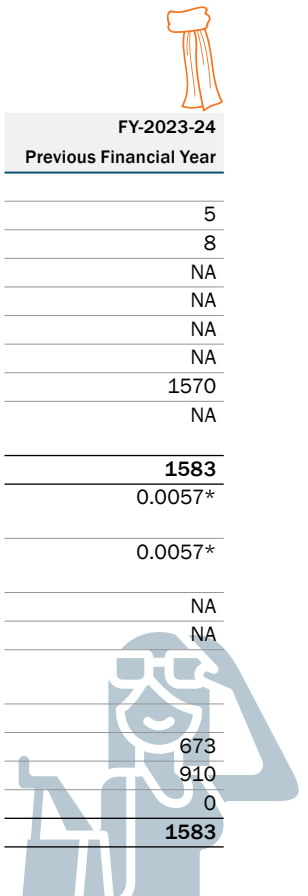
8. Does the entity have any project related to reducing greenhouse gas emissions? If yes, then provide details.

Yes, we have implemented a 700 KWP Solar Power Plant at our Warehouse located in Palwal reduces our reliance on grid electricity. Further we're exploring expanding this initiative to our stores and head office.

Additionally, the stores are actively reusing poly packs for returning stock to the warehouse and for inter-store transfers. Around 17,00,000 corrugated cartons have been reused by stores and returned to the warehouse, supporting waste reduction and sustainable logistics practices.

9. 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)	14	5
E-Waste (B)	NA	8
Bio-Medical Waste (C)	NA	NA
Construction and Demolition Waste (D)	NA	NA
Battery Waste (E)	1	NA
Radioactive Waste (F)	NA	NA
Other Hazardous Waste, Please Specify, if any (G)	2,505	1570
Other Non-Hazardous Waste Generated (H), please specify if any. (Break up by composition, i.e., by Material Relevant to The Sector)	NA	NA
Total (A+B+C+D+E+F+G+H)	2,520	1583
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.008*	0.0057*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.16*	0.0057*
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
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	0	673
(II) Reused	1,700	910
(III) Other Recovery Operations	0	0
Total	1,700	1583





Parameter	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
(I) Incineration	0	0
(II) Landfilling	0	0
(III) Other Disposal Operations	0	0
Total	0	0

*The numbers are in Metric Tonnes/Lakhs Rupees

The Company is not into manufacturing business & does not manufacture products; aforesaid laws are not directly applicable. However, at the store level & Warehouse level, the company is compliant with all the applicable environmental laws for waste disposal.

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

No

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

The Company has implemented waste management strategies that prioritize waste prevention, reduction, reuse, removal, and disposal. Their goal is to minimize waste generation to the greatest extent possible. Regular visual inspections are conducted in all waste storage and collection areas to detect any accidental releases, ensuring proper labelling and disposal of waste. As a retail business, the Company procures readymade garments from vendors and value chain partners, ensuring that no hazardous or toxic chemicals are used in their products.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance being complied with? (Y/N) if no, the reasons thereof and corrective action taken, if any.
-	-	-	-

Not Applicable.

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

Name and brief detail of the project	EIA Notification No.	Date	Whether conducted by an independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant web link
-	-	-	-	-	-

Not Applicable, as the entity has undertaken no such project.

Yes, the entity does adhere with the compliances with respect to Plastic waste Management.

13. Is the entity compliant with the applicable environmental laws/ 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: -

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

Not Applicable

LEADERSHIP INDICATORS

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

For each facility / plant located in areas of water stress, provide the following information: -

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption, and discharge in the following format:



Parameter	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(I) Surface water	-	-
(II) Groundwater	-	-
(III) Third-party water	-	-
(IV) Seawater / desalinated water	-	-
(V) Others	-	-
The total volume of water withdrawal (in kilolitres)	-	-
The 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	NA	NA
No treatment	-	-
With treatment- please specify the level of treatment	-	-
(II) Into groundwater	NA	NA
No treatment	-	-
With treatment- please specify the level of treatment	-	-
(III) Into seawater	NA	NA
No treatment	-	-
With treatment-please specify the level of treatment	-	-
(IV) Sent to third parties	NA	NA
No treatment	-	-
With treatment-please specify the level of treatment	-	-
(V) Others	NA	NA
No treatment	-	-
With treatment- please specify the level of treatment	-	-
Total water discharge (in kilolitres)	-	-

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

No

2. Please provide details of total scope 3 emissions & their intensity in the following format:



Parameters	Units	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Total scope 3 emissions (break-up of the GHG into CO2, CH4, N2O, HFCS, PFCS, SF6, NF3, if available)	Metric Tonnes of CO2 equivalent	-	-
Total scope 3 emissions per rupee of turnover		-	-
Total scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

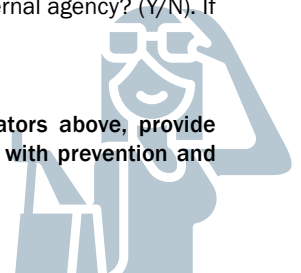
The Company is only working on scope 1 and scope 2 emissions.

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

No

3. With respect to the ecologically sensitive areas reported in question 11 of the essential indicators above, provide details of the significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not Applicable, as provided in Question 11 of essential indicators above.





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 the outcome of such initiatives, as per the following format:

S. No.	Initiatives Undertaken	Details of Initiatives (Web Link, if any, may be provided along with a summary)	Outcomes of Initiatives
1	Save Water	Through the installation of RO wastewater recovery systems across multiple retail locations, we are reusing approximately 2.64 lakh litres of RO water for cleaning purposes	Reuse of approx. 2.64 lakh litres of RO water; 25,000 litres/day of STP-treated water reused, improving water efficiency.
2	Packaging Waste Reduction	Reused ~17 lakh cartons (~83% reuse rate) and reduced usage of shrink wrap and plastic polybags by 23 lakh units	Avoided large-scale packaging waste and ~15 MT CO ₂ emissions through reduced plastic usage.
3	STP	Sewage Treatment Plants installed to treat and recycle water for non-potable applications across facilities.	25,000 litres/day of treated water reused, reducing freshwater consumption and wastewater discharge.
4	Solar Power Panel	700 KWP solar power plant has been installed at the warehouse, generating approximately 9.1 lakh kWh electricity annually. This has significantly increased renewable energy usage.	Rise in renewable energy share and reduction in CO ₂ emissions from conventional electricity sources.
5	Paper Waste Reduction	E-registers implemented in stores, warehouse paper reused, and 96,000 paper cups eliminated.	Reduced paper consumption significantly across retail and warehouse operations.

5. Paper Waste Reduction

E-registers implemented in stores, warehouse paper reused, and 96,000 paper cups eliminated. Reduced paper consumption significantly across retail and warehouse operations.

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

The Company has established a comprehensive Business Continuity Plan (BCP) that covers personnel, facilities, and critical IT infrastructure across the organization. Disaster Recovery (DR) sites are strategically located to ensure seamless operation during disruptions. These sites are tested periodically, and the results are reviewed to identify any required improvements. The BCP policies and programs are designed to strengthen the Company's resilience and ability to effectively respond to unforeseen disasters or events that could impact business continuity.

7. Disclose any significant adverse impact on the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The Company specializes in retailing fashion garments and is dedicated to minimizing its environmental footprint across the entire product life cycle. This includes a thorough assessment of environmental impacts at every stage, from design and manufacturing (through external vendors) to inventory management and waste disposal. The Company strives to reduce environmental impact at each stage, aiming to ensure that the product life cycle remains sustainable and environmentally responsible.

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

16%

9. How many Green Credits have been generated or procured:

- a. By the Listed Entity - Nil
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

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.

The Company is a member of 2 (Two) Trade Associations.

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

S. No.	Name of trade and industry Chamber/ Associations	Reach of trade and industry Chambers/ Associations (State/ National)
1	Retailers Association of India (RAI)	National
2	Confederation of Indian Industry (CII)	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.

Name of the authority	Brief of the case	Corrective action taken
-	-	-

Not Applicable, as regulatory authorities have not passed any adverse orders against the Company.

LEADERSHIP INDICATORS

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of review by board (annually/ half yearly/ quarterly/ others- please specify)	Web link, if available
1	RETAILERS ASSOCIATION OF INDIA (RAI)	Active participation in various seminars, conferences and other forums on issues and policy matters that impact the interest of its stakeholders	Yes	Whenever Conducted by the associations	http://vmart.co.in/wp-content/uploads/2022/09/Public_Influencing_Regulatory_Policy.pdf
2	CONFEDERATION OF INDIAN INDUSTRIES (CII)	Active participation in various seminars, conferences and other forums on issues and policy matters that impact the interest of its stakeholders	Yes	Whenever Conducted by the associations	http://vmart.co.in/wp-content/uploads/2022/09/Public_Influencing_Regulatory_Policy.pdf

PRINCIPLE 8

BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

ESSENTIAL INDICATORS

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

Name and brief detail of the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (yes/no)	Results communicated in the public domain (Yes/No)	Relevant Web link
-	-	-	-	-	-

Not Applicable, since the Company has not undertaken any such project which requires 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:

S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
-	-	-	-	-	-	-

Not Applicable, as there is no ongoing project wherein Rehabilitation and Resettlement (R&R) is being undertaken.

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

V-Mart has multiple modes of communication where a community can raise their concerns and present their needs and requirements and address their concerns through respective grievance redressal mechanisms of the Company.





Any person can approach V-Mart to register any concerns or complaint by way of the following means:

- By phone on Customer Care +91 9027057057
- By Email- (customercare@vmart.co.in, speakup@vmart.co.in, info@vmart.co.in, cs@vmart.co.in) Whistle Blower Grievance (vigilance.officer@vmartretail.com)
- By Customer support section in LimeRoad App
- By Feedback Form (Available at stores)

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

	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Directly sourced from MSME/ small producers.	53%	0
Directly from within India	100%	0

Not Applicable, as the company does not carry out any manufacturing activity. It buys readymade garments from the vendors.

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

Location	FY-2024-25 Current Financial Year	FY-2023-24 Previous Financial Year
Rural	1%	3%
Semi-urban	8%	21%
Urban	63%	15%
Metropolitan	28%	62%

(Place categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

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):

Detail of negative social impact identified	Corrective action taken
-	-

Not Applicable since the Company has not undertaken any Social Impact Assessment.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational district	Amount spent (in INR)
		Nil	

3. A- Do you have a preferential procurement policy where you give preference to purchases from suppliers comprising marginalized /vulnerable groups? (yes/no)

Yes,

Our Company operates within the dynamic fashion industry and is committed to promoting equal opportunities for all vendors, irrespective of their caste, creed, gender, or business size. We believe in providing a fair and inclusive environment where vendors with the capability to meet market demands are given equal consideration. V-Mart actively supports small and marginalized vendors by offering them a platform to showcase their products in our stores and business premises. As part of our ongoing commitment to inclusivity, we consistently implement initiatives that empower suppliers from vulnerable groups, ensuring they can grow and succeed in the fashion industry.

B- From which marginalized /vulnerable groups do you procure?

We procure from various marginalised/vulnerable groups, including Widows/Women workers, NGOs, MSME and Self-help groups across the company. Additionally, we encourage our suppliers to follow the same practice, supporting these underrepresented communities. By sourcing from and empowering these groups, we strive to foster a more inclusive and socially responsible business environment.

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

The Company procure 53% of input by value from the MSME/Small Producers

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

S. No.	Intellectual property based on traditional knowledge	Owned/ acquired (yes/no)	Benefit shared (yes/no)	Basis of calculating benefit share
NA	NA	NA	NA	NA

Not Applicable, as the Company has not derived or shared any benefit from the intellectual properties based on traditional knowledge.

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

Name of authority	Brief of case	Corrective action taken
-	-	-

Not applicable, as such, no adverse orders passed by any regulatory authorities against the Company related to Intellectual property disputes.

6. Details of beneficiaries of CSR projects:

S. No.	CSR projects	No. of persons who benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	Community Free School	240	100%
2	Girls Ashram	25	100%
3	Animal Care	205	100%*
4	Plantation Drive	-	-
5	Other Human Welfare Activities	400	100%

*The Program relates to providing food and shelter to stray dogs.

- Community Free School (240) - Serving education to street and rural children who belongs to the underserved communities.
- Girls Ashram (25) - Providing education, food and shelter to the orphan, abandoned and Child in need of care & protection.
- Animal Care (205) - Providing food and medical aid to the rescued dogs at the shelter home and for street dogs.
- Plantation Drive - Organized sapling planting activities led by store teams in partnership with local communities and customers.
- Other Human Welfare activities (400) - Distribution of food & necessary items for under-privileged section of society.

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.

V-Mart promotes a 'Customer First' culture throughout the organization. To ensure easy access for customers, the Company provides multiple communication channels, including phone support, WhatsApp, social media, and email. We actively monitor and collect real-time customer feedback via platforms like Facebook and Twitter.

A structured data management system and service-level agreements (SLA) are in place to guarantee timely responses to all customer inquiries. In cases of escalation, a designated grievance officer manages the complaint and communicates with the customer until resolution. All customer complaints, whether related to products, replacements, billing issues, staff behavior, hygiene, or corporate matters, are addressed promptly by the customer care team.

Customers can reach out to V-Mart to register any concerns through the following channels: -

- By phone on Customer Care +91 9027057057
- By Email- (customercare@vmart.co.in, speakup@vmart.co.in, info@vmart.co.in, cs@vmart.co.in) Whistle Blower Grievance (vigilance.officer@vmartretail.com)
- By Customer support section in LimeRoad App
- By Feedback Form (Available at stores)
- By whatsapp in response to feedback asked with each digital invoice shared





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

	As a percentage of Total Turnover
Environmental and Social parameters relevant to the product	0
Safe and responsible usage	*11%
Recycling and safe disposal	**79%

*Our product portfolio includes FMCG & staples meant for safe human consumption.

** Major business focus is apparel that isn't hazardous to customers, and of all the waste generated materials that can be recycled are being reused.

3. A number of consumer complaints in respect of the following: -

	FY 2024-25 Current Financial Year		Remarks	FY 2023-24 Previous Financial Year		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber Security	0	0		0	0	
Delivery of Essential Services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others	1,14,387	161	All pending complaints were resolved before the approval date of BRSR.	57,028	17	All complaints resolved by 15th May'2024

For more details, please refer to Question 23 of Section A.

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

	Number	Reasons for recall
Voluntary recalls	0	There has been no instance of a product recall on account of safety issues. Our products undergo rigorous testing and quality assurance from a safe usage and handling perspective. In addition, our product information, such as manual, leaflet and product packaging, carry safe usage instructions
Forced recalls	0	There has been no instance of a product recall on account of safety issues. Our products undergo rigorous testing and quality assurance from a safe usage and handling perspective. In addition, our product information, such as manual, leaflet and product packaging, carry safe usage instructions.

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 to the policy.

Yes, the Company has implemented a comprehensive policy that addresses data privacy and cybersecurity concerns.

We have a Segregation of Duties (SOD) Policy as part of our security framework, which outlines the distribution of responsibilities for information security management across the organization. This policy ensures that all individuals have clearly defined roles and responsibilities related to information security.

Additionally, our information security structure promotes effective coordination of security tasks, such as incident response, access control, risk assessment, and compliance.

Our robust risk management policy specifically covers information and cybersecurity risks, outlining a systematic approach to identify, assess, and monitor these risks.

By employing effective risk management practices, we protect our information assets and actively mitigate potential threats.

(Only Link to be provided in case answer is Yes)

<http://vmart.co.in/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.

During the Financial Year 2024–2025, no noteworthy problems with consumer data privacy, cyber security, or advertising for vital services, or with product recalls, have come to light. Furthermore, authorities have not imposed any fines or taken any regulatory action in relation to our goods or services.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact- 0
- b. Percentage of data breaches involving personally identifiable information of customers- 0
- c. Impact, if any of the data breaches

Throughout the Financial Year 2024-25, the entity did not receive any reports or raise any concerns regarding data breaches from any third party.

LEADERSHIP INDICATORS

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

V-Mart's all products are now available at [LimeRoad.com](https://www.limeroad.com).

The company's vision is to serve customers through its own LimeRoad omnichannel platform, and it aims to be a top shopping destination both online and in stores.

OneClick process in all stores has been implemented, through which CSA can offer to customers to place their unavailable size at store through the LimeRoad Platform.

To specifically check out the V-Mart range, the company has built a standalone section on the LimeRoad website and App - <https://www.limeroad.com/vmart/exclusive>.

Through social media platforms like Instagram, YouTube, and Facebook posts, specific products are linked to the curated collection of V-Mart products on the LimeRoad platform.

To spread the online presence of V-Mart products, the company is currently available on Myntra and Flipkart serving Myntra and Flipkart customers through all the stores and warehouses.

In FY 25, the company stopped selling on Amazon due to a strategic tie-up with Myntra. Additionally, the company has stopped operations on [vmartretail.com](https://www.vmartretail.com) portal and redirected customers to [LimeRoad.com](https://www.limeroad.com).

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

Our Company ensures that all safety instructions are clearly displayed on product labels. To educate consumers, we provide detailed and easy-to-understand guidelines on washing, drying, cleaning, avoiding bleach, ironing, and other care instructions. Additionally, we make sure to share essential information about product size, pattern, color, fabric type, and other key details across all consumer touchpoints and platforms. Our dedication to transparency and consumer education ensures a smooth, informed, and responsible shopping experience

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

Not Applicable

4. Does the entity display product information on the product over and above what is mandated as per local laws? (yes/no/not applicable) if yes, provide details in brief. Did your entity carry out any survey about 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 displays all requisite information on the product as per the applicable laws (such as Legal Metrology).

Yes, customer surveys, customer data analytics and other customer research were carried out during the year based on the business need. The Company conducts surveys through its customer's feedback received via online rating and by filling up questionnaires as provided by Company.