



Ref. No. CS/S/L-978/2026-27

2<sup>nd</sup> July, 2026

<p>To: The Listing Department <b>NATIONAL STOCK EXCHANGE OF INDIA LIMITED</b> "Exchange Plaza" Bandra-Kurla Complex Bandra (E ), Mumbai – 400 051 <b>Scrip Code: VMART</b> Fax: 022-26598120 Email: cmlist@nse.co.in</p>	<p>To: The Corporate Relationship Department <b>THE BSE LTD</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001 <b>Scrip Code: 534976</b> Fax: 022-22723121 Email: corp.relations@bseindia.com</p>
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**Sub: Business Responsibility and Sustainability Report - Annual Report FY 2025-26**

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 2025-26.

The aforesaid document along with the Annual Report and Notice of 24<sup>th</sup> Annual General Meeting are available on the website of the Company at [www.vmart.co.in](http://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 Address: Plot No. 90-D, Sector 18, Udyog Vihar, Gurugram - 122015 (Haryana)

Tel: 0124 4640 030 • 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. Detail of 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	<a href="http://www.vmart.co.in">www.vmart.co.in</a>
9	Financial year for which reporting is being done	Financial Year 2025-26 (April 01, 2025 to March 31, 2026)
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	₹79,45,82,890 (Seventy-Nine Crores Forty-Five Lakhs Eighty-Two Thousand Eight Hundred and Ninety 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.	Ms. Megha Tandon, Company Secretary and Compliance Officer E-mail: <a href="mailto:cs@vmart.co.in">cs@vmart.co.in</a> 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

\* The Company has shifted its Corporate Office to Plot No. 90-D, Sector-18, Udyog Vihar, Gurugram - 122015 (Haryana) with effect from April 29, 2026

#### 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		Apparel	79%
2	Retail Trade	Non-Apparel	10%
3		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	577	7	584
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)	28 States & UTs
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: -

Our company continues to embrace a Value Retailing approach, catering to the discerning needs of budget-conscious and fashion seeking consumers by delivering a seamless omnichannel shopping experience. Through our digital platforms and presence on leading marketplaces, alongside our well-established network of physical stores in Tier II, III, and IV cities across India, we are strategically positioned to meet the rising aspirations of the rapidly expanding young middle-class families and young adults. We provide access to affordable, high-quality fashion choices that empower our consumers to look and feel their best.

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)
<b>EMPLOYEES</b>						
1	Permanent (D)	11,691	8,431	72%	3,260	28%
2	Other than Permanent (E)	2,238	1,326	59%	912	41%
3	<b>Total employees (D + E)</b>	<b>13,929</b>	<b>9,757</b>	<b>70%</b>	<b>4,172</b>	<b>30%</b>
<b>WORKERS</b>						
4	Permanent (F)					
5	Other than Permanent (G)			NA		
6	<b>Total workers (F + G)</b>					

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	NO. (C)	% (C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)	289	234	81%	55	19%
2	Other than Permanent (E)	46	37	80%	9	20%
	<b>Total Differently Abled Employees (D + E)</b>	<b>335</b>	<b>271</b>	<b>81%</b>	<b>64</b>	<b>19%</b>
<b>Differently Abled Workers</b>						
1	Permanent (F)					
2	Other than Permanent (G)			NA		
	<b>Total Differently Abled Workers (F + G)</b>					

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. 2025-26			F.Y. 2024-25			F.Y. 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	67%	59%	65%	66%	57%	64%	71%	67%	70%
Permanent Workers	NA								

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 March 31, 2026, the Company does not have any Holding, Subsidiary, Associate Company, 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. 3,78,936 (in Lakhs)
(iii) Net Worth (in Rs.)	Rs. 95,110 (in Lakhs)

\*The Company has voluntarily spent Rs. 16 Lakhs in the Financial Year 2025-26.

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- 2025-26 Current Financial Year			FY- 2024-25 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, <a href="https://vmart.co.in/wp-content/uploads/Stakeholder-Engagement-Policy.pdf">https://vmart.co.in/wp-content/uploads/Stakeholder-Engagement-Policy.pdf</a>	42	0	-	17	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- 2025-26			FY- 2024-25		
		Current Financial Year			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
Investors (other than Shareholders)	Yes, <a href="https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf">https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf</a>	0	0	NA	0	0	NA
Shareholders	Yes, <a href="https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf">https://vmart.co.in/wp-content/uploads/2023/07/Investor-Grievance-Redressal-Policy.pdf</a> and <a href="https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf">https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf</a>	0	0	NA	0	0	NA
Employees and Workers	Yes, <a href="https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf">https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf</a>	298	0	-	239	2	All pending complaints were resolved in FY26
Customers	Yes, <a href="https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf">https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf</a> and <a href="https://vmart.co.in/contact/">https://vmart.co.in/contact/</a>	1,30,665	217	All pending complaints were resolved before the approval date of BRSR	1,14,387	161	All pending complaints were resolved in FY26
Value chain partners	Yes, <a href="https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf">https://vmart.co.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf</a> and <a href="https://vmart.co.in/contact/">https://vmart.co.in/contact/</a>	23,125	16	4 out of the pending complaints were resolved before the approval date of BRSR	37,949	401	

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- 2025-26			FY- 2024-25		
		Current Financial Year			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
Other (please specify)	-	0	0	-	0	0	-

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

Please indicate material responsible business conduct and sustainability issues about 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	Driving Customer Trust through Product Quality and Engagement	0	Consistent product quality and meaningful customer engagement remain central to building trust, loyalty and long-term brand value. Serving a customer base of over 194 lakh across Bharat through 500+ stores, maintaining high quality standards alongside responsive and satisfying customer experiences is critical to sustaining footfall, repeat purchase and stakeholder confidence.	NA	Positive
2	Building a Diverse and Future-Ready Workforce	0	A workforce of over ~14,000 employees across stores, warehouses and offices reflects a culture that attracts, develops and retains talent across genders, abilities and career stages critical to productivity, engagement and stakeholder trust. Women represent 30% of the workforce, alongside 335 specially abled persons employed, making diversity a key driver of sustainable growth.	NA	Positive

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)
3	Sustainable Supply Chain	R	As a value retailer operating across a large supplier network, supply chain resilience and responsible sourcing are essential for ensuring uninterrupted product availability, quality assurance and stakeholder confidence. ESG-related risks, supply disruptions and evolving regulatory expectations may impact business performance.	The Company continues to strengthen supplier engagement through digital vendor management systems, responsible sourcing practices, supplier capability development initiatives, and enhanced monitoring of supplier performance and compliance requirements.	Negative
4	Climate Strategy & Low-Carbon Pathway	R	Climate change presents both physical and transition risks through potential disruptions to sourcing, logistics, infrastructure and energy availability. Increasing regulatory expectations and stakeholder focus on climate action further reinforce the need for proactive climate management.	The Company has invested in a 700 kWp rooftop solar power plant generating over 2,700 GJ of renewable energy annually, adopted energy-efficient infrastructure, and continues to strengthen its climate risk management and resource efficiency initiatives.	Negative
5	Effective & Efficient Use of Natural Resources	R	Efficient management of water and other natural resources is critical for operational resilience and long-term sustainability. Resource scarcity, rising utility costs, and increasing stakeholder expectations may impact business performance and operating efficiency.	The Company promotes responsible resource management through water conservation and recycling initiatives. During FY 2025-26, over 80 lakh litres of RO reject water were reused across stores, while approximately 40,000 litres of wastewater were recycled through the sewage treatment facility at the Palwal distribution centre, reducing dependence on freshwater resources.	Negative
6	Circular Economy & Waste Reduction	O	Circularity initiatives support responsible consumption, resource efficiency and environmental stewardship while contributing to operational efficiencies. Stakeholders increasingly expect businesses to minimise waste and promote sustainable material use.	NA	Positive

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)
7	Business Ethics & Corporate Governance	O	Strong governance practices, ethical conduct and transparent decision-making are essential for maintaining stakeholder confidence, regulatory compliance and long-term value creation. Robust governance remains a key enabler of sustainable business performance.	NA	Positive
8	Information Security (Cyber & Data Security)	R	With an expanding digital footprint across 500+ stores and growing customer engagement through digital platforms, reinforcing our cyber defense architecture is essential to ensuring data privacy, sustaining operational uptime, and meeting institutional mandates, in addition to the obligations introduced under the DPDP Act.	The Company is strengthening its IT control environment through Board-level oversight of technology and cyber risks, progressive alignment of data privacy and consent management practices with DPDP requirements, periodic vulnerability assessments, and ongoing employee training on data handling and cyber hygiene, reinforcing its commitment to robust Information Technology Governance and Control.	Negative
9	Legal & Regulatory Compliance	R	Compliance with applicable laws, regulations and evolving disclosure requirements is critical to maintaining business continuity, protecting corporate reputation and safeguarding stakeholder trust.	The Company maintains a robust compliance management framework supported by Board oversight, internal controls, periodic reviews, and continuous monitoring of regulatory developments.	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
<b>Policy and Management Processes</b>									
1 (A) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCS. (Yes/No)	Y	Y	Y	Y	Y	Y	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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.					No				
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.	Details of the Company's ESG initiatives and projects are disclosed in the ESG and Capitals sections of the Integrated Annual Report 2026.								

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

- (a) **V-Mart Ethical Framework**  
<https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>
- (b) **V-Mart Whistler Blower Policy**  
<https://vmart.co.in/wp-content/uploads/Whistle-Blower-Policy-1.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](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](http://vmart.co.in/wp-content/uploads/2022/09/Environmental_Health_Safety_Policy_1.pdf)
- (e) **V-Mart Human Rights Policy**  
[http://vmart.co.in/wp-content/uploads/2022/09/Human\\_rights\\_Policy.pdf](http://vmart.co.in/wp-content/uploads/2022/09/Human_rights_Policy.pdf)
- (f) **Prevention of Sexual Harassment Policy**  
<https://vmart.co.in/wp-content/uploads/Annexure-A-POSH-Policy.pdf>
- (g) **V-Mart CSR Policy**  
<https://vmart.co.in/wp-content/uploads/CSR-Policy.pdf>
- (h) **V-mart Stakeholders Engagement**  
<https://vmart.co.in/wp-content/uploads/Stakeholder-Engagement-Policy.pdf>
- (i) **V-Mart Delivering value to Customers**  
[http://vmart.co.in/wp-content/uploads/2022/09/V\\_mart\\_-\\_Delivering\\_value\\_to\\_customers.pdf](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](http://vmart.co.in/wp-content/uploads/2022/09/Sustainable_Sourcing.pdf)
- (l) **V-Mart Policy on Investor Grievance Redressal**  
[http://vmart.co.in/wp-content/uploads/2022/09/Investor\\_grievance\\_redressal\\_Policy\\_2\\_1.pdf](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/2023/09/V-Mart-Fraud-Prevention-Reporting-Policy.pdf>

- (n) **V-Mart Preservation of the Documents Policy**  
<https://vmart.co.in/wp-content/uploads/2022/09/V-Mart-Preservation-Policy.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/Final-RPT-Policy-2.pdf>
- (s) **Enterprise Risk Management Policy**  
<https://vmart.co.in/wp-content/uploads/ERM-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 the highest standards of ethics, transparency, and sustainability across its operations. We strive to exceed stakeholder and regulatory expectations while creating long-term value responsibly. We actively work to reduce our environmental footprint through focused initiatives in energy efficiency, waste management, water conservation, and sustainable supply chain practices. Our ESG priorities are embedded in our business strategy, guiding responsible resource use, minimising environmental impact, and strengthening long-term business resilience. Through this approach, we aim to protect the ecosystem and contribute to a more sustainable future.

**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.	<a href="mailto:cs@vmart.co.in">cs@vmart.co.in</a>

**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, key sustainability-related matters are reviewed and addressed by the Stakeholders Relationship Committee of the Board, chaired by Ms. Shweta Kumar, Independent Director. The Committee's charter includes oversight of relevant sustainability-related matters, enabling structured review and monitoring of the Company's Environmental, Social and Governance (ESG) responsibilities. The Committee functions under the oversight of the Board of Directors and Senior Management, who supervise the Company's Environmental, Social and Governance (ESG) responsibilities.

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												
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.	Yes, in line with the Internal Audit Plan approved by the Audit Committee, KPMG, the Company's Internal Auditors, periodically review key organisational policies, processes and SOPs. To support this, independent SOP auditors systematically identify operational gaps and report process breaches to management to drive necessary improvements and update the corresponding processes and procedures. Additionally, the Internal Control Team conducts periodic internal assessments to evaluate policies.								

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)	The policies cover all the principles.								

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 programme
Board of Directors	8	During the year, the Board of Directors and Key Managerial Personnel of the Company devoted considerable time to reviewing and deliberating on a wide range of updates covering business operations, regulatory developments, economic trends, and ESG matters.	100%
Key Managerial Personnel	8	During the year, the Board of Directors and Key Managerial Personnel of the Company devoted considerable time to reviewing and deliberating on a wide range of updates covering business operations, regulatory developments, economic trends, and ESG matters.	100%
Employees other than BOD KMPs	211	Company values, ethics, integrity, employee effectiveness, operational discipline, service quality, decision-making capabilities and overall skill development.	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):

NGRBC principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		Brief of the case	Has an appeal been preferred (yes/no)
		Amount (in Rs.)			
Penalty/ Fine	1	Assistant Labour Commissioner, Chitrakoot, UP	10,27,676	Received an order passed by labour court for payment of Rs. 10,27,676/- for Non-Payment of Minimum Wages	Yes, the Company has filed a recall application against this order.

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 Commissioner, UP Chitrakoot Area, Banda	13,74,614	Received an order passed by labour court Banda for payment of Rs.13,74,614/- based on a complaint filed by labour inspector for non-payment of minimum wages & overtime wages as per applicable statute	Yes, the adverse order has been recalled by the Company.
Penalty/ Fine	1	Deputy Labour Commissioner, UP Chitrakoot Area, Banda	11,20,852	Received an order passed by labour court Banda for payment of Rs.11,20,852/- based on a complaint filed by labour inspector for non-payment of minimum wages & overtime wages as per applicable statute	Yes, the adverse order has been recalled by the Company.
Penalty/ Fine	1	Assistant Labour Commissioner, Kasganj, U.P	29,93,034	Received an order passed by labour court Kasganj, UP for payment of Rs. 29,93,034/- based on a complaint filed by the Labour Enforcement Officer, Kasganj, UP. The complaint alleged that the company's establishment was paying its employees less than the prescribed minimum wage as per the Act	Yes, an appeal was filed and the liability was mitigated successfully.
Penalty/ Fine	1	State Tax Officer, Kashmir, Jammu and Kashmir	82,20,971	Demand order for the Financial Year 2021-22 for variance in the ITC claimed by the Company and assessed by Assessing Officer	Yes, the Company has filed an appeal.
Penalty/ Fine	1	Office of the Municipal Council, Banka (Nagar Parishad, Banka), Government of Bihar	10,00,000	The Municipal Council of Banka has issued a notice regarding the unauthorized installation of promotional flex banners on electric poles within the city limits.	Yes, an appeal was filed.
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. 10,27,676/- for Non-Payment of Minimum Wages	Assistant Labour Commissioner, Chitrakoot, UP
Received an order passed by labour court Banda for payment of Rs.13,74,614/- based on a complaint filed by labour inspector for non-payment of minimum wages & overtime wages as per applicable statute	Labour Commissioner, UP Chitrakoot Area, Banda
Received an order passed by labour court Banda for payment of Rs.11,20,852/- based on a complaint filed by labour inspector for non-payment of minimum wages & overtime wages as per applicable statute	Deputy Labour Commissioner, UP Chitrakoot Area, Banda
Received an order passed by labour court Kasganj, UP for payment of Rs. 29,93,034/- based on a complaint filed by the Labour Enforcement Officer, Kasganj, UP. The complaint alleged that the company's establishment was paying its employees less than the prescribed minimum wage as per the Act	Assistant Labour Commissioner, Kasganj, U.P
Demand order for the Financial Year 2021-22 for variance in the ITC claimed by the Company and assessed by Assessing Officer	State Tax Officer, Kashmir, Jammu and Kashmir
The Municipal Council of Banka has issued a notice regarding the unauthorized installation of promotional flex banners on electric poles within the city limits.	Office of the Municipal Council, Banka (Nagar Parishad, Banka), Government of Bihar

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, our Code of Conduct and Ethics Framework sets out stringent standards governing anti-corruption and anti-bribery practices. We are fully committed to complying with all applicable laws and regulations across the jurisdictions in which it operates.

Integrity and ethical conduct are fundamental to our Company's values. We follow a zero-tolerance approach towards bribery and corruption and reinforces compliance through regular communication and dissemination of key policies, including the Code of Conduct, Ethics Framework, Fraud Prevention & Reporting Policy, and guidelines on gifts and hospitality.

These policies apply to all individuals acting on behalf of the Company, including employees, directors, officers, agents, vendors, consultants, and other third parties, thereby underscoring our commitment to ethical business practices, legal compliance, and the prevention of bribery and corruption in any form.

The detailed policies are available on the Company's website at:

- Ethics Policy: <https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>
- Code of Conduct: <https://vmart.co.in/wp-content/uploads/V-Mart-Code-of-Conduct-1-1.pdf>
- Fraud Prevention & Reporting Policy: <https://vmart.co.in/wp-content/uploads/V-Mart-Fraud-Prevention-Reporting-Policy-Final.pdf>

Note: The Company's Anti-Bribery provisions are incorporated within the Ethics Framework, and Anti-Corruption provisions form part of the 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-2025-26 Current Financial Year	FY-2024-25 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-2025-26 Current Financial Year		FY-2024-25 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, as there were no instances of corruption or conflicts of interest during the reporting period that required action by regulators, law enforcement agencies, or judicial institutions.

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

Particulars	FY-2025-26 (Current Financial Year)	FY-2024-25 (Previous Financial Year)
Number of days of accounts payables*	74	77**

\*Number of days of account payable= Avg. Trade Payable for goods/ Purchases\*365  
 \*\* The amount pertaining to 'Supplier Finance Arrangement' has been reclassified from 'Trade Payables' to 'Other Financial Liabilities'. For further information, please refer to Note no. 1(p) of the Notes to Financial Statements.

**9. Open-ness of business**

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	40%	35%
	b. Number of trading houses where purchases are made from	974	1,224
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	81%	77%
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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.04%	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

**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 programme
0	NA	0%

**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, the Company requires all directors to disclose any interests or concerns in other companies, bodies corporate, firms, or associations of individuals, including any changes in their shareholding, in the manner prescribed under applicable laws.

Any director who, directly or indirectly, is interested in a contract or arrangement entered into or proposed with:

- A. a body corporate in which the director, alone or together with other directors, holds more than two percent shareholding or serves as a promoter, manager, or Chief Executive Officer, or
- B. a firm or other entity in which the director is a partner, owner, or member, is required to disclose the nature of such interest at the relevant Board meeting.

Such directors abstain from participation in the discussion and decision-making on the concerned matter.

These disclosures are recorded in a register maintained in accordance with the Companies Act, 2013, and are placed before the Board for its noting.

2. The Company has established mechanisms under its Code of Conduct to identify potential conflicts of interest, and the procedures for managing or mitigating such conflicts are detailed in V-Mart's Ethics Policy, available on the Company's website.

**PRINCIPLE 2**

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

**ESSENTIAL INDICATORS**

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in Environmental and Social impacts
R&D	0	0	NA
Capex	1.2%	0	NA

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
Yes
- If yes, what percentage of inputs were sourced sustainably?  
51%

- 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.

The Company integrates sustainability into all aspects of its operations, aiming to lead in sustainable fashion while creating long-term stakeholder value. It focuses on responsible sourcing, efficient resource use, sustainable packaging, reduced polybag consumption, eco-friendly dyeing, and lower water usage in denim production. Every product includes at least one sustainable feature.

It promotes circular practices by reusing packaging materials, with around 21 lakh cartons (90%) reused in this financial year which significantly reduces waste. Waste such as paper, plastic, and metal is segregated and recycled through authorised vendors, while some scrap is used internally to minimise new material use. E-waste and the minimal hazardous waste generated are handled responsibly through authorised channels. The Company also encourages reuse and recycling of fabric waste and promotes reduction in plastic usage across operations.

- 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.

The Company is currently reviewing the applicability of the relevant EPR provisions and is taking steps to address the associated compliance requirements.

**LEADERSHIP INDICATORS**

- 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
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Not applicable. The Company operates in the retail sector and does not undertake manufacturing or processing activities. The Company primarily procures finished goods from suppliers and retails them through its store network. Accordingly, the Company has not conducted Life Cycle Assessments for any products/services within its operational boundary during the reporting period.

- 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	~90% carton reuse rate by reusing ~21 lakh cartons, significantly reducing the need for new cartons and shrink-wrap consumption.
Plastic Polybags	High plastic consumption; non-biodegradable packaging	Eliminated ~1.4 crore polybags via sustainable packaging transition.
Waste reduction	Resource depletion and waste from discarded store fixtures	Production of over 27 Lakh garments using recycled fabrics; recycled ~95% fixtures from existing or closed stores for new stores and renovations
Water	Wastewater discharge from RO and STP	RO wastewater reused conserving over 80 Lakh litres annually; STP recycles ~ 40,000 kilolitres of water for landscaping.
Paper	Excessive usage of paper in registers and disposables	Digitised operations through e-registers and digital invoicing, reducing paper consumption.
Electricity Use	Carbon emissions from conventional energy sources	Installed 700 kWp rooftop solar at our warehouse, generating ~2700+ GJ of renewable energy annually; 100% LED lighting at all new stores; Setup of heat control films in new stores with south-west facing facades reduce cooling requirements.

- 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-2025-26	FY-2024-25
	Current Financial Year	Previous Financial Year
-	-	-

Not Applicable. The Company operates in the retail sector and does not undertake manufacturing activities or provide services involving production processes. The Company primarily procures finished merchandise from suppliers and retails the same through its store network. Accordingly, measurement of recycled or reused input material as a percentage of total material used in production/service delivery is not applicable to the Company's operations.

- 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-2025-26 Current Financial Year			FY-2024-25 Previous Financial Year		
	Re-used	Re-cycled	Safely Disposal	Re-used	Re-cycled	Safely Disposal
Plastic (including packaging)	0	0	26	0	0	14
E-Waste	0	0	6	0	0	0
Hazardous Waste	0	0	0	0	0	0
Other Waste	3,652	0	711	1,701	0	805

- 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)
<b>Permanent Employees</b>											
Male	8,431	8,431	100%	8,431	100%	0	0%	2,479	29%	NA	NA
Female	3,260	3,260	100%	3,260	100%	3,260	100%	0	0%	NA	NA
<b>Total</b>	<b>11,691</b>	<b>11,691</b>	<b>100%</b>	<b>11,691</b>	<b>100%</b>	<b>3,260</b>	<b>28%</b>	<b>2,479</b>	<b>21%</b>	<b>NA</b>	<b>NA</b>
<b>Other than Permanent Employees</b>											
Male	1,326	1,326	100%	1,326	100%	0	0%	186	14%	NA	NA
Female	912	912	100%	912	100%	912	100%	0	0%	NA	NA
<b>Total</b>	<b>2,238</b>	<b>2,238</b>	<b>100%</b>	<b>2,238</b>	<b>100%</b>	<b>912</b>	<b>41%</b>	<b>186</b>	<b>8%</b>	<b>NA</b>	<b>NA</b>

**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)
<b>Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	NA	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-
<b>Other than Permanent Employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	NA	-	-	-	-	-	-
<b>Total</b>	-	-	-	-	-	-	-	-	-	-	-

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

	FY-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
Cost incurred on wellbeing measures as a % of total revenue of the company	0.06%	0.17%

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

Benefits	FY-2025-26 Current Financial Year			FY-2024-25 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%	NA	YES
Gratuity	100%	NA	YES	100%	NA	YES
ESI	83%	NA	YES	84%	NA	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, several of our stores provide easy access for differently-abled individuals. The stores that are located in malls are equipped with elevators and infrastructure to support accessibility for differently-abled employees and workers.

**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, the Company has established a Code of Conduct to guide workplace culture and uphold ethical standards, and has also implemented a Human Rights Policy reinforcing its strong commitment to equal opportunity, dignity, and fair treatment for all.

Key principles include:

- The Company is committed to providing equal opportunities to all employees.
- Discrimination on any grounds including caste, religion, marital status, gender, sexual orientation, age, disability, or any other category protected by applicable law is strictly prohibited.
- Recruitment, coaching, and promotion decisions are made solely based on performance, merit, competence, and potential.

The link for the policies are mentioned below:

1. Ethics framework: <https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Ethics-Policy.pdf>
2. Human Rights policy: [https://vmart.co.in/wp-content/uploads/2022/09/Human\\_rights\\_Policy.pdf](https://vmart.co.in/wp-content/uploads/2022/09/Human_rights_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	98%	71%	0	0
Female	45%	31%	0	0
<b>Total</b>	<b>81%</b>	<b>60%</b>	<b>0</b>	<b>0</b>

**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 constituted an Ethics Committee responsible for ensuring that workplace practices are aligned with the Code of Conduct. Employees can raise their grievances, anonymously or otherwise, by contacting Ethics Committee members directly or via email at [speakup@vmart.co.in](mailto:speakup@vmart.co.in), [ic@vmart.co.in](mailto:ic@vmart.co.in).

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

Category	FY-2025-26 Current Financial Year			FY-2024-25 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)
<b>Total Permanent Employees</b>	<b>11,691</b>	<b>0</b>	<b>0</b>	<b>10,912</b>	<b>0</b>	<b>0</b>
Male	8,431	0	0	8,171	0	0
Female	3,260	0	0	2,741	0	0
<b>Total Permanent Workers</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
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-2025-26 Current Financial Year					FY-2024-25 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)
<b>Employees</b>										
Male	9,757	9,757	100%	9,695	99%	9,016	9,016	100%	8,914	99%
Female	4,172	4,172	100%	4,146	99%	3,169	3,169	100%	3,108	98%
<b>Total</b>	<b>13,929</b>	<b>13,929</b>	<b>100%</b>	<b>13,841</b>	<b>99%</b>	<b>12,185</b>	<b>12,185</b>	<b>100%</b>	<b>12,022</b>	<b>99%</b>
<b>Workers</b>										
Male										
Female										
<b>Total</b>										

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

Category	FY- 2025-26 Current Financial Year			FY- 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	9,757	6,606	68%	9,016	5,856	65%
Female	4,172	2,387	57%	3,169	1,871	59%
<b>Total</b>	<b>13,929</b>	<b>8,993</b>	<b>65%</b>	<b>12,185</b>	<b>7,727</b>	<b>63%</b>
<b>Workers</b>						
Male						
Female						
<b>Total</b>						

**10. Health and safety management system: -**

**a. 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, considering the nature of its operations, there are no significant occupational health and safety risks. The Company has established policy (Environmental, Health and Safety Policy) with supporting processes to ensure employee safety and well-being. Safety incidents are monitored by the Admin Team in coordination with the Internal Control team and are reported to management on a case-by-case basis. The Company also conducts safety awareness sessions, fire safety training, evacuation drills, and mock drills to enhance employee preparedness.

**b. 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.

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

Not Applicable

**d. 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-2025-26	FY-2024-25
		Current Financial Year	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 places a significant focus on the health, safety, and overall physical and mental well-being of its employees, recognising them as critical to the Company's success and growth, as outlined in its Environment, Health, and Safety Policy. The Company is committed to maintaining a safe and secure workplace, proactively preventing injuries and illnesses, and continuously mitigating risks and hazards.

Key measures implemented to address occupational health and safety impacts include:

- Providing medical assistance to employees.
- Ensuring First Aid Boxes are available at all stores and company premises.
- Maintaining fire detection, alarm, and suppression systems.
- Conducting regular mock drills for fire and medical emergencies.
- Installing CCTV cameras and other security systems across all office floors.
- Organising awareness campaigns on health and safety topics such as fire safety, road safety, and emergency evacuation procedures.
- Providing training to employees and contractors on workplace hazards, associated risks, and preventive measures.

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

Category	FY-2025-26 Current Financial Year			FY-2024-25 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
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 provides comprehensive training to its retail store staff, as well as Managerial and leadership personnel, covering functional expertise, leadership development, and safety norms to ensure business continuity.
- Standard Operating Procedures (SOPs) have been implemented across all retail outlets to safeguard the well-being of both employees and customers.

**LEADERSHIP INDICATORS**

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

- (a) employees (Y/N)? - YES
- (b) workers (Y/N)? - NO

Yes, employees are covered under ESI, Group Life Insurance, and the 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 designed to release payments to third-party manpower service providers, such as security and housekeeping agencies, only upon receipt of proof of monthly payments or deposits to ESIC and PF authorities for staff deployed at Company locations. Furthermore, the Company encourages its value chain partners to comply with statutory obligations, including timely payment of dues, and to regularly verify 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-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year	FY-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

No incidents were reported during F.Y. 2025-26 & 2024-25 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, employee skill development and upgradation is a continuous process throughout an individual's tenure with the Company. This approach not only enhances performance during employment but also equips employees with skills that support career opportunities even after their 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	71%
Working Conditions	71%

**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.**

No significant risks / concerns were found during the year.

**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.**

Stakeholder assessment and classification are based on criteria such as inclusivity, materiality, responsiveness, impact, interests, expertise on key issues, level of influence, integrity, willingness, and expectations. The Company has identified its key stakeholder groups, which include customers, vendors, suppliers, employees, shareholders, investors, government and regulatory authorities, and the broader community. These stakeholders 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 ensures consistent and effective engagement with these stakeholders through structured communication channels. To maintain accountability, robust grievance redressal mechanisms are in place for customers, employees, and shareholders. Additionally, the Company's corporate social responsibility initiatives include focused efforts to engage and support marginalized stakeholders, reflecting its commitment to inclusive and sustainable value creation.



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	<b>Other</b> Meetings, E-mails, Online HR Portal, Townhalls	<b>Others</b> Continuous-Meetings/e-mail, Online HR Portal, monthly townhalls	<ul style="list-style-type: none"> <li>To provide clear strategic direction and keep employees well informed about company initiatives.</li> <li>To maintain our position as an employer of choice by fostering a safe, supportive, and motivating work environment.</li> <li>To actively listen to and address the needs and concerns of our team members.</li> <li>To promote effective career management and create growth opportunities.</li> </ul>
Shareholders	No	<b>Other</b> Meetings, Notices, Annual Reports, E-mails, Website, Stock Exchange Intimations, Advertisements, Annual General Meeting	<b>Others</b> Quarterly: Financial Statements, Press Release, exchange notifications, Continuous: Website, Stock Exchange Intimations Annually: Annual General Meeting, Annual Report	<ul style="list-style-type: none"> <li>To provide relevant and timely information to existing and prospective stakeholders.</li> <li>To effectively manage shareholder expectations and mitigate reputational risk.</li> <li>To strengthen stakeholder relationships, stay informed of market developments, and support the Company's shareholder targeting strategy.</li> <li>To uphold high standards of governance and further enhance trust in the Company and its brand.</li> </ul>
Investors	No	<b>Other</b> Meetings, Notices, Annual Reports, E-Mails, Investor calls, Website, Investors Presentations	<b>Others</b> 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"> <li>To provide relevant and timely information to both current and prospective stakeholders.</li> <li>To effectively manage shareholder expectations and safeguard our reputation.</li> <li>To foster strong relationships, stay informed on market trends, and refine our shareholder targeting strategy.</li> <li>To uphold high standards of governance and strengthen trust in our brand through transparency and accountability.</li> </ul>

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
Customers	No	<b>Other</b> E-mails, SMS, Website, Social Media, Chats, Advertisements, Online Feedback Form, Surveys, Online Reviews, LimeRoad App	<b>Others</b> Continuous: V-Mart website; Social Media (LinkedIn, Twitter, Facebook, WABA) Quarterly: Customer satisfaction survey.	<ul style="list-style-type: none"> <li>To gain a deep understanding of the client, industry, and key business challenges.</li> <li>To identify opportunities to enhance our services and product offerings.</li> <li>To determine the investments and capabilities needed to effectively meet demand.</li> <li>To improve their livelihoods and overall well-being.</li> </ul>
Communities	Yes	E Mails, community meetings, Whatsapp	<b>Others</b> As needed transactional meetings; periodic reviews; surveys.	<ul style="list-style-type: none"> <li>Regular support is extended to beneficiaries at MKF through free apparel distribution during festive occasions and quarterly visits, ensuring sustained assistance.</li> <li>Regular visits to check that the funds are being utilised correctly.</li> </ul>
Vendors	No	Vendor meet, emails etc.	<b>Others</b> Need basis	<ul style="list-style-type: none"> <li>Ensure the effective execution of contracts and agreements.</li> <li>Gather suggestions and feedback to continuously improve services and support the Company's growth.</li> <li>To ensure a consistent and timely supply of goods and services to support operational needs.</li> <li>To drive responsible practices across our supply chain, including local sourcing, ethical standards, and environmental sustainability.</li> </ul>
Regulators	No	<b>Other</b> Stock Exchange Intimations, Regulatory Filings, Website, E-Mails	<b>Others</b> Continuous: Stock Exchange Intimations, Regulatory Filings, Website	<ul style="list-style-type: none"> <li>To foster open, honest, and transparent relationships while ensuring full compliance with applicable legal and regulatory requirements.</li> <li>To safeguard our operating licences and minimise operational risk.</li> </ul>



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
Government Agencies	No	Other Stock Exchange Intimations, Regulatory Filings, Website, E-Mails	Others Ad hoc basis: E-Mails	<ul style="list-style-type: none"> <li>To build and strengthen relationships with the government, both as a partner in the country's development and as a key client.</li> <li>To contribute constructively to legislative and policy development processes that may impact the economy and our operations.</li> <li>To enhance organisational learning through engagement with industry bodies and cross-sectoral organisations.</li> <li>To leverage business associations as platforms to articulate and advocate our perspectives on critical industry matters.</li> <li>To influence outcomes and advance shared priorities and common agendas.</li> </ul>
Media	No	Other Press Release, Interviews, Website, Newspaper	Others Continuous: Stock Exchange Intimations, Regulatory Filings, Website	<ul style="list-style-type: none"> <li>To utilise the reach and influence of media channels to share our business and corporate citizenship story with stakeholders.</li> <li>To engage relevant stakeholders and the wider public in ways that positively influence behaviour and support desired business outcomes.</li> <li>To safeguard and manage our reputation.</li> </ul>

**LEADERSHIP INDICATORS**

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

The Company engages with stakeholders through various structured platforms and communication channels, including interactions with employees, customers, suppliers, investors, shareholders, and other relevant stakeholders. These engagements are managed by designated functions within the organisation. Key feedback, concerns, and expectations arising from such interactions are consolidated and reviewed by the respective functional teams and senior management. Matters requiring strategic oversight, including significant economic, environmental, social, and governance-related topics, are presented to the Board and/or relevant Board Committees for consideration and guidance.

The Board receives regular updates on stakeholder feedback, along with proposed initiatives and actions being considered, ensuring informed oversight and alignment with stakeholder expectations at each Board meeting and during Board calls. The Board receives regular updates at each meeting on stakeholder feedback, along with proposed initiatives and actions being considered, ensuring informed oversight and alignment with stakeholder expectations.

**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. Stakeholder consultations form an integral part of the Company's process for identifying and managing material environmental and social topics. The Company conducts materiality assessments involving relevant stakeholders, including employees, customers, suppliers, investors, and other stakeholders, to understand their expectations and concerns. The

inputs received are evaluated and considered while prioritising material topics and strengthening relevant policies, initiatives, and business practices relating to sustainability, employee well-being, customer experience, responsible sourcing, and operational efficiency.

The Materiality Assessment conducted by the Company is available on the website of the Company at <https://vmart.co.in/esg-profile/>.

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

The Company has undertaken several CSR initiatives aimed at supporting vulnerable and marginalized communities, such as:

- Community Free School:** Providing education to street and rural children from underserved backgrounds.
- Girls Ashram:** Offering education, food, and shelter to orphans, abandoned children, and those in need of care and protection.
- Project Pragati Path:** Promote literacy, life skills, and practical learning among underprivileged students through employee-led educational outreach programmes.
- Swachh Ganga:** Conducted Ghat clean-up drive to promote river conservation, environmental hygiene, and community engagement.
- Plantation Drive:** Conducted sapling plantation activities led by store teams in collaboration with local communities and customers.
- Other Human Welfare activities:** Distributed food and necessary items for the under-privileged section of the society, health check-up camps and hygiene awareness programmes.

**PRINCIPLE 5:**

**BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.**

**ESSENTIAL INDICATORS**

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

Category	FY-2025-26 Current financial year			FY-2024-25 Previous financial year		
	Total (A)	No. of employees/workers covered (B)	% (B/a)	Total (C)	No. of employees/workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	11,691	11,587	99.1%	10,912	10,749	98.5%
Other than permanent	2,238	2,091	93.4%	1,273	1,273	100%
<b>Total employees</b>	<b>13,929</b>	<b>13,678</b>	<b>98.2%</b>	<b>12,185</b>	<b>12,022</b>	<b>98.6%</b>
<b>Workers</b>						
Permanent						
Other than permanent				0		
<b>Total workers</b>						

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

Category	FY-2025-26 Current Financial Year					FY-2024-25 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)
<b>Employees</b>										
<b>Permanent</b>										
Male	8,431	4,671	55.5%	3,760	44.6%	8,171	3,965	48.5%	4,206	51.4%
Female	3,260	2,397	73.5%	863	26.5%	2,741	1,752	63.9%	989	36.1%
<b>Other than permanent</b>										

Male	1,326	1,190	89.7%	136	10.3%	845	773	91.5%	72	8.5%
Female	912	789	86.5%	123	13.5%	428	373	87.1%	55	12.8%
<b>Workers</b>										
<b>Permanent</b>										
Male	NA									
Female	NA									
<b>Other than permanent</b>										
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)	3	33,75,000	1	27,95,000
KMPs	3	2,95,08,057	1	29,37,920
Employees other than BODs and KMPs	9,788	1,54,824	4,137	1,35,312
Workers			0	

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

	FY-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	21%	19%

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 of Human Resources manages the HR function, while the Ethics Committee and Internal Committee handle any human rights issues arising from the Company's operations.

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

We uphold a strict zero-tolerance stance toward any form of human rights violation and are firmly committed to safeguarding and advancing the rights of all employees and stakeholders. A formal internal grievance redressal framework is established, allowing employees and stakeholders to voice concerns to their respective functional heads, the Human Resources team, designated ethics officers, or directly during open-house town hall meetings with the Managing Director.

The Company unequivocally prohibits child labour and any form of violence or abuse, including physical, sexual, psychological, or verbal misconduct. All stakeholders, both internal and external, are provided with 24/7 access to report grievances and anonymously report any breaches of the Human Rights Policy or whistleblowing matters by contacting [vigilance.officer@vmartretail.com](mailto:vigilance.officer@vmartretail.com). Additionally, employees can address any ambiguities by raising their concerns to [speakup@vmart.co.in](mailto:speakup@vmart.co.in), [ic@vmart.co.in](mailto:ic@vmart.co.in).

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

Category	FY-2025-26 Current Financial Year			FY-2024-25 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	4	0	Complaints Resolved	8	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	-	0	0	-
Other Human Rights-Related Issues	66	0	Complaints Resolved	41	2	All pending complaints were resolved in FY26

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

	FY-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	8
Complaints on POSH as a % of female employees / workers	0.10%	0.25%
Complaints on POSH upheld	3	6

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

The Company has safeguards to protect complainants in discrimination and harassment cases. Under the [Whistleblower Policy](#), Individuals reporting concerns in good faith are protected from retaliation, with confidentiality and anonymity maintained except where legally required, and any retaliatory action is a disciplinary violation. For workplace harassment under the [POSH framework](#), an Independent Internal Committee (IC) conducts impartial, time-bound inquiries and implements interim measures to prevent adverse consequences while ensuring protection and dignity.

As per [V-Mart Ethics Framework](#), the Company protects complainants in discrimination cases through strict adherence to its workplace culture principles. Employees are expected to respect individual differences and make decisions on recruitment, coaching, and promotion solely based on merit, performance, and competence. Any discriminatory behavior is prohibited, and misconduct, including actions that adversely affect colleagues, is subject to disciplinary action. Complaints are investigated confidentially, and employees raising concerns in good faith are safeguarded from retaliation.

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

Yes, human rights clauses are explicitly included in our business agreements with all value chain partners. Furthermore, we actively promote the adoption of sustainable practices throughout the value chains of our suppliers and 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	
Wages	
Other- please Specify	
	100%

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

No significant risks/ concerns were identified.



**LEADERSHIP INDICATORS**

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

Currently, no specific business process has been directly modified or influenced as a result of addressing human rights grievances. However, the Company continues to proactively address human rights issues through ongoing initiatives. Regular refresher training programs are conducted to keep employees informed about relevant matters, promoting awareness and sensitivity across the organization.

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

The Company is committed to upholding human rights across its workforce through fair employment practices, adherence to applicable labour standards, workforce onboarding checks, and established grievance redressal mechanisms. This extends to personnel engaged through third-party manpower service providers. Partners who provide us Manpower Services (which form a significant portion of our total employees) are regularly assessed to ensure payment of contractual wages and deposit of all statutory due with respective government authorities.

**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, several of our stores provide easy access for differently-abled individuals. All stores located in malls are equipped with elevators and infrastructure to support accessibility for differently-abled visitors.

**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	71%
Forced labour/ involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Other-specify	

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at question 4 above.**

No significant risks/ concerns were identified during the year.

**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-2025-26	FY-2024-25
	Current Financial Year	Previous Financial Year
<b>From Renewable Sources</b>		
Total Electricity Consumption (A)	2,720	2,055
Total Fuel Consumption (B)	0	0
Energy Consumption through Other Sources (C)	0	0
<b>Total Energy Consumed from Renewable Sources (A+B+C)</b>	<b>2,720</b>	<b>2,055</b>
<b>From Non-Renewable Sources</b>		
Total Electricity Consumption (D)	2,97,151	2,51,594

Parameter	FY-2025-26	FY-2024-25
	Current Financial Year	Previous Financial Year
Total Fuel Consumption (E)	86,976	84,313
Energy Consumption through Other Sources (F)	0	0
<b>Total Energy Consumed from Non-Renewable Sources (D+E+F)</b>	<b>3,84,127</b>	<b>3,35,907</b>
<b>Total Energy Consumption (A+B+C+D+E+F)</b>	<b>3,86,847</b>	<b>3,37,962</b>
Energy intensity per rupee of turnover (Total energy consumption / Revenue from operations)	1.02*	1.04*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	20.76	21.45
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

**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 is not subject to the industry classification requirements.



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

Parameter	FY-2025-26	FY-2024-25
	Current Financial Year	Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	1,73,063	1,53,446**
(iii) Third-party water	1,660	1,001
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>1,74,723</b>	<b>1,54,447</b>
The total volume of water consumption (in kilolitres)	1,74,723	1,54,447
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)	9.4	9.8
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 25-26 has been calculated 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

4. Provide the following details related to water discharged:

Parameter	FY-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
<b>Water discharge by destination and level of treatment (in kilolitres)*</b>		
(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	-	-
(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	-	-
<b>Total water discharge (in kilolitres)</b>	-	-

\*Since, water usage is primarily for human consumption, we do not collate the information on water discharge

**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 Company operates a Sewage Treatment Plant (STP) at its Palwal warehouse with a capacity of 1,00,000 litres. Approximately 30,000 litres of water is treated daily, of which about 25,000 litres is reused within the warehouse for flushing, cleaning, and gardening, while around 5,000 litres is drawn separately. The STP maintained an operational efficiency of approximately 88% during FY 2025-26, ensuring effective water reuse with no discharge of untreated wastewater. Sludge and wastewater residues are processed through a filter press and repurposed for composting or used in gardening, supporting sustainable water and waste management practices.



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

Parameter*	Please Specify Units	FY-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
NOx	Tones	87.88	85.19***
SOx	Tones	0.45	0.48
Particulate Matter (PM)	Tones	0.11	0.11
Persistent Organic Pollutants (POP)	-	-	-
Volatile Organic Compound (VOC)	-	-	-
Hazardous Air Pollutants (HAP)	-	-	-
Others- Please Specify **(Carbon and Its Compounds)	Tones	6,038.8	5,893.9

\*The emission for FY 2025-26 has been calculated with reference to the industry standards on reporting of BRSR Core issued by SEBI dated 20<sup>th</sup> Dec, 2024.

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

\*\*\* Revision due to a change in the underlying methodology used for calculation

**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-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
<b>Total scope 1 emissions</b> (break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	6,038.8	5,853.9
<b>Total scope 2 emissions</b> (break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	59,099.9	50,039.3
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	0.17
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	NA	3.5	3.6
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>		NA	NA
<b>Total scope 1 and scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity.		0	0

\*The numbers are in Metric Tonnes/Lakh Rupees.

**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 Palwal warehouse, which generated approximately 0.76 million kWh (7.6 lakh units) of renewable energy during FY 2025-26, reducing reliance on grid electricity and lowering Scope 2 emissions. Additionally, all new stores are equipped with 100% LED lighting and heat control films to improve energy efficiency and reduce cooling requirements.



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

Parameter	FY-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
<b>Total Waste Generated (In Metric Tonnes)</b>		
Plastic Waste (A)	26	14
E-Waste (B)	6	NA
Bio-Medical Waste (C)	NA	NA
Construction and Demolition Waste (D)	NA	NA
Battery Waste (E)	0.5	1
Radioactive Waste (F)	NA	NA
Other Hazardous Waste, Please Specify, if any (G)	0	0
Other Non-Hazardous Waste Generated (H), please specify if any. (Break up by composition, i.e., by Material Relevant to The Sector)	4,363	2,505**
<b>Total (A+B+C+D+E+F+G+H)</b>	<b>4,396</b>	<b>2,520</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.012*	0.008*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.24	0.16
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category Of Waste</b>		

Parameter	FY-2025-26	FY-2024-25
	Current Financial Year	Previous Financial Year
(I) Recycled	0	0
(II) Reused	3,652	1,700
(III) Other Recovery Operations	0	0
<b>Total</b>	<b>3,652</b>	<b>1,700</b>
<b>For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)</b>		
(I) Incineration	0	0
(II) Landfilling	0	0
(III) Other Disposal Operations	743	0
<b>Total</b>	<b>743</b>	<b>0</b>

\*The numbers are in Metric Tonnes/Lakhs Rupees

\*\*Previous year figures have been reclassified to improve waste categorization.

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 follows a waste hierarchy approach focusing on reduction, reuse, recycling, and responsible disposal. During FY 2025-26, waste generated at warehouse and store levels primarily included packaging material, textile scrap, metal scrap, e-waste, plastic waste, and limited construction debris. A structured carton reuse mechanism achieved approximately 90% reuse efficiency, significantly reducing fresh packaging consumption and supporting circular economy practices. The remaining waste is segregated at source and disposed of through authorised recyclers. No waste is sent to landfill or incineration, reflecting the Company's commitment to responsible waste management. As a retail entity, the Company has minimal exposure to hazardous and toxic chemicals. Any limited hazardous waste, such as e-waste and batteries, is managed through authorised recyclers in compliance with applicable environmental regulations.

**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
-	-	-	-	-	-

The entity did not undertake any such project, hence this is Not Applicable.

**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-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
<b>Water withdrawal by source (in kilolitres)</b>		
(I) Surface water	-	-
(II) Groundwater	-	-
(III) Third-party water	-	-
(IV) Seawater / desalinated water	-	-
(V) Others	-	-
<b>The total volume of water withdrawal (in kilolitres)</b>	-	-
<b>The total volume of water consumption (in kilolitres)</b>	-	-
Water intensity per rupee of turnover (water consumed /turnover)	-	-
Water intensity (optional)- the relevant metric may be selected by the entity.	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-
<b>Total water discharge (in kilolitres)</b>	-	-

**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-2025-26	FY-2024-25
		Current Financial Year	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 CO <sub>2</sub> 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	Carton Reuse & Circular Packaging Mechanism	Implemented structured carton return and reuse mechanism across warehouse and stores. Approximately 21 lakh cartons reused during FY 2025-26 (~90%).	<ul style="list-style-type: none"> <li>Significant reduction in fresh packaging procurement;</li> <li>strengthened circular economy practices and reduced environmental footprint.</li> </ul>
2	STP & RO Water Reuse & Zero Discharge Model	Operated a Sewage Treatment Plant (STP) at our warehouse and reuse of RO wastewater across all stores for utilities and landscaping; no external discharge.	<ul style="list-style-type: none"> <li>Achieved Zero Liquid Discharge;</li> <li>~40,000 KL water managed and reused through STP;</li> <li>conserve over 80 Lakh litres of water annually by reusing RO wastewater.</li> </ul>
3	Use of recycled fabric for production and reuse of fixtures	Production of garments from recycled fabrics; recycle fixtures from existing or closed stores for use in new stores or for renovations.	<ul style="list-style-type: none"> <li>Produced over 27 lakh garments from recycled fabrics;</li> <li>recycled ~95% fixtures for use in new stores or renovation.</li> </ul>
4	Rooftop Solar Installation (Warehouse)	~700 kWp rooftop solar plant installed at warehouse to offset grid electricity consumption.	<ul style="list-style-type: none"> <li>Generated ~2700+ GJ of renewable energy annually.</li> </ul>
5	Paper Waste Reduction	Elimination of paper registers and shift towards digitization reduces environmental impact and reduces waste	<ul style="list-style-type: none"> <li>Digitised operations through e-registers and digital invoicing, reducing paper consumption.</li> </ul>
6	Reduction in use of energy	Use of LED lights and introduction of heat control films in all new stores	<ul style="list-style-type: none"> <li>100% use of LED lighting in all new stores;</li> <li>heat control films in all new stores with south-west facing facades to reduce cooling requirements, eventually reducing the use of energy.</li> </ul>
7	Use of sustainable packaging	Eliminate use of polybags and use sustainable packaging options	<ul style="list-style-type: none"> <li>Eliminated ~1.4 crore polybags via transition to sustainable packaging.</li> </ul>

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

The Company maintains strong business resilience through a comprehensive Business Continuity Plan (BCP), which encompasses personnel, facilities, and critical IT infrastructure. To ensure seamless operations during disruptions, strategically located Disaster Recovery (DR) sites are in place. These DR sites are subjected to regular testing, with the results reviewed to implement necessary improvements. The overall design of the BCP policies and programs is aimed at strengthening the Company's ability to effectively respond to any unforeseen disasters or events that could impact business continuity.

6. 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 is a fashion garment retailer committed to minimizing its environmental footprint throughout the entire product life cycle. This dedication involves a comprehensive assessment of environmental impacts from the initial design and manufacturing (carried out by external vendors) stages through to inventory management and ultimate waste disposal. The central aim is to ensure the product life cycle is environmentally responsible and sustainable by reducing impact at every operational stage.

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

8% of the vendors were assessed for environmental impacts.

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

- By the Listed Entity: NIL
- 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 1 (One) 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. 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 no adverse orders have been passed against the Company by regulatory authorities.

**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)	Actively participating in seminars, conferences, and other forums to engage in meaningful discussions and help shape policies impacting stakeholder interests.	Yes	Whenever Conducted by the associations	<a href="https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Public-Influencing-Regulatory-Policy.pdf">https://vmart.co.in/wp-content/uploads/2023/07/V-Mart-Public-Influencing-Regulatory-Policy.pdf</a>

**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
-	-	-	-	-	-

The Social Impact Assessment is not applicable as the Company did not undertake any projects necessitating such an 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)
-	-	-	-	-	-	-

Rehabilitation and Resettlement (R&R) is currently not applicable as there are no ongoing projects requiring its undertaking.

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

V-Mart ensures that communities have various avenues to communicate their needs, requirements, and concerns. The company utilizes respective grievance redressal mechanisms to address these matters.

We provide the following channels through which any individual may register a concern or lodge a complaint:

- Customer Care: +91 9027057057, 01246650600 (By phone)
- General Grievance: Email at [customercare@vmart.co.in](mailto:customercare@vmart.co.in), [heretohelp@limeroad.com](mailto:heretohelp@limeroad.com), [speakup@vmart.co.in](mailto:speakup@vmart.co.in), [info@vmart.co.in](mailto:info@vmart.co.in), [cs@vmart.co.in](mailto:cs@vmart.co.in), [ic@vmart.co.in](mailto:ic@vmart.co.in)

- Whistle Blower Grievance: Email at [vigilance.officer@vmartretail.com](mailto:vigilance.officer@vmartretail.com)
- By Contact Us section in LimeRoad App
- By Whatsapp in response to feedback asked with each digital invoice shared

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

	FY-2025-26 Current financial year	FY-2024-25 Previous financial year
Directly sourced from MSME/ small producers.	53%	53%
Sourced directly from within the district and neighbouring districts*	100%	100%

\* PAN India basis

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-2025-26 Current Financial Year	FY-2024-25 Previous Financial Year
Rural	0%	1%
Semi-urban	11%	8%
Urban	35%	63%
Metropolitan	54%	28%

(Place to be 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)
-	-	NA	-

**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 is dedicated to fostering equal opportunities for all vendors within the dynamic fashion industry, regardless of their caste, creed, gender, or business size. We maintain a fair and inclusive environment, ensuring that vendors capable of meeting market demands receive equal consideration. We actively support small and marginalized vendors by providing them with a platform to sell their products in our stores and business premises. Our ongoing commitment to inclusivity involves consistently implementing initiatives that empower suppliers from vulnerable groups, supporting their growth and success in the fashion sector.

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

We are committed to fostering an inclusive and socially responsible business environment by actively procuring goods and services from various marginalized and vulnerable groups, including sourcing from Widows/ Women workers, Non-Governmental Organizations (NGOs), Micro, Small, and Medium Enterprises (MSME), and Self-Help Groups (SHGs). Furthermore, we promote this practice within our supply chain, encouraging our suppliers to also support these underrepresented communities. This commitment helps empower these groups and ensures a more equitable business ecosystem.

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

53%

**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	71	100
2	Girls Ashram	25	100
3	Project Pragati Path	257	100



**PRINCIPLE 9**

**BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**ESSENTIAL INDICATORS**

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

V-Mart is committed to a 'Customer First' organizational culture. We facilitate easy customer access through a range of communication channels, including phone support, WhatsApp, social media platforms, and email. Furthermore, we utilise platforms like Facebook and Twitter to proactively monitor and gather real-time customer feedback.

To ensure timely responses to all customer inquiries, a structured data management system is utilized, supported by established Service-Level Agreements (SLAs). All customer complaints whether relating to products, replacements, billing, staff conduct, hygiene, or corporate matters are promptly handled by the customer care team. For escalated cases, a designated grievance officer takes charge of the complaint, maintaining communication with the customer until a full resolution is achieved.

The Company has implemented INGRAM, a centralised platform that consolidates customer complaints from all channels, enabling management of grievances at a single place while ensuring proper data capture and record maintenance.

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

- Customer Care: +91 9027057057, 01246650600 (By phone)
- General Customer Grievance: Email at [customercare@vmart.co.in](mailto:customercare@vmart.co.in), [heretohelp@limeroad.com](mailto:heretohelp@limeroad.com)
- Whistle Blower Grievance: Email at [vigilance.officer@vmartretail.com](mailto:vigilance.officer@vmartretail.com)
- By Contact Us section in LimeRoad App
- 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 2025-26 Current Financial Year		Remarks	FY 2024-25 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	1,30,665	217	All pending complaints were resolved before the approval date of BRSR.	1,14,387	161	All pending complaints were resolved in FY26

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.

Our security framework includes a Segregation of Duties (SOD) Policy. This policy is designed to clearly define and distribute information security management responsibilities across the organization, ensuring every individual understands their role in maintaining information security.

Our information security framework facilitates efficient management of security tasks, including incident response, risk assessment, access control, and ensuring compliance.

We maintain a robust risk management policy that specifically addresses information and cybersecurity risks. This policy establishes a systematic framework for identifying, assessing, and monitoring these potential threats.

We actively mitigate potential threats and safeguard our information assets through the application of effective risk management practices.

**(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 2025-26, no issues were reported concerning consumer data privacy, cybersecurity, or the advertising of essential services. Additionally, there were no product recalls. In relation to our products and services, no fines were levied, nor was any regulatory action taken by authorities.

**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

During the Financial Year 2025-26, the entity had no instances of data breaches reported or concerns raised by 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 leverages its LimeRoad.com platform to extend its digital reach and provide customers with a seamless shopping experience. Vmart's product selection is featured in a dedicated section on the LimeRoad website and app, accessible at <https://www.limeroad.com/vmart/exclusive>.

V-Mart's product collection is promoted by linking them in posts across social media platforms such as Instagram, YouTube, and Facebook.

The Company is expanding its online reach by offering products on Myntra and Flipkart. This allows us to serve customers of these platforms, utilizing its existing network of stores and warehouses for fulfillment.

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

We prioritize transparency and consumer education to ensure a responsible and informed shopping experience. As a step to educate consumers, we provide clear care instructions like washing, drying, and ironing guidance along with essential product details such as size, pattern, colour, and fabric composition on our labels and tags across all consumer touchpoints. This commitment to transparency ensures an 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 ensures that all necessary product information, in accordance with applicable laws such as Legal Metrology, is prominently displayed.

Yes, the Company conducted various customer research activities, including customer surveys and customer data analytics, driven by business needs. These surveys gather customer feedback through online ratings and completed questionnaires provided by the Company.